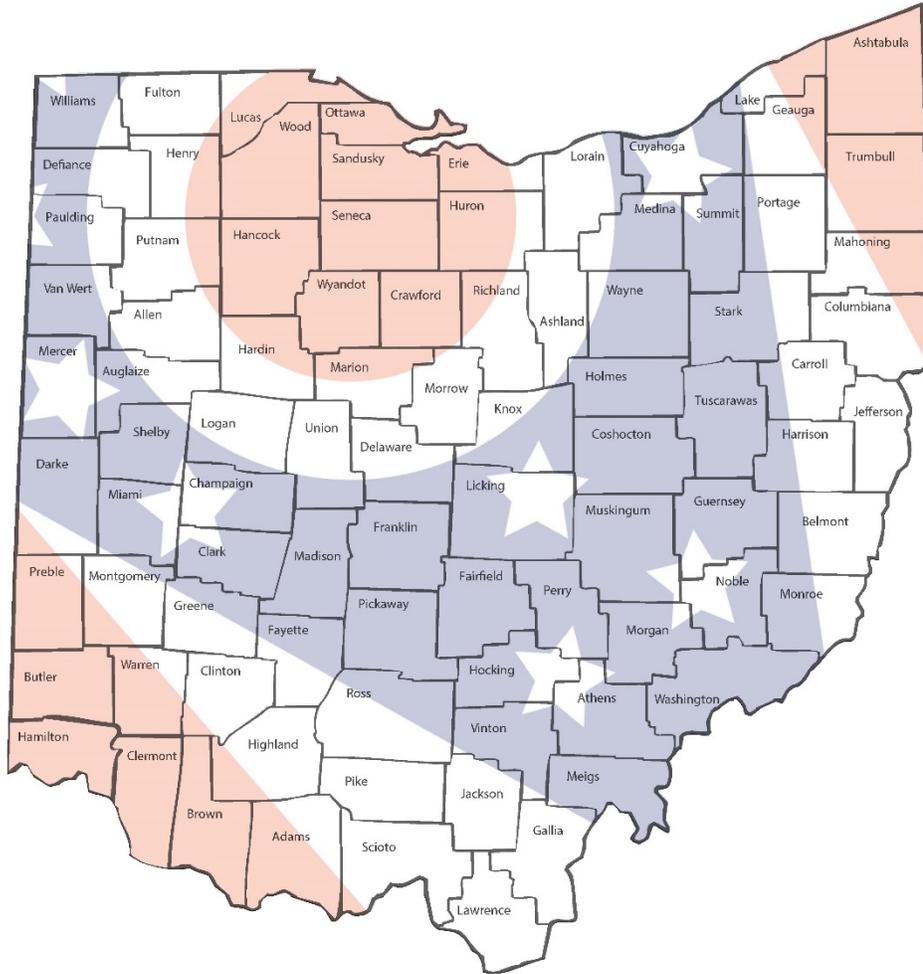


APPENDIX C
UPDATE OF OHIO'S FOSTER CARE AND ADOPTION
RECRUITMENT PLAN



June 30, 2018

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UPDATE ON OHIO'S FOSTER CARE AND ADOPTION
RECRUITMENT PLAN

The Ohio Department of Job and Family Services (ODJFS) has made considerable progress in implementing the state's 2015-2019 Foster and Adoptive Parent Recruitment Plan. The recruitment plan consists of five core goals. Ohio does not have any changes or additions to the recruitment plan this year. The accomplishments will be discussed by goal. Some of the accomplishments span across two or more goals; in those instances, the accomplishment will only be discussed once and not repeated. Statewide 1705 new foster homes and 1854 new adoptive homes were licensed/approved in calendar year 2017. Ohio does not have any policies or laws in place that limit an agency's ability to recruit foster and adoptive families that reflect the diversity of children in care.

Goal I: Continue and Expand Statewide Collaborative Initiatives to Enhance General, Targeted and Child Specific Recruitment for Children and Youth in Care.

The Dave Thomas Foundation for Adoption (DTFA) Partnership

To keep older children with lengthy placement histories from lingering in the foster care system in Ohio and further assure the population of adoptive families reflects the ethnic and racial diversity of children needing permanency, ODJFS began a partnership with the Dave Thomas Foundation for Adoption in July 2012. At that time, ODJFS allocated \$2.3 million, including \$1.1 million in state funding, to hire specialized, child-focused recruiters whose sole mission is to find adoptive families or other permanency (legal custody/reunification) for older children in foster care. In state fiscal year 2013, the amount allocated was increased to just over \$3.4 million per fiscal year, and the target population expanded to include children in a planned permanent living arrangement (PPLA) status. Currently, just over 2 percent of the children on current recruiter caseloads are in the PPLA status. The contract has been renewed through state fiscal year 2019. Using the evidence-based Wendy's Wonderful Kids (WWK) child-focused recruitment model, recruiters across Ohio work to match and place children between the ages of 9 and 17, who have been awaiting adoption for more than two years or those who are in the legal status of PPLA. WWK strategies include: an initial referral process; relationship building; in-depth case record reviews; child-specific family search efforts; assessments; child readiness efforts; network capacity building; and child-focused recruitment plans.

Outcomes directly relating to the WWK program continue to be realized. To date, forty-six recruiters under contract work to implement an aggressive, statewide recruitment strategy aimed at moving Ohio's longest-waiting children from foster care into adoptive families and other types of permanency. The model has been successful in finalizing 99 adoptions from July 1, 2017 through March 31, 2018, bringing the total to 488 finalized adoptions since the inception of the ODJFS contract, including several sibling groups. As of March 31, 2018, 749 children were enrolled in Ohio's WWK program. From July 1, 2017 to March 31, 2018, 119 children have been matched, bringing the total to 908 since the program's inception. There are 70 children in pre-adoptive placements as of March 31, 2018.

The program benefits the children who are most at risk of aging out of care. Children referred to the program include:

- older youth (the average age is 13, and 35 percent are sixteen or older and 57 youth are age 18 or older);
- sibling groups (63 percent are part of a sibling group);
- children with special needs (84 percent have at least one identified special need);

- children who were in care many years before Wendy's Wonderful Kids (on average, 1,803 days);
- children with multiple placements (average number of placements prior to being referred to WWK is 4);
- children in congregate care or the juvenile justice system (28 percent of the children being served are in a group home, institution or are incarcerated); and
- children who have experienced an adoption disruption or dissolution (19 percent experienced a failed adoption prior to WWK).

Refer to the Update to the Plan for Improvement (Section III) of the APSR for additional information on ODJFS' partnership with the Dave Thomas Foundation for Adoption this past year.

Casey Family Programs Partnership

Ohio continues to partner with Casey Family Programs to expand the implementation of Permanency Roundtables (PRTs). PRTs provide counties with an opportunity for structured case consultation designed to generate solutions and overcome barriers to permanency faced by youth in foster care. The objective of the PRT approach is to expedite permanency and ensure that all options have been exhausted. PRTs also seek to ensure that each child or youth has at least one permanent connection in his or her life. Thirteen counties are now involved in the implementation of the PRT model as two new counties joined the program at the end of 2017 and an additional joined in January 2018. At quarterly meetings all agencies continue to bring successes as well as challenges to the group. The counties continue to work together to troubleshoot and come up with solutions for each other's issues.

This past year the advisory council has focused on evaluation and expansion. It was decided that in order to fully evaluate the program an external evaluator was needed. PCSAO contracted with Steven R. Howe and Associates to conduct the evaluation and a data sharing agreement was signed with ODJFS. Mr. Howe presented the final findings at the November 2017 council meeting. The evaluation shows that:

- Youth who became eligible for PRT after the start of the initiative had better permanency outcomes than youth who had reached the point of eligibility prior to the initiative, regardless of whether they received PRT. By 36 months in custody, 38 percent of youth eligible for PRT post-implementation had achieved permanency compared with only 27 percent pre-implementation. By 48 months in custody, the corresponding figures were 54 percent and 36 percent.
- Agency representatives believed that this key finding—that the implementation of PRT had effects on all eligible youth, not just those who received the intervention—was consistent with their sense that the initiative had changed the culture of their agencies regarding youth outcomes. To assess this possibility, outcomes were examined for youth who were never in custody long enough to become PRT eligible. Custody episodes starting prior to the initiative resulted in permanency within 12 months for 65 percent of youth. But for custody episodes starting after the start of the initiative, 86 percent of youth had achieved permanency within 12 months.

The evaluation, the first in-depth analysis in the nation of the youth-centered PRT focus employed in Ohio, demonstrates the efficacy of the model for agencies that struggle with achieving permanency for older long staying foster youth. The full evaluation can be found at:

<http://www.pcsao.org/pdf/misc/PRTEvaluationFinal2018.pdf>.

Family and Youth Law Center – Capital Law School, Columbus, Ohio

ODJFS utilizes the Family and Youth Law Center (FYLaw) at Capital University Law School, formerly known as the National Center for Adoption Law & Policy, for additional recruitment purposes. FYLaw is responsible for staffing the Ohio Adoption Photolisting website (OAPL) in concert with AdoptUSKids.

OAPL highlights waiting children who are in the permanent custody of Ohio's public children services agencies and for whom families are being sought. A photo and brief profile is posted for each child as well as caseworker contact information. FYLaw reviews new profiles as they are added to the photolisting to ensure all information provided about the children is appropriate and safe and arranges for Spanish translations of profiles as they are added to the site. FYLaw's other OAPL responsibilities include responding to questions from OAPL administrators regarding use of the site, setting up usernames and passwords for new users, maintaining monthly site usage statistics, and maintaining statistics that track the profiles removed from the site, including the reason for same. As of April 30, 2018, there were 422 total individual child profiles (328 active profiles) on the site and 82 total sibling group profiles (40 active profiles) on the site.

General information such as who may adopt, the adoption home study process, adoption subsidies available, costs associated with adopting, access to adoption records and information on interstate adoptions can also be found on this website. In addition, OAPL provides links to ODJFS publications such as the Ohio Adoption Guide and the Adoption Subsidies Guide, and also provides contact information for state-wide public and private adoption and foster care agencies/organizations. FYLaw adds and regularly updates information about timely, state-wide adoption-related events to the Resources section of the website, including informational sessions, meetings, and support groups.

FYLaw continues to prepare monthly sets of profiles of waiting children from OAPL for circulation within the ODJFS internal broadcast network, an initiative that started in September of 2014. Additionally, FYLaw provides two webinars for OAPL users and administrators each fiscal year. The webinar on January 24, 2018 covered topics including: basic site use (setting up account; adding/deleted/editing profiles and photos); tips for writing effective profiles (what to include, what not to include, review of examples); how to effectively use OAPL (how to select and prepare a child and support systems); questions and suggestions. A June 2018 webinar is being planned, and will specifically target Ohio counties not presently using OAPL.

FYLaw responds to all new Ohio AdoptUSKids inquiries about adoption or foster care and continues to regularly follow up with individuals with pending cases by phone, email, and letters. A FYLaw attorney also serves as a resource for clients who contact AdoptUSKids directly with specific questions and conducts research to respond to these inquiries and provides appropriate referrals as needed. FYLaw utilizes a Spanish translator to contact families who indicate that Spanish is their primary language. From June 1, 2017 to May 1, 2018, 451 new Ohio AdoptUSKids inquiries were made.

It is expected ODJFS will continue to collaborate with FYLaw, whose mission is to work within child welfare, adoption, and juvenile justice systems to support positive outcomes for children, youth, and families.

County Adoption Incentive Payments

The Ohio Adoption Incentive Program was created in 2012. This program provides up to \$1.5 million per year in financial incentives to Public Children Services Agencies (PCSAs). The agencies become eligible for the incentive money when they finalize adoptions for the target populations of youth under 9 and youth who are 9 and over. Each county's finalizations for the target populations are averaged for the previous three-year period to establish the baseline. Any county exceeding its baseline will receive an incentive payment for each finalized adoption over the baseline. The county must then reinvest the incentive money received to support adoption activities during the SFY.

During SFY 2018, Ohio provided \$1,500,000 in county incentive payments. A total of \$523,250 was split among forty-one counties for their work in finalizing adoptions of children under the age of 9 years old. The incentive payments for this younger target population ranged from \$3,250 to \$45,500. For finalizations

of children 9 years and older, a total of \$695,500 was split among twenty-nine counties. The counties who exceeded the baseline for the older population received payments ranging from \$6,500 to \$130,000. The remainder of the funds were distributed as follows:

- ODJFS will pull data from SACWIS for the prior SFY to identify the total population of children available for adoption during the year for each county agency. Available for adoption means any child in permanent custody at any point during the SFY;
- ODJFS will divide the total number of children finalized during the SFY by the total population of children available for adoption during the same SFY for each county agency to arrive at a county specific percentage;
- ODJFS will sum all county percentages from above to arrive at an aggregate statewide figure;
- ODJFS will divide each county's specific percentage by the total aggregate statewide figure to arrive at a county percentage to the total; and
- ODJFS will multiply the remaining balance of funds by each county's percentage to arrive at an additional allocation amount per county.

In total, seventy-eight PCSAs received an adoption incentive payment in SFY 2018.

Goal II: Increase the Use of Effective Recruitment Tools at the Local Level

Adoption and Foster Care staff at ODJFS have worked with local agencies as well as statewide and national partners to increase effective recruitment at the local level. ODJFS regularly updates the *Ohio Adoption Guide*. The guide is a resource for potential adoptive families that helps give them the information needed to locate the right agency for them and that discusses the entire adoption process from inquiry to home study completion, searching for a child, being matched with a child, adoption subsidy information and post adoption services. ODJFS has been collaborating with the Ohio Family Care Association (OFCA) to develop the *Guide for Ohio Resource Families*. This guide will provide a variety of information and resources for foster, adoptive and kinship families in Ohio.

ODJFS continues to work with AdoptUSKids in a variety of ways this year. ODJFS receives monthly reports from AdoptUSKids of children registered on the photolisting website who are in need of updated profiles. Adoption staff examines the list and forwards it on to the applicable local agencies, in an ongoing effort to ensure Ohio children on the adoption site are kept up to date. ODJFS worked with AdoptUSKids to present two 2-day workshops specifically for Ohio regarding recruiting and supporting kinship, foster, and adoptive parents in rural communities. The workshops took place August 14-15, 2017 and August 17-18, 2017. ODJFS also reached out to AdoptUSKids to hold a webinar on September 28, 2017 for public and private agency staff. This webinar helped adoption staff learn how to create effective, strength-based photolistings on the AdoptUSKids website, as well as best practices for keeping children safe when posting their pictures in an online environment. For the last two years, ODJFS has also assisted AdoptUSKids in finding families who have adopted teens from the foster care system who are willing to be professionally trained to share their stories nationally and serve as 'spokespersons' to help in their national campaign to highlight adoption of older youth from the foster care system.

In addition to utilizing the services listed in Goal I, Ohio agencies employed several other strategies to recruit families for waiting children during this past year. Some of these included:

- Registering children with FYLaw and the AdoptUSKids photolisting websites;
- Placing information on waiting children on the local agency's website;

- Distributing child specific recruitment flyers at statewide and local adoption events;
- Participating in the Statewide Matching Expo on July 13, 2017 hosted by ODJFS;
- Hosting online virtual mixers designed to provide information to potential adoptive families about children available for adoption;
- Partnering with faith-based organizations to recruit families;
- Conducting searches for significant adults noted in the child's case file;
- Sponsoring "Foster and Adoption Parties" designed to provide information to potential families about foster care and adoption programs and the need for resource homes;
- Participating in community fairs and festivals to highlight the need for foster and adoption parents;
- Hosting foster and adoptive parent recognition banquets and other honorary events;
- Participating in adoption fairs;
- Profiling waiting children in newspapers, and on television and radio spots; including linking PCSAs with the organization Grant Me Hope, which creates professional videos of waiting children to air on local television news programs;
- Publishing agency calendars which feature harder to place youth who are available for adoption;
- Collaborating with community partners (e.g., schools, churches, libraries, businesses, service organizations) to promote recruitment events;
- Working with foster parent associations to identify recruitment strategies and ensure retention of existing resource families;
- Hosting family-centered, child-friendly events including movie nights and game nights to recruit new families and help retain current foster and adoptive families; and
- Ensuring the agency is supporting the foster parents they already have, recognizing that they are the agency's best recruiters.

As of April 1st, 2018, Ohio has more than 16,000 children residing in foster homes or other out-of-home placement settings. Of that number, over 3,100 children are waiting to be adopted. Many of the approximately 900 young adults who "age-out" of care each year are without permanent connections. The data is significant in that it demonstrates the need to continually raise the public's awareness, to recruit additional foster and adoptive families who are willing and able to meet the significant needs of the children who are in need of homes in Ohio, whether permanently or temporarily. Additionally, Ohio is working to support existing families, so that experienced foster and adoptive families are able to continue providing much needed services to children in care.

Ohio has annually recognized May as National Foster Care Month and November as National Adoption Month. The purpose of the recognition is to acknowledge the efforts of child welfare practitioners and caregivers across the state responsible for providing care to children that have been abused, neglected or dependent. PCSA, private child placing agencies (PCPA), and private non-custodial agencies (PNAs) are encouraged to continue to support their resource families. Proclamations were prepared and signed by the governor to acknowledge adoptive and foster families and kinship families for the work and service provided. Across the state, events were held to honor foster and adoptive parents for their dedication to vulnerable children.

In addition to special recognition during the months of May and November, agencies implement strategic recruitment plans aimed at promoting public awareness and/or foster and adoptive parenting. Pursuant to OAC 5101:2-5-13 and 5101:2-48-05, each foster care and adoption agency is required to develop and implement a comprehensive recruitment plan that describes diligent recruitment of families which reflect the diversity of the children for whom homes are needed. These recruitment plans are submitted and reviewed by ODJFS to ensure compliance with the Multiethnic Placement Act, Oct. 20,

1994, P.L. 103-382, as amended by Section 1808 of the Small Business Job Protection Act of 1996, P.L. 104-188 (MEPA), and the Civil Rights Act of 1964 (Title VI) as it applies to the foster care and adoption process, to ensure that Race, Color, or National Origin do not interfere with foster care and adoption processes. In addition, ODJFS requires that agencies conduct child-specific recruitment efforts when a matching conference does not result in a family being matched with a child. Rule changes have been drafted and placed in clearance to require agencies to also describe their retention efforts in maintaining the foster families they do have, and ensuring they feel appreciated and supported.

In circumstances of non-compliance, ODJFS provides technical assistance to the agency which includes, but is not limited to: the issue of noncompliance and needed revision(s), discussions about the basis of the regulation, and sharing information about other agencies' successful recruitment efforts. ODJFS also monitors MEPA compliance via announced and unannounced onsite agency visits and recruitment plan implementation reviews. During these visits, ODJFS staff reviews the agency's data profiles and compares that information with state-level data to determine whether changes are needed in the recruitment plan's design or implementation.

Goal III: Tailor local recruitment plans to customize general, targeted and child-specific recruitment efforts based on need.

PCSAs, private child placing agencies (PCPA) certified to perform the foster/adoption function, and private non-custodial agencies (PNA) certified to perform the foster/adoption function have historically been required to submit a *MEPA Biennial Comprehensive Self-Assessment Report* by March first of every even numbered year. This form is no longer required beginning in 2018, as it was seen as duplicative. Information that was only requested on the form is now requested in the recruitment and retention plan that agencies must now review every year.

MEPA reviews conducted with private agencies (agencies that have contracts with PCSAs to provide foster and/or adoptive services) include a discussion of statewide data on the number of children in the temporary and permanent custody of the PCSAs by race and ethnicity as well as data on foster/adoptive parents by race and ethnicity licensed/certified by the agency. ODJFS staff and agency staff then determine if a disparity exists between the racial and/or ethnic groups of children in care and the racial/ethnic groups of foster or adoptive parents. If a disparity exists, further discussion occurs on what recruitment efforts will be used to reduce the disparity.

As noted above, child-specific recruitment efforts are required when the custodial agency has not been able to match a family with the child. MEPA Cycle VI commenced on March 1, 2016 and concluded on February 28, 2018. During MEPA Cycle VI, 574 child case records have been reviewed from a total of 71 PCSAs to determine if there were families presented at the most recent matching conference. If there were no families presented, the reviewers assessed whether the agency engaged in child-specific recruitment efforts prior to the most recent matching conference. Failure to engage in child-specific recruitment efforts would require the agency to develop a Corrective Action Plan (CAP). Of the 71 agencies reviewed, 57 PCSAs were found to comply on this area of the review. The 14 PCSAs not in compliance at the time of the review were required to develop a CAP to address how they would come into compliance with the requirement to engage in child-specific recruitment efforts prior to the next matching conference. Child-specific recruitment efforts noted during reviews included:

- ✓ Registering children with photolistings, such as FYLaw and the AdoptUSKids Website;
- ✓ Placing the child's information on the agency's own website;
- ✓ Distributing child-specific recruitment flyers at adoption events;

- Distributing child-specific recruitment flyers to other agencies;
- Conducting searches for significant adults noted in the child’s case file;
- Profiling waiting children in social media, print media, and in television and radio spots; and
- Publishing agency calendars which feature harder to place youth who are available for adoption.

Goal IV: Include a Focus on Diligent Recruitment in Statewide CQI Efforts

In 2017, legislation was passed that mandated an advisory group of stakeholders to advise and assist the General Assembly in identifying and implementing best practices to recruit, retain, and support foster caregivers in light of the nationwide opioid epidemic. The group included state staff, public and private agencies, foster parents, and the organizations that represent them. A final report was completed and sent back to the legislature and the governor. The report is the result of months of meaningful and thought-provoking discussions regarding the current opioid epidemic and its devastating impact on our child welfare system. The recommendations put forth by the group represent the need for a statewide multi-system response to make substantial practice improvements across the foster care continuum.

One of the recommendations of the group was to develop a statewide foster care and adoption website, along with a branding and marketing campaign to educate the public about foster care and adoption and the needs and realities that the child welfare system is facing. The website is to serve as a clearinghouse for information for the general public, those interested in foster care or adoption, and those who are current foster or adoptive parents that may need support. The process to begin this project started in April 2018 and it is hoped the website will be live by the end of 2018.

Goal V: Enhance Training and Information Resources for Prospective Foster and Adoptive Parents and Agency Staff

The Ohio Revised Code (ORC) requires training for prospective foster parents and adoptive parents and requires ongoing training for foster parents. The table below identifies these key requirements.

	Preservice Hours	Ongoing Hours
Pre-adoptive Infant foster care	12	24 hours of training within a two-year certification period
Family foster care	36	40 hours of training within a two-year certification period
Specialized foster care	36	60 hours of training within a two-year certification period

Addressing Basic Skills and Knowledge for Foster and Adoptive Parents

The OCWTP determines the basic skills and knowledge needed by foster and adoptive parents through:

- Key informant interviews with foster and adoptive parents, caseworkers, assessors, and ODJFS staff.
- A review of state law and administrative code.
- Needs identified in Ohio’s CFSP 2015 – 2019.
- Literature reviews, presentations by content experts at conferences.
- Feedback from OCWTP trainers, RTC onsite visits, and a Foster, Adoptive and Kinship Work Team.

Preservice Training

The ORC requires prospective foster parents to attend 36 hours of “preservice” training. ORC identifies the topic areas to be covered in Preservice training for foster parents, and OAC identifies the topic areas

to be covered in Preservice training for adoptive parents. Preservice training consists of 12 three-hour modules. As reported in last year’s report, the training was revised in June 2015. This year’s report will focus on addressing the ongoing training needs of foster and adoptive parents to build their skills and knowledge.

Foster Parent and Adoptive Parent Specialized and Related Trainings

This year IHS accomplished the following:

1. Collaborated with OCWTP to expand use of the Fundamentals of Fostering course on Working with Birth Parents and other specialized training curricula that support quality visitation between parents and children.

- *Relating to Primary Families: Challenges, Issues, and Strategies*, one of the trainings in the Fundamentals of Fostering series, was offered one times (10 participants) and is scheduled five more times before June 30, 2018. It is offered or scheduled in four of the eight regions.

2. Collaborated with OCWTP to expand use of specialized trainings (e.g., Positive Youth Development, Maintaining Permanent Connections, and Transition Planning) for workers and caregivers on working with Independent Living Youth and Transitional Youth.

- The OCWTP offers four standardized trainings for caregivers of transitioning youth. The NRCYD Independent Living series is a set of three trainings (total 24 hours) and the other training, *Fostering Self-Reliance in Children and Youth: Roots and Wings*, is part of the Fundamentals of Fostering series.
- In addition, the OCWTP maintains a strong catalogue of non-standardized learnings for staff and caregivers focused on independent living. The table below provides statewide data on both standardized and non-standardized course offerings between July 1, 2017 and June 30, 2018 on independent living for staff, caregivers, and adoptive parents, including some joint sessions. By the end of FY 2018, 61 sessions will have been offered.

OCWTP Standardized Courses

Independent Living Series/ Fundamentals of Fostering	Sessions Offered	Attendance	Sessions Scheduled
<i>Positive Youth Development: The Vital Link</i>	2	14	1
<i>Life Long Connections: Permanency for Older Youth</i>	6	73	1
<i>Engaging Youth in Transition Planning</i>	5	48	1
<i>Fostering Self-Reliance in Children and Youth: Roots and Wings</i>	5	68	2

OCWTP Non-Standardized Courses

Independent Living	Sessions Offered	Sessions Scheduled
Training for caseworkers	14	12
Training for caregivers	22	13

Note: Report does not include *Foster Parent College* courses offered to Caregivers through the OCWTP

3. **Worked with OCWTP and the National Child Traumatic Stress Network to provide training to PCSA staff on implementation of trauma-informed client engagement strategies and related case plan services.**

NCTSN Child Welfare Trauma Training Toolkit

- The NCTSN Child Welfare Trauma Training Toolkit has been regularly offered since 2010. During CFSP Year 4, Franklin County (CORTC) offered the full series. Attendance at the sessions was eight for the first two sessions and one for session three. The last session was cancelled due to low attendance.
- Greene County (WORTC) and Summit County (NEORTC) have the series scheduled to be completed prior to June 30, 2018.

NCTSN Caring for Children who have Experienced Trauma

- This series, a companion series for caregivers and adoptive parents, has been regularly offered since 2010.
- Two of the four sessions are scheduled to be held prior to June 30, 2018.

Additional trauma training for caregivers

The table below is a sampling of training provided to caregivers this year.

Trauma Training for Caregivers	Sessions Offered	Sessions Scheduled
TBRI: Introduction	3	1
TBRI: Connecting Principles	1	0
TBRI: Correcting Principles	0	1
Trauma Systems Therapy for Foster Caregivers	1	2
The healing Power of Connection	1	0
Bedtime Behaviors for Traumatized Children	4	2
Girls, Trauma, and Delinquency	2	2
Interventions for children Who Have Suffered Trauma	3	1
Removed: Strategies for Hope and Healing	3	0
Wounded Child, Healing Home	0	1
Becoming a Trauma-Competent Caregiver	2	2
Helping Children Heal Through Books	1	2

Trauma Training for Caregivers	Sessions Offered	Sessions Scheduled
Children Grieve, Too	0	1
Dealing with the Effects of Complex Trauma	0	2
Effects of Domestic Violence and Abuse on Children	0	1
Infant and Toddler Attachment	2	0
Trauma-Informed Discipline	0	1
Fostering Healing, Resilience, and Hope for the Traumatized Child	3	0
Self-Care for Caregivers Who are Parenting Traumatized Children	2	0
Babies' Brains: Applications for Caregivers	1	0
Babies' Brains; The Basics for Caregivers	2	0
Beyond the Bruises: Effects of DV	1	0
The Impact of Emotional Abuse	1	0
The Neuroscience of Attachment	2	0
The Hurts of Foster Care: Secondary Trauma	1	0
Understanding Trauma and Trauma Bonding When Caring for Victim of HT	3	0
Overcoming Trauma	1	0
Trauma-Informed Discipline	6	0

4. Integrated substance abuse information and learning opportunities into existing venues, newsletters and other communications.

- ✓ The OCWTP maintained the new website, Ohio Substance Abuse Training Gateway (OSATG (www.osatg.org)) as a "one-stop shop" that includes local, state and national resources to assist child welfare system staff and caregivers with families impacted by substance abuse. The website provides a centralized library of substance abuse resources to help public children services agencies, foster and kinship caregivers, adoptive parents, and community partners connect with local, state, and national substance abuse resources and work together to better serve families involved with the child welfare system. This year a new partner page was added for the Statewide System Reform Program and a distance learning tab for the webinar series.