

“Children need love and stability.
We wanted to give a child the
chance at life.”

Annual Report of the Maryland Foster Parent Survey

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Introduction

The purpose of Maryland Foster Parent Survey was to solicit feedback on foster parents' perceptions of the training and support provided to them by DHR/SSA, and to collect suggestions for improvement. Researchers at the Ruth H. Young Center at the University of Maryland (UM), School of Social Work collected and analyzed the foster parent survey data. Quarterly reports of quantitative data have kept DHR/SSA informed of emerging findings throughout the project year.

This annual report summarizes major findings from the FY2011 survey. The report opens with a discussion of methodology and describes the sample of 148 foster parents and former foster parents interviewed as a part of this study. This report is organized by thematic area to highlight strengths of current practices and to identify opportunities for improvement.

Summary Comparing 2010 Findings to 2011

This annual report revealed some differences from this reporting period (July 1, 2010 to June 30, 2011) compared to the previous reporting period (July 1, 2009 to June 30, 2010), as well as some similarities. Most of the demographics had minimal variance from the last reporting period to the current, with the exception of marital status, race, and the length of fostering. The percentage of exited married respondents increased as did the percentage of single/never-married respondents for both exited and continuing. The percentage of continuing respondents who were African American increased while the percentage who were Caucasian decreased. Additionally, the average length of time foster parents had been fostering increased for all foster parents.

Compared to the last annual report, July 1, 2009 to June 30, 2010, there were changes in the motivations which lead to foster parents entering the system. Being aware of a child who needed a caregiver and adoption remained motivations but new motivations included love of children and seeing a need for caregivers.

The findings for training changed slightly with exited foster parents reporting less favorable assessment of the training since last year. Responses to the State's support questions were consistent for both reporting periods. However, there was increase in the percentage of foster parents who answered the Foster Parent Association question indicating increased awareness of the Foster Parent Associations.

The main reason for withdrawal during the last reporting period was problems with the agency while in this year the main reason for withdrawal was another reason such as adoption or the child aging out.

Through analysis of the qualitative data, many themes reemerged such as adoption being a key reason for entry into foster care, consistency and availability of staff, and the importance of consistent communication. It is essential to note that many of the strategies recommended in last year's final report, are also proposed in this report.

These strategies include a focus on:

- Improvement for relative caregivers,
- Support for biological families,
- Support for children with emotional and behavioral problems,
- Engaging foster parents as recruiters, and
- Accurate and timely communication methods.

Methodology

The Annie E. Casey Foundation led the development of the foster parent survey with input from DHR/SSA and Ruth H. Young Center for Families and Children at University of Maryland. The survey collected demographic information, reasons for entry and withdrawal, experiences as foster parents, and perceptions about training and support provided by DHR/SSA. This survey is the first attempt to capture the experiences of Maryland foster parents. Because this was an exploratory area of research, open-ended qualitative items were included to encourage participants to identify salient issues without being constrained by pre-determined choices. Quantitative items were also included to capture critical information that DHR/SSA was interested in obtaining from all participants (e.g. ratings of training and support). Together, this mixed methods survey allowed the study to collect a breadth of information about the range of foster parents' experiences and in-depth information about areas that need to be improved. This research was approved by a University Institutional Review Board.

Surveys were conducted over the phone. Each foster parent was called a total of five times, unless it was a wrong or disconnected number, foster parents were deceased, or the foster parents declined to be interviewed. In an attempt to reach foster parents when they were most likely to be at home, at least two of the five calls were made in the evening after 5pm. Interviews were recorded in Excel for tracking and frequency analysis of quantitative items, and open coded in Nvivo 8 for thematic analysis of qualitative items. 1245 calls were made for exited foster parents and 573 for continuing foster parents.

Response Rate

Outcome of Attempted Phone Interviews	Exited (N=1245)	Continuing (N=573)
Completed	11%	13%
Messages	54%	51%
Disconnected	12%	15%
Wrong Number	5%	7%
No Message Left	13%	9%
Busy	2%	2%
Declined	3%	3%

Sample Description

The sample included 86 exited foster parents, who had withdrawn from the fostering system, and 59 continuing foster parents. The exited sample included all foster parents who exited the Maryland resource family system between October 2009 to March 31, 2010. Exited samples are typically provided to UM by DHR/SSA based on those who exited the system by jurisdiction for each quarter. The continuing sample included a random sample of all foster parents who were active in the Maryland resource family system as of November 24, 2008 through April 30, 2009. In April 2009, DHR/SSA submitted a list of over 5000 cases to UM to use for ongoing continuing samples. This sample was used for this reporting period and a stratified random sample of cases was pulled each quarter with Baltimore City presenting approximately 30%.

Demographics of the sample are provided in the table that follows. The majority of the continuing respondents (52%) were married, while for the exited foster parents 39% of respondents were married. Thirty-two percent of continuing respondents were single and 36% of exited respondents were single. Continuing foster parents were a few years older than exited foster parents, with an average age of 46 for continuing and 39 for exited. The majority of the respondents identified as African-American with a sizable minority identifying as Caucasian. Most respondents, for both exited and continuing samples, reported that they worked full time. However, 14% of respondents reported that they were unemployed with an even larger percentage, 17% of continuing and 29% of exited, reported being retired. The majority of respondents for both the exited (73%) and continuing (69%) samples had post high school education.

The average number of children fostered by continuing (1.6) was slightly higher than exited (.9), although the average length of service was the same for both exited foster parents and continuing (5.4 years). A smaller percentage of exited foster parents (21%) adopted children from foster care than did continuing foster parents (44%).

Sample Demographics

Marital Status	Exited (N=73)	Continuing (N=59)
Married	39%	52%
Single/Never Married	36%	32%
Divorced	10%	5%
Separated	7%	3%
Widowed	5%	5%
Same Sex Partnership	0%	3%
Other	3%	0%
Age (mean)	39 yrs.	46 yrs.
Race	Exited (N=71)	Continuing (N=57)
African-American	67%	63%
Caucasian	31%	33%
American Indian	1%	2%
Asian/Pacific Islander	0%	0%
Hispanic	0%	2%
More than one Race	1%	0%
Employment Status	Exited (N=73)	Continuing (N=59)
Full Time	49%	53%
Retired	29%	17%
Part Time	5%	14%
Unemployed	14%	14%
Student	3%	2%
Highest Educational Level	Exited (N=59)	Continuing (N=49)
Less than High School	5%	6%
High School/GED	22%	25%
Some College	24%	21%
Associates	20%	18%
College Graduate	24%	8%
Some Graduate	0%	2%
Graduate Degree	5%	20%

Fostering Experience	Exited	Continuing
# Children Fostered (mean)	.9 (range 0-6)	1.6 (range 0-5)
Length of Foster Parenting (mean)	5.4 years (range 0-40)	5.4 years (range 0-60)
# of Foster Families Who Adopted	17 (out of 82) 21%	26 (out of 59) 44%
Adopted Foster Children (mean)	1.4 (range 0-3)	1.5 (range 0-3)

*The "N" for the fields in the sample demographics is different because respondents are given the choice to not respond to any questions they do not want to answer.

Motivation for Becoming a Foster Parent

Interviews began by asking respondents why they chose to become a foster parent. Stories and specific motivation varied among respondents, but responses could be categorized into the four overarching themes: Personally knowing of a child who was in need of a caregiver, saw a need within the community, desire to adopt, and a love of children all emerged as main reasons factoring in to the respondents' decision to foster. The sentiment conveyed by the majority of foster parents was knowing of a child who was in need of a caregiver. The motivations for becoming a foster parent are listed in the table below. Because the responses are qualitative, a description given to an open-ended question that is then coded to identify themes, the motivations in the table are listed as numbers and not percentages.

Aware of a Child who Needed a Caregiver

Numerous respondents knew of a specific child in need of a caregiver. Some of these respondents were related to the child while other respondents had come to know the child through a previous relationship such as a neighbor, teacher, or family friend. One foster parent told us, "It wasn't a choice, it was a family member and they needed somewhere to go." While another non-relative foster parent stated, "Our godson was taken from his mom and put into foster care and we wanted to get him so he didn't get lost in the system."

Saw a need

Many respondents were motivated by the societal need for caregivers. Respondents said that they were concerned that children need homes and they wanted to help. One foster parent said, "Seeing a societal need. . . We felt we could contribute to the development of a young person. We weren't sure if adoption was right for us so we wanted to see if we could be good parents and at the same time serve a societal need." Several respondents reporting seeing an advertisement/announcement about the need for foster parents within the state or knew a foster parent themselves.

Adoption

Adoption for the third year in a row was identified as a main reason why many respondents decided to become foster parents, as evidenced by a parent who reported, "We were wanting to adopt and wanted to do (it) in the country. We didn't want to go out of the US. We decided to help out the county and the state, because there are so many kids who need help here." Another family made the decision to pursue foster care as a means to add to their already growing family, "We were trying to adopt. We had five kids of our own. We only had one son and wanted some more boys. We went into foster care because we wanted to adopt." The possibility of adopting a child through the foster care system has consistently been a motivating factor for many potential foster parents. Therefore, the state should expand recruitment efforts that focus on foster parents wishing to adopt.

Love of children

Love of children was a driving force for many foster parents. When asked why she chose to foster, one parent said, "Because for the care and love of children. I love children. I love my own children. I love my grandchildren. I love children. I care about their wellbeing. And if I could just help to nurture (them), I feel like I'm not living in vain." Like this foster parent, others reiterated the theme of wanting to nurture and help children. Another foster parent reported, "I always wanted to help kids and wanted to take care of kids that were in need of a loving home. Over time I narrowed it down to fostering, because I was able to help kids that were not my own and (help) the fostering system."

Motivation for Becoming a Foster Parent	Exited (N=105)	Continuing (N=74)
Knowing a child who needed a caregiver	43	24
Saw a need	17	11
A love of children	7	8
Adoption	8	6

*The "N"s are greater than the total sample number as statements regarding why a foster parent began foster parenting can be coded under more than one motivation. Additional motivations were coded but not listed in this report.

Training and Preparation

Continuing and exited respondents were asked to assess the effectiveness of the training in preparation for their role as a foster parent. This section addresses training and support for foster parents prior to hosting children in their home.

Training for Foster Parents	Exited (N=70)	Continuing (N=57)
More than Adequate	14%	40%
Adequate	66%	49%
Less than Adequate	20%	11%

The training received by foster parents was rated as adequate or more than adequate for over half of the respondents for both exited (80%) and continuing (89%) foster parents. Specifically, training was rated as more than adequate for 14% of exited and 40% of continuing respondents. Twenty percent of exited foster parents and 11% of continuing foster parents felt the training was less than adequate.

Effective Preparation by Agency	Exited (N=76)	Continuing (N=57)
Very Effective	20%	32%
Effective	53%	51%
Ineffective	13%	12%
Very Ineffective	14%	5%

Over half of the respondents (53%) for exited and (51%) continuing reported that the agency was effective in preparing them for their experiences as foster parents. Twenty

percent of exited foster parents and 32% of continuing foster parents found the agency to be very effective in preparing them. A greater percent of exited foster parents (27%) than continuing foster parents (17%) rated agency preparation as either ineffective or very ineffective.

Ongoing Training Needs

The training was rated as adequate by the majority of foster parents; however, respondents did indicate they would feel better prepared for fostering if the training provided further detailed information regarding different aspects of foster parenting. Specific suggestions included:

- Child behavior including emotional behavior,
- Training session given by former foster children,
- Difficult children as well as adolescents,
- Training for the biological families on parenting skills and money management.

Scheduling Training to Accommodate Foster Parents

Foster parents also identified barriers that prevented them from being fully engaged, which affected their ability to learn from and enjoy the training. As evidenced by the quantitative data previously reported, 53% of continuing and 49% of exited respondents reported being employed full time. As such, many foster parents found it challenging to take time away from work to attend foster parent trainings. One foster parent said she had a hard time attending training as the classes were in the evening when she worked. Another foster parent was in school and working fulltime, which made finding time for the trainings during the workweek difficult.

Continuous Training and Training for Kinship Caregiver

Several respondents asked for refresher trainings after completing the initial training. These foster parents reported that trainings for foster parents ended after finishing the basic required training. One foster parent suggested additional sessions, "Having regular follow up classes after the certificate." Additionally, several foster parents, many kinship caregivers, reported not receiving any training. One foster parent said, "I never had training for kinship. I went to meetings, but never had training. You need training, but they didn't really give me a lot of training." These kinship caregivers recognized the importance of training in order to better support their family member who entered into foster care.

Staffing & Support from the Agency

Support from the Agency	Exited (N=78)	Continuing (N=58)
More than Adequate	18%	33%
Adequate	51%	50%
Less than Adequate	31%	17%

Agency support was rated as adequate for 51% of exited and 50% of continuing foster parents. Eighteen percent of exited and 33% of continuing respondents indicated that the support was more than adequate. However, 31% of exited and 17% of continuing respondents felt the support was less than adequate.

Effectiveness of Agency Support	Exited (N=74)	Continuing (N=57)
Very Effective	24%	32%
Effective	49%	51%
Ineffective	11%	12%
Very Ineffective	16%	5%

Continuing respondents rated effectiveness of agency support slightly better than exited respondents. For exited, 49% felt that the support was effective and 24% rated the support as very effective. Fifty one percent of the continuing respondents reported that agency support was effective, while 32% felt the support was very effective.

In response to the question “what is the worst thing about being a foster parent”, many foster parents reported that nothing was bad about it. However, a number of foster parents also reported that working with the agency was an area of concern. The foster parents’ complaints centered on communication and consistency of the DSS workers involvement but additionally foster parents cited overall agency’s issues as a difficulty for them.

Agency Bureaucracy

Respondents reported that management from the agency was often confusing and time consuming, that the system itself did not lend itself towards ease of foster parenting. One foster parent, reporting on difficulties, said “The complications of the system and trying to get things sorted out, that was difficult. It was a really difficult system.” Other foster parents reported “the bureaucracy”, “the size of the agency”, and “the policies”

as areas of concern.

The agency-wide problems often revolved around issues with specific rules and regulations. In terms of rules and regulations, several foster parents cited home-inspections as problematic. One foster parent said, "The inspections. I know that they have guidelines, in my situation, she was older, she was 17, so it was different. I understand the agency has standards and guidelines, but she's a teenager, not a baby." Apart of from home-inspections, another foster parent reported on trying to get approval to foster, "It is such a difficult system. They say they want foster parents and then they make foster parents have a terrible time getting approved. It takes so much to get approved. I had to go with all of my family to get fingerprints five different time."

Consistency and Availability of Staff

Following the pattern of the last two years, foster parents reported both negative and positive interactions with agency's workers. Some foster parents reported feeling that their needs were meet and the staff were involved in the child's case and committed. One parent said, "I think all in all the social work system is fine. My social worker did come around once a month, she was a very kind person." Another foster parent cited the social workers as the best thing about fostering, "The best part was we had an aggressive social worker who was determined that this child would be given another chance at life."

Several foster parents report receiving differing messages from different social workers or confusion with having multiple workers involved. One foster parent said, "Someone (from the agency) kept telling the girl (biological mother) to be positive and said that she will get her son back. Then someone else would tell her that she was never going to get her son. Everyone kept telling her different things. There were so many hoops for her to have to jump through." Another foster parent reported having a "constant change in workers all the time" reflecting a theme which was brought up in several interviews. Another foster parent reported, "We have had so many different workers. Nobody knew how it was going to turn out." Finally, a foster parent linked high turnover among the workers to a lack of qualified workers, "The resource workers kept constantly changing, and we wouldn't see anybody for months. It was really because the department of social services did not have enough qualified workers. They were so understaffed."

Support from Child's Worker	Exited (N=73)	Continuing (N=57)
More than Adequate	33%	48%
Adequate	37%	40%
Less than Adequate	30%	12%

Ratings of support from the child's worker were similar for continuing (40%) and exited (37%) respondents who rated the child's worker as adequate. Forty-eight of the continuing respondents indicated that the support received from the child's worker was more than adequate, while 33% of exited respondents rated the support as more than adequate. Thirty percent of exited foster parents reported that the support was less than adequate; however, a much smaller percent (12%) of continuing felt the support was less than adequate.

The qualitative data indicated that problems with social workers often stemmed from two areas: lack of cultural competency and social workers' high caseloads. In terms of cultural competence, one parent reported, "Early on when we first started, there were some social workers who belonged in the 19th century. They couldn't believe that my wife and I had different last names even though we were married." Another respondent claimed the agency discriminated against him/her due to a disability, "I am disabled and the agency discriminated against me."

Many foster parents reported lack of response or support from social workers in part due to social workers being overwhelmed with high caseloads. One respondent reported that that she wished the social workers would be easier to get in touch with, "Sometimes maybe just being there when you call. Sometimes you don't really get somebody when you call." However, a few foster parents reported that the lack of support from the social workers was directly related to their high caseloads. "Later on (I) found out about the caseworker's caseload. Many are overworked and under paid and inundated." Another participant reported, "The agency workers could have visited more. They didn't come to the visits like they were supposed to and they really didn't support me because it was my first time and it was kinship care. The workers are overworked with too many caseload."

Support from Resource Workers	Exited (N=74)	Continuing (N=57)
More than Adequate	27%	42%
Adequate	42%	39%
Less than Adequate	31%	19%

Near equal percentages of continuing (39%) and exited (42%) respondents rated the support received from the resource worker as adequate. Forty two percent of exited and 27% of continuing found the support to be more than adequate. Almost one-third (31%) of exited respondents and 19% of continuing found the support received from the resource workers as less than adequate.

A few foster parents specifically referenced problems with resources workers although the majority of foster parents did not mention the resources workers per se.

Communication as a Support Mechanism

Lack of communication from the social worker was a common theme throughout the interviews with foster parents. Several foster parents referenced calling social workers who never returned their calls. One foster parent stated, "They (social workers) could have been a little more understanding. When I tried to call them they didn't call me back." Another foster parent felt that she could not get assistance with a difficult foster child, "If there was a problem, we would call, and no one would be available. No one responds. The 24-hour hotline doesn't work. Just because a kid is hard to handle, doesn't mean throw(ing) them under the bus. Please respect us as foster parents." Similarly, another foster parent suggested that foster children with special needs were not properly supported by the social workers, "They don't get back to us soon enough when the children have needs. We had a couple of children who had serious mental and emotional needs. We need(ed) support sooner. We had some emergency situations where social services didn't act."

Along with lack of communication while fostering, several foster parents also wished they had received more information about the foster child before the child was placed with them. Suggesting improvements for foster parents, one foster parent said, "The agency (could) have gotten a little more involved. They (could) had given more background about the individual and more information about him. I wished that the

agency had been an actual player in the system: Getting a little more involved (and) giving background information.” Similarly, a foster parent reported that non-kinship care foster parents should receive more information on the child, “It was different for me, because I already knew him since he was my grandson. I think they should really tell these other foster parents about the problems these kids have.”

Many foster parents explicitly requested increased communication between the agency and foster parents. When asked how to improve the system, one foster parent said, “Better communication and more of a continuum of care and after an exit interview or an exit conference with all the parties and with the individual.” In response to the same question, another foster parent stated, “The biggest thing is communication. They don’t get in touch. And everybody has their own piece and they have to track everyone down to get each individual need.” Another foster parent thought that increased communication would help address staff turnover, “The agency I worked with had interns come out to share information and talk to the kid and support the kids if they had outside visits with other relatives. The interns would change every year, so I think they needed just more communication.”

Utilization of Available Resources

In this survey, respondents were asked to rate the support received through resources such as the foster parent association as well as the sufficiency of the board rate provided to care for children in care.

	Exited (N=38)	Continuing (N=35)
Support from the Foster Parent Association		
More than Adequate	18%	31%
Adequate	61%	55%
Less than Adequate	21%	14%

The majority of exited (79%) and continuing (86%) respondents rated the support from the Foster Parent Association as adequate or more than adequate. Many foster parents were unable to respond to this item because they were not aware of the Association, they were not involved, or there was no established Association in their jurisdiction. Although Foster Parent Associations are appreciated, as indicated by the percentage of foster parents who rate them as adequate or more than adequate, some foster parents would benefit from knowledge of the existence of the

Associations. A parent reported, “We didn’t know that the Foster Parent Association existed. It would have been so great to know that there was a network. We got left in the dark.” Foster Parent Associations could help address the communication lag between the agency and foster parents.

Foster Parent Board Rate	Exited (N=61)	Continuing (N=53)
More than Adequate	20%	23%
Adequate	42%	49%
Less than Adequate	38%	28%

Many of exited (42%) and continuing (49%) respondents rated the board rate as adequate. However, 38% of exited and 28% of continuing foster parents rated the board rate as less than adequate, with several foster parents reporting using their own resources to care for foster children. Twenty percent of exited and 23% of continuing reported that the rate was more than adequate.

The qualitative data reveals that many foster parents are concerned over lack of resources or financial reimbursement. Several foster parents indicated that the startup costs of fostering were larger than expected, “The financial implications were so difficult. There are new regulations about the costs. We have to get the children new things, new clothes, new equipment. We need to send all those things with the children when they move. I am not in this to make money.” Another foster parent also felt that the beginning costs were too high, “The agency could have better supported me in the beginning financially. I didn't get paid for the first part. At first I paid for everything for him.” Another financial concern was providing extras for foster children such as trips or additional opportunities, “The money is less adequate and I am having to spend my own money. The money only covers their basic needs. It doesn't give options to be creative in your parenting. I want to give him more opportunities and exposure, but there isn't extra money.”

Exit Reasons

The reasons for withdrawing from the agency varied for respondents but fell into one of four categories including problems with the agency, problems with the child in care, life situation changes, or other reasons specific to that foster family. This data is qualitative

in nature and therefore the numbers of responses, not percentages, are listed in the table below.

Reasons for Withdrawal	Exited (N=77*)
<i>My life situation changed</i>	16
Lack of time	7
Health issues	3
Lack of space	2
Other	4
<i>Problems with the Agency</i>	22
Did not withdraw	7
Did not agree with agency	6
Agency not responsive	5
Did not feel appreciated by agency	3
Other	2
<i>Problems with the children in my home</i>	9
Poor fit	5
Behavior and/or emotional problems	4
<i>Other</i>	30
Adoption	11
Aged out	10
Child returned to biological family	4
Other	5

*Respondents chose all options that applied to them; therefore, the total number of responses is greater than the total number of completed exit interviews.

Most of the respondents withdrew due to other reasons namely that they adopted the foster child or the child aged out of the system. A large number of foster parents withdrew due to problems with the agency and some were not even aware that the agency considered them withdrawn. Other participants withdrew due to life changes including a lack of time to be a foster parent. Lastly, a few parents chose not to continue with fostering due to problems with the foster children themselves.

Adoption

Many foster parents entered into foster care with the primary goal of adoption, therefore once the adoption was achieved, they withdrew from the system. Many of these parents were kinship caregivers who wished to adopt a relative child and not foster more children. When asked why she withdrew, a foster parent stated, "I got full

custody of my granddaughter in February and will start the adoption proceedings in April when she turns two.”

Aged out

Many respondents indicated that they entered the system to take care of specific child already known to them. Once this child aged out of the system, the foster parent decided to stop being a foster parent. One foster mother said, “I only become a foster parent to take care of the particular child that who was placed with me. Once the child turned 18 and aged out of the system, I withdrew.”

Lack of Time

Several foster families decided to withdraw as the result of feeling that they lacked time to be foster parents. Often caring for other family members, employment and education were other obligations that foster parents needed to address. One foster mother cited her educational schedule as being a barrier to fostering, “I was in school full time and taking classes full time. I was very busy myself and felt that the time was not right. I wanted to make sure that I would be able to be there for the child.”

Did not withdraw

A surprising number of foster families said that they did not consider themselves withdrawn from the system. For several of these families, the phone call from the researcher was the first time they heard about the fact that they were technically withdrawn from the system. One parent stated, “I did not withdraw from the agency. I went through all of the classes and everything and became licensed. I met with the social worker for the home inspection and she gave me a list of things to do, but I never heard from the agency again.”

Recruitment and Retention Efforts

This study’s findings suggest that recruitment and retention efforts should be focused around means to offer increased support and guidance to foster parents in the State of Maryland. Increased efforts to engage foster parents on multiple levels will undoubtedly empower foster families to continue to provide safe and healthy homes on a long-term basis. Recommendations included in this section include specific ways that DHR/SSA might improve their recruitment and retention efforts.

Improvement for Relative Caregivers

Considering that a large percent of foster parents are caring for a relative in need of care, the agency should focus its' efforts on these foster parents. Assisting relative caregivers through the process of becoming foster parents and accessing all the resources and assistance they need is important to retaining relative caregivers. Several foster parents were surprised at the length and complexity of the process in becoming a foster parent even though they were related to the child. They felt kinship caregivers should go through a streamlined and easier process, "I just think that when you're dealing with kin you shouldn't have to go through the same (process). I mean it could be similar procedures when it's not the relatives, but I think when you're dealing with a relative, or what they call kinship, I think that there should be (a) difference." Communication and education for relative caregivers should fully disclose the rules and regulations that they will be required to meet. Another issue raised by a few relative caregivers was the board rate, which they felt, was not fair for relatives, "The money didn't cover the costs to take care of the child. Because I was a relative it was less money and it wasn't enough." Many kinship caregivers expressed concern with the lack of financial reimbursement provided to them from the State.

Support with biological families

Many foster parents had difficulties when dealing with the biological families of their foster child. The struggles for foster parents centered around visitation with biological family and reunification with these families. Some foster parents suggested that the agency should monitor the visitation, as the children were often confused or traumatized after the visits. One foster parent said, "The child had more visits with the biological parents, that wasn't necessary. The rules didn't change to meet the needs, they changed because the social worker wanted to and it wasn't the best for the child." Although it may not be possible to monitor all visitation, it should be acknowledged and discussed with social workers, foster parents and the child, that visits can be stressful and difficult for all involved.

Another concern was foster children who were reunified with the biological parents although the foster parents did not consider this the best course of action or sometimes even dangerous for the child. As one foster parent put it, "The worst part would be, I don't even know how to put it, but I feel like the system failed to do their checks and balances with returning the child to the parent." Other foster parents suggested the biological parents had not made significant progress or still remained a threat to the child. The agency should educate foster parents on the possibility of reunification for

families and ensure that foster parents' concerns regarding renunciation are heard within the agency and in court as well. Another foster parent suggested the biological families need more assistance and training to be better parents, "Teach the biological parents parenting skills (and) money management. Understand a little more. I know people make mistakes, but teach them the skills to improve their parenting skills."

Support for children with emotional and behavior problems

Foster parents report feeling overwhelmed with the children's problems and not receiving the expected help from the agency. Needed support included, receiving more information on the nature of the children's problems before placement, a responsive social worker, resources such as psychological services, and training on dealing with these children. One foster parent stated, "With this child, he needed more psychological help than they provided and what they gave him was ineffective. There were things that I tried to do, but they wouldn't pay for it. The agency should have provided better psychological services or reimbursement." Trainings should address dealing with emotional and behavior problems within the home. Another frequently cited difficulty was adolescences and the emotional and behavior needs of this age group.

One mechanism to assist foster parents with difficult children is the Foster Parent Association and foster parent support groups. These groups can lead to creative thinking, the exchange of information and techniques to deal with emotional and behavioral problems. One foster parent suggested a one-on-one mentoring system that matches new foster parents with former or current foster parents with greater experience. These more experienced foster parents could share knowledge and methods for addressing concerns within the foster family's household.

Engaging Foster Parents as Recruiters

A large percentage of foster parents report positive experiences in being a foster parent. These foster parents give a range of reasons why fostering was beneficial to them. Such reasons include, a love of children, making a difference in another's life, helping someone, being able to provide a safe home, the children themselves, and observing positive change. Given the dearth of positive feedback from current and former foster parents, SSA/DHR should consider using foster parents and perhaps their formal Foster Parent Associations as a recruiting mechanism for new foster parents.

Accurate and Timely Communication Methods

Last year's annual report for the foster parent survey suggested various mechanisms for

increasing communication between SSA/DHR. These mechanisms include providing foster parents with alternative phone numbers to reach social workers and a crisis hotline. A foster parent this year indicated that the 24-hour hotline was not answered when they called. All efforts should be made to ensure that this hotline is fully staffed and calls responded to. Additional communication methods include providing foster parents with all pertinent information in regards to the foster child before placement.

Strategies

This report recommends several mechanisms for improving foster parent recruitment and retention. Increasing communication between DHR/SSA and foster parents, as well as ensuring foster parents are properly supported for difficult children with emotional and behavioral problems, are key recommendations. Other areas for DHR/SSA to focus on include the relationship between foster parents, the biological families, and the children, as well as the supportive relationship foster parents have with each other including perhaps a formal mentoring program. Finally, foster parents are the best advocates for the program. They can speak to a wide range of motivations for fostering and would make excellent recruiters for future foster parents.

Appendix A: Exit Interview Data

Table 1: Demographics for Exited Foster Parent Survey, 7/1/10-6/30/11

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Allegany	Married 50% (n=1)	37.7 yrs old	Caucasian 100% (n=2)	Retired 50% (n=1)	Associate Degree 100% (n=1)	0.7 (range 0-1)	1 year (0.5-1.5)	1 out of 3 33%	1 (range 0-1)
	Separated 50% (n=1)			Unemployed 50% (n=1)					
Anne Arundel	Married 33% (n=1)	53 yrs. old	Caucasian 100% (n=3)	Full Time 33% (n=1)	High School 67% (n=2)	0.7 (range 0-2)	6.3 years (range 0.9-10)	2 out of 3 67%	1.5 (range 0-2)
	Divorced 33% (n=1)			Retired 33% (n=1)	Some College 33% (n=1)				
	Single 33% (n=1)			Unemployed 33% (n=1)					

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Baltimore City	Married 33% (n=15)	48.1 yrs. Old	African American 87% (n=40)	Full Time 55% (n=26)	Less Than High School 7% (n=3)	1 (range 0-5)	5.9 years (range 0-21)	9 out of 50 18%	1.1 (range 0-2)
	Divorced 13% (n=6)		American Indian 2% (n=1)	Part Time 6% (n=3)	High School 24% (n=11)				
	Widowed 2% (n=1)		Caucasian 11% (n=5)	Retired 26% (n=12)	Some College 24% (n=11)				
	Single 43% (n=20)			Unemployed 11% (n=5)	Associate Degree 20% (n=9)				
	Separated 9% (n=4)			Student 2% (n=1)	College Graduate 20% (n=9)				
				Graduate Degree 7% (n=3)					
Baltimore County	Married 50% (n=1)	28 yrs. old	More Than 1 100% (n=1)	Full Time 100% (n=2)	Some College 100% (n=1)	1 (range 0-2)	2.5 years (range 0-5)	0 out of 2 0%	0 (range 0-0)
	Separated 50% (n=1)								
Calvert	Single 100% (n=1)		African American 100% (n=1)	Full Time 100% (n=1)	College Graduate 100% (n=1)	0 (range 0-0)	1.5 years (range 1.5-1.5)	0 out of 1 0%	0 (range 0-0)
Cecil	Married 100% (n=2)	70 yrs. old	Caucasian 100% (n=2)	Part Time 50% (n=1)		0 (range 0-0)	26 years (range 12-40)	1 out of 2 50%	2 (range 0-2)
				Retired 50% (n=1)					
Frederick	Married 100% (n=1)		Caucasian 100% (n=1)	Retired 100% (n=1)		0 (range 0-0)	8.2 years (range 1-22)	2 out of 3 67%	2 (range 0-3)

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Garrett	Married 100% (n=1)		Caucasian 100% (n=1)	Retired 100% (n=2)	College Graduate 100% (n=1)	0 (range 0-0)	1.2 years (range 0.8-1.5)	0 out of 2 0%	0 (range 0-0)
Harford	Married 67% (n=4) Widowed 17% (n=1) Single 17% (n=1)	7 yrs. Old ¹	Caucasian 100% (n=5)	Full Time 50% (n=3) Retired 33% (n=2) Unemployed 17% (n=1)	College Graduate 100% (n=2)	0.8 (range 0-4)	2.3 years (range 0.8-5)	0 out of 6 0%	0 (range 0-0)
Howard	Other 100% (n=1)		African American 100% (n=1)			0 (range 0-0)	2 years (range 2-2)	0 out of 1 0%	0 (range 0-0)
Montgomery	Single 50% (n=1) Other 50% (n=1)		African American 100% (n=2)	Full Time 100% (n=2)	College Graduate 100% (n=1)	0 (range 0-0)	1.8 years (range 1.5-2)	0 out of 2 0%	0 (range 0-0)
Prince George's	Married 50% (n=2) Widowed 25% (n=1) Single 25% (n=1)	43.3 yrs. old	African American 75% (n=3) Caucasian 25% (n=1)	Full Time 25% (n=1) Retired 25% (n=1) Student 25% (n=1) Unemployed 25% (n=1)	Some College 33% (n=1) Associate Degree 67% (n=2)	0.5 (range 0-1)	4.4 years (range 0.5-11)	1 out of 4 25%	1 (range 0-1)
Washington	Widowed 100% (n=2)	31 yrs. old	Caucasian 100% (n=2)	Unemployed 100% (n=1)		3 (range 0-6)	2.9 years (range 1.3-4.5)	1 out of 2 50%	2 (range 0-2)

¹This response is most likely a data collection error

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Worcester						0 (range 0-0)	0.3 (range 0.3-0.3)	0 out of 1 0%	0 (range 0-0)

Note: Caroline, Carroll, Charles, Dorchester, Kent, Queen Anne's, Saint Mary's, Somerset, Talbot, and Wicomico have no data.

Table 2: Responses to Training Questions for Exited Foster Parent Survey, 7/1/10-6/30/11

Jurisdiction	Training for Foster Parents		Support from Resource Worker		Support from Child's Worker		Support from the Agency		Support from the Foster Parent Association		Foster Parent Board Rate	
Allegany	Less than Adequate	100% (n=1)	Adequate	100% (n=2)	More than Adequate	67% (n=2)	More than Adequate	67% (n=2)			Less than Adequate	100% (n=2)
					Adequate	33% (n=1)	Adequate	33% (n=1)				
Anne Arundel	Adequate	50% (n=1)	More than Adequate	50% (n=1)	More than Adequate	50% (n=1)	More than Adequate	33% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)
	Less than Adequate	50% (n=1)	Less than Adequate	50% (n=1)	Less than Adequate	50% (n=1)	Adequate	33% (n=1)				
							Less than Adequate	33% (n=1)				
Baltimore City	More than Adequate	14% (n=6)	More than Adequate	27% (n=12)	More than Adequate	33% (n=14)	More than Adequate	15% (n=7)	More than Adequate	16% (n=5)	More than Adequate	19% (n=7)
	Adequate	72% (n=31)	Adequate	49% (n=22)	Adequate	42% (n=18)	Adequate	57% (n=26)	Adequate	65% (n=20)	Adequate	47% (n=17)
	Less than Adequate	14% (n=6)	Less than Adequate	24% (n=11)	Less than Adequate	26% (n=11)	Less than Adequate	28% (n=13)	Less than Adequate	19% (n=6)	Less than Adequate	33% (n=12)
Baltimore County	More than Adequate	50% (n=1)	More than Adequate	50% (n=1)	More than Adequate	100% (n=1)	More than Adequate	50% (n=1)			More than Adequate	100% (n=1)
	Adequate	50% (n=1)	Less than Adequate	50% (n=1)			Less than Adequate	50% (n=1)				
Calvert	Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Adequate	100% (n=1)	Less than Adequate	100% (n=1)
Cecil	Adequate	100% (n=2)	Adequate	100% (n=2)	Adequate	100% (n=2)	Adequate	50% (n=1)	Adequate	100% (n=2)	Adequate	100% (n=2)
							Less than Adequate	50% (n=1)				

Jurisdiction	Training for Foster Parents		Support from Resource Worker		Support from Child's Worker		Support from the Agency		Support from the Foster Parent Association		Foster Parent Board Rate	
Frederick	Adequate	100% (n=3)	More than Adequate	67% (n=2)	More than Adequate	67% (n=2)	More than Adequate	33% (n=1)			More than Adequate	50% (n=1)
			Less than Adequate	33% (n=1)	Less than Adequate	33% (n=1)	Adequate	33% (n=1)			Adequate	50% (n=1)
							Less than Adequate	33% (n=1)				
Garrett	Less than Adequate	100% (n=1)	More than Adequate	50% (n=1)	More than Adequate	50% (n=1)	More than Adequate	50% (n=1)			Less than Adequate	100% (n=1)
			Less than Adequate	50% (n=1)	Less than Adequate	50% (n=1)	Less than Adequate	50% (n=1)				
Harford	More than Adequate	20% (n=1)	Adequate	67% (n=4)	Adequate	67% (n=4)	Adequate	67% (n=4)	More than Adequate	100% (n=1)	Adequate	33% (n=2)
	Adequate	40% (n=2)	Less than Adequate	33% (n=2)	Less than Adequate	33% (n=2)	Less than Adequate	33% (n=2)			Less than Adequate	67% (n=4)
	Less than Adequate	40% (n=2)										
Howard	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)			Less than Adequate	100% (n=1)
Montgomery	Less than Adequate	100% (n=2)	Less than Adequate	100% (n=1)	Adequate	50% (n=1)	Adequate	100% (n=2)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)
					Less than Adequate	50% (n=1)						
Prince George's	More than Adequate	25% (n=1)	More than Adequate	25% (n=1)	More than Adequate	50% (n=2)	Adequate	75% (n=3)	More than Adequate	100% (n=1)	More than Adequate	50% (n=2)
	Adequate	75% (n=3)	Adequate	25% (n=1)	Less than Adequate	50% (n=2)	Less than Adequate	25% (n=1)			Adequate	50% (n=2)
			Less than Adequate	50% (n=2)								

Jurisdiction	Training for Foster Parents		Support from Resource Worker		Support from Child's Worker		Support from the Agency		Support from the Foster Parent Association		Foster Parent Board Rate	
Washington	More than Adequate	50% (n=1)	More than Adequate	100% (n=2)	More than Adequate	50% (n=1)	More than Adequate	50% (n=1)			More than Adequate	50% (n=1)
	Adequate	50% (n=1)			Adequate	50% (n=1)	Adequate	50% (n=1)			Adequate	50% (n=1)
Worcester	Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)			Adequate	100% (n=1)

Note: Caroline, Carroll, Charles, Dorchester, Kent, Queen Anne's, Saint Mary's, Somerset, Talbot, and Wicomico have no data.

Table 3: Responses to Support Questions for Exited Foster Parent Survey, 7/1/10-6/30/11

Jurisdiction	Preparation for Experiences		Support During Experiences	
Allegany	Effective	100% (n=3)	Very Effective	33% (n=1)
			Effective	67% (n=2)
Anne Arundel	Effective	50% (n=1)	Very Effective	50% (n=1)
	Very Ineffective	50% (n=1)	Very Ineffective	50% (n=1)
Baltimore City	Very Effective	31% (n=14)	Very Effective	27% (n=12)
	Effective	42% (n=19)	Effective	50% (n=22)
	Ineffective	13% (n=6)	Ineffective	9% (n=4)
	Very Ineffective	13% (n=6)	Very Ineffective	14% (n=6)
Baltimore County	Effective	50% (n=1)	Very Effective	50% (n=1)
	Very Ineffective	50% (n=1)	Very Ineffective	50% (n=1)
Calvert	Ineffective	100% (n=1)	Ineffective	100% (n=1)
Cecil	Very Effective	50% (n=1)	Effective	100% (n=2)
	Effective	50% (n=1)		
Fredrick	Effective	100% (n=3)	Very Effective	33% (n=1)
			Effective	67% (n=2)
Garrett	Effective	50% (n=1)	Effective	50% (n=1)
	Ineffective	50% (n=1)	Ineffective	50% (n=1)

Jurisdiction	Preparation for Experiences		Support During Experiences	
Harford	Effective	67% (n=4)	Effective	60% (n=3)
	Ineffective	17% (n=1)	Ineffective	20% (n=1)
	Very Ineffective	17% (n=1)	Very Ineffective	20% (n=1)
Howard	Very Ineffective	100% (n=1)	Very Ineffective	100% (n=1)
Montgomery	Ineffective	50% (n=1)	Very Effective	50% (n=1)
	Very Ineffective	50% (n=1)	Very Ineffective	50% (n=1)
Prince George's	Effective	100% (n=4)	Effective	75% (n=3)
			Ineffective	25% (n=1)
Washington	Effective	100% (n=2)	Very Effective	50% (n=1)
			Effective	50% (n=1)
Worcester	Effective	100% (n=1)	Very Ineffective	100% (n=1)

Note: Caroline, Carroll, Charles, Dorchester, Kent, Queen Anne's, Saint Mary's, Somerset, Talbot, and Wicomico have no data.

Appendix B: Continuing Interview Data

Table 1: Demographics for Continuing Foster Parent Survey, 7/1/10 to 6/30/11

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Allegany	Married 100% (n=1)	49 yrs old.	Caucasian 100% (n=1)	Full Time 100% (n=1)	Associate Degree 100% (n=1)	4 (range 4-4)	3 years (range 3-3)	1 out of 1 100%	2 (range 2-2)
Anne Arundel	Married 83% (n=5) Same Sex Partner 17% (n=1)	42.5 yrs. old	African American 50% (n=3) Caucasian 50% (n=3)	Full Time 83% (n=5) Unemployed 17% (n=1)	Associate Degree 17% (n=1) Some College 50% (n=3) College Graduate 17% (n=1) Graduate Degree 17% (n=1)	2.7 (range 0-4)	2.3 years (range 0-5)	3 out of 6 50 %	1 (range 0-1)

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Baltimore City	Married 35% (n=9)	51.4 yrs. old	African American 85% (n=22)	Full Time 50% (n=13)	Less Than High School 8% (n=2)	1.6 (range 0-5)	8.7 years (range 0-60)	11 out of 26 42%	1.5 (range 0-3)
	Divorced 4% (n=1)		Caucasian 15% (n=4)	Part Time 12% (n=3)	High School 27% (n=7)				
	Widowed 12% (n=3)			Retired 19% (n=5)	Some College 19% (n=5)				
	Single 42% (n=11)			Unemployed 15% (n=4)	Associate Degree 19% (n=5)				
	Separated 8% (n=2)			Student 4% (n=1)	College Graduate 8% (n=2)				
				Some Graduate School 4% (n=1)					
					Graduate Degree 15% (n=4)				
Baltimore County	Married 45% (n=5)	50.9 yrs. old	African American 64% (n=7)	Full Time 64% (n=7)	High School 40% (n=4)	1 (range 0-3)	2.2 years (range 0-11)	6 out of 11 55%	1.7 (range 0-3)
	Divorced 18% (n=2)		American Indian 9% (n=1)	Part Time 18% (n=2)	Some College 10% (n=1)				
	Single 36% (n=4)		Caucasian 27% (n=3)	Retired 9% (n=1)	Associate Degree 10% (n=1)				
				Unemployed 9% (n=1)	College Graduate 10% (n=1)				
					Graduate Degree 30% (n=3)				

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Carroll	Married 100% (n=1)	60 yrs. old	Caucasian 100% (n=1)	Retired 100% (n=1)		0 (range 0-0)	0 years (range 0-0)	0 out of 1 0%	0 (range 0-0)
Charles	Married 100% (n=1)		Caucasian 100% (n=1)	Retired 100% (n=1)		2 (range 2-2)	2 years (range 2-2)	0 out of 1 0%	0 (range 0-0)
Frederick	Married 100% (n=1)	46 yrs. old	Caucasian 100% (n=1)	Unemployed 100% (n=1)		0 (range 0-0)	0 year (range 0-0)	0 out of 1 0%	0 (range 0-0)
Harford	Married 100% (n=3)	34.7 yrs. old	African American 33% (n=1) Caucasian 67% (n=2)	Full Time 33% (n=1) Part Time 33% (n=1) Retired 33% (n=1)	High School 33% (n=1) Some College 33% (n=1) Associates Degree 33% (n=1)	2.3 (range 1-5)	9.3 years (range 1-24)	1 out of 3 33%	2 (range 0-2)
Howard	Single 100% (n=1)			Full Time 100% (n=1)		0.0 (range 0-0)	0 years (range 0-0)	0 out of 1 0%	0 (range 0-0)
Montgomery	Married 25% (n=1) Single 75% (n=3)	29 yrs. old	African American 50% (n=2) Caucasian 25% (n=2) Hispanic 25% (n=1)	Full Time 50% (n=2) Part Time 25% (n=1) Unemployed 25% (n=1)	Graduate degree 100% (n=1)	1.8 (range 1-2)	3 years (range 0-5)	1 out of 4 25%	1 (range 0-1)
Prince George's	Same Sex Partner 100% (n=1)		Caucasian 100% (n=1)	Retired 100% (n=1)	Graduate degree 100% (n=1)	2 (range 2-2)	5 years (range 5-5)	1 out of 1 100%	2 (range 2-2)
Saint Mary's	Married 100% (n=1)	35 yrs. old	African American 100% (n=1)	Full time 100% (n=1)	Less than High School 100% (n=1)	2 (range 2-2)	2 years (range 2-2)	1 out of 1 100%	1 (range 1-1)

Jurisdiction	Marital Status	Average Age	Race	Employment Status	Highest Educational Level	Average # of Children Fostered	Average Length of Foster Parenting	# of Foster Parents Who Adopted Their Children	Average # of Foster Children Adopted
Wicomico	Married 100% (n=1)			Full time 100% (n=1)		1 (range 1-1)	0 (range 0-0)	1 out of 1 100%	1 (range 1-1)
Worcester	Married 100% (n=1)	35 yrs old	Caucasian 100% (n=1)	Part time 100% (n=1)		2 (range 2-2)	2 years (range 2-2)	0 out of 0 0%	0 (range 0-0)

Note: Caroline, Calvert, Cecil, Dorchester, Garrett, Kent, Queen Anne's, Somerset, Talbot, and Washington have no data.

Table 2: Responses to Training Questions for Continuing Foster Parent Survey, 7/1/10-6/30/11

Jurisdiction	Training for Foster Parents		Support from Resource Worker		Support from Child's Worker		Support from the Agency		Support from the Foster Parent Association		Foster Parent Board Rate	
Allegany	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	More than Adequate	100% (n=1)
Anne Arundel	More than Adequate	83% (n=5)	More than Adequate	83% (n=5)	More than Adequate	50% (n=3)	More than Adequate	67% (n=4)	Adequate	100% (n=1)	Adequate	83% (n=5)
	Adequate	17% (n=1)	Adequate	17% (n=1)	Adequate	50% (n=3)	Adequate	33% (n=2)			More than Adequate	17% (n=1)
Baltimore City	More than Adequate	33% (n=8)	More than Adequate	33% (n=8)	More than Adequate	52% (n=13)	More than Adequate	31% (n=8)	More than Adequate	32% (n=6)	More than Adequate	21% (n=5)
	Adequate	50% (n=12)	Adequate	50% (n=12)	Adequate	32% (n=8)	Adequate	46% (n=12)	Adequate	47% (n=9)	Adequate	54% (n=13)
	Less than Adequate	17% (n=4)	Less than Adequate	17% (n=4)	Less than Adequate	16% (n=4)	Less than Adequate	23% (n=6)	Less than Adequate	21% (n=4)	Less than Adequate	25% (n=6)
Baltimore County	More than Adequate	55% (n=6)	More than Adequate	55% (n=6)	More than Adequate	64% (n=7)	More than Adequate	45% (n=5)	More than Adequate	50% (n=2)	More than Adequate	22% (n=2)
	Adequate	36% (n=4)	Adequate	36% (n=4)	Adequate	18% (n=2)	Adequate	36% (n=4)	Adequate	50% (n=2)	Adequate	22% (n=2)
	Less than Adequate	9% (n=1)	Less than Adequate	9% (n=1)	Less than Adequate	18% (n=2)	Less than Adequate	18% (n=2)			Less than Adequate	56% (n=5)
Carroll	Less than Adequate	100% (n=1)	Less than Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	More than Adequate	100% (n=1)	Less than Adequate	100% (n=1)
Charles	More than Adequate	100% (n=1)	More than Adequate	100% (n=1)	More than Adequate	100% (n=1)	Adequate	100% (n=1)			Adequate	100% (n=1)
Frederick	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	More than Adequate	100% (n=1)	Adequate	100% (n=1)

Jurisdiction	Training for Foster Parents		Support from Resource Worker		Support from Child's Worker		Support from the Agency		Support from the Foster Parent Association		Foster Parent Board Rate	
Harford	Adequate	67% (n=2)	More than Adequate	33% (n=1)	More than Adequate	33% (n=1)	More than Adequate	33% (n=1)	More than Adequate	50% (n=1)	More than Adequate	33% (n=1)
	More than Adequate	33% (n=1)	Adequate	67% (n=2)	Adequate	67% (n=2)	Adequate	33% (n=1)	Adequate	50% (n=1)	Adequate	33% (n=1)
							Less than Adequate	33% (n=1)			Less than Adequate	33% (n=1)
Howard	More than Adequate	100% (n=1)	More than Adequate	100% (n=1)								
Montgomery	Adequate	100% (n=4)	Adequate	100% (n=4)	More than Adequate	25% (n=1)	Adequate	100% (n=4)	Adequate	100% (n=3)	Less than Adequate	25% (n=1)
					Adequate	50% (n=2)					Adequate	75% (n=3)
					Less than Adequate	50% (n=1)						
Prince George's	Adequate	100% (n=1)	Adequate	100% (n=1)	More than Adequate	100% (n=1)	More than Adequate	100% (n=1)	Adequate	100% (n=1)	Less than Adequate	100% (n=1)
Saint Mary's	More than Adequate	100% (n=1)	More than Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	More than Adequate	100% (n=1)
Wicomico	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Less Than Adequate	100%				
Worcester	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Adequate	100% (n=1)	Less than Adequate	100% (n=1)	More than Adequate	100% (n=1)

Note: Caroline, Calvert, Cecil, Dorchester, Garrett, Kent, Queen Anne's, Somerset, Talbot, and Washington have no data.

Table 3: Responses to Support Questions for Continuing Foster Parent Survey, 7/1/10 to 6/30/11

Jurisdiction	Preparation for Experiences		Support During Experiences	
Allegany	Effective	100% (n=1)	Effective	100% (n=1)
Anne Arundel	Very Effective	50% (n=3)	Very Effective	50% (n=3)
	Effective	50% (n=3)	Effective	50% (n=3)
Baltimore City	Very Effective	31% (n=8)	Very Effective	31% (n=8)
	Effective	46% (n=12)	Effective	46% (n=12)
	Ineffective	15% (n=4)	Ineffective	15% (n=4)
	Very Ineffective	8% (n=2)	Very Ineffective	8% (n=2)
Baltimore County	Very Effective	40% (n=4)	Very Effective	40% (n=4)
	Effective	30% (n=3)	Effective	30% (n=3)
	Ineffective	20% (n=2)	Ineffective	20% (n=2)
	Very Ineffective	10% (n=1)	Very Ineffective	10% (n=1)
Carroll	Ineffective	100% (n=1)	Ineffective	100% (n=1)
Charles	Effective	100% (n=1)	Effective	100% (n=1)
Fredrick	Effective	100% (n=1)	Effective	100% (n=1)
Harford	Very Effective	33% (n=1)	Very Effective	33% (n=1)
	Effective	67% (n=2)	Effective	67% (n=2)
Howard	Effective	100% (n=1)	Effective	100% (n=1)
Montgomery	Effective	100% (n=4)	Effective	100% (n=4)
Prince George's	Very Effective	100% (n=1)	Very Effective	100% (n=1)
Saint Mary's	Very Effective	100% (n=1)	Very Effective	100% (n=1)

Jurisdiction	Preparation for Experiences	Support During Experiences
Worcester	Effective <i>100%</i> (n=1)	Effective <i>100%</i> (n=1)

Note: Caroline, Calvert, Cecil, Dorchester, Garrett, Kent, Queen Anne's, Somerset, Talbot, and Washington have no data.