

RESOLUTION

RE: APPROVE REVISIONS AND ADDITIONS TO SECTIONS 6.000, COLORADO WORKS AND CHILD CARE, 2.000 CHILD WELFARE AND 3.000 ADULT PROTECTION SERVICES OF THE DEPARTMENT OF HUMAN SERVICES OPERATIONS MANUAL

WHEREAS, the Board of County Commissioners of Weld County, Colorado, pursuant to Colorado statute and the Weld County Home Rule Charter, is vested with the authority of administering the affairs of Weld County, Colorado, and

WHEREAS, the Board has been presented with the Revisions and Additions to Sections 6.000, Colorado Works and Child Care, 2.000 Child Welfare and 3.000 Adult Protective Services, of the Department of Human Services Operations Manual, and

WHEREAS, after review, the Board deems it advisable to approve said revisions and additions, a copies of which are attached hereto and incorporated herein by reference.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Weld County, Colorado, that the Revisions and Additions to Sections 6.000, Colorado Works and Child Care, 2.000 Child Welfare, and 3.000 Adult Protection Services of the Department of Human Services Operations Manual be, and hereby are, approved.

The above and foregoing Resolution was, on motion duly made and seconded, adopted by the following vote on the 2nd day of May, A.D., 2018.

BOARD OF COUNTY COMMISSIONERS
WELD COUNTY, COLORADO

ATTEST: *Cather G. Meoick*

Weld County Clerk to the Board

EXCUSED

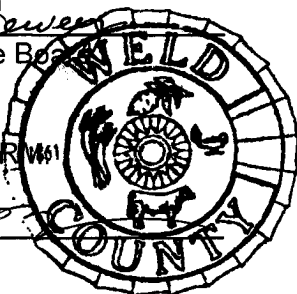
Steve Moreno, Chair

Barbara Kirkmeyer
Barbara Kirkmeyer, Pro-Tem

BY: *Kim Dewey*
Deputy Clerk to the Board

S. P. Conway
Sean P. Conway

APPROVED AS TO FORMS
[Signature]
County Attorney



Julie A. Cozad
Julie A. Cozad

Mike Freeman
Mike Freeman

Date of signature: 05-15-18

cc: HSD
CA (KM)
5-15-18

Department of Human Services Policies and Guidelines

CHAPTER 2 – Child Welfare

ARTICLE III – Foster/Kinship

Sec. 2.3.90. - Foster Parent PRIDE Co-Facilitator

A. Purpose

The Parent Resources for Information, Development and Education (PRIDE) model of practice is used by child welfare agencies to ensure staff and foster or adoptive parents share a common vision, mission and goals, work with best practices, and are committed to achieving the same essential outcomes for children and families.

A foster parent, as a co-facilitator, is a necessary component of the PRIDE model of practice and adds a level of legitimacy and credibility to the training model.

The Weld County Department of Human Services (WCDHS) currently uses the PRIDE model of practice as pre-service training for potential foster and foster/adoptive families. Families must complete three in-person sessions, as well as, three online clusters through fosterparentcollege.com. Upon completion of the PRIDE training, prospective foster and foster/adoptive parents will be able to recognize and demonstrate the following five competencies:

1. Protect and nurture children;
2. Meet children's developmental needs and address developmental delays;
3. Support relationships between children and their families;
4. Connect children to safe, nurturing relationships intended to last a lifetime; and
5. Work as a member of a professional team.

B. Expected Outcomes

1. Increase retention of new foster families;
2. Increase diverse training;
3. Increase understanding of a realistic foster parent experience;
4. Thorough understanding of roles/responsibilities of a foster parent; and
5. Back-up support for the WCDHS PRIDE Facilitators.

Department of Human Services Policies and Guidelines

C. Foster Parent PRIDE Co-Facilitator

1. Foster Parent PRIDE Co-Facilitator Qualifications

- a) Successful completion of PRIDE training and comprehensive knowledge of all five competencies, as demonstrated in their foster parenting;
- b) Minimum of one year as a certified foster parent, including at least one placement for a minimum of six months;
- c) Demonstrated growth in ability to parent children with challenges due to trauma;
- d) A positive outlook on birth family and reunification; and
- e) Demonstrated ability to facilitate a group by having participated in Foster/Kinship Roundtables, Welcome Nights or PRIDE panels. Facilitation skills include, but are not limited to:
 - i. Objectivity;
 - ii. Ability to read a room and facilitate accordingly by being flexible; and
 - iii. Ability to be realistic and present information without being negative.

2. Foster Parent PRIDE Co-Facilitator Selection

- a) Prospective Foster Parent are recommended by the Foster Care Coordinator and Foster Care Supervisor.
- b) Recommendation are staffed with the Resource Manager and Child Welfare Director.
- c) The Child Welfare Director provides the final approval.

D. Foster Parent PRIDE Co-Facilitator Responsibilities

1. Prepare for PRIDE training

- a) Review facilitator guide for upcoming topics; and
- b) Prepare visual and audio materials.

2. Assist with group training

- a) Co-Facilitate three in-person sessions;
- b) Provide first-hand knowledge and experience as a certified foster parent;

Department of Human Services Policies and Guidelines

- c) Provide feedback regarding participant's ability to understand and demonstrate the competencies; and
- d) Meet with potential foster parents, alongside the WCDHS Co-Facilitator, to discuss feedback and/or concerns.

E. WCDHS PRIDE Facilitator Responsibilities

- 1. Evaluate and assess Foster Parent Co-Facilitator's performance and interactions;
- 2. Review end of session evaluations completed by PRIDE participants;
- 3. Observe interactions of co-facilitator and provide feedback; and
- 4. Review all information with the Foster Care Supervisor, Resource Manager and Child Welfare Director.

F. Compensation

- 1. The foster parent will agree to, and sign, a WCDHS contract and follow all contract agreements.
- 2. The foster parent will receive compensation at an hourly rate, which will be reviewed and approved annually by WCDHS.

G. Materials/Tools Needed

- 1. Access to PRIDE materials, both written and audio, will be provided by WCDHS.