

## **FOSTER PARENTS CAME AND WERE HEARD—DURING THE FIRST STATEWIDE COUNSULTATION SESSION!**

### **BACKGROUND:**

Engrossed Substitute House Bill (ESHB) 1624 was passed by the House of Representatives and the Senate on April 20, 2007. This bill requires regional and statewide quarterly meetings between Children's Administration (CA), foster parents, and the Foster Parent Association of Washington State (FPAWS).

### **REGIONAL QUARTERLY COUNSULTATION SESSIONS:**

The first regional quarterly meetings of foster parents and CA staff were held in October and November, and were well attended by foster parents and CA staff.

- The key themes that arose from the regional consultation sessions were:
- Foster parents want to be respected, heard and included in the child's case plan.
- Foster parents are concerned about retribution as a result of foster parents advocating in the best interest of the child.
- Recruitment and retention of foster parents.
- The need for advanced foster parent training.
- Foster parents want to be respected, heard, and included by CA/DLR staff.
- Foster parents and children need more flexibility with visitation that fits their schedule.
- The need for Family court and AAG's in every county of the state to represent children in care.
- Termination of parental rights versus what is in the best interest of the child

Each region identified two foster parent representatives to represent their regions at the statewide quarterly consultation session.

Each region will hold their next regional quarterly sessions before the statewide meeting on January 14, 2008. The dates, locations and times will be in the December newsletter. They will also be posted on CA foster parent website, along with the minutes from the 1<sup>st</sup> sessions. We encourage you to join in the regional consultations.

### **STATEWIDE QUARTERLY COUNSULTATION SESSION:**

The first statewide quarterly consultation session was held on November 6, 2007 at the Thurston County Fairgrounds. It was well attended by regional foster parent representatives, FPAW's, Washington Federation of State Employees (WFSE). Robin Arnold-Williams., Secretary for DSHS participated along with CA management including Cheryl Stephani, Region 6 Regional Administrator and Area Administrator, HQ staff, and the DLR Area Administrator. A toll free number was available for foster parents and CA staff who wanted to listen to the meeting

The statewide consultation meeting was facilitated by a contracted facilitator, and focused on the issues and themes identified in the regional consultation sessions.

The feedback from foster parents who participated in the statewide consultation was positive, they felt heard and felt a sense of hope.

The next Statewide Quarterly Consultation session is scheduled for:

January 14, 2008

1:30 to 3:30

Tacoma DCFS Office Centennial I Conference Room 195

1949 South State Street

Tacoma, WA 98405

**HB 1624 STATWIDE COUNSLUTATION SESSION**  
**NOVEMBER 6, 2007**  
**MEETING MINUTES**

**Participants feeling safe to share ideas**

1. At this level, people are not afraid to speak—but Joe Blow foster parents have fear about speaking up—based on our experience of being blackballed
2. There is no protection/guarantee in coming forward that you won't be retaliated against—it is not taken seriously by the department. This keeps the power away from the foster parent and in the realm of the social worker—similar to abuse and being abused
3. Sometimes foster parents don't know exactly what their rights are and we're intimidated and don't have the knowledge of what to do—sometimes it is an issue of education and knowing the format of things; foster parents need education of what their role is beyond the caregiver of the child (e.g. courts, social workers, other administrative people)
4. We have difficulties in Children's Administration in disagreeing; when a social worker or foster parent disagrees—we have a culture now that is not conducive to having discussions around disagreements
5. Foster parents are kept in the dark and don't know how the system works—we're the last ones to know and are kept in the dark (e.g. notification of policy changes) there is a gap in the knowledge; sometimes intentional and sometimes its just missed
6. There are communication challenges and I don't think it's always intentional
7. Our social workers are overbooked and that needs to be taken care of
8. Coming from a home that was blackballed—we got backed into a corner and came out swinging and wrote to the Governor with some of our issues; being blackballed is real and alive
9. There are current foster parents who feel they are being retaliated on by the department—some of them are model homes who have been doing a good job and now they're defending themselves by social workers who put a black mark on them and then move forward to place children someplace else
10. We want to know what the department is going to do about these issues—sometimes it is done by the same social worker and nothing has happened over the years to change the outcome
11. Our question is what will the department do?
12. Many good social workers get burned out or cynical about the system and they end up leaving; or we get new social workers who don't respect the foster parents—it sometimes is very passive/aggressive (e.g. not sending the reimbursements on time and other issues)
13. There are other sides to these arguments—sometimes things are dealt with but it doesn't get communicated to everyone involved
14. What we hear from foster parents frequently is that there are issues with personality conflicts—and there is a loosy goosy process that drags out; a foster parent wants to hear why and what is happening so they can defend themselves. If we had a definite process/plan when there is a disagreement between social worker and foster parent then it could be resolved

15. When the foster parent and social worker are co-partners in the system then we can make progress—right now foster parents are not full team members in deciding what happens to the children—if we were partners it would elevate us above just being a volunteer to being a full partner
16. It is not just the process that needs to be changed, but the perception of the process
17. It does seem to happen in pockets and in offices where there is teamwork and no teamwork
18. I think some of this has to do with communication skills—social workers and administrators are the guardians of the children and this is a huge responsibility; foster parents like me—I'm a blue collar person and not skilled in stating my wishes and rights; what I'm doing is advocating for children but it may come out as very aggressive and it gets people's dander up—the outcome we all want is what is best for our children
19. A lot of this is isolated—you get one person in control or in a position of authority and it creates an adversarial environment at times—when those situations arise something that happens down in Walla Walla—people need to sit around a table and discuss what is happening for everyone who has a complaint they need to offer a solution
20. As long as you're part of the team and have your say, you can walk away—once the person was removed from that situation, it has been good. One person can create an adversarial environment and it needs to be dealt with and brought to the attention of the right people—we can't be fighting among ourselves and have to be professional
21. As an administrator, you can have policy with a capital "P" and other policy; some of the things CA has been working toward is to work more as a team and to make sure foster parents have the ability to be heard in court, etc. The Policy direction is where we want to go—I'm hearing there is a disconnect with the policy on the ground and problems with the culture
22. Now we need to look at ways to find solutions—we need to stop avoiding courageous conversations
23. That is what we're trying to do—looking at ways to create solutions—today is one step in that direction to make progress; part of the issue is how to get from here to there—especially when we've been here for some time—we need signs to show we're on the right path
24. As a liaison many times I've discussed with the case worker or supervisor about what is going on, but the supervisor wants to support the staff member, but doesn't see the foster parent as a team member—we need to make a shift to seeing the foster parent as a team member
25. If foster parents felt they had that ability to voice equal concern to that supervisor about resolving those conflicts, they would come forward more—now it's "what good would it do?"
26. One of the solutions to the P/policy is there needs to be consequences for actions—for social workers, supervisors, or foster parents—there must be consequences or foster parents won't feel like the department is taking things seriously—the false reports will stay on our records forever—until this team relationship is taken seriously we'll stay in the same conflicts
27. For the most part, we have good social workers, but you get the one that is not good, it is a forever problem for the foster parent

28. Part of the solution is process-based; but I've been sitting in meetings for 6.5 years with the same discussions—what has to happen is there has to be a change in hearts, mindsets, as well as policy
29. We have a plan for incentives and accountability for social workers and it has to begin from the bottom by hiring the people you want to change the culture—we can put out policies forever but if it doesn't get implemented out in the field the policy isn't valued—we have to value foster parents as a precious resource
30. We have to stop talking and start doing
31. This is a relational issue; we have an organization that is about policies and laws and judges and courts, but the best case management is when there are no walls between the foster parent and the social worker—we work as a team, the case worker might come to my home and talk about what we can do together
32. One of our best case workers went to Europe because she couldn't stand the system here—we need more like her to want to have a relationship with the foster parents—it's all based on attitude
33. Our hope is that we're moving forward now and we don't be waiting for federal mandates like we did with the right to be heard in court—that we'll step forward and do it before it has to be a federal mandate—we need to work together

### **Issues Identified in Regions 1-6 Meetings**

#### **1. Retaliation from the department about speaking out and/or sharing their ideas and “being blackballed” (children removed or not getting placements in their homes)**

- The answers are all based on teamwork and relationships—it's all based on the same thing
- We discuss teamwork, but most social workers I work with, I want them to be my friend, but there is a wall and I can't communicate with them on a friend basis—it seems like there is the professional and the friendship, but some social workers back off because they don't want to get too close and be unprofessional
- It is sad that many times children are used for retaliation in the threat of movement—that is abuse to that child
- I believe what needs to happen is when there is a situation between a social work and foster parent that comes to impasse—people need to come from the outside and listen to both sides of the argument and come to a solution that is agreeable to both sides
- We all need more foster homes—I was told if I had 10 more beds they would place 10 more kids with me
- Retaliation is a job performance and until it is either noted or dealt with—having a consequence for poor job performance--nothing will change—when it comes down to retaliation, it should not be acceptable and should be a disciplinary matter—some form of disciplinary action must be taken
- Obviously all the policies are in place, people need to be held accountable

- First we have to believe it is happening and then we can plan to do something about this—if regional staff believe it doesn't happen, nothing changes
- We foster parents can retaliate too—we can get as cranky as they can
- The department needs to begin using the resources that are there. This has been continuing for years—sad we're still here 19 years later dealing with the same issues—as an administrator I have to believe we are making a difference; we are building relationships and making a difference; sometimes it takes a long time for people to raise things at my level—I know I won't hear everything; for as many good things that are happening we still have the bad; we all need to sit down at the table and talk and develop the relationships
- We need the staff so we have the time to develop the relationships
- We were lucky enough to have help from the union that led to amazing programs in Walla Walla. We developed a team and we're working with the staff (e.g. common ground program—asking for a meeting to be facilitated by a neutral facilitator); there are several people helping—the meeting has to be held within 72 hours of the disagreement or issue happening
- We make agreements and sign them right then—sometimes we just agree to disagree—we have a hub group—we have special funding to do this and we're excited about making this progress—we want to make our office a model office to keep kids in our area safe-when they come into CA they leave better for it and they will be safe

## **2. Recruitment & Retention of Foster Parents**

- Treat foster parents well
- Support existing foster parents—they recruit other foster parents—that is the best recruitment and the agency won't have to spend money on recruiting
- I just came from a national conference and looked at federal legislation that addresses this—I didn't think people were listening, but they are—the federal legislation says that current foster parents need to be supported and then money doesn't have to be spent on recruitment
- I have had the privilege of being a recruiter for Region 6—the second contract we were under was burdensome because it focused too much on the numbers—I want to recruit quality foster parents, not flock a whole bunch of people through training
- We are doing targeted recruitment now—it is very costly to get new customers compared to keeping our current customers (e.g. foster parents)
- Word of mouth—bad news travels faster than good—we must focus on current customers (foster parents) and keeping them happy
- The quality foster homes is what we are trying to get—it is about the children and keeping them safe—regardless of who they are licensed to (e.g. state homes, agency homes and different funding)
- As a recruiter in Region 6, I am contracted through FFK and that is important because now I have the tools and resources to get quality homes; we can provide some of the foster homes with a Chuck E. Cheese night and other resources we are able to provide a good fun night to

keep the foster parents engaged and to help them and give them support, listen to complaints and try to work things out

- A few years ago Spokane touted their grant they had to provide support to foster parents—e.g. cleaning foster parents homes, after school programs, etc. to be a bonus parent to do this job—thinking about what really supports the family to be able to keep these kids in a stable environment—that kind of support is legitimate; advanced trainings were discussed at our regional meetings—we need to have better trainings, beyond the stuff we always hear (beyond poop on the mattress)—advanced training is important to retention
- The Spokane grant was 1.3 million and had to be spent in one year—our daughter’s braces got paid for; memberships to the Y and it was very nice, but was like living in La La land and it was only for one year; the support specialists that went out to the homes and several foster parents were removed from the list and that was a good thing
- We have to send out a positive message—why it’s great to be a foster parent—we don’t do that enough—as we do the statewide campaign we need to be positive and get the word out that it’s a good thing—media, churches, the state can all partner together to do that
- On retention, when the college help (e.g. AA degree help) was removed from foster parents, it was not a good thing; plus advanced training isn’t available
- Something like this AA degree comes out and then 3-4 months later there is a budget crunch and you don’t get your books paid—here is the apple and then we will take slices away—if you’re going to do something, you need to stick to it so we can have a realistic goal to get your AA or day care for kids—co-trainers or support people
- Advertising for foster parents needs to be realistic, but not scare them off; on the retention, a lot of homes get placed with kids they can’t handle and that foster home gets burned out (e.g. some kids needs intensive help)
- State resources could be more available to us (e.g. state cars sit in a parking lot—many foster parents transport a child a long distance to their parent visits, why couldn’t we check out a car in those instances?)

### **3. DLR and CA social workers being respectful and treating the foster parents with respect and as a team member**

- We have a very good relationship with our social worker now—but when we first became foster parents we got bad treatment and that can affect retention—each foster parent needs to be looked at as potentially a long term parent; it took a while to remove that stigma and for them (the case worker) to realize that we were going to stick with it—a foster parent’s job is 24/7 and that’s what I signed up for—it works out to about 12 cents an hour so we don’t do it for the money
- We’re finding in Region 6 we have a meeting for foster parents—we have a welcome wagon for new parents, greeting them by a current foster parent—when we began it took 3 months for us to get a kid, after that it was fast but for the first 2 kids you are so excited about being a parent—we are so lacking for foster parents it is a desperate situation

- We have foster parents go through the training and then they fall away—we need to reach out to them at the beginning—for the state trainer and the foster parents doing that side by side
- One solution for that gap of information (e.g. CPT's, court hearings) all those things should be automatically generated through the computer system—on a website—court hearings on which case so I can find it at home—open the attached caretakers report and send it back in—we need to automate more of the system
- Mileage sheets should be done online too
- It is pretty sad when you have to call to find out your court date
- The training for foster parents needs to be automated
- Everybody on the team needs an equal say
- Respect does go both ways and foster parents needs the training/support to be respectful in what they do; faith that we will be treated respectfully and act as if it is happening—our expectation will bring what we need—expecting respect is part of the training that needs to be done
- Foster parents feel disrespected and discounted (e.g. getting payments out on time; making sure they know when the court dates are, making them feel included). We don't hear about the 98 percent who do an awesome job—we hear about the problem ones—disrespect is the number one complaint from foster parents
- **Question from CA Administrator:** Is the lack of respect apparent throughout the state system?
  - Counselors too—foster parents don't have a title that makes us worthy of knowledge—we're treated like high school baby sitters—I'd like to walk into a meeting and say I'm a senior foster parent and do know what the ...I'm talking about—we need titles to be taken seriously
  - School teachers are a problem too-you go to the IEP's (individual education plan) and the teachers say they know better than we do; the school counselors, defense attorneys, others in the system
- Everything that comes to the child goes through the foster parent and then we respect the parent's job differently
- We must remember that respect is interpreted differently (e.g. not getting my check on time is not disrespect to me, but not getting a call back from my case worker is disrespect to me). That comes down to teamwork and getting to know one another
- Walk a day in my shoes—we used to do it years ago—we started doing that in Walla Walla where new social workers spend a day in our homes so they see what we actually do and they have respect for us now
- The liaison program—the state keeps changing the program and we have new people—we need to stay consistent with the liaisons and we need to quit changing those contracts all the time
- Discipline—when we do bring a complaint forward we hear “I know that person is difficult to deal with but we can't fire them” so difficult people are moved around—the foster parents worked as a team to get a difficult person removed

- The problem permeates down to the child; my kid said he doesn't like being called a foster kid and I said I don't like to be called a foster parent when we get demeaned—disrespect when it comes to foster parents goes down the chain and the child feels that; we're with those kids 24/7 and know how they act/react; one way this is going to change is this needs to be a tiered system—there are foster parents that come into the system, some don't want to deal with teenagers; some want to hold babies; I can't stand parents of the kids and don't want to deal with them—some foster parents want to work with the kids parents; some want to foster adopt—we need a system that fits all those different interests/needs

#### **4. Foster Parents should have more input into when the child (and foster parent) is available to get the child to a visit**

- Visitation or victimization—these children were taken out of the home and then immediately they want to take them for a visit before they get settled in to our home—this is disruptive for the child when the reason he is in foster care is because of those parents—foster parents needs to be involved in when/where the visits occur
- It is key to get foster parent input into this—some foster parents are told they need to drive the child to the visit—listen to the foster parent, don't ask them to supervise the visit and then discount what they see and are saying about the visit (e.g. we're discounted by saying we're too emotionally involved)
- I like working with parents—they have a strong connection with their children and we can keep them connected—that is one of our primary functions as foster parents, we're a temporary caregiver; I have a family night in my home when I invite the parents to come—some show up on time and some don't come at all—I need to be able to say when the parent can pick the child up and when they should bring them back. We're a family—we can't base our whole family around accommodating a parent's visit
- There is a disdainful way foster parents are treated around these visits; sometimes we're given a call two hours before a visit and told “you will show up” this is a total disregard of the foster parent's job—there needs to be communication with us in terms of visitation
- When the foster parent gives input they need to be listened to – when we speak up with problems about a visit, we are threatened that the child will be taken away (Office of Public Defense concern); foster parents have a schedule—some of us are more assertive than others
- Foster parents can't always drive the kids to a visit as often or as far as it takes; then the child is transitioned to a new foster family to do transitioning
- This affects the children, the constant moving from one place to another, children are not inventory; the more we move children from one family to another we get children who do not know how to trust
- Isn't there a law that says we shouldn't move children this much?
- It is psychologically abusive to the children when they're moved so much

## 5. Rate Assessment Inconsistency Across the State

- Our rate system needs to change—and that will show respect to foster parents (e.g. when a child needs a feeding tube, there is extremely important work and they deserve more money). We need to look at the types of care needed for those kids and compensate them accordingly.
- The rate is inadequate—it is built for level 1 children and I don't see them in foster care; what I see is very few level 2's and more 3's and 4's; their assessment sheet doesn't fit adequately with what is realistic
- There is a huge difference between the pay of a level 2 and 3; perhaps there should be 20 levels of care; I shouldn't be penalized because one child has hit a plateau—my level of care for him is still the same
- With the current rate system, two children have the identical behaviors but they're at the same level and the pay is the same—there are inconsistencies—it is hard to get the services needed for the children (e.g. proper services based on behaviors and amount of time the foster parent is spending with them and transporting them)
- It comes back to the pervasive disrespect—foster parents are treated like the 2% that do something wrong, instead of listening to the foster parent make recommendations about the child—it comes to an assumption that we're doing it for the money—we come to the table with a realistic picture of what is happening with that child—it is the foster parent that is being assessed instead of that child
- We get something in the mail with our invoice for that month—foster parents donate the time we spend with these children and are reimbursed—all of a sudden the rate drops from a level 3 to 2 and we're paid less without respecting the foster parent giving input into that level
- One solution—we need consistent training with how rates are set—there is inconsistent application of the rate assessment—within each region there needs to be one person trained with how to do this—then if there is something wrong with the assessment, the foster parent needs to be involved
- We have to quit assuming that foster parents are all in this for the same reason—some foster parents want to become that child's parent—the basis for the assessment is wrong
- One of the challenges in the rate assessment is that it doesn't fit with the way we deal with other types of support within the department; we all know as foster parents that the money we receive doesn't cover the care of the child; I suggest that we look at tiered licensing and look at how the rest of the system is compensated (e.g. experience, skills, education levels-social workers have a different salary rate based on these and others—we need to look at some aspect of the foster care worker system and have the compensation fit the skills, knowledge, etc). Kids that go into some homes get something better just because those foster parents are specialized providers who are able to do a better job
- I take in newborns—a newborn withdrawing from cocaine is not a level 1, it needs to be a level 3-4-the assessment doesn't work for infants or for any age child
- Our current system is punitive and inconsistently applied and needs to be changed; there is nothing that shows the department appreciates the value for the service provided; it isn't close

to what it costs to raise a child—the study didn't cover all the services needed—the department is federally mandated to pay us a base rate we are not getting

## **6. Assistant Attorney General's (AAG) Representation Across the State vs. Prosecuting Attorneys**

- We are public servants as foster parents and we ask that the department staff learn how to be public servants as well; we need an appeal process so when we disagree with a level allocated to a child, we need a process
- Adoption support is another aspect of the rate assessment; it is necessary and appropriate and OK to get adoption support and that needs to match what that family is doing for the state to take these children in as their own children; we adopted recently and I thought the child was deaf and we were given \$300 a month—that is not support and not enough assessing or funding

## **7. Family Courts Across the State**

- We need family courts throughout the state; we have criminals in the same court where we have family court hearings for kids; we also need trained judges who know how to deal with our issues
- We have a **Supreme Court Commission on Children and Foster Care** and have seen great results from them—what we could do in to bring recommendations to this Commission on these types of issues so they clearly hear the voice of foster parents; we need a list of all foster parents so we can communicate with them about court improvement programs, etc.

## **8. Reunification of Parental Rights and what is in child's best interest?**

- We need to begin thinking about the kids, when you go to court the person you're filing against has a deadline; these kids are sitting and waiting too long
- The department needs to be proactive about changing the laws; foster parents are held to this high standard of care, biological families are lower in the standards of when we can return a child to their home; we need to raise parents to a standard of parenting that is more similar to what we expect our own children to live in
- We need to have decisions made on what is solely in the best interest of the child; every foster parent in this room will work to make that paramount—we hear of instances of foster parents taking in a 6 mo. old child and they're with us for 6 years and then when the child goes back to the family, that is not in the best interest of the child
- It comes down to a standard—we set boundaries for our kids, if we're wishy washy then the children act out; in Region 2 we had an instance of 2 kids who had been with a foster family for a long time, as soon as a relative appears these two kids were separated and sent to parents/fathers they never knew at all—we're not following that and going to court and being timely when a child is moved; we get a call a day of critical issues at FPAWS of issues like this
- We need the department staff to take seriously concurrent planning; early relative searches needs to happen before the children bond with the foster parents

- Dependencies—the way the laws are written it is a problem; child-oriented team meetings are too much about parents, not child-oriented, that child should be the focus on that meeting; we need to hold the parents accountable to do this

**PARKING LOT (the following issues were placed in a parking lot to be discussed/answered later; both representatives at the table, as well as audience members used the parking lot)**

1. Round table meeting [needed] with CASA, psych. Social worker, foster caregiver relative care to see where everyone is in the process, then decide where change or no change needs to be made to the plan. Then at what point should the parent be involved? Clark County, Region 6
2. #8 outcome studies, not just aged out kids. Adoption vs. reunification (successful) the 20 year outcomes. I have found one study, are there more, would the department pursue those studies?
3. Who is going to present solutions to retaliation? Clark County, Reba, Region 6
4. I'd like a copy of other region's minutes before the statewide meeting.
5. I want to know how to start a group in Clark County. Reba, Region 6
6. Solution to GAP of information from DSHS to FP's: automated generated CPT, Perm Plan Meets, staffing, via email, or phone (like the library does when you have an overdue book)
7. Question for Danielle: you stated you are no longer excited about actively recruiting new foster parents. In a nutshell—why is this?
8. System needs to acknowledge we have children coming into the system who are much more challenging than 5-10 years ago and our support system for their care has not kept pace. Can't place some of these children in brand new foster parent's homes.
9. Pre-service training is an overall waste of time. The extensive training is only helpful when you have been a foster parent for a while. The info. about "the system" needs to happen when you've become a F.P.
10. Name tags with position listed (for next meeting)
11. Relative care giver not mentioned. Not feeling as much support (e.g. counseling for family members meetings) who are the go to people? They have no voice; social worker has all the power. Clark County, Reba Region 6
12. Need a longer meeting time
13. Social workers should be working toward retention of new foster parents as well as seasoned foster parents. I as a relative caregiver have given thought about it. But no one has asked me. Clark County, Reba Region 6
14. Social workers quoting the law and saying this is it you must abide. I have guidelines and we can't stray. As a new person what is the law what are the guidelines? Understanding that social workers do have guidelines they have to abide by. But where are they coming from. State local office. Do they need to be looked at and or changed and then at what level. Does the change need to be made. Clark County, Reba Region 6

15. Rate Assessment—better categories to prevent F.P.s from having COST of doing this volunteer work: diapers, time loss between appointments (visits); time involved with court/staffings; diagnosis or behavior; revamp R. Assessment form with F.P.s having input
16. Courts and social worker need to take a really close look @ each case. 1<sup>st</sup> x offender or 5 x offender, when is it to much. Clark County Reba Region 6
17. Have an Individual Care Plan to determine what level the child is at. Clark County, Reba Region 6
18. Go over counselor notes to assess whether or not visits are in the best interest of the child. And I mean with any family members not just parents. Clark County, Reba Region 6
19. Children visitation without pre-drug screening. Allowing a visit to happen knowing parent is not sober. Clark County, Reba Region 6
20. S.W. F.P. are in a similar place i.e. media, department, etc. AAG, CASA, etc.
21. Foster parents and social workers are both guilty of retaliation. FP/SW need to get clear why and [I] doing F.C. and no SW can make me not take a child in need of a placement.
22. I am driving 65 mile one way—be paid for my time—like drivers and visitation supervisors
23. Positive Outreach—NFPA and FPAWS are sponsoring the 1<sup>st</sup> Foster Parent Walk, May 3<sup>rd</sup>, around the state (6 sites) walkmehome.org ([walkmehomewa@skynetbb.com](mailto:walkmehomewa@skynetbb.com))
24. What rights do the children really have with their visits with bio parents
25. Meeting minutes should be available at the end of the meeting, and any additions [a] revision given later
26. Social worker department heads should try and be present
27. My concern is regarding CPS's new policy regarding no longer taking referrals on drug positive mothers 36+ gestation. Newborn drug testing is only 30% accurate (PICC) and I believe this is a children's health issue.
28. I was contracted for support. The \$ is gone, program gone now I do not get any new names in my area so I can offer support. I want to help. Ramsey in Enumclaw.
29. It's so important to have a person in your office to support those new foster parents.