

Executive Summary

Adoption – A Child’s Perspective

Outline of training

This course will engage the learner in considering what adoption means to a child at the different stages of development. Topics include: What is normal attachment and how to help traumatized children attach. How to talk in a developmental appropriate way to a child about adoption. Working with children and families when the final permanent plan is not determined. How to move a child into a new family. Helping the child maintain healthy relationships with biological family before and after adoption.

Learning Objectives

1. Defining adoptions, family, permanency and other concepts from the perspective of children.
2. Identifying feelings children have about adoption, loss, conflicting loyalties and other common reactions children have about adoption.
3. Develop and practice how to talk to children of different ages about adoption before the placement.
4. The role attachment has in developing healthy children and how to help children develop attachment to their new family.
5. Value the role connection to birth family has for a child who will be adopted.
6. List methods of how to conduct visits between the child and his/her birth family members before, during and after the adoption process.
7. Describe how trauma, grief, loss and separation impact a child’s developmental progress.
8. Practice using Impact of Separation chart on a case study to determine how adults can minimize further trauma and maximize healthy relationships.
9. Practice developing case plans to address the child’s questions, needs, grief, etc. while in the process of moving from foster care child to adopted child.

Target Audience

Caseworker and supervisors who work with children whose final permanency planning goal maybe adoption. FR, ER, PP

Caseworker who specialize in doing adoption homestudies or supporting relative caregivers with long term placements such as KinGAP or guardianships.

Ways that Supervisors can support the Transfer of Learning from the classroom to the job...

BEFORE the training

1. Meet with staff and determine what learning objectives are most important to that staff member given his/her caseload and current competencies.
2. Choose one or two cases for which that staff member has responsibility where adoption is or could be the permanent plan. Identify issues or concerns related to how the child will/does view the adoption.

3. Have the staff member sit at a table in the classroom that reflects the developmental age of the child in that case.

AFTER the training

1. Review the identified case and ask the staff member to identify what changes s/he will make in the case plan based on the training.
2. Ask the staff member to identify action items s/he placed in his/her Transfer of Learning Action Plan.
3. Support staff member in implementing these actions and through the learning curve if problems occur.