


Exploring the SWAN Family Matching Unit of Service

Family Matching Unit: The Numbers So Far

- ▶ 174 units referred
- ▶ 35 affiliates made referrals
- ▶ 27 units invoiced or paid
- ▶ 410 PAE registered families



February Units of Service Meeting Poll Results

- ▶ What is the most positive aspect of the Family Matching unit?
 - ▶ More opportunity for families to match **51%**
 - ▶ Provides for standardization of work **29%**
 - ▶ Affiliate referred **19%**
 - ▶ Length of service, provision for extensions **2%**
- ▶ What barriers has your agency experienced in referring the Family Matching unit?
 - ▶ Lack of eligible families **57%**
 - ▶ Need more information/training on the unit **30%**
 - ▶ Staff shortages **27%**
 - ▶ Unsure how to make a referral **7%**

February Units of Service Meeting Poll Results

- ▶ What are some reasons for ineligible families?
 - ▶ Families do not meet criteria established for waiting children **59%**
 - ▶ No families currently in the matching process **29%**
 - ▶ Agency works only with families with identified children **11%**
 - ▶ No current SWAN Family Profile **9%**

- ▶ Have you had issues with any of the following?
 - ▶ Availability of training **32%**
 - ▶ Understanding the Family Matching Plan/Log Guidelines **30%**
 - ▶ Making the referral **29%**
 - ▶ Completing the Family Matching Plan **13%**
 - ▶ Completing the Family Matching Log **5%**

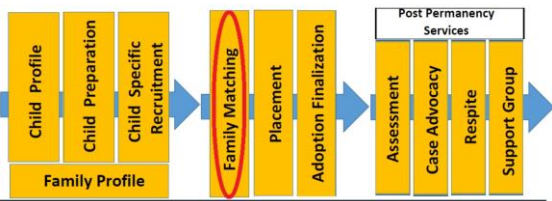
February Units of Service Meeting Poll Results

- ▶ Does your agency have dedicated workers who only do matching?
 - ▶ No **72%**
 - ▶ Yes **28%**

- ▶ If your agency does not have dedicated workers how do you assign matching?
 - ▶ Family Profile writer **35%**
 - ▶ CSR worker **9%**
 - ▶ Placement/Finalization worker **2%**
 - ▶ Combination of these **54%**

Pennsylvania Statewide Adoption and Permanency Network (SWAN)

Units of Service Continuum



SWAN Family Matching

- ▶ SWAN Family Matching - Families waiting to be matched with a child need extensive **engagement and development**. The Family Matching unit includes ongoing efforts in these areas as well as activities to identify a child for placement with an eligible SWAN family through implementation of a Family Matching Plan.
 - ▶ Engage families so they are retained
 - ▶ Help families transfer training/learning to needs of waiting children
 - ▶ Help families assess their strengths, resources and supports

SWAN Family Matching Time Frame

- ▶ Eight-month unit of service
- ▶ Affiliates invoice at any time when there is a match
- ▶ If no match after 8 months, can refer for a 4-month extension
- ▶ At the end of the extension:
 - ▶ Explore what is causing delay, assess the findings
 - ▶ Document efforts made on Family Matching Extension Assessment
 - ▶ Document expectations regarding new activities and timelines
- ▶ Additional extensions may be referred

SWAN Family Matching

- ▶ Benefits:
 - ▶ Standardizes family matching practice
 - ▶ Compensates affiliates for work
 - ▶ Allows more waiting families to be matched
 - ▶ Reduces number of waiting children
 - ▶ Provides timely permanency



Let's walk through the SWAN Family Matching unit



Family Matching Unit Main Numeric Steps

- ▶ Initial Referral
- ▶ Matching Activities and Documentation
- ▶ Information Sharing, Discussion and Decision Making
- ▶ Review, Selection and Discussion of Identified Child
- ▶ Post-Adoption Contact Agreement (PACA)
- ▶ Completion of SWAN Family Matching



Initial Referral

- ▶ Affiliate referred unit that does not require county approval
- ▶ Intentional service for our waiting children
 - ▶ Meant to provide families for harder to place waiting children older youth, sibling groups



SWAN Family Matching Referral

- ▶ Eligible families will:
 - ▶ Have current, approved SWAN Family Profile
 - ▶ Be registered with the Resource Family Registry as an adoptive family or any variation that includes adoptive family
 - ▶ Not have an identified child for adoption
 - ▶ Interested in Pennsylvania children awaiting adoption and who are in the custody of a county AND meet one or more of the following criteria:
 - ▶ Searching for children over the age of ten years
 - ▶ Searching for children with significant medical, physical, cognitive or emotional challenges
 - ▶ Searching for sibling groups

SWAN Family Matching Referral

- ▶ Made only by the affiliate agency responsible for the ongoing support and training of the family throughout the approval and matching process
 - ▶ They have a relationship with the family
 - ▶ They know the family
 - ▶ They have history with the family



Scrambled Words Activity

- ▶ Scrambled words handout:
 - ▶ Work in your table groups
 - ▶ Unscramble the listed words that relate to the "Introduction and Initial Referral" portion of this presentation

Matching Activities and Documentation



Activity

► What is the correct order of these steps that describe the general matching process?

1. More specific child information shared with the family
2. Joint interview for the family with the county
3. Family information is shared with the county or child's worker
4. More detailed family information (Family Approval Document) shared with the county
5. Child information shared with family

Matching Activities and Documentation

► Matching activities are planned with the family

- Family Matching Plan
 - Completed within 15 days with the family
 - Reviewed monthly, amended as needed
- Documentation
 - Main tasks
 - Affiliate prepares family for matching process
 - Affiliate determines locations for matching, SWAN meetings, SWAN/IL listserv (Google Groups)
 - Affiliate runs electronic matches in SWAN Portal

Electronic Matches

- ▶ Who and when?
 - ▶ Affiliate SWAN Portal users
 - ▶ Instantly after a family is registered active with PAE
 - ▶ Can be completed at any point
 - ▶ Results are seen immediately online
- ▶ Instructions
 - ▶ CSR Recruitment Strategies Tip #8
 - ▶ SWAN Toolkit Section 10. Pennsylvania Adoption Exchange (PAE) Recruitment Strategies
 - ▶ Affiliate SWAN Portal User Guide Page 28

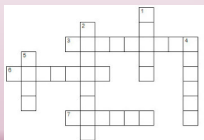
Matching Activities and Documentation

- ▶ Affiliate maintains consistent, ongoing communication with family, updating the family about:
 - ▶ Status of inquiries on waiting children
 - ▶ Upcoming matching events
 - ▶ Training opportunities
- ▶ Affiliate meets monthly with family
 - ▶ Review Family Matching Log (all matching efforts on behalf of the family)
 - ▶ Amend Family Matching Plan as needed
 - ▶ Debrief recent matching events, prepare for upcoming matching events



Crossword Puzzle Activity

- ▶ Crossword Puzzle handout
- ▶ Answers are related to "Matching Activities and Documentation" portion of this presentation




Information Sharing, Discussion and Decision Making




Information Sharing, Discussion and Decision Making

- ▶ Affiliate contacts custodial county agency, Child Specific Recruitment (CSR), Older Child Matching Initiative (OCMI) workers
- ▶ Gathers the following information about the child
 - ▶ Current placement status and permanency goals
 - ▶ Current strengths and challenges
 - ▶ Positive connections to birth family
 - ▶ Current medical, educational and therapeutic needs
 - ▶ Accomplishments, interests and hobbies



Information Sharing, Discussion and Decision Making

- ▶ Affiliate shares gathered information with family
 - ▶ Engagement and development
 - ▶ Why did family say yes or no?
 - ▶ Are expectations realistic?
 - ▶ Is there need for resources, training or more exposure to waiting children?
 - ▶ Family is interested
 - ▶ Affiliate has conversation about the family with county/CSR/OCMI worker(s), sends Family Profile Synopsis
 - ▶ Affiliate sends Family Profile to county/CSR/OCMI worker(s)



Information Sharing, Discussion, and Decision Making

- ▶ County does not want to proceed
 - ▶ Asks county to share the reason for that decision
 - ▶ Follows-up with family about the decision
- ▶ County does want to proceed
 - ▶ Affiliate reviews all available information on the child, including the Child Profile
 - ▶ Affiliate arranges in-person meeting with family within 2 weeks of receiving the information to review available information on the child, including the Child Profile

Information Sharing, Discussion and Decision Making

- ▶ Affiliate uses the Predictions Form to assist family to predict future obligations and needs

Predictions Form

"While we do not have a crystal ball, we do believe, based on the history and experiences of the child you are considering, there is a chance you may see certain behaviors after (Children(s) names) is/are placed in your home. In order to better prepare you for the upcoming placement and allow you to have services in place to help you meet the joys and challenges of parenting (Children(s) names,) we would like the opportunity to discuss the points listed below."

- ▶ Affiliate provides family with information about financial resources

Review, Selection and Discussion of Identified Child



Review, Selection and Discussion of Identified Child

- ▶ Affiliate prepares the family for a joint meeting with the county and family
 - ▶ Who will be at the meeting and their relationship to the child
 - ▶ Agenda for the meeting or the general framework of the meeting
 - ▶ Number of families the county is considering
 - ▶ How decisions are made to select a family
- ▶ Affiliate attends interview between county and family
- ▶ After the meeting:
 - ▶ Address additional questions or concerns of family or county
 - ▶ Evaluate family's commitment to continue the match
 - ▶ Inform county of family's commitment to the match

Review, Selection and Discussion of Identified Child

- ▶ If family is not selected by the county, affiliate:
 - ▶ Informs family they were not selected and the reason for that decision
 - ▶ Processes the decision with family, deals with loss and offers support
 - ▶ Encourages family with next steps to re-engage in matching process
- ▶ If family is selected by the county, affiliate:
 - ▶ Verifies what services were provided to prepare the child
 - ▶ Requests that the county refer Child Preparation if warranted
 - ▶ Informs family they were selected as the best resource for the child and shares the reason for that decision

Review, Selection and Discussion of Identified Child

- ▶ Affiliate confirms county, child (if 12 years or older) and family are all in agreement with the match
- ▶ County, affiliate and family sign the Family/Child Match Confirmation form. Child's signature is optional.



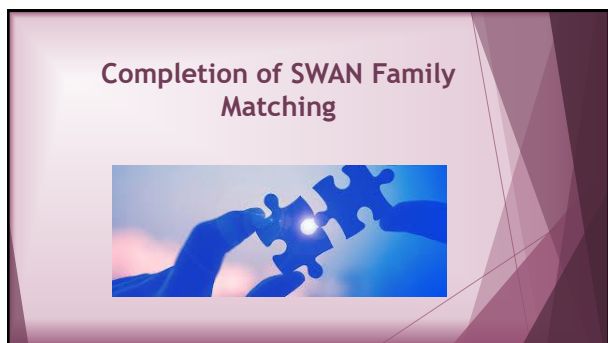
FAMILY/CHILD MATCH CONFIRMATION

Matching services provided by ABC Affiliate Agency for Kelvin and Tanya Jones resulted in Bobby Smith from Macon County being identified for placement for adoption in their home.

Macon County approved the match and is ready to proceed with transitioning Bobby Smith to the Jones pre-adoptive home.

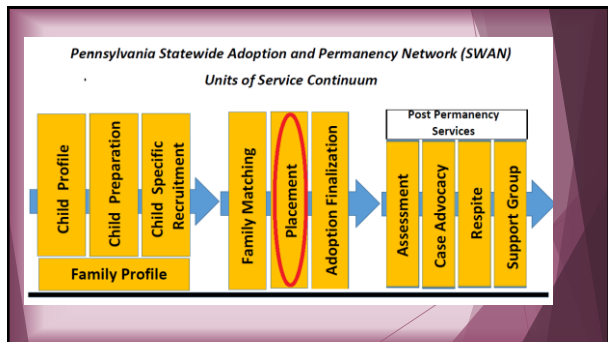
Pre-adoptive Parent signature _____	Date _____
Pre-adoptive Parent signature _____	Date _____
Child (Optional) _____	Date _____
Affiliate Representative signature _____	Date _____
County Representative signature _____	Date _____
Philadelphia CIA _____	Date _____

Complete this form and keep on file to verify the completion of the Family Matching unit.



Completion of SWAN Family Matching

- ▶ Affiliate determines that the county agency approved the match and is ready to proceed with transitioning the child to the selected pre-adoptive home.
- ▶ The affiliate has reached the eight-month mark of providing matching services.
 - ▶ If Family Matching Extension is needed, affiliate submits referral.
- ▶ Affiliate submits completed benchmark to SWAN prime contractor.



Benefits of the Placement Unit of Service

- ▶ Builds a strong and **supportive foundation**
- ▶ Assures that **all** who are involved in the placement process **are being supported**
- ▶ Focus is on **family work** (not just the child or just the family)
- ▶ **Disruption is less likely** when services have been provided
- ▶ Stabilizes the placement by addressing risk factors

Activity

- ▶ True/False game
 - ▶ You have a paper plate on each of your tables.
 - ▶ Write true on one side of the plate and false on the other.
 - ▶ Choose a table representative.
 - ▶ As the questions are asked, quickly decide if the answer is true or false.
 - ▶ Hold your plate up to declare your answer.
 - ▶ Tables who hold up the wrong answer are eliminated.

Contact Information

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