

CAREGIVER STRATEGY REVIEW - YUKON FAMILY AND CHILDREN'S SERVICES, DEPARTMENT OF HEALTH AND SOCIAL SERVICES

FEBRUARY 15, 2022

FINAL REPORT

George Savoury, MSW, RSW

SAVOURY CONSULTING LTD., www.savouryconsulting.com

Contents

EXECUTIVE SUMMARY	2
INTRODUCTION	4
METHODOLOGY	8
KEY PRIORITIES AND RECOMMENDATIONS.....	9
PREVENTION OF CHILDREN FROM COMING INTO CARE.....	9
Recommendations on Prevention of Children from Coming into Care	12
RECRUITMENT, ASSESSMENT AND RETENTION	13
RECOMMENDATIONS on RECRUITMENT, ASSESSMENT AND RETENTION.....	17
TRAINING, SUPPORT, COMPENSATION AND RELATIONSHIP WITH FIRST NATIONS	18
RECOMMENDATIONS on TRAINING, Compensation and SUPPORT FOR CAREGIVERS and relationship with first nations.....	27
TRANSITIONAL SUPPORT FOR YOUTH	28
RECOMMENDATIONS on TRANSITIONAL SUPPORT FOR YOUTH	29
CAREGIVER ASSOCIATION	29
RECOMMENDATIONS on CAREGIVER ASSOCIATION	31
LEGISLATION, POLICIES, PROGRAM AND STANDARDS.....	31
RECOMMENDATION on LEGISLATION, POLICIES, PROGRAM AND STANDARDS	35
STAFFING AND PROFESSIONAL DEVELOPMENT FOR STAFF	36
RECOMMENDATIONS on STAFFING AND PROFESSIONAL DEVELOPMENT	40
CONCLUSION	40
APPENDICES	42
Appendix 1 - All of the Recommendations in This Report Are Listed Below	43
Appendix 2 - Organizational Charts.....	49
Appendix 3 - Staff Survey with Results.....	51
Appendix 4 - Caregiver Survey with Results	60
Appendix 5 - Schools Plus Information Sharing Guidelines.....	64
Appendix 6 - Components of a Shared Parenting Policy.....	65
Appendix 7 - Terms of Reference for Support Meetings with Caregivers in the Yukon -Draft	66
Appendix 8 - CYFN's Family Preservation Program	67
Appendix 9 - Exit Interview	68
Appendix 10 - Yukon Child and Youth Advocate Submission.....	69
CONSULTANT PROFILE	77
George R. Savoury, MSW, RSW, - Savoury Consulting Ltd.....	77
References.....	78

EXECUTIVE SUMMARY

Savoury Consulting Ltd. was engaged in July 2021 to do a review of the Caregiver Strategy for Yukon's Family and Children's Services. Family and Children's Services is part of the Health and Social Services Department, Yukon, Canada. The primary focus of the review was on the recruitment, retention, training and supports for caregivers.

The Caregiver Strategy has four primary objectives:

1. Develop a comprehensive selection of places for children when they cannot remain at home due to child protection concerns,
2. Modernize the recruitment of all caregivers,
3. Enhance the retention and training of all caregivers and
4. Transform the antiquated foster care model into a community support model that emphasises and supports children remaining within extended families, communities and connected to their culture.

The Strategy is being undertaken with First Nations partners, and in particular, the Council of Yukon First Nations (CYFN). Recognizing the over representation of First Nations children in care, First Nations are taking the lead where possible and appropriate in the development of the strategy.

The coordination of prevention and supportive services to children and families can be challenging. When families come to the attention of child welfare there are often many unmet needs that are impacting the family. As a result of these unmet needs, multiple agencies often need to become involved to support the children and family. Often the community agencies or departments are simply unable to address the systemic issues facing families, even with excellent service coordination. These issues can include poverty, intimate partner violence, discrimination, lack of affordable quality child care, lack of educational, mental health and addictions services, inadequate housing and multi-generational trauma. These are needs which require a public health/community perspective, with child welfare being a key partner in the efforts to marshal the resources required to address them. Collaborative efforts involving community agencies and departments with the mandate to provide these services is essential and can be instrumental in children being able to grow and develop with their families in their own communities, instead of being placed outside their homes.

Children do best if they can be raised with their parent(s) as long as they are safe and protected. In those instances where foster care is needed, Yukon's Family and Children's Services believes in the importance of the extended family. The Extended Family Care Agreement (EFCA) Program is a key strategy to reduce the need for non-relative foster care and enabling children to remain with family in their community. "A robust and meaningful kin-first culture leads to the very best outcomes for children and families. Research shows, when out of home placement is deemed a needed intervention, placing a child with a relative lead to stronger family bonds between the parent and child, fewer placement disruptions, shorter lengths of stay, and reduces the impact of trauma" (Lunkenheimer et al, 2008, pp 1737-1752).

National-level reports, such as the Truth and Reconciliation Commission of Canada's final report (Honouring the Truth, Reconciling the Future), the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the enactment of Canada's Act Respecting First Nations, Inuit and Metis Children, Youth and Families (FNIM), have resulted in significant changes in child welfare in Canada, particularly for First Nations, Inuit and Metis children, youth and families. The Yukon

government has made a number of significant changes as a result of these reports/initiatives and has partnered with Yukon First Nations, including the Council of Yukon First Nations (CYFN). One of the major collaborative initiatives intended to promote reunification with family, community and culture has been Honouring Connections, “Honouring Connections supports the Truth and Reconciliation Commissions’ Call to Action # 1, which calls for all levels of government to commit to reducing the number of Aboriginal children in care. The Government of Yukon, Council of Yukon First Nations and Yukon First Nations government commit to working together to create a better future for Yukon children, youth, families and communities.” Press Release, Honouring Connections, December 12, 2019 P,1).

The five principles that are the foundation of the Touchstones of Hope are of critical importance to transforming the child welfare system. “The five principles are as follows: self-determination, holistic approach, culture and language, structural interventions and non-discrimination. Cindy Blackstock’s Reconciliation in Child Welfare: Touchstones of Hope for Indigenous Children, Youth, and Families embodies an earnest intent to capture the wisdom of the approximately 200 invited leaders who attended Reconciliation: Looking Back, Reaching Forward—Indigenous Peoples and Child Welfare on October 26, 27, and 28, 2005, in Niagara Falls, Canada. It is intended to serve as a foundation for the development of community-based action plans (p.5.). Analysis of the collective wisdom of the child welfare leaders who attended the Reconciliation: Looking Back, Reaching Forward event resulted in forming a concept of reconciliation that is comprised of four phases. Reconciliation engages both Indigenous and non-Indigenous peoples in a process of:

- Truth Telling: The process of open exchange (listening and sharing) regarding child welfare’s past;
- Acknowledging: Affirming and learning from the past and embracing new possibilities for the future;
- Restoring: Addressing the problems of the past and creating a better path for the future, and;
- Relating: Having recognized that Indigenous peoples are in the best position to make decisions about Indigenous children and youth, we move forward together in a respectful way, along a new path, to achieve better outcomes for Indigenous children and youth”.

Source: Blackstock, Cindy, Cross, Terry, George, John, Brown, Ivan, Formsma, Jocelyn, Reconciliation in Child Welfare: Touchstones of Hope for Indigenous Children, Youth, and Families, <http://www.reconciliationmovement.org>.

The Act respecting First Nations, Inuit and Metis children, youth and families (FNIM 2000) mandates the provision of preventive services for children and families and makes it clear that children should not be removed from their parents because of poverty. Yet we know that the majority of child protection cases are associated with child neglect. “Although out-of-home placements are often necessary to ensure a child’s wellbeing or safety, high rates of placements can be an indication of a lack of access to support services and socio-economic conditions that impact a family’s ability to meet their children’s needs.” (Trocmé, Nico, et al, 2009, p.1).

A 2019 report on Children in-Out-Of-Home Care in Canada estimated that the rate of children in out of home care in the Yukon per 1000 was 28.18 at the end of March 2019, whereas the rate per 1000 children in Canada was 8.16. Both of these numbers include children in kinship care or extended family care in terms of the Yukon rate per 1000 children. Excluding EFCA placements, the number per 1000 in the Yukon who were in out of home care in 2019 was 11.15, compared to 7.46 in Canada per 1000. (Saint-Girons, Marie et al, November, 2020, p 4.).

Such findings have been tied back to the continuous discrimination of Indigenous families through

colonial policies and practices and the persistent underfunding of prevention and other essential services on-reserve. This ultimately contributes to the disproportionate presence of chronic challenges, such as poverty and inadequate housing, that put First Nations, Métis, and Inuit families at increased risk of coming into contact with the child protection system. (Saint-Girons, Marie et al, 2020, p.6). This contact with the child protection system has generally led to placements for children in foster, group home and residential care, when child protection determined that the children should be removed from their families. Most often the placement is outside their family, neighbourhood/community resulting in disruption to their schooling and friendships.

In the report, *Skye's Legacy: A Sense on Belonging* (June 2021), "Skye, the Teetlit Gwich'in Band girl who was the subject of the investigative report by the British Columbia's Representative for Children and Youth (RCY), wasn't born until 2000, a few years after the last Canadian residential school closed its doors. But she, too, was removed from her mother, sister, extended family and culture as she became part of what many have described as the modern-day residential school – the child welfare system. What has become evident to the Representative in the wake of the widespread shock expressed over the Kamloops discovery is that, despite significant undertakings – most notably the Truth and Reconciliation Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls – there remains a segment of the Canadian population still unaware of the extent of the damage that has been done, and continues to be inflicted, through colonialism". (*Skye's Legacy*, B.C RCY, June 2021,p.3).

One of the most significant preventive initiatives that the Yukon has undertaken has been the Extended Family Care program. This program ensures that children who require out-of-home care remain with relative caregivers compensated at the same level as foster parents. The Yukon was the first jurisdiction in Canada to match the funding for extended family caregivers to those provided to foster caregivers.

The recommendations of the Review of Yukon's Placement Decision-Making, which was completed by Savoury Consulting Ltd. In February 2021, contain a number of recommendations that are relevant to the development of the Caregiver Strategy. Recommendations in that report are related to policies, caseload/workload, clinical supervision, professional development, training and support for caregivers, adequacy of placement options, etc.

The results of this review revealed that the following are the key priorities that require action to strengthen the caregiver program: prevention of children from coming into care, recruitment, assessment and retention, training, support, compensation and relationship building with First Nations, caregiver association, transitional support for youth, staffing and professional development and review of legislation, programs and policies. Specific recommendations have been made for each of these key priorities.

The implementation of the 44 recommendations (Appendix 1) in this report, along with the initiatives taken over the past several years will further enable the Yukon to continue as a leader in supporting children, youth and families.

INTRODUCTION

Located in the northwest region of Canada, the Yukon is bordered by Alaska to the west, the Northwest Territories to the east, the Beaufort Sea to the north, and British Columbia to the south. Yukon covers 482,443 km², of which 474,391 km² is land and 8,052 km² is water, making it the forty-first largest subnational entity in the world, and among the fifty largest, the least populous.

According to the Yukon Bureau of Statistics, “the estimated population of the territory on June 2021 was 43,118. Yukon’s annual population (June 30th) increased by 7,659 from 35,459 in 2011 to 43,118 in 2021. The majority of the population (33, 893) resided in the Whitehorse area., followed by Dawson City (2,303, and Watson Lake area (1,503). Yukon’s Indigenous population, including those with status under the Indian Act and those who self-identified as First Nations, Métis or Inuit, amounted to 9,546 or 22.1 % of the total population. This represents an increase in the Indigenous population by 32 from 9,514 in 2020 to 9,546 in 2021. However, more than 70% of the children, youth and families involved in the child welfare system self-identify as First Nation, Métis or Inuit.

Approximately 5,582 (58.5%) of the Indigenous population resided in Whitehorse and 3,964 (41.5%) resided in rural communities. The median age for the Indigenous population was 33.5 years; for non-Indigenous, it was 40.7 years.” (Yukon Bureau of Statistics, Government of the Yukon, June 2020).

Child welfare services are mandated under Yukon's Child and Family Services Act (2010). The Act is progressive and has many of the features of Canada's Act Respecting First Nations, Inuit and Metis Children, Youth and Families. “The Child and Family Services Act (CFSA) Review Committee report was tabled on October 28, 2019 in the Legislative Assembly. The report, Embracing the Children of Yesterday, Today and Tomorrow, contains 149 recommendations and is the culmination of months of public engagement throughout the territory by the six-member independent advisory committee. Mo Caley-Verdonk, Raymond Sydney, Doris Anderson, Debbie Hoffman, Lori Duncan and Rosemary Rowlands,” (Yukon New Release # 19-236, <https://yukon.ca/en/news/child-and-family-services-act-review-advisory-committee-report-tabled>).

The Act must be reviewed every five years (section 183) and the report titled, Embracing the Children of Yesterday, Today and Tomorrow that is noted above is the latest review of the Act. The Act at the outset, in its preamble, references the United Nations Convention on the Rights of the Child.

“The importance of children and young people’s safety and welfare is manifested in the development of a human rights instrument specifically for children and young people, the United Nations Convention on the Rights of the Child (CRC). The United Nations Convention on the Rights of the Child provides a child-centered framework within which services to children are located. It spells out the basic human rights that all children have, including the right to survival; to develop to the fullest; to protection from harmful influence, abuse and exploitation; and to participate fully in family, cultural and social life. The four core principles of the convention are: non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child. The vision of children implicit in the CRC is that they are neither the property of their parents nor are they helpless objects of charity. Children are individuals, members of a family and a community, with rights and responsibilities appropriate to their age and stage of development.” (UN Convention on the Rights of the Child, September, 1990, <https://www.unicef.org/child-rights-convention/children-human-rights>). The UN Convention on the Rights of the Child can be used as a lens to review legislation and policy development in child welfare.

Section 165 of the Yukon CFSA as part of the responsibilities of the Minister in part 7, provides the authority related to facilities and services for children. Section 165 stipulates that “children who are in the care or custody of a director, that the Minister may establish, operate and provide residential facilities for one or more children including foster homes, group homes, residential centres or receiving homes.” (Yukon CFSA, s.165 (1).

The Yukon CFSA is very progressive in emphasizing the importance of placement with the child's

extended family, whenever possible. Section 10 of the Act, which deals with Family Support Services and Agreements, outlines the types of services that can be provided on a preventive basis to support children remaining with their families. The types of agreements that can be utilized for support services range from special needs, voluntary care, to agreements with extended family members or others and support services for youth, including transitional support services. The Act of course provides for various orders, when a child is in need of protective intervention and included among the various options is voluntary placement with extended family members or others under Section 36. Court orders for a child in need of protective intervention can range from placement with the child's parent or alternative placement (Section 52).

Section 89(2) spells out the same type of criteria, as is found in Canada's Act Respecting First Nations, Inuit and Metis Children, Youth and Families, when determining the placement for a child taken into the care or custody of the director. The following are the key placement provisions:

89 (1) A child in the care or custody of a director may only be placed by the director with a caregiver in a residential facility established by, or operated on behalf of the Minister under section 165.

(2) In determining the placement for the child as part of the case plan developed under section 44, priority shall be given to placing the child with a member of the child's extended family, or if that is not consistent with the best interests of the child, priority shall be given to placing the child as follows:

- (a) in a location where the child can maintain contact with friends and members of the child's extended family; and
- (b) in a location that will allow the child to continue in the same school.

(3) If the child is a member of a First Nation, in determining the placement for the child as part of the case plan developed under section 44, priority shall be given to placing the child as follows:

- (a) with a member of the child's extended family;
- (b) with a family that includes a person who is a member of the child's First Nation; or
- (c) with a family that includes a person who is a member of another First Nation.

(4) If placement of the child who is a member of a First Nation in accordance with paragraphs (3)(a), (b) or (c) is not consistent with the best interests of the child, priority shall be given to placing the child in accordance with paragraphs (2)(a) and (b). S.Y. 2008, c.1, s.89.

The Yukon government is obligated to provide the Minister with the resources to enable the Minister and its employees to carry out the legislative provisions of the Act. The Act is not discretionary legislation. Child protection is no different than essential police or health care services.

The Department of Health and Social Services' (HSS), Family and Children's Services (FCS) branch provides child welfare services to Yukoners under the Child and Family Services Act (CFSA). (See Organizational Charts – (Appendix 2). Family and Children Services (FCS) is a branch within Health and Social Services, Yukon Government.

With the introduction of parity in financial compensation for extended family care providers in 2017, there has been a significant increase in the number of children requiring out of home placement who are supported in remaining with extended family. This enables children and youth to remain connected to their community and culture. Consequently, there has been a significant decrease in the number of children and youth placed in foster care and group care. As of August 2021, there was 75 EFCA Caregivers, compared to 42 FH Caregivers. The number of children in EFCA in August 2021 was 130 compared to 48 in Foster Home care.

The Yukon has focused considerable efforts on providing preventive services so children and youth can remain safely with their families. There are significant benefits to placing children with relatives when their birth parents cannot care for them. "In appropriate kinship placements, children can have greater

permanency and well-being compared to children in foster care (Metzger, 2008; Rubin, Downes, O'Reilly, Mekonnen, Luan, & Localio, 2008; Sakai, Lin, & Flores, 2011). For example, Zinn (2012) found that children placed with grandparents have low rates of placement disruption. Kinship caregivers usually live in close proximity to the children's biological parents and share the same sense of family and community. Also, with the proper supports, kin families are likely to be able to keep siblings together (Hegar & Rosenthal, 2009). Children in kinship care often report a greater attachment to the caregiver and the family (Hegar & Rosenthal, 2009). Children are usually familiar with the relative and are likely to have increased contact with their biological parents compared to being placed in foster care. They are also likely to experience greater stability and support in kinship care" (Billing, Ehrle, & Kortenkamp, 2002; Dubowitz, Feigelman, Harrington, Starr, Zuravin, & Sawyer, 1994; Sakai et al., 2011; Winokur, Crawford, Longobardi, & Valentine, 2008).

Several studies have examined the outcomes of children in kinship care compared to those in foster care." In one study, the children in kinship care had "good or better outcomes" (Winokur et al., 2008, p. 344). Using data from the National Survey of Child and Adolescent Well-Being, Sakai, Lin, and Flores (2011) found that children in kinship care often have better behavioral outcomes compared to those in foster care. Children in kinship care have higher scores on expressive functions and are less at risk for delays in motor development and neurocognitive development compared to those placed in foster care (Stacks & Partridge, 2011). Infants have also shown the positive effects of kinship placements compared to foster care including decreased risk factors and a shorter time in the placement (Stacks & Partridge, 2011). (Sutphin, Suzanne, GrandFamilies, Vol.2 (1) 2015, pp.51-52). "Keeping children with family also allows them to remain in the same school and community with consistent access to teachers, neighbors, extended kin, friends, faith groups, coaches, sports teams and others that can provide critical support for children's sound mental and emotional health." (Child Welfare Information Gateway, 2014).

In the Yukon, if a child is in need of out-of-home care, the first choice is for the child to reside with their extended family. Supported and mandated through the CFSA, specifically s. 14, Extended Family Care Agreements (EFCAs) allow children who require out-of-home care to remain with extended family rather than come into the care and/or custody of the director. Extended family caregivers include people who are related to the child by blood, through a spousal relationship, or any other persons who have, or had, a parent-like relationship with the child.

The recommendations (Appendix 1 – List of Recommendations) to address the priorities are provided at the end of each of the following sections in this report:

1. Prevention of Children from Coming into Care
2. Recruitment, Assessment and Retention
3. Training, Support, Compensation and Relationship with First Nations
4. Caregiver Association
5. Transitional Support for Youth
6. Legislation, Policies and Program
7. Staffing and Professional Training and Development for Staff

The next section of this report describes the methodology used in completing this review, followed by the analysis and recommendations for the key priorities listed above. The final sections are the conclusion, appendices, consultant's profile and references.

METHODOLOGY

Savoury Consulting Ltd. was engaged to complete a review of the caregiver strategy, Family and Children's Services, Health and Social Services, Yukon, Canada, in July 2021, at which time the world was still dealing with COVID-19. Health and travel restrictions were in place so the methodology included a survey, zoom meetings, review of documents e.g., legislation, policies, procedures. Three days of meetings in Whitehorse with caregivers, staff and key stakeholders e.g., CYFN, Child and Youth Advocate took place from November 29 to December 1, 2021. With the exception of one session with staff, the 3 days and evenings of meetings in Whitehorse were solely utilized for sessions with caregivers.

The Yukon Child and Youth Advocate Office also made a submission with recommendations. The report is included as Appendix 10.

Stage one involved the circulation of a staff survey with key questions related to the caregiver strategy (Appendix 3). Initial drafts were reviewed by Family and Children's Services and approved prior to circulation. The roles of staff who participated included managers, supervisors, social workers, and caregiver support workers. The survey was targeted to 20 staff, involved with the caregiver program. A total of 14 staff completed the survey.

During meetings with the caregivers in Whitehorse from November 29 to December 1, 2021, the focus of the discussions was on the aspects of the caregiver program that are working well and the areas that should be improved. Some of these sessions with caregivers were in small groups, while other caregivers attended individual sessions. Some caregivers were unable to attend in person and as a result participated using zoom technology. Posters were widely distributed inviting caregivers to join these sessions and all caregivers were given a phone call inviting them to participate in the sessions. Caregivers who were unable to participate in the Whitehorse sessions were given the opportunity to participate in conference calls in January, 2021. Feedback from the sessions is summarized throughout the report.

At the end of sessions with staff and caregivers, they were given the option of sending an email to Savoury Consulting regarding any additional concern(s) or suggestion(s) they felt should be considered.

Caregivers were also asked to complete a survey (Appendix 4). Drafts of the survey were reviewed by Family and Children's Services and the Council of Yukon First Nations (CYFN) and their suggestions were incorporated in the survey. The survey was also reviewed by Communications Staff and further changes were made as a result of the feedback. The survey was sent to all caregivers by email and a reminder with the survey was also sent to caregivers during the week of January 9, 2021. Caregivers were asked if they preferred to complete the survey in hard copy format.

A total of 8 caregivers completed the survey. There may be several reasons for the low response to the survey by caregivers: caregivers who participated in the group or individual sessions or conference calls may feel that they had already provided their input on the program and some caregivers may have experienced difficulty accessing the email/survey electronically and may have been uncomfortable completing the survey electronically.

The surveys and focus group meetings with staff and caregivers provided excellent information for this review. The fact that staff and caregivers took the time from their busy schedules to participate in meetings

and respond to the survey questions is most appreciated. It also highlights the importance they place on the caregiver program and to making improvements to the program.

The results of the surveys are included in Appendices 3 and 4. Narrative feedback from the focus groups and the surveys have been summarized and are included throughout the report.

KEY PRIORITIES AND RECOMMENDATIONS

s.74(1)(a)

PREVENTION OF CHILDREN FROM COMING INTO CARE

s.74(1)(a)




RECOMMENDATIONS ON PREVENTION OF CHILDREN FROM COMING INTO CARE




RECRUITMENT, ASSESSMENT AND RETENTION

s.74(1)(a)




SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING RECRUITMENT, ASSESSMENT AND RETENTION WERE AS FOLLOWS:

s.74(1)(a)



SUMMARY OF KEY PERSPECTIVES FROM CAREGIVERS REGARDING RECRUITMENT AND TRAINING WERE AS FOLLOWS:

s.74(1)(a)



RECOMMENDATIONS ON RECRUITMENT, ASSESSMENT AND RETENTION

s.74(1)(a)



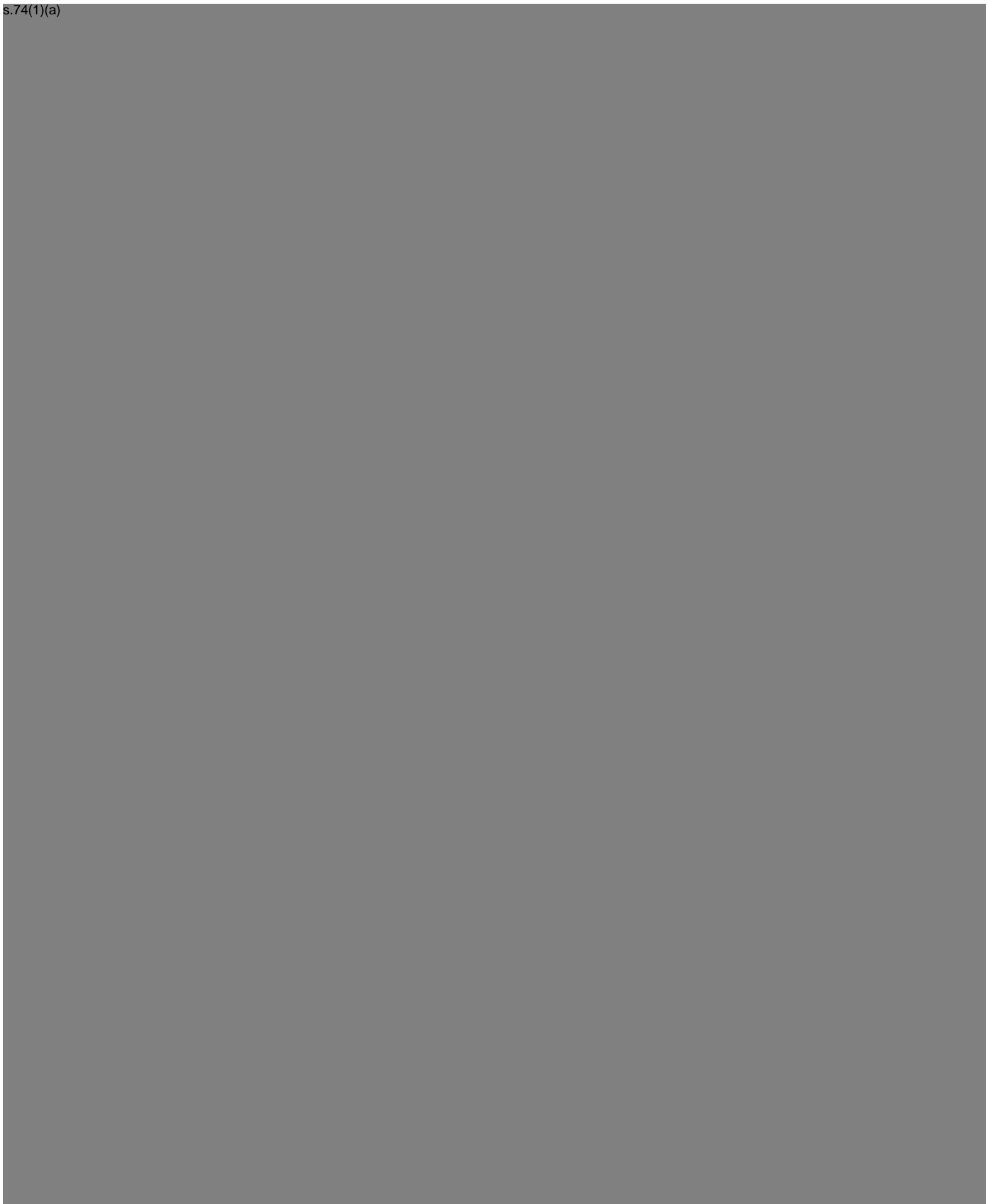


TRAINING, SUPPORT, COMPENSATION AND RELATIONSIP WITH FIRST NATIONS









**SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING TRAINING, SUPPORT
COMPENSATION AND RELATIONSHIP WITH FIRST NATIONS WERE AS FOLLOWS:**

SUMMARY OF KEY PERSPECTIVES FROM CAREGIVERS REGARDING TRAINING, SUPPORT, COMPENSATION AND RELATIONSHIP WITH FIRST NATIONS WERE AS FOLLOWS:




**RECOMMEDATIONS ON TRAINING, COMPENSATION AND SUPPPORT FOR CAREGIVERS AND
RELATIONSHIP WITH FIRST NATIONS**



TRANSITIONAL SUPPORT FOR YOUTH




s.74(1)(a)




SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING TRANSITIONAL SUPPORT FOR YOUTH WERE AS FOLLOWS:

s.74(1)(a)




SUMMARY OF KEY PERSPECTIVES FROM CAREGIVERS REGARDING TRANSITIONAL SUPPORT FOR YOUTH WERE AS FOLLOWS:

s.74(1)(a)




RECOMMENDATIONS ON TRANSITIONAL SUPPORT FOR YOUTH

s.74(1)(a)




CAREGIVER ASSOCIATION

s.74(1)(a)



s.74(1)(a)



**SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING A CAREGIVER ASSOCIATION
WERE AS FOLLOWS:**

s.74(1)(a)



s.74(1)(a)



SUMMARY OF KEY PERSPECTIVES FROM CAREGIVERS REGARDING A CAREGIVER'S ASSOCIATION WERE AS FOLLOWS:

s.74(1)(a)



RECOMMENDATIONS ON CAREGIVER ASSOCIATION

s.74(1)(a)



LEGISLATION, POLICIES, PROGRAM AND STANDARDS

s.74(1)(a)



SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING LEGISLATION, POLICIES AND PROGRAM WERE AS FOLLOWS:



RECOMMENDATION ON LEGISLATION, POLICIES, PROGRAM AND STANDARDS



STAFFING AND PROFESSIONAL DEVELOPMENT FOR STAFF



SUMMARY OF KEY PERSPECTIVES FROM STAFF REGARDING STAFFING AND PROFESSIONAL DEVELOPMENT WERE AS FOLLOWS:

SUMMARY OF KEY PERSPECTIVES FROM CAREGIVERS REGARDING STAFFING AND PROFESSIONAL DEVELOPMENT WERE AS FOLLOWS:



RECOMMENDATIONS ON STAFFING AND PROFESSIONAL DEVELOPMENT



CONCLUSION





APPENDICES

Appendix 1 - All of the Recommendations in This Report Are Listed Below

This Appendix is a re-cap of all of the recommendations that are included in the various sections of the report. They are provided in the order in which the various sections are covered in the report. Readers are encouraged to read the applicable section for the recommendations as it will provide the context for the recommendations below:

RECOMMENDATIONS ON PREVENTION OF CHILDREN FROM COMING INTO CARE

s.74(1)(a)




RECOMMENDATIONS ON RECRUITMENT, ASSESSMENT AND RETENTION




**RECOMMEDATIONS ON TRAINING, COMPENSATION AND SUPPPORT FOR CAREGIVERS AND
RELATIONSHIP WITH FIRST NATIONS**

s.74(1)(a)




RECOMMENDATIONS ON TRANSITIONAL SUPPORT FOR YOUTH

s.74(1)(a)



RECOMMENDATIONS ON CAREGIVER ASSOCIATION

s.74(1)(a)



RECOMMENDATION ON LEGISLATION, POLICIES, PROGRAM AND STANDARDS

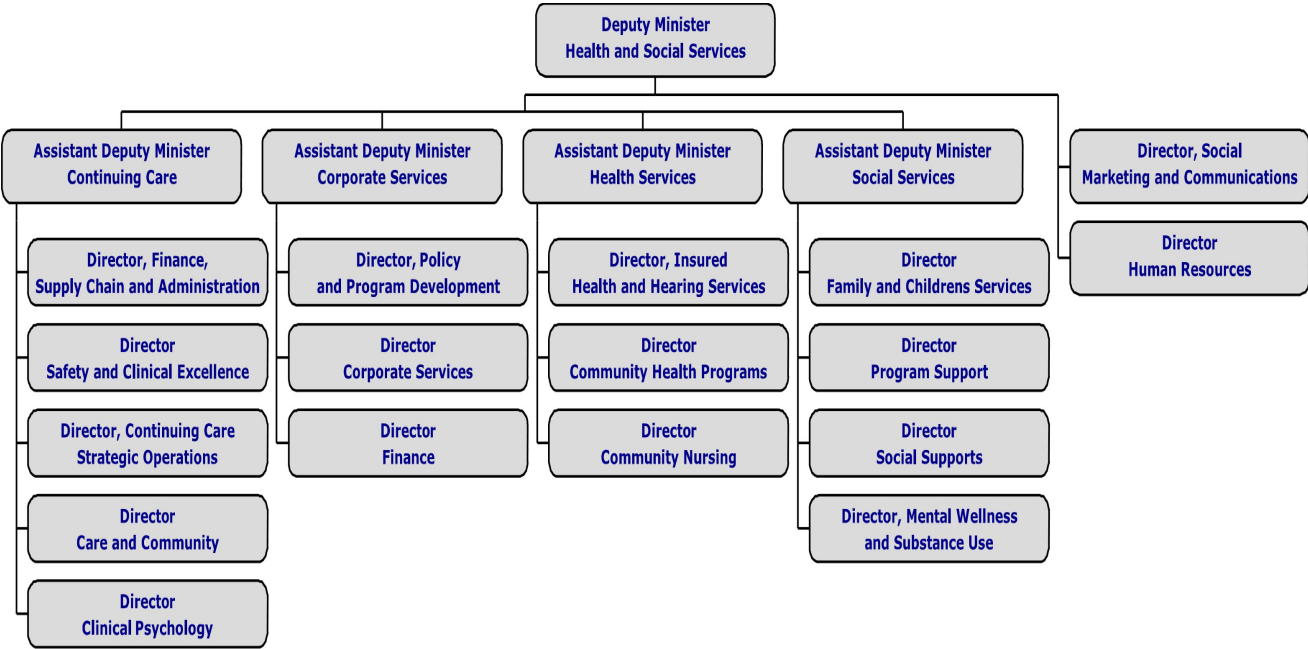


RECOMMENDATIONS ON STAFFING AND PROFESSIONAL DEVELOPMENT



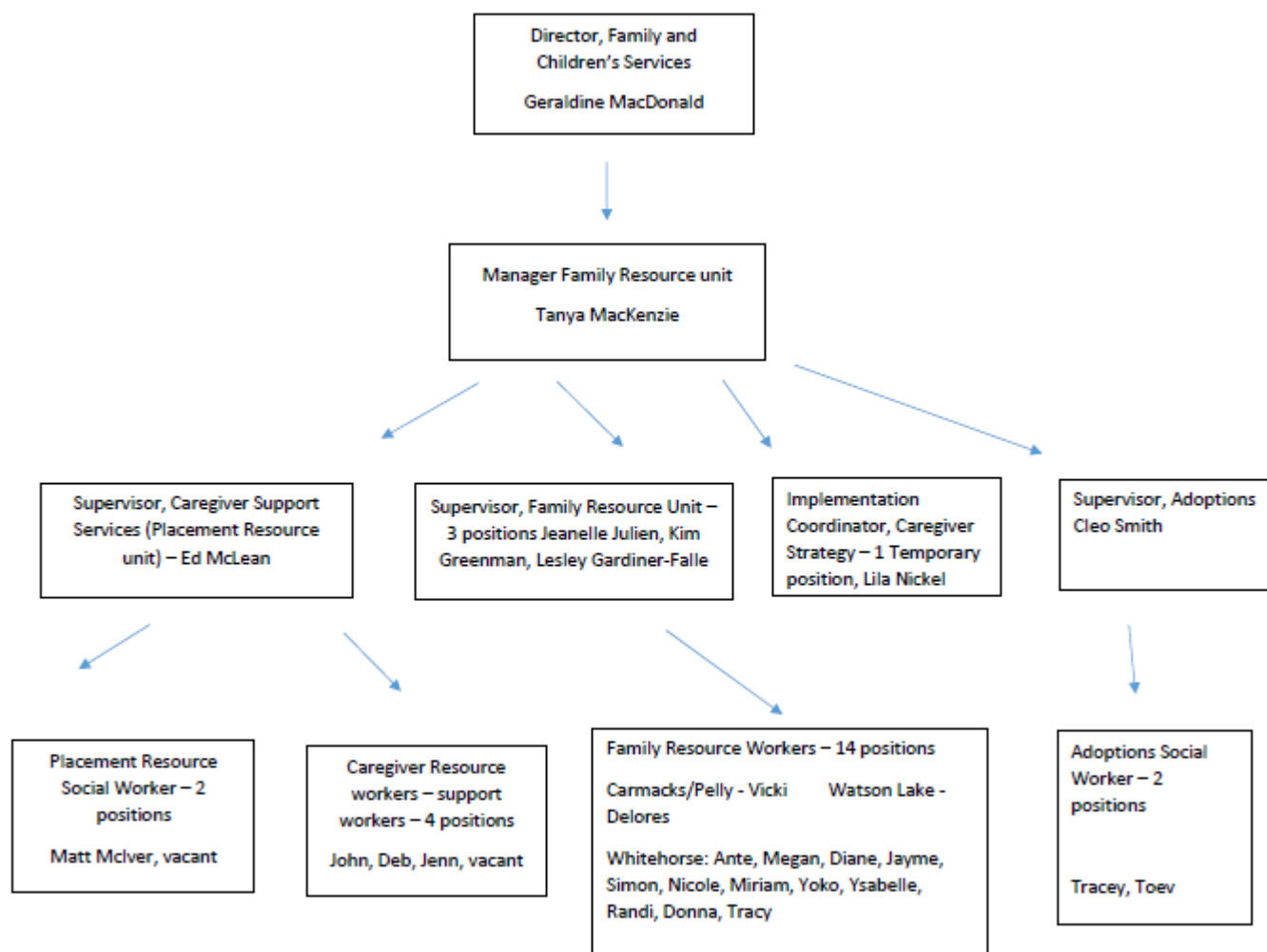
Appendix 2 - Organizational Charts

Yukon - Health and Social Services organizational structure:



April 2021

Yukon Family and Children's Services:



Created July 2021 – note that the names of each unit are in the process of being updated

Appendix 3 - Staff Survey with Results

Surveys were completed by 14 staff. The results are indicated below for each of the questions. Some of the questions were not completed, which may be due to the staff lacking the knowledge to answer the questions.

Roles of Staff Who Completed the Survey and Location:

Managers- 2
Caregiver Resource Workers – 2
Social Workers – 4
Support Program Coordinator/Supervisor- 2
Supervisor of Caregiver Resource Team – 1
Placement Resource Workers-2
Implementation Coordinator of the Caregiver Strategy -1

Locations

Whitehorse- 11
Dawson City-1
Faro-1
Old Crow/Pelly Crossing-1

1. The legislation, policies, programs and standards are clear and support the best possible placement for the child in the **extended family care agreement (EFCA)**.

☐ Strongly Agree ☐ Agree 8 ☐ Neutral 6 ☐ Disagree ☐ Strongly Disagree

The legislation, policies, programs and standards are clear and support the best possible placement for the child in **community homes (foster care)** in their community.

☐ Strongly Agree ☐ Agree 7 ☐ Neutral 6 ☐ Disagree 1 ☐ Strongly Disagree

2. The following supports are made available to the **extended family care program**:

Parenting Training

☐ Strongly Agree ☐ Agree ☐ Neutral 4 ☐ Disagree 6 ☐ Strongly Disagree 4

Counselling including support regarding the impact of trauma related to residential schools and loss of children/grandchildren to the child welfare system

☐ Strongly Agree 1 ☐ Agree 2 ☐ Neutral 6 ☐ Disagree 3 ☐ Strongly Disagree 1

Respite

☐ Strongly Agree ☐ Agree 7 ☐ Neutral 3 ☐ Disagree 2 ☐ Strongly Disagree 2

Child/Day Care

☐ Strongly Agree 3 ☐ Agree 7 ☐ Neutral 4 ☐ Disagree ☐ Strongly Disagree

Tutoring (Educational)

☐ Strongly Agree 1 ☐ Agree 9 ☐ Neutral 2 ☐ Disagree 2 ☐ Strongly Disagree

Importance of Belonging-Cultural, Identity, Relational, Physical and Legal

☐ Strongly Agree ☐ Agree 10 ☐ Neutral 3 ☐ Disagree ☐ Strongly Disagree

Support/Funding for Cultural, Sports, Music and Arts

☐ Strongly Agree ☐ Agree 11 ☐ Neutral 2 ☐ Disagree 2 ☐ Strongly Disagree

Support Groups

☐ Strongly Agree ☐ Agree 3 ☐ Neutral 5 ☐ Disagree 4 ☐ Strongly Disagree 2

Suicide Awareness and Counselling

☐ Strongly Agree ☐ Agree 2 ☐ Neutral 6 ☐ Disagree 5 ☐ Strongly Disagree 1

Reunification Support

☐ Strongly Agree ☐ Agree 1 ☐ Neutral 7 ☐ Disagree 4 ☐ Strongly Disagree 1

Mental Health Counselling and Treatment

☐ Strongly Agree ☐ Agree 6 ☐ Neutral 6 ☐ Disagree 2 ☐ Strongly Disagree 1

Substance and Addictions Counselling and Treatment

☐ Strongly Agree ☐ Agree 6 ☐ Neutral 6 ☐ Disagree 2 ☐ Strongly Disagree

3. The following supports are made available to the **community homes (foster care)**:

Parenting Training

☐ Strongly Agree ☐ Agree 3 ☐ Neutral 4 ☐ Disagree 4 ☐ Strongly Disagree 2

Counselling including support regarding the impact of trauma related to residential schools and loss of children/grandchildren to the child welfare system

☐ Strongly Agree ☐ Agree 2 ☐ Neutral 7 ☐ Disagree 4 ☐ Strongly Disagree 1

Respite

☐ Strongly Agree 4 ☐ Agree 6 ☐ Neutral 4 ☐ Disagree ☐ Strongly Disagree

Child/ Day Care

☐ Strongly Agree 5 ☐ Agree 5 ☐ Neutral 3 ☐ Disagree 1 ☐ Strongly Disagree

Tutoring (Educational)

☐ Strongly Agree 1 ☐ Agree 8 ☐ Neutral 5 ☐ Disagree ☐ Strongly Disagree

Importance of Belonging-Cultural, Identity, Relational, Physical and Legal and Support

☐ Strongly Agree ☐ Agree 6 ☐ Neutral 5 ☐ Disagree ☐ Strongly Disagree

Support/Funding for Cultural, Sports, Music and Arts

☐ Strongly Agree 1 ☐ Agree 11 ☐ Neutral 2 ☐ Disagree ☐ Strongly Disagree

Support Groups

☐ Strongly Agree ☐ Agree 2 ☐ Neutral 8 ☐ Disagree 2 ☐ Strongly Disagree 2

Suicide Prevention Information and Counselling

☐ Strongly Agree ☐ Agree 2 ☐ Neutral 8 ☐ Disagree 2 ☐ Strongly Disagree 1

Reunification Support

☐ Strongly Agree ☐ Agree 3 ☐ Neutral 6 ☐ Disagree 3 ☐ Strongly Disagree 1

Mental Health Counselling and Treatment

☐ Strongly Agree 1 ☐ Agree 6 ☐ Neutral 6 ☐ Disagree ☐ Strongly Disagree

Substance and Addictions Counselling and Treatment

☐ Strongly Agree ☐ Agree 5 ☐ Neutral 6 ☐ Disagree 2 ☐ Strongly Disagree

4. The compensation made available to **extended family care families** is adequate.

☐ Strongly Agree 3 ☐ Agree 7 ☐ Neutral 1 ☐ Disagree 3 ☐ Strongly Disagree

5. The compensation made available to **community homes (foster care)** is adequate.

☐ Strongly Agree 2 ☐ Agree 6 ☐ Neutral 2 ☐ Disagree 3 ☐ Strongly Disagree 1

6. The mutual assessment and the child and family safety review process are adequate in the approval of **community homes (foster care)**.

☐ Strongly Agree ☐ Agree 7 ☐ Neutral 5 ☐ Disagree 1 ☐ Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree to the above question, please comment on how it could be improved.

7. (a) The current process for the selection of **extended family care** is adequate.

☐ Strongly Agree ☐ Agree 8 ☐ Neutral 3 ☐ Disagree 1 ☐ Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree, please explain how it should be improved:

(b) The current assessment tool(s) used to assess the needs of children and youth prior to them commencing to live with extended family care and community care homes (foster care) are adequate.

☐ Strongly Agree ☐ Agree 3 ☐ Neutral 3 ☐ Disagree 8 ☐ Strongly Disagree

(c) Extended family caregivers and community care homes (foster care) are provided with essential information on the background and needs of the child at time of placement.

☐ Strongly Agree ☐ Agree 6 ☐ Neutral 5 ☐ Disagree 3 ☐ Strongly Disagree

8. Consultation and communication with First Nations, where the child/parents/extended family are First Nations members are adequate.

☐ Strongly Agree ☐ Agree 9 ☐ Neutral 2 ☐ Disagree 2 ☐ Strongly Disagree

If the answer to the above question is neutral, disagree or strongly disagree, please comment on how it could be improved.

9. The policies for the Extended Family Care Plan and Extended Family Care Agreement are adequate.

☐ Strongly Agree ☐ Agree 5 ☐ Neutral 5 ☐ Disagree 3 ☐ Strongly Disagree

If the answer to the above question was neutral, disagree or strongly disagree, please comment on how either or both of them could be improved.

10. A caregiver association would be beneficial (e.g., strategic planning, co-delivery of training and support, crisis support, peer support, advocacy, etc.) to provide support to caregivers?

☐ Strongly Agree 7 ☐ Agree 6 ☐ Neutral 1 ☐ Disagree ☐ Strongly Disagree

11. Please comment on the benefits and/or pitfalls of a caregiver's association?

12. Please indicate whether the following areas are Addressed (Yes) or Not Addressed within the orientation and on-going training and support provided to EFCA's.

Addressed-Yes or Not Addressed - No

Understanding how trauma affects children, youth and family: ☐ Yes 4 ☐ No 8

Understanding the trauma of sexual abuse for children and youth: ☐ Yes 3 ☐ No 9

Expectation of extended family care parents and services
that may be required: ☐ Yes 7 ☐ No 5

Review of their own strengths and how they can use them to
support children/youth: ☐ Yes 3 ☐ No 9

Strengths of family and remaining within the family/community: ☐ Yes 8 ☐ No 3

Developing knowledge/skills in caring for a child who has
experienced trauma: ☐ Yes 1 ☐ No 11

Stages of child development and meeting their developmental
needs: ☐ Yes 1 ☐ No 11

Addressing developmental delays: ☐ Yes 4 ☐ No 8

Supporting children during crisis and seeking resources they
may require to address their needs: ☐ Yes 5 ☐ No 7

Understanding the roles and responsibilities of teamwork,
including participating in reviews, court involvement,
counselling sessions, medical services, school meetings
and child welfare team meetings as required: ☐ Yes 4 ☐ No 8

Understanding the barriers to educational access and engagement for youth who have experienced trauma:	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 11
How to be advocates for children/youth to have access to high quality schooling and input into decisions affecting them:	<input type="checkbox"/> Yes 2	<input type="checkbox"/> No 9
Understanding and supporting relationships between children and families/extended family:	<input type="checkbox"/> Yes 5	<input type="checkbox"/> No 7
Protecting and nurturing children:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 5
Recognizing issues specific to the stresses and dynamics of full-time parenting for the second time:	<input type="checkbox"/> Yes 3	<input type="checkbox"/> No 9
Actively participating in permanency/belonging discussions:	<input type="checkbox"/> Yes 5	<input type="checkbox"/> No 7
Attending to the relationships among family siblings and other children related to the family:	<input type="checkbox"/> Yes 6	<input type="checkbox"/> No 6
Resolving family conflict:	<input type="checkbox"/> Yes 3	<input type="checkbox"/> No 9
Understanding and managing the effects of chemical dependency, parental incarceration, and HIV/AIDS:	<input type="checkbox"/> Yes 1	<input type="checkbox"/> No 11
Addressing children's specific medical, educational, emotional and sexuality needs:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 5
Accessing and addressing financial and resource issues:	<input type="checkbox"/> Yes 4	<input type="checkbox"/> No 7
Understanding grief and loss:	<input type="checkbox"/> Yes 3	<input type="checkbox"/> No 9
Understanding the importance of belonging to family and community:	<input type="checkbox"/> Yes 6	<input type="checkbox"/> No 6
Working with the child welfare system:	<input type="checkbox"/> Yes 5	<input type="checkbox"/> No 7
Importance of visitation and access:	<input type="checkbox"/> Yes 8	<input type="checkbox"/> No 3
Understanding and preventing sexual abuse:	<input type="checkbox"/> Yes 4	<input type="checkbox"/> No 8
Understanding Individual and family identity including, culture, Identity, language, and spirituality:	<input type="checkbox"/> Yes 9	<input type="checkbox"/> No 3
Understanding physical, mental and behavioral health:	<input type="checkbox"/> Yes 3	<input type="checkbox"/> No 9
Educational, social and legal issues:	<input type="checkbox"/> Yes 5	<input type="checkbox"/> No 7

13. Please indicate whether the following areas are Addressed (Yes), or Not Addressed (No) within the orientation and on-going training and support provided to **community homes (foster care)**.
Yes - Addressed or No - Not addressed

Understanding how trauma affects children, youth and family: ☐ Yes 8 ☐ No 4

Understanding the trauma of sexual abuse for children and youth: ☐ Yes 7 ☐ No 5

Expectation of extended family care parents and services that may be required: ☐ Yes 7 ☐ No 5

Review their own strengths and how they can use them to support children/youth: ☐ Yes 8 ☐ No 4

Strengths of growing up within family/and community: ☐ Yes 8 ☐ No 4

Developing knowledge/skills in caring for a child who has experienced trauma: ☐ Yes 6 ☐ No 6

Stages of child development and meeting their developmental needs: ☐ Yes 5 ☐ No 6

Addressing developmental delays: ☐ Yes 4 ☐ No 8

Supporting children during crisis and seeking resources they may require to address their needs: ☐ Yes 8 ☐ No 4

Understanding the roles and responsibilities of teamwork, including participating in reviews, court involvement, counselling sessions, medical services, school meetings and child welfare team meetings as required: ☐ Yes 7 ☐ No 4

Understanding the barriers to educational access and engagement for youth who have experienced trauma: ☐ Yes 6 ☐ No 5

How to be advocates for children/youth to have access to high quality schooling and input into decisions affecting them: ☐ Yes 7 ☐ No 4

Understanding the child's parent and supporting relationships between children and families/extended family: ☐ Yes 8 ☐ No 3

Protecting and nurturing children: ☐ Yes 9 ☐ No 2

Recognizing issues specific to the stresses and dynamics of full-time parenting for the second time: ☐ Yes 8 ☐ No 2

Actively participating in permanency/belonging discussions: ☐ Yes 7 ☐ No 4

Attending to relationships among family siblings and other children related to the family:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 4
Resolving family conflict:	<input type="checkbox"/> Yes 3	<input type="checkbox"/> No 8
Understanding and managing the effects of chemical dependency, parental incarceration, and HIV/AIDS:	<input type="checkbox"/> Yes 2	<input type="checkbox"/> No 9
Addressing children's specific medical, educational, emotional and sexuality needs:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 4
Accessing and addressing financial and resource issues:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 4
Understanding grief and loss:	<input type="checkbox"/> Yes 6	<input type="checkbox"/> No 5
Understanding the importance of belonging to family and community:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 4
Working with the child welfare system:	<input type="checkbox"/> Yes 8	<input type="checkbox"/> No 2
Importance of visitation and access:	<input type="checkbox"/> Yes 9	<input type="checkbox"/> No 1
Understanding and preventing sexual abuse:	<input type="checkbox"/> Yes 8	<input type="checkbox"/> No 2
Understanding individual and family identity including, culture, language, and spirituality:	<input type="checkbox"/> Yes 8	<input type="checkbox"/> No 2
Understanding physical, mental and behavioral health:	<input type="checkbox"/> Yes 7	<input type="checkbox"/> No 3
Educational, social and legal issues:	<input type="checkbox"/> Yes 8	<input type="checkbox"/> No 2

14. At this time, educational support for extended family care providers is provided through one-on-one consultation between the worker and the family. Please elaborate on whether additional educational/training support, should be provided to EFCA families and how and by whom it should be delivered.

15. Cultural planning for children is being met through the extended family care program so that children's sense of belonging - identity, relational, cultural, physical and legal- is valued and promoted within the extended family care program.

☐ Strongly Agree 2 ☐ Agree 6 ☐ Neutral 4 ☐ Disagree 2 ☐ Strongly Disagree

16. Cultural planning for children is being met through community homes (foster care) so that children's sense of belonging - identity, relational, cultural, physical and legal- is valued and promoted within the program.

☐ Strongly Agree ☐ Agree 5 ☐ Neutral 7 ☐ Disagree 2 ☐ Strongly Disagree

17. Please indicate whether the following supports are Addressed (Yes) or Not Addressed (N0) as part of the transitional support to youth:

Yes- Addressed or No-Not addressed:

Counselling to resolve issues a youth may be experiencing: ☐ Yes 8 ☐ No 3

Knowledge/skills for community living: ☐ Yes 10 ☐ No 2

Educational training supports: ☐ Yes 10 ☐ No 2

Facilitating connections to appropriate educational, cultural and community resources: ☐ Yes 11 ☐ No 1

Funding for tuition, housing, school supplies, transportation, visits home during school breaks, etc.: ☐ Yes 12 ☐ No 0

18. What are the gaps or issues in the current policies, standards or practices?

For the extended family care program:

For the **community homes (foster care)**, if different from the above:

19. What are your thoughts including suggestions for specialized levels of care within communities to care for children/youth with special needs?

20. Please respond to the following questions:

How can the **extended family care program** could be improved?

How can the **community homes (foster care)** program could be improved?

21. What do you see as the strengths and opportunities of the?
Extended family care program?

Community homes (foster care) program?

Please indicate your role and work location below:

Role:

(Please specify e.g., social worker, Supervisor, etc.)

Office Location:

The information provided in this survey will be held in the strictest confidence by Savoury Consulting Ltd. The Department of Health and Social Services considers the information provided in this survey as confidential, to be maintained by Savoury Consulting Ltd only and agrees that the information provided in this survey or any emails associated with this survey will not be accessed by any employee of the Department. The findings from the surveys will be summarized and by providing comments on this survey, I consent to any of them being included in the final report, without identifying information as a summary of narrative feedback.

Please forward your completed survey to georgesavoury@gmail.com

Thank you for completing this survey.

Savoury Consulting Ltd.
www.savouryconsulting.com
902 717 2498

September 8, 2021

Appendix 4 - Caregiver Survey with Results

Caregiver Survey: Extended Family Care Agreement (EFCA) Homes and Foster Homes

Yukon Caregiver Survey

Please indicate your level of agreement with each of the statements below using the check boxes. We also invite you to share your thoughts in the space provided.

1. I was provided with the information I needed to prepare me for caring for the child (or children) placed in my home. (Information such as: supervision required by the child; the child's cultural identity; behavioral issues; health and educational needs.)

Strongly
Agree

Agree 5

Neutral

Disagree

Strongly 2
Disagree

2. The recruitment process that led to my decision to become a caregiver or foster parent was appropriate.

Strongly
Agree

Agree 2

Neutral 4

Disagree 1

Strongly 1
Disagree

How could the recruitment process be improved?

3. My working relationship with my social worker, including ongoing communication, is adequate.

Strongly
Agree

Agree 7

Neutral

Disagree

Strongly 1
Disagree

How could the working relationship be improved?

4. The training and support I received was adequate.

Strongly
Agree

Agree 3

Neutral 2

Disagree

Strongly 3
Disagree

How could the training and support be improved?

5. The training and support enabled me to support the child's identity as a member of their First Nations family and community.

Strongly
Agree

Agree

Neutral **3**

Disagree 3

Strongly **2**
Disagree

How could it be improved?

6. This training and support included ways children can be supported in remaining connected to their First Nations or Indigenous culture (history, language, customs and traditions).

Strongly
Agree

Agree

Neutral **3**

Disagree **3**

Strongly **1**
Disagree

7. My social worker helped me build relationships with the child's First Nations or Indigenous community, which helped enable participation in cultural events and activities.

Strongly
Agree

Agree

Neutral **3**

Disagree **2**

Strongly **3**
Disagree

8. After the child was placed in my home, I received follow-up information about access to support such as elder support and guidance, culturally based healing, trauma counselling, and peer support.

Strongly
Agree

Agree **1**

Neutral **2**

Disagree **1**

Strongly **4**
Disagree

How could this be improved?

9. I was able to provide input about the child's education, mental health needs, and transition plans.

Strongly
Agree **2**

Agree **3**

Neutral **2**

Disagree **1**

Strongly
Disagree

How could this be improved?

10. I can get support outside regular working hours.

Strongly Agree	Agree 3	Neutral 3	Disagree 2	Strongly Disagree
-------------------	---------	-----------	------------	----------------------

How could this be improved?

11. The financial support I receive for the child in my care is adequate.

Strongly Agree	Agree 2	Neutral 2	Disagree 3	Strongly 1 Disagree
-------------------	---------	-----------	------------	------------------------

How could this be improved?

12. My social worker helped me access community services such as education, child care, mental health, and recreation.

Strongly Agree	Agree 4	Neutral 3	Disagree 1	Strongly Disagree
-------------------	---------	-----------	------------	----------------------

13. Caregivers are respected, recognized and appreciated for the role we play in caring for children and youth.

Strongly Agree	Agree 3	Neutral 4	Disagree	Strongly 1 Disagree
-------------------	---------	-----------	----------	------------------------

How could this be improved?

14. A Caregiver Association in Yukon would be beneficial. (To assist with things such as strategic planning, co-delivery of training and support, crisis support, peer support, advocacy, etc.)

Strongly Agree 6	Agree	Neutral	Disagree	Strongly Disagree
---------------------	-------	---------	----------	----------------------

Please answer the following question if you were a caregiver to a youth who transitioned out of care.

- 15.** The youth in my care was provided with adequate support, including: financial support, housing support, access to culturally appropriate services, life skills, relationship building with workers, caregivers and family, trauma informed mental health and addictions services, education and career counselling, peer support, access to health and well-being services and information on rights.

Strongly
Agree

Agree **1**

Neutral **2**

Disagree

Strongly
Disagree

How could this be improved?

Please answer the following two questions if you are an EFCA Caregiver.

- 16.** What is working well for you as an EFCA Caregiver?
- 17.** How could you be better supported as an EFCA Caregiver?

Please answer the following two questions if you are a Foster Parent.

- 18.** What is working well for you as a Foster Parent?
- 19.** How could you be better supported as a Foster Parent?
- 20.** Additional comments:

Thank you for completing this survey. Your input will help Yukon Family and Children's Services find ways to better support the needs of Yukon children, youth and families.

Please forward your completed survey to:

georgesavoury@gmail.com

Savoury Consulting Ltd.

Appendix 5 - Schools Plus Information Sharing Guidelines

Website: [schoolsplus_information_sharing_guidelines.pdf \(ednet.ns.ca\)](https://schoolsplus.ednet.ns.ca/schoolsplus_information_sharing_guidelines.pdf)

Appendix 6 - Components of a Shared Parenting Policy

Components of a Shared Parenting Policy: Some Considerations

Although there is no “one size fits all” template for shared parenting, policy can provide a useful framework to guide development of a child-centered relationship between foster caregivers and birth families. Jurisdictions interested in adopting a shared parenting policy may want to consider including the following components, partly adapted from policy in North Carolina:

- A. Purpose and strengths of shared parenting
- B. Pre-meeting phone call
- C. Initial shared parenting meeting:
 - a. Preparation
 - i. focus on the child
 - ii. timing, location
 - iii. involvement of extended family members
 - iv. involvement of non-custodial parents: safety concerns
 - v. confidentiality
 - b. Role of caseworker
 - i. communicates purpose and structure of meeting
 - ii. monitor birth family/foster parent interaction
 - iii. serve as resource for all parties
 - c. Conduct of the meeting
 - i. ground rules
 - ii. content of discussion
 - 1. child’s preferences, routines, school progress, response to discipline, etc.
 - 2. cultural, religious practices and beliefs
 - 3. ongoing visitation and contact
 - d. Subsequent birth parent/foster parent contact, such as:
 - i. regular phone calls
 - ii. participation in team meetings, school meetings, medical appointments
 - iii. foster parent shares information, e.g., journal, lifebook, photos, schoolwork, with birth parent
 - e. Shared parenting and Child and Family Team Meetings: similarities and differences
 - f. Maintaining relationships post-permanency, as determined by parties

Source: CHAMPS Policy Playbook, 2 nd Edition, p. 14, www.fosteringchamps.org

Appendix 7 - Terms of Reference for Support Meetings with Caregivers in the Yukon -Draft

Terms of Reference

Purpose:

To strengthen and build a network of collaborative relationships between caregivers, Yukon's Family and Children's and CYFN's.

Membership:

- Co-Chairs: Meetings should be chaired by a staff member from Yukon's Family and Children's Services, a Caregiver and a staff member from CYFN
- Staff reps from the CYFN's
- Caregivers in the area
- Caregivers Social Workers and Supervisors

Objectives/Strategies:

1. To discuss caregiver's issues and possible solutions
2. To improve communication.
3. To provide updates on legislation, policies and training

Meetings:

This group will meet three times a year: September, December, & June

Terms of Reference:

Terms of Reference will be reviewed annually at the meeting in June.



CYFN's Family Preservation Services

Family Preservation Services is a department of the Council of Yukon First Nations (CYFN) that focuses on providing support to Yukon First Nations and Indigenous families. The Family Preservation team is available to help you navigate Yukon Government's complex Family and Children's Services system and support you in times of need.

We recognize that Yukon First Nations and Indigenous families, extended families and communities are in the best position to make decisions about their children and youth. Alongside Yukon First Nations and Indigenous parents, families, children and youth, CYFN's Family Preservation Services team will work with you in a respectful way, building on your strengths to achieve your goals.

Client Services:

Our friendly team is here to help and support you. Our Family Preservation Case Workers and Family Support Workers can help you in various ways, whether you require support for visitation and access, at meetings or court, or finding housing or transportation. Do not hesitate to reach out!

Cultural Programming:

Connection to family, community and culture is fundamental for Yukon First Nations and Indigenous families and children and youth in care. Our programming can help guide and support you in making these important connections. Our Family Preservation Programming team hosts cultural programming year-round, including: traditional medicine making, drum making, ice fishing, salmon smoking, tanning and canning, tufting, painting, and dry meat making. We also organize summer and harvest family camps. These events are instructed by Yukon First Nations knowledge keepers and Elders. If you know children and youth in care who would like

to participate in these monthly Cultural Connections events, reach out and come join the fun!



Mary Billy Smith and grandson Greg Smith



Call us at **867-393-9200**

or **1-833-364-0509**

Or email us at **family.preservation@cyfn.net**

Appendix 9 - Exit Interview



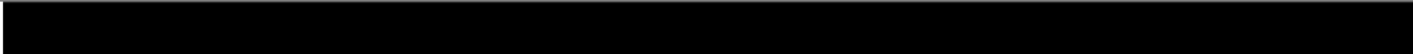
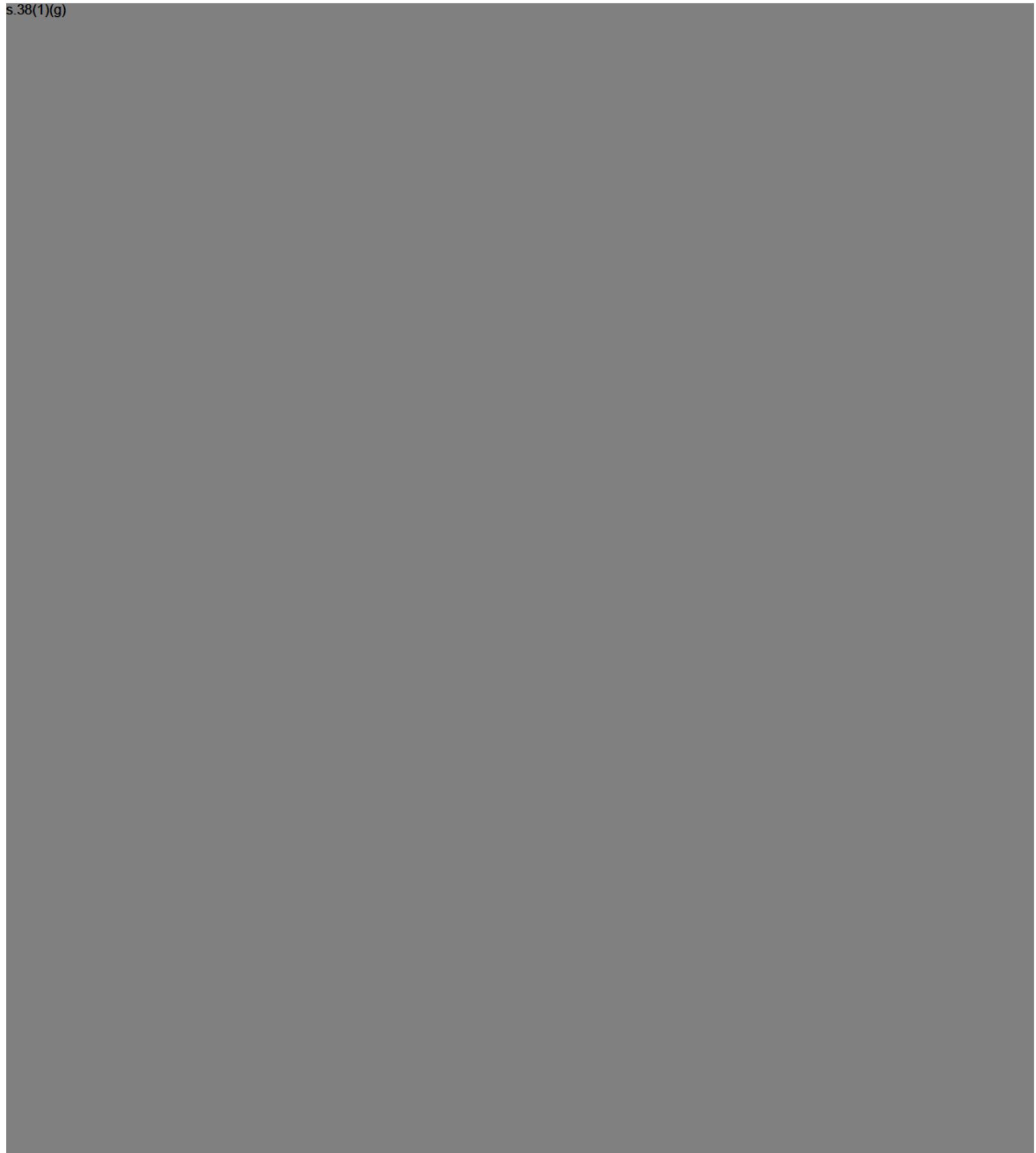
Foster Parent Exit
Interview Survey -Yu



annette.king@ycao.ca

georgesavoury@gmail.com

s.38(1)(g)





Respectfully,

A handwritten signature in black ink, appearing to read "Annette King". The signature is fluid and cursive, with the first name "Annette" written in a larger, more prominent script than the last name "King".

Annette King
Yukon Child and Youth Advocate

Appendix A: EFCA Infographic

Appendix B: Editorial

CONSULTANT PROFILE

George R. Savoury, MSW, RSW, - Savoury Consulting Ltd.

284 Astral Drive, Dartmouth, NS B2V 1B8

www.savouryconsulting.com

Savoury Consulting Ltd. is a management/child welfare consulting business focused on helping leaders and organizations become more strategic and effective in achieving success. Savoury Consulting Ltd. has done consulting work in Manitoba, Ontario, New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Labrador, Yukon and Northwest Territories, as well as with many First Nations organizations. His projects have included program and policy reviews, strategic plan development and training in the following areas: strategic planning, board governance, respectful communication, respectful workplace-strategies for a healthy workplace, policy development, performance management, social media, resolving workplace conflict and team building. A specialty of Savoury Consulting Ltd, which started in 2013, is program reviews in child welfare.

George Savoury has extensive public service experience. He has held positions such as Social Worker, Supervisor, District Manager, Regional Administrator, Director of Child Welfare, Assistant Deputy Minister and Executive Director. As a public servant, George was responsible for policy and program development/reviews and service delivery for areas such as Child Welfare and Residential Care, Prevention Services, Services for Persons with Disabilities, Family Violence, Early Childhood Development and Youth Services.

George has an MSW in social policy and administration. He has been awarded the Achievement of Excellence Award by the Nova Scotia Council for the Family and the National Children's Service Award by the Child Welfare League of Canada.

George is a member of the Nova Scotia College of Social Workers (Private Practice), Child Welfare League of Canada, First Nations Child and Family Caring Society of Canada and Human Resources Association of Nova Scotia (Associate Member).

References

Government Documents Reviewed:

Family and Children's Services Documents:

- Child and Family Services Act, 2017-19 Annual Report, Yukon Family and Children's Services, April 2020
- Child and Family Services Act Advisory Committee, Caley-Verdonk, Mo., Chair., Sydney, Ray, Vice-Chair, Anderson, Doris., Duncan, Lori., Hoffman, Debbie., & Rowlands, Rosemary., Embracing the Children of Yesterday, Today and Tomorrow, December 2020,
- <https://hss.yukon.ca/pdf/CFSA-report-oct2019.pdf>
- Child and Family Services Act, 2010
- Extended Family Care, Chapter 10, January 2014
- Children in Care Policy, Chapter 13
- Foster Family Care, Chapter 14, March 2019
- Foster Care Manual (Draft), Revised, September 2020
- Supervision, Chapter 17, July 2013
- Service Quality, Chapter 19, December 2019

Family and Children's Services Extended Family Care Agreement-Parent
Extended Family Care Case Planning Tool.

Honouring Connections: A Collaborative Process to ensure First Nations Children and Youth in Care are Connected with their Families, Communities and Cultures, Overview and guiding Principles, May 2019.

Policy Directive from the Director of Family and Children's Services, Regarding Equal Supports and Services for Foster Caregivers and Extended Family Caregivers, Including Financial Assistance.

Barnes Management Group Inc., Yukon Caregiver Association Feasibility Assessment Project, Submitted to the Department of Health and Social Services, Yukon Government, October 25, 2018.

Child and Family Services Act Policy Manual, Chapter 10, Extended Family Care, January 2014.

Family and Children's Services Extended Family Care Agreement-Parent

Extended Family Care Case Planning Tool.

Policy Directive from the Director of Family and Children's Services, Regarding Equal Supports and Services for Foster Caregivers and Extended Family Caregivers, Including Financial Assistance, October 30, 2018.

Yukon Caregiver Association Feasibility Assessment Final Report, Barnes Management Group Inc, October 25, 2018.

Other Documents:

AdoptUSKids, Support Matter, Lessons from the Field on Services for Adoptive, Foster and Kinship Care Families, March 2015.

AdoptUSKids, How Tribal Values and Traditions Can Guide Recruitment, Development and Support of Resource Families, February 2021.

Anishinabek Nation Child Well-Being Law, Draft, April 2020.

Caregiver Association Feasibility Assessment project, Final Report, October 25, 2018.

Barnett, E.R., Jankowski, M.K, Butcher, R.L., Meister, C., Parton, R.R, & Drake, R.E, (2018) Foster and Adoptive Parent Perspectives on Needs and Services, A Mixed Methods Study, The Journal of Behavioural Health Services & Research, 45(1), 74-89.

B.C. Representative for Children and Youth, Dr. Jennifer Charlesworth, Skye's Legacy: A Focus on Belonging, June 10, 2021.

Blackstock, C., Cross, T., George, J., Brown, I, & Formsma, J. (2006). Reconciliation in child welfare: Touchstones of hope for Indigenous children, youth, and families. Ottawa, ON, Canada: First Nations Child & Family Caring Society of Canada / Portland, OR: National Indian Child Welfare Association.

Brokenleg, Martin, First Nations Principles of Learning, December 1, 2015, video, 3:19-3:24, <http://www.youtube.com/watch?v=2Z4Bn44giR8> .

CHAMPS Guide on Foster Parent Recruitment and Retention, April 2019, www.fosteringchamps.org .

CHAMPS Policy Playbook, 2nd Edition, www.fosteringchamos.org

Chapin Hall at the University of Chicago, Midwest evaluation of the adult functioning of former foster youth: Outcomes at age 26.

CYFN Family Preservation Services Flyer.

Exit Interview - Part One: Exit Interview Guide for Fostering Services, the fosteringnetwork.org.uk March 2019.

Exit Interview – Part Two: Discussion Guide. thefosteringnetwork.org.uk March 2019.

Formsma, Jocelyn., Day, Priscilla., Libesman, Terri., and Gray, Paul., Touchstones of Hope for Children, Youth and Families Slides, Dialogue Series # 7: Structural Intervention, National Indian Child Welfare Association (NICWA), November 16, 2021.

Child Focus-Connecting People, Programs and Policy, Training Kin to be Foster Parents: Best Practices from the Field, July 2008.

Child Welfare League of Canada (CWLC), Equitable Standards for Transitions to Adulthood for Youth in Care -Report and Policy Brief, October 2021.

Child and Youth Advocate, Yukon, Empty Spaces, Caring Connections- The Experiences of Children and Youth in Yukon Group care, April 2019.

Child and Youth Advocate Office Systemic Review and Recommendations and the Response to this Report by Health and Social Services, Social Services Division, July 2019..

Cowessess First Nation Miyo Pimatisowin Act, Cowessess First Nation, March 2020

Cowessess First Nation Coordination Agreement, Cowessess First nation, July 6, 2021.

Cowessess First Nation Child and Family Services Fiscal Agreement, July 6, 2021.

Dworsky, A., et al, Napolitano, L., Courtney, M. (2013). Homelessness during the transition from foster care to adulthood. *American Journal of Public Health*, 103(2), S318–S323).

Dakota Ojibway Child and Family Services, Taking Care of Our Own, Local Child and Family Services Committee, Moellenbeck-Dushnitsky, MSW., B.A., Executive Director, Swan Lake First Nation 7A Band # 293, Forest hills, Carberry, MB.

DCFS and Child Welfare Program Policies and Procedures, Confederated Tribes of the Umatilla Indian Reservation (CTUIR), Department of Children and Family Services, Revised April 2014.

Florida Institute for Child Welfare, Doreen Brown, Florida State University, Survey Results of Child Welfare Professionals on Quality of Foster Care, Research Report, August 10, 2020.

Guide to the Adopt USKids Support Services Assessment Tool, Adopt UsKids, July 2019.

Hanlon, Ryan., Simon, June, Day, Angelique,. Vanderwill, Lori, & Dallimore, Elise, Families in Society: The Journal of Contemporary Social Services, 2021, <http://journals.sagepub.com/doi/abs/10.1177/1044389420970034> .

Haskins, Ron., Kohomban, Jeremy., Rodriguez, Jennifer., Keeping Up with the Caseload: How to Recruit and Retain Foster Parents, Brooking, <http://www.brookings.edu/blog/up-front/2019/04/24/keeping-up-with-the-caseload-how-to-recruit-and-retain-foster-parents/> .

Inuvialuit Qitunrariit Inuuniarnikkun Maligaksat Regulations, Inuvialuit Regional Corporation, November 2021.

King, Annette, Yukon Child and Youth Advocate Office, YACRO Submission to Caregiver Review, February 2, 2022.

Kinship Treatment Foster Care Initiative Toolkit, Foster Family -Based treatment Association, Hackensack, N.J. 2015.

Lunkenheimer, E. S., Dishion, T. J., Shaw, D. S., Connell, A. M., Gardner, F., Wilson, M. N., & Skuban, E. M. (2008). Collateral Benefits of the Family Check-Up on Early Childhood School Readiness: Indirect effects of parents' positive behavior support. *Developmental Psychology*, 44(6), 1737-1752. <https://doi.org/10.1037/a00138585>.

Massachusetts Department of Children and Families, Legislative's Report on the Department's Foster Care Recruitment Campaign, December 2021.

Myslewicz, M., & Garcia, K. (2014). Effective practices in Foster Parent recruitment, Infrastructure and Retention (Working Paper), Casey Family Programs, Retrieved from http://calswec.berkeley.edu/sites/default/files/effective_practices_in_foster_parent_recruitment_and_retention.pdf .

North Carolina Division of Social Services, Child Welfare Section, Raleigh, N.C. Treat Them Like Gold, A Best Practice Guide to Partnering with Resource Families, 2015.

North Carolina Division of Social Services, North Carolina Families for Kids Handbook, 1998.

North Carolina Division of Social Services and the Family and Children's Resource Program, Children's Practice Notes, Turnover in Child Welfare, Volume 4, Number 3.

North Carolina Division of Social Services and the Family and Children's Resource Program, Children's Practice Notes, Engaging and Supporting Relative Caregivers, Volume 16, Number 1, December 2010.

Ontario Association of Children's Aid Societies (OACAS), Ontario Child Welfare Survey of Kinship Services, Responses and Findings, July 2010.

Peguis First Nation, Honouring Our Children, Families and Nation Act, Draft.

PEI's Foster Care Review and Recommendations, 2019.

PRIDE Levels of Pay-Cross-Jurisdictional Scan for the Directors of Child Welfare, Canada, September 3, 2020.

Savoury Consulting Ltd., Placement Decision-Making, Yukon Family and Children's Services, Department of Health and Social Services, February 10, 2021.

Savoury, George., A Review of the Effectiveness of New Brunswick's Child Protection System, Department of Social Development, November 29, 2018.

Savoury, George & Koster, Andrew, A Review of Child Protection Services: Staffing, Governance, Policies, Standards, and Practices, Division of Child and Family Services, Department of Child and Family Services, Department of Family and Human Services, Prince Edward Island, January 20, 2017.

Savoury, George, Workplace Assessment of Children and Family Services, Northwest Territories Health and Social Services Authority (NTHSSA), June 22, 2021.

Schools Plus, Nova Scotia Department of Education and Early Childhood Development (<https://www.schoolsplus.com>).

Sutphin, Suzanne, GrandFamilies, The Contemporary journal of Research, Practice and policy, Vol.2 (1), 2015.

Team Decision-Making: Engaging Families in Placement Decisions, Case Study, The Annie E. Casey Foundation, March 5, 2014.

Trocmé, Nico, Bruce MacLaurin, Barbara Fallon, A Shlonsky, M Mulcahy, and T Esposito. National Child Welfare Outcomes Indicator Matrix (Nom). Centre of Excellence for Child Welfare, 2009.

Trocmé, Nico, Della Knoke, and Cindy Blackstock, "Pathways to the overrepresentation of Aboriginal children in Canada's child welfare system," Social Service Review 78, no. 4 (2004)
Saint-Girons, Marie, Trocmé, Nico, Esposito, Tonino, & Fallon, Barbara., Children in Out-of-Home Care in Canada in 2019, Canadian Child Welfare Research Portal, Information Sheet # 211E, November 2020.

The Fostering Network-Exit Interview Guide for Fostering Services: Using the Toolkit, 2019, thefosteringnetwork.org.uk .

Touchstones of Hope for Children, Youth and Families: Reconciliation in Child Welfare, Dialogue Series # 5: Holistic Approach, Hat, Marlies White; Morgan, Jason; Colon, Joan, NICWA and First Nations Child and Family Caring Society of Canada, July 20, 2021.

Touchstones of Hope for Children, Youth and Families: Reconciliation in Child Welfare, Dialogue Series # 7: Structural Intervention: Jocelyn Formsma, Priscilla Day, Teresa Libesman & Paul Gray, NICWA and First Nations Child and Caring Society of Canada, November 16, 2021.

Sinha et al., Vandna, "Kiskisik Awasisak: Remember the children", Understanding the Overrepresentation of First Nations Children in the Child Welfare System. Ontario: Assembly of First Nations. Cover art by Jackie Traverse, Lake St. Martin First Nation (2011).

Sinha, Vandna, Ashleigh Delaye, and Brittany Orav-Lakaski, "Reimagining overrepresentation research: Critical reflections on researching the overrepresentation of First Nations children in the child welfare system," *JL & Soc. Pol'y* 28 (2018).

Wedeles, J. (2016), Placement stability in child welfare. Practice and Research Together. Retrieved from <http://www.oacas.org/wp-content/uploads/2016/08/PARTicle-Placement-Stability-in-Child-Welfare-FINAL.pdf> .

<https://jjie.org/2015/08/19/wraparound-services-surround-foster-youth-families-with-help/> .