



Newfoundland and Labrador
Foster Families
Association

3 – Year Strategic Plan June 2022 – May 2025

Priority area:	A. Increase Engagement and Opportunities	B. Strengthening Recruitment and Retention	C. Building Local Capacity	D. Practicing Allyship
Desired Outcome by 2025	The NLFFA, CSSD and Foster Parents have consistent communication to improve teamwork opportunities for the needs of children in care.	Achieve and maintain consistent growth in foster homes, with new homes outweighing home closures.	The Local Associations throughout the province are active participants in their regions providing supportive services to foster families.	Healthy relationship building to occur with all organizations to increase connection among diverse populations and create awareness of best practices to ensure inclusivity.
Possible Indicators of Success:	<ul style="list-style-type: none"> • More foster parents are engaging with NLFFA • Increased awareness about the NLFFA with key participants such as CSSD social workers • Skill building opportunities available for foster parents to enhance communication between them and CSSD staff. • Board members to be utilized to help enhance the work of the NLFFA in their skill areas • Increased technology usage to ease barriers to participation in training opportunities 	<ul style="list-style-type: none"> • NLFFA has a larger role in the recruiting and application progress for new foster homes • Recognize years of service for current foster homes • A better perception of foster care within communities • Active participation of new foster parents in the Peer Mentor program to increase support for placements 	<ul style="list-style-type: none"> • Increased attendance at training by foster parents and social workers • Increased technology usage to connect more foster parents within a specific region • Increased communication between local associations • Evidence of increased participation by foster parents in their local associations 	<ul style="list-style-type: none"> • Increased connection and engagement with community leadership and organizations • Education provided to foster parents to help support diversity and inclusivity
Longer term Impacts	<ul style="list-style-type: none"> • Increased foster home availability to ensure best fit placements for children in care • Increased training and support opportunities for all regions of the province • Destigmatization of foster care in communities • Increased engagement of foster parents throughout the province • Increased connections with community organizations to inform the best care of children in care 			

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Year 1 (2022-2023)	<ul style="list-style-type: none"> ● Research the barriers to training attendance by foster parents ● Complete a presentation for all social workers in CSSD about the type of support foster parents need and why locals are important ● Meet with CSSD yearly and focus on promoting the Peer Mentor program ● Purchase equipment to assist with making training opportunities more accessible to all foster parents and Social Workers in the province 	<ul style="list-style-type: none"> ● Continue welcome calls to all new foster homes ● Develop an exit survey for closed foster homes ● Consult with foster parents via a survey to evaluate the current application process in the province ● Recruit new Peer Mentors for the Peer Mentor Program ● Complete a weekend of training for Peer Mentors ● Consult quarterly with CSSD to ensure the foster parent listing is accurate and up to date 	<ul style="list-style-type: none"> ● Research the challenges and barriers to lack of participation in local associations ● During meetings with foster parents, ask about training interests that would better support their fostering needs ● Develop a presentation for all foster parents about the purpose and importance of local associations ● Complete a virtual meeting inviting all foster parents in the province to complete a presentation on the purpose and importance of local associations 	<ul style="list-style-type: none"> ● Complete a list of organizations that would help diversify the resources and information provided to foster parents ● Arrange a meeting with all Indigenous leadership to assist in strengthening relationships and connections ● Discuss with Innu Nation and Nunatsiavut what role NLFFA will have within their child protection systems which are in the development stages ● Complete the Different Kinds of

<p>Year 1 (2022-2023)</p>	<ul style="list-style-type: none"> • Complete a survey with foster parents and social workers to ask their ideas of training • Meet with CSSD to discuss the new training policy and how they can support financially for foster parents to attend training • Social workers to nominate foster parents for an award for Foster Family month • Foster Parents to nominate a social worker for an award for Social Work month • Establish a focus group to plan an event in October to celebrate 40 years of NLFFA • Send out new training policy to all foster parents to add to their handbooks • Explore other telephone providers for the Association to 	<ul style="list-style-type: none"> • Consult with CSSD about our role in the application process for new homes • Advertise for Respite homes in the province • Link the application and consent forms for new applicants to our webpage. • Recognize foster parents for years of service starting at 10 years • Arrange a meeting with Nunatsiavut social worker to explore partnership ideas to assist with recruitment of foster homes in Labrador • Explore alternative funding options to increase promotion and retention services; and funding to assist NLFFA to be present in more areas in the Labrador region 	<ul style="list-style-type: none"> • Meeting quarterly with the executives of each local to discuss and help support them in developing their locals • Consult with CSSD about childcare options for foster parents to attend local meetings • Review other options to use social media to support locals 	<p>Families presentation in at least five new schools</p> <ul style="list-style-type: none"> • Explore funding options to have a greater presence in Labrador to aid in creating stronger connections
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<p>Year 1 (2022-2023)</p>	<p>ensure connection with foster parents if staff are working outside the office setting</p> <ul style="list-style-type: none"> • Set up quarterly meeting with the Minister of CSSD to discuss ongoing work and to share foster parent stories 	<ul style="list-style-type: none"> • Explore banking options that consist of rewards to increase support in services we can provide 		
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Year 2 (2023-2024)	<ul style="list-style-type: none"> ● Social workers to nominate foster parents for an award for Foster Family month ● Foster Parents to nominate a social worker for an award for Social Work month ● Discuss with CSSD barriers identified in foster parent survey from year one ● Utilize new equipment to assist in more inclusive training for foster parents and social workers due to geographical layout of province ● Connect with childcare centers to advocate for support for foster parents regarding 	<ul style="list-style-type: none"> ● Meet with city officials to discuss ways they can assist in advertising and recruitment for new foster homes ● Connect with radio stations and other media outlets in smaller communities within Newfoundland and Labrador to advertise for new placements ● Proposal to CSSD with foster parent survey results from year one to discuss potential changes for the application process <ul style="list-style-type: none"> - NLFFA having a greater role in this process i.e., application distribution, consistent follow up with applicant support, completing preliminary checks and arranging Pride training ● Quarterly meetings with the Peer Mentors to discuss positives and challenges of the program ● Quarterly phone call with the mentees to help evaluate and 	<ul style="list-style-type: none"> ● Implement training by live stream for all locals to participate to reduce barriers ● Complete a presentation to all new foster parents about the purpose and importance of local associations ● Continue to meet quarterly with executives of locals ● Post local meetings on NLFFA website event page ● Update resources on our webpage on training identified ● Create a you tube channel to 	<ul style="list-style-type: none"> ● Arrange meetings with organizations identified in year one to discuss collaborations and share resources ● Complete the Different Kinds of Families presentation in at least five new schools ● Continue meetings with all Indigenous leadership to assist in strengthening relationship and connections -develop training in collaboration to better support foster parents in their role with fulfilling cultural

<p>Year 2 (2023-2024)</p>	<p>childcare to reduce barriers to attendance</p> <ul style="list-style-type: none"> ● Complete a presentation for School of Social Work about the needed support for foster parents ● NLFFA to complete a presentation during social worker orientation to inform of the needs of foster parents and the role of NLFFA ● Establish a focus group to review regional training and the Symposium to highlight where changes are needed to encourage participation throughout the province ● Complete updates/newsletter electronically bi-monthly instead of quarterly ● Continue meetings with the Minister of 	<p>update the Peer Mentor Program</p> <ul style="list-style-type: none"> ● Complete an exit survey for Peer Mentees completing the program ● Continue to consult with CSSD quarterly to update foster home list for accuracy ● Complete Information sessions for new foster parents in communities when travelling ● Develop presentations for foster parents <ul style="list-style-type: none"> - Grief and loss - Child/adolescent mental health - Dealing with difficult people - Self-care/stress, management - Conflict Resolution/communication skills - Team building - Intergenerational trauma - Being Inclusive and respectful of children in-care's indigenous culture ● Complete a virtual presentation on Advocacy during foster family month ● Design a new poster for recruitment ● Develop a you tube channel for the NLFFA to increase 	<p>have training options readily available for foster parents</p> <ul style="list-style-type: none"> ● Arrange a short training or speaker at meetings between the locals and NLFFA 	<p>connection plans</p> <ul style="list-style-type: none"> ● Review and update NLFFA Reconciliation plan where needed ● Add resources to our lending library and online to educate foster parents ● If NLFFA continues to be apart of the Indigenous child protection system, develop and implement suggestions from initial conversation from year 1 ● Attend events in communities to learn and support diverse groups in our day-to-day work ● Develop a presentation on the effects of stigma on children in care and the myths in the community
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<p>Year 2 (2023-2024)</p>	<p>CSSD to advocate for foster parents</p> <ul style="list-style-type: none"> ● Establish a focus group to review the current policies of NLFFA -additional policies needed -updates to current policies -etc 	<p>exposure as well as information sharing with the public</p> <ul style="list-style-type: none"> ● Explore with businesses discounts for foster parents ● Update promotional videos/radio ads with current foster parents and social workers 		<p>about foster care</p>
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Year 3 (2024-2025)	<ul style="list-style-type: none"> • Continue meetings with the Minister of CSSD • Implement changes to and add new policies for the NLFFA with Board review and approval • Continue to deliver presentations on the NLFFA and the importance of local associations for support to CSSD, School of Social Work, new hires at CSSD etc. • Conduct a survey to assess foster parent and social worker knowledge and effectiveness of the NLFFA, services and supports 	<ul style="list-style-type: none"> • Continue to complete presentations for foster parents on topics outlined in year 1 and 2 • Complete information sessions at minimum four times a year • Implement new recruitment ads of current foster parents and social workers • Continue quarterly meetings with those involved in the Peer Mentor Program • Utilize social media and you tube regularly and ensure content is personalized at times 	<ul style="list-style-type: none"> • Continue to meet with Executives quarterly • Continue to meet with local associations when travelling or virtually 	<ul style="list-style-type: none"> • Continue utilizing the Different Kinds of Families presentation in schools to reduce stigma • Complete a presentation on the effects of stigma on children in care and the myths of foster care • Continue collaboration with Indigenous leaders and other organizations • Complete training in collaboration with others for foster parents to help support the requirement of cultural training in policy

Review of successes and best practices:

During the strategic planning day, areas of focus were identified to help strengthen the work and focus of the NLFFA. In addition, the Board identified successes and accomplishments of the organization which is highlighted below. The information from ongoing work and surveys with foster parents and social workers were also noted.

- Receptive/approachable to foster parents
- Relationship with NG/IRTS
- Supported foster parents through a pandemic
- Media presence when required
- Updated Foster Care Handbook
- Peer Mentor Program
- Waypoints Foster Parent Support Program is no longer a pilot and was expanded
- Provincial training and meetings with foster parents
- Community Awareness Campaign (advertising)
- Ongoing collaboration with CSSD staff, Provincial office, and the Minister of CSSD
- School relationships to help breakdown stigma
- Available educational resources (specific training)
- Symposium and other events (available training)
- Cultural sensitivity
- Not crisis driven and accessible to foster parents and others
- Support for investigations
- Incorporated feedback into services/training
- Financial stability
- Representation of lived experience (former children in care, community)
- Good opportunity for in person board training
- Resources for foster parents and former children in care (i.e bursaries/scholarships)
- Inclusiveness
- Thoughtfulness (Christmas/foster family month)
- Completion of the majority items identified on the last strategic plan
- Consistency of staff
- New logo and web page