

## Administrative & Overall Program Goals

### Mission and Goals

*The mission of Maple Star Colorado is to assist and support Colorado's children as they move toward permanence. This mission is accomplished as foster, adoptive, and birth parents and Maple Star's staff work together to provide loving and healing homes for all children and youth.*

### **Trauma Informed Care**

Maple Star's foundational emphasis is on physical and emotional healing. Paramount to the healing process is an understanding of the impact of trauma. With this understanding, foster parents can create healing environments that focus on the mind-body connection and the role of the brain in trauma. Maple Star utilizes relationship to heal: the child's trauma occurred in the context of relationship and we can help them heal through relationship.

The focus is not on behavioral management or changing the way a child does things or acts. Through the emotionally supportive environment provided in our foster homes, with the support of the Maple Star staff, the child may begin to heal and begin to engage in less maladaptive or self-harming behaviors.

Maple Star promotes a safe and nurturing environment through our focus on safety and stability, foster family support, family connections and support around understanding of and compliance with foster care policies and regulations.

### *Safety and stability:*

For children to begin healing they must feel safe. Maple Star helps families develop calm and nurturing home environments where children can express themselves without fear of punishment or retaliation. So many of the "bad behaviors" of the children with whom we work are driven by fear- of abandonment, punishment, or neglect just to name a few- and change is next to impossible as long as the child continues to be fearful.

Every time a child moves from one home to another, it creates another trauma. The fear a child experiences that accompanies moving from one place to another, often without knowing where they are going, with whom they will be living, what the rules are going to be and ultimately, if they are going to be safe, is fear provoking and damages the child's ability to form and nurture relationships. Inability to build and maintain relationships can be permanently damaging to children and impact them for the rest of their lives.

### *Foster Family Support:*

To fully equip our families with the tools they need to provide safe and stable homes to children with trauma histories, even when being faced with challenging behaviors.

Maple Star is committed to a high level of foster parent support. Beginning with our CORE training and continuing through regular trainings, new materials, research, and approaches to working with children who have been exposed to or are victims of abuse or neglect will be provided to and reviewed with the families. The assigned Maple Star Home Supervisor will provide and maintain consistent regular connections with the foster family to provide hands-on application of this information to the children in their care. Maple Star Home Supervisors and other staff members will get to know your families and your children and help provide another element of relationship and stability for the child. This will also allow them to fully support your family by being able to provide personalized interventions and supports to meet the needs of the specific child in your home, as assessed through your relationship with the child.

Maple Star Home Supervisors and other program staff also advocate for the best interest of the foster family and children in our roles as liaison with the County Departments of Human Services staff members. We offer support in attending meetings, appointments, and staffings to help navigate “the system” and provide resource linkages to assist the family in obtaining all types of services that can support them in fully meeting the needs of each child in their care.

#### *Family Connections:*

Maple Star promotes family connections in many different ways. We recognize the importance of a child’s sense of family and belonging and expect that children placed in your home are made to feel a part of your family unit for whatever length of time they stay with you. Family activities, recreational opportunities, house rules and expectations should be equally offered and applied to all family members, foster or otherwise. Promoting a child’s sense of belonging in your home assists them in developing relationships with your family and the sense of security to begin healing. The time spent with a Maple Star family, no matter how long, will be a period in that child’s life where they can feel a family connection and use that to form a foundation for building future relationships.

Maple Star also recognizes the importance of a child having a sense of history and connection with their family of origin. We fully support visitation plans and work toward reunification of children with their parents or other family members whenever possible. We endeavor to fully communicate information from the Family Service Plan provided by the Department to our foster families and work with them to complete what tasks are required of the foster family to support this plan. If children are not able to be reunified with family members, Maple Star Home Supervisors can help our foster families with activities and guidance for insight and discussions related to the children’s family of origin which preserve those memories in a positive and therapeutic manner.

Maple Star also provides a support network within our staff and other Maple Star families. The Maple Star staff operate as a team and any Maple staff member may step in to offer support and guidance in the event a family’s assigned Home Supervisor is not available. We also encourage connections between our families. We conduct regional and agency wide trainings, activities and support groups to facilitate these connections-

providing the opportunity for families to come together and meet, support one another, receive training and have some fun.

*Policy and Regulation Compliance Support:*

Maple Star Foster Care Staff members are well versed in all State regulations, County Department policies and Maple Star policies. To support our families in maintaining their homes and the children in the homes in a manner consistent with these regulations and ensure the safety of the children in the home, Maple Star staff will continually refer to our Policies and State regulations when making recommendations and decisions regarding our foster homes. It is the expectation that all Maple Star staff members and foster families understand and adhere to all State regulations and Maple Star policies. Maple Star staff members are always available to answer questions about any of these rules to ensure that we remain in compliance at all times.

This above outlined approach and goals are supported through the Maple Star Policies, State regulations and the competency units that are a part of the following training. As part of this training you will be asked to review and sign several policies and complete training questionnaires to demonstrate that you have reviewed and understand the materials.

Maple Star is committed to the highest quality of services and support to the families and children with whom we work. A thorough understanding of the policies and regulations that guide us are fundamental to this high quality service provision.

### Administrative Policies and Program Goals- 1 hour training

I have reviewed the above program and administrative goals as outline Maple Star Colorado. My signature below denotes that I have had the opportunity to discuss any questions regarding these goals and approach with my Home Supervisor or other Maple Star Foster Care staff member. I understand and agree to support these program goals.

I have been provided a copy of the Maple Star Foster Care Policies.

I hereby certify that I read and understand the copy of the Maple Star Foster Care Policies provided to me by Maple Star Colorado. I understand that in some areas Maple Star Colorado Policies will always adhere to but may be more stringent than the minimum regulations outlined in the Volume 7 Minimum Regulations section to follow. I agree to act within the guidelines of the Maple Star policies and procedures as long as I am associated with Maple Star Colorado.

\_\_\_\_\_  
Primary Foster Care Parent

\_\_\_\_\_  
Date

After reviewing all of the Maple Star foster care policies, I have additional questions I would like to discuss with my Home Supervisor about the following policies (please list the policy name or "None" if you have no additional questions):

\_\_\_\_\_  
\_\_\_\_\_

In terms of program goals, list one thing you would like Maple Star to start, continue and stop doing:

Start: \_\_\_\_\_

Continue: \_\_\_\_\_

Stop: \_\_\_\_\_

**Attachments:** Maple Star Foster Care Policies C1-C36

Maple Star policies requiring individual signature annually (will be included in "recertification packet" provided to you by assigned Home Supervisor:

- Discipline Policy
- Children's Rights Policy
- Mandatory Reporting Agreement
- Youth Supervision
- Guns and Weapons Policy
- Confidentiality Statement

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\_\_\_\_\_  
Secondary Foster Care Parent

\_\_\_\_\_  
Date

After reviewing all of the Maple Star foster care policies, I have additional questions I would like to discuss with my Home Supervisor about the following policies (please list the policy name or "None" if you have no additional questions):

\_\_\_\_\_  
\_\_\_\_\_

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