

MAPP Leaders Training Seminar

Training, Networking, and Information-Sharing for Certified GPSII/MAPP Leaders

We Go Together



August 21-23, 2012

Holiday Inn Albany

205 Wolf Road Albany, New York 12205

Seminar Agenda

Tuesday, August 21

1:00 p.m. – 2:00 p.m.	Registration (lunch on your own)
2:00 p.m. – 2:15 p.m.	Welcome: Ron Robinson, Director RF/CDHS Foster/Adoptive Parent Training Project
2:15 p.m. – 3:15 p.m.	General Session: <i>In the Shoes of a Foster/Adoptive Father</i> Stephen McCall
3:15 p.m. – 3:30 p.m.	Break (hotel check-in)
3:30 p.m. – 5:45 p.m.	Workshop Session I
5:45 p.m. – 6:00 p.m.	Break (on your own)
6:00 p.m.	Reception and Fifties Theme Dinner (1950s attire is encouraged)

Wednesday, August 22

8:00 a.m. – 9:30 a.m.	Breakfast
9:30 a.m. – 11:45 a.m.	Workshop Session II
11:45 a.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 2:45 p.m.	Cracker Barrel Sessions*
2:45 p.m. – 3:00 p.m.	Break
3:00 p.m. – 4:30 p.m.	Topic Networking Groups**
4:30 p.m. – 5:30 p.m.	Informal Networking/Free Time
5:30 p.m.	Dinner

Thursday, August 23

8:00 a.m. – 9:30 a.m.	Breakfast
9:30 a.m. – 11:45 a.m.	General Session: <i>Introduction to Creativity and Creative Problem-Solving Styles</i> Russell Schneck
11:45 a.m. – 12:15 p.m.	Hotel Check-Out
12:15 p.m.	Lunch/Closing Remarks

Important Note: This year there will be two general sessions offered for all participants, held Tuesday and Thursday. All session workshops will be offered once on Tuesday or Wednesday. It will be necessary to indicate preferences for both days.

Both the Cracker Barrel Sessions and Topic Networking Groups are selected on-site and do not require prior registration. A complete list of sessions and groups will be available at the seminar, and participants will make their selections informally at that time.

*Cracker Barrel Sessions are brief, informal presentations offered multiple times simultaneously at tables set up around the room. Participants will select and visit up to three presentations.

**Topic Networking Groups are designed to enable participants with special interests or concerns to meet with others with similar backgrounds, experiences, or areas of expertise for the purpose of exchanging ideas and establishing relationships that may provide future information and support.



Bio Sketches

Stephen McCall first became a foster father in 1998, and currently he is the father of ten children: nine boys and one biological daughter. Over the years, specializing in older children, Stephen has adopted three of the young men—out of the many that he has fostered—who come from various institutions.

Stephen has accomplished a lot during his tenure as a foster father: he has offered his real-life experience as a foster and adoptive parent to organizations that are committed to developing and finding permanent residencies for adolescent kids. Stephen has pioneered innovative family finding and family support strategies for teens that were successfully implemented by a broad spectrum of New York City foster care provider agencies when he worked as a permanency specialist under a four-year federal grant, *The Permanent Parents for Teens Project*, awarded to the NYC You Gotta Believe provider agency. Presently, he is doing permanency work for teens under a federal grant obtained by the New York State Office of Children and Family Services, *A Parent for Every Child*.

Stephen has created and offered orientation sessions, foster parent support groups, and specialized training programs tailored to the needs of foster parents caring for teens at The Children's Village, Edwin Gould Services for Children and Families, and Little Flower Children and Family Services. He has keynoted child welfare conferences across the country and provides consultation to The Annie E. Casey Foundation and the New York City Administration for Children's Services.

His work has been featured in the *New York Daily News*, *New York Newsday*, the *New York Times*, *Fostering Families Today Magazine*, and *Jet Magazine*. Stephen and his family were featured in a nationwide story by The Associated Press titled "Foster Care Creates an Extended Family for Many People." In addition, he has received recognition on numerous occasions over the past fourteen years for the example he sets as a dedicated adoptive/foster parent.

Russell Schneck, and his company WorkingLessons, helps organizations of all sizes respond to the opportunities and challenges of change and complexity. This is accomplished by applying the principles, tools, and methods of creativity and systems thinking to developing and supporting individual and group problem-solving capabilities.

Russell Schneck founded WorkingLessons to enable others to make the experience of work more engaging and more fulfilling by utilizing the creativity inherent in each of us. His belief in the value of this purpose to individual motivation and to organizational effectiveness and his understanding of how it can be achieved are the result of lessons accumulated in over 25 years of experience that is distinguished by its broad scope. He has worked in a range of industries, including publishing, direct marketing, enterprise software, and retail; in a variety of functional areas, including product development, operations, and client services; and with organizations ranging in size from one-person entrepreneurial ventures to global 500 companies.

There has been a single focus that provides continuity throughout all of these experiences: a desire to find better ways of doing things. And doing things better always involves **learning, creativity, and change**.

Workshop Descriptions

All workshops will be offered once only, either during the Tuesday afternoon Workshop Session I or during the Wednesday morning Workshop Session II. Be sure to indicate your first and second choices for each of those workshop sessions when completing the seminar registration form.

1

Hopelessly Devoted...Core Issues of Adoption

Adoption is a lifelong process that impacts development all along the way. Even when parents are hopelessly devoted to one another, the core issues of adoption resurface at different stages throughout life and are similar for adoptive parents, the adopted person, and birth parents alike. This session will provide an introduction to the "normative crises" in the development of the adoptive family and child, the predictable adjustment stages in the life development of adopted children and families, and a discussion of behavior issues and coping strategies.

Lisa D. Maynard, Director
Family Finding & Adoption Services

Workshop Session II
Wednesday Morning Only



2

Sneakers and Ponytails

This workshop will focus on unique and creative recruitment strategies that will help you find families who can meet the needs of the children you serve. The workshop will assess past recruitment and matching efforts and evaluate what really works. Participants will examine how specific elements such as culture, age, and medical needs can impact their recruitment/matching efforts. The workshop will culminate by identifying resources for specific child cases.

Veronica A. Black, Community Outreach Specialist
Children Awaiting Parents

Workshop Session II
Wednesday Morning Only



3

Educating Others About the Realities of Adoption and Foster Care

Families and agencies who care for children with complicated family histories and health care needs are often required to work with helping professionals outside the child welfare system who may not be aware of adoption/foster care issues affecting the children and families they serve and/or the effectiveness of the interventions they propose.

Families and caseworkers often get frustrated while dealing with providers and others in the community who do not have basic understanding of foster care and adoption issues that are associated with children's needs. When these persons don't "get it," misunderstandings and conflicts occur that could have been avoided. This workshop will prepare MAPP Leaders to provide their district/agency staff and parents with tools, techniques and encouragement to determine who in the community needs to be sensitized to the foster care/adoption-related issues of children in care. Leaders will also learn how to assume an active role in helping provide information and education to community members.

Susan Collins, Director
New York State Citizens' Coalition for Children

Workshop Session I
Tuesday Afternoon Only



4

The Importance of Fathers Parenting Teens

This workshop offers the real-life experience of a father who has adopted and fostered more than 20 teens. We will discuss understanding and responding to the needs of teens, the role of fathers in parenting teens, and how agencies can engage them.

Stephen McCall, Independent Consultant,
Trainer, and Keynote Speaker

Workshop Session II
Wednesday Morning Only



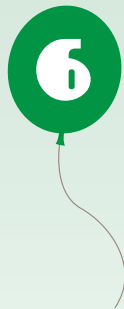


“That’s a Thing I’ll Never Do!”... Fostering Teen Moms

Many prospective foster/adoptive parents can identify with this phrase in response to the prospect of fostering teen moms. Therefore, as GPSII/MAPP leaders, you need to be prepared to appreciate and respond appropriately to these feelings from potential foster parents. The key is to educate prospective parents by providing relevant information and defining skills needed to foster teen mothers. During this workshop you will receive some of the tools needed for helping foster parents to explore the possibility of fostering teen moms.

Diana Carvajal, Parent Resource Coordinator
New York Foundling

Workshop Session I
Tuesday Afternoon Only

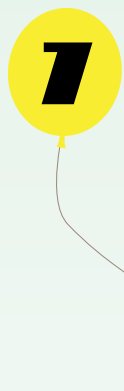


“All Choked Up”: Trying to Find the Right Words to Say

Teen love had Sandy and Danny all choked up, but it’s a different story here. Trying to get our messages across to today’s adolescents may leave us all choked up; it seems we may not always come up with the right words to say. In this workshop, we will look at effective ways to engage in communication with today’s youth. First we will journey into a place of understanding, and later we will discuss strategies to use and those not to use.

Denyse Lucero, Training Director
Cardinal McCloskey Services

Workshop Session II
Wednesday Morning Only

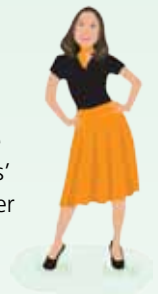


Processing Individual Trauma Issues of Prospective Foster/Adoptive Parents

As a MAPP Leader, you are taught to be a separation and loss expert. MAPP Leaders need to pay close attention to their prospective parents as they go through specific activities that may trigger participants’ own past traumatic events. During this workshop, we will identify GPSII/MAPP activities that may trigger past or previous trauma, identify participants who are being reminded of their own past traumatic experiences, and practice strategies to appropriately intervene with and support identified participants who may be experiencing a trauma reaction.

Denise Gibson, Training Director
Children’s Alliance of Kansas

Workshop Session II
Wednesday Morning Only



Emphasizing Teens in GPSII/MAPP: Sharing the New York City Experience

This workshop is for Non-NYC (Upstate) MAPP leaders only. Learn about some recent changes made to the New York City area GPSII/MAPP Leaders Guides emphasizing the needs of adolescents and some of the special issues which foster/adoptive parents should be prepared for when considering fostering adolescents. Participants will learn about simple yet effective changes to existing activities in the ten meetings to encourage prospective foster/adoptive parents to consider caring for adolescents. RF/CDHS staff just completed a series of orientations for NYC MAPP Leaders on the enhanced materials and this workshop will include how these MAPP Leaders have succeeded in their practice of the new information.

Helen Shin, Master Trainer
Research Foundation for SUNY
Center for Development of Human Services

Workshop Session I
Tuesday Afternoon Only



9

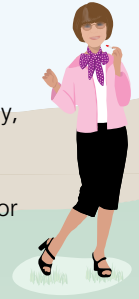
Circles of Myself

Prospective foster/adoptive parents must be aware of their own cultural identity and understand how this identity influences their beliefs, values, and perceptions. It is also essential for foster/adoptive parents to be able to identify and understand the factors shaping the cultural identity of the birth family, including the children in their care. With this knowledge, parents can focus on meeting child-specific needs by supporting the child's racial and ethnic identity development. This interactive workshop will strengthen participants' ability to provide information and support to foster/adoptive parents in order for them to effectively assist the children in their care in this critical area of development.

Rachel Gulley-Fiorello, *Child Welfare/Child Protective Services Trainer*
Research Foundation for SUNY
Center for Development of Human Services

Workshop Session I
Tuesday Afternoon Only

Latise Hairston, *Senior Child Welfare Trainer*
Research Foundation for SUNY
Center for Development of Human Services



10

Introduction to Creativity and Creative Problem-Solving Styles

The challenges that individuals and organizations face today are often ill-defined, novel, and ambiguous. There is no one answer, experience alone may not provide the necessary insight, and the available information can be misleading or seem overwhelming. Additionally, these challenges can involve multiple stakeholders with contrasting perspectives of the situation. These situations not only require new ideas, and new approaches to problem solving, they also require collective inquiry and collaboration.

This session will look at how the principles of creativity can help to overcome the self-imposed constraints that can limit our ability to evaluate new ideas. It will also explore problem-solving styles, which will show how an understanding and appreciation of different approaches to problem solving can contribute to more effective collaboration.

Russell Schneck, *Keynote Speaker*

Workshop Session I
Tuesday Afternoon Only



11

Parenting Someone Else's Child: The Impact of Social Class...Understanding the Child's Point of View

Few of us recognize the impact that social class can have on parenting other people's children. Participants will be able to illustrate the reasons for some of the attitudes other people's children bring into the foster home and respond to the common question asked by foster parents: "Why don't they want to be like me?" This will help cultivate a better understanding of issues surrounding discipline, motivation, and behavior."

Denise Schaller, *Independent Consultant/Trainer*
Certified Bridges Out of Poverty Trainer

Workshop Session II
Wednesday Morning Only



12

Finding Time for Time Management

Does it feel as if your workday ends before it begins? This workshop will examine the relationship between stress and time management and look at which situations we do and do not have control over. Participants will be introduced to the difference between "important" and "urgent" and will use the definitions to determine which tasks they need to do now, which ones they can do later, and which to stop doing all together.

Kristin Fields, *Training Director*
Management Leadership Institute
Research Foundation for SUNY
Center for Development of Human Services

Workshop Session I
Tuesday Afternoon Only



We Wish to Honor and Recognize:



This year's seminar is dedicated to Marcia Novey, a former MAPP trainer who passed away on February 24, 2012, at age 71. Marcia joined the NYC MAPP team at RF/CDHS in 1999 and coordinated many Foster Parent Seminars and MAPP Leader Seminars. After leaving RF/CDHS, Marcia co-founded A Thousand Moms, an organization serving LGBTQ youth in foster care. We are honored to have worked with Marcia, who was as passionate about doing the right thing for children and families in child welfare as she was about laughing, having fun, and enjoying life with gusto.

Seminar Coordinators: Jack Fuentes, Ron Robinson, and the RF/CDHS MAPP Team

Cracker Barrel Coordinator: Sarah Tooley

Topic Networking Groups Coordinator: Helen Shin

Editor: Cheryl Bell

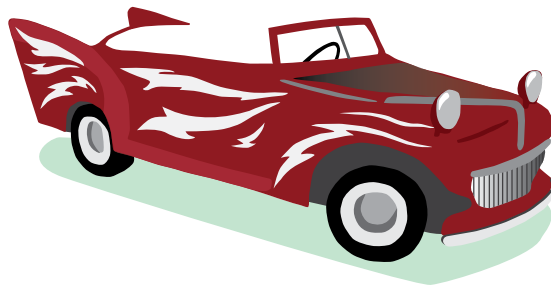
Graphics Coordinators: Carol Alex and Beth Graff-Baker

This year's seminar theme, "We Go Together," was suggested by Jennifer Otten from Saratoga County DSS.

Research Foundation for SUNY Buffalo State College
Center for Development of Human Services
1695 Elmwood Avenue
Buffalo, New York 14207-2407



We Go Together



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**New York State
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