



DCFS Connections Spring 2014

Care * Commit * Connect



DCFS Connections
Spring 2014

Danielle House-Barlow- Editor

Director's Note...from Cecile Blucker

March is Social Work Month and the theme for this year is All People Matter!

Social Work is a profession dedicated to enhancing human capacity to solve complex social problems in order to create a more humane and just society. One of the cornerstones of social work practice is the focus on the strengths, as opposed to the shortcomings, of individuals, families and communities so those strengths can be used to find solutions for complex social problems. The profession is characterized by a steadfast commitment in the service of empowering individuals, families and communities to meet their needs.

Social work values include:

Service
Social Justice
Dignity and Worth



Human Relationships
Integrity
Competence



Few professions offer more diverse opportunities. Social workers serve as counselors (e.g., in foster care, adoption, bereavement, domestic violence, vocational and rehabilitation, hospice, mental health, substance abuse, youth services); as coordinators and case managers of services (e.g., in home health care, child welfare, housing, human resources, public affairs, student life, employee assistance programs); as therapists (e.g., child, adolescent, marriage and family); as administrators in public and private human service agencies; as community development workers, public policy analysts, global rights workers; and in juvenile and adult justice systems, to name a few. Social workers are found in health and human service agencies, governmental agencies, hospitals and schools, research organizations and think tanks.

While some may have degrees specifically in social work or in a related field, it takes all of us to meet the needs of the children and families we serve. We all serve a vital and important role in their lives. We impact so many people lives over the course of a year. We take those broken pieces and help put them back together so children and families can have a productive and fulfilling life. We do so by valuing people, believing they have dignity and worth and through their strengths helping them to overcome the obstacles. Hopefully along the way we have made positive footprints on their lives through our **Caring** for, **Committing** to and **Connecting** with them.

ALL PEOPLE MATTER to DCFS – not only the children and families we serve but you as employees. I appreciate each of you and the commitment you have in serving the children and families in the state. You are a special group. Working in child welfare is more than a job – it's a calling/mission. We **ALL** play a significant role in improving lives for children and families!

GET READY FOR NATIONAL CHILD ABUSE PREVENTION MONTH



This year, National Child Abuse Prevention Month is focusing on the theme, "Making Meaningful Connections." To learn how to support meaningful and measurable change in children's well-being, and engage families and communities in the prevention of child maltreatment, you can:

- Visit the National Child Abuse Prevention Month website to find useful resources.
 - Download the 2014 Prevention Resource Guide: Making Meaningful Connections and learn how to strengthen families using the protective factors.
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- Access dozens of tip sheets—in English and Spanish—that can be distributed to parents and caregivers. There are two new tip sheets this year titled "Preventing Child Sexual Abuse" and "Making Healthy Connections With Your Family."
 - Bookmark three activity calendars—one each for prevention programs, parents, and community partners—and discover ways to integrate activities related to the protective factors into Child Abuse Prevention Month activities.
 - View our prevention video gallery, which features videos from our national child abuse prevention partners. Share these videos via email and social media to raise awareness among your networks.
 - Download and post Child Abuse Prevention Month widgets to your website to help promote the initiative.
 - Spread the word with the online media toolkit, which provides traditional and new media strategies to help your organization or community partnerships raise awareness about events, reach potential supporters, and build relationships.

Bookmark the 2014 National Child Abuse Prevention Month website today.

Your feedback is important to us. Please take the survey on the Prevention Month website and give us your input. For more information on Prevention Month, contact Child Welfare Information Gateway at 1.800.394.3366 or info@childwelfare.gov.

There can be no keener revelation of a society's soul than the way in which it treats its children."

-Nelson Mandela

WAIVER UPDATES

BY MONA DAVIS

Differential Response Summary:

AR Differential Response Program was in implementation at the time of the IDIR approval and successfully implemented statewide in August 2013.

An additional program staff was added to the DR unit once the IDIR was approved. This allows for the Program Manager to spend time coaching and educating staff and stakeholders around the state about the DR program and still have a DR staff reviewing all referrals and assuring they are assigned to the appropriate pathway.

AR has experienced some initial challenges in regards to capacity building in the field as well as the practice shift necessary for successful engagement with families. In order to address this, we have begun the process of developing family engagement tools and establishing an agreement with Kempe Center to provide skill based activities during quarterly DR meetings for both supervisors and DR family service workers. Casey Family Programs is supporting the technical assistance with Kempe Center.

AR has assigned 2,439 DR referrals to the field from July 1, 2013 to February 18, 2014.

Permanency Round Tables Summary:

Since the approval of the IDIR in July 2013, there have been seven Values training conducted with 162 DCFS staff and/or University Partners participating. Area 2, 3, 5, 6, 7, 8, 9, and 10 conducted permanency Round Tables that impacted 89 children/youth in foster care.

Area 1 had conducted PRT prior to the IDIR approval and had to cancel the PRT scheduled for October 2013 due to weather. The Area PRT's are currently being rescheduled for March or April 2014.

The Permanency Specialist is currently conducting consultations with Area 4 to determine the youth who need a PRT.

AR has an assigned PRT consultant through Casey Family Programs that will be assisting the Permanency Specialist with enhancing current tools, development and sustainability of Values training including refresher training and Skill Building Training for team members. There is an on-site consultation scheduled for March 26th, 2014 to develop the technical assistance plan. This consultant will also provide coaching and support to the Permanency Specialist to assure best practices and strengthening of the PRT process to improve permanency outcomes for children/youth in foster care.

CANS Summary:

The first phase implementation counties for the Child and Adolescent Needs and Strengths (CANS) Functional Assessment are: Pulaski, Saline, Lonoke, Miller, Fulton, and IZARD Counties.

The Arkansas CANS Workgroup and its subcommittees (i.e., training, communication, and IT/CHRIS) meet regularly. The workgroup has completed the Arkansas CANS for the five and older population, and will finalize the CANS for the zero to five population within the next month. The workgroup will then develop the Family Advocacy Strengths Tool (FAST) which will be the functional assessment tool used for families involved in protective (in-home) services cases. The CHRIS staff has been engaged with the CANS intervention from the beginning and are collaborating with the CANS Workgroup to ready CHRIS for the first CANS roll out. The CHRIS work will be finalized once both CANS tools (zero to five and five and older) and the FAST are completed.

Dr. John Lyons, the developer of CANS, will serve as the consultant for Arkansas. In this role, he will not only assist Arkansas in developing the CANS implementation plan, but will also be the primary CANS trainer for the first year of implementation. For State Fiscal Year 2015, Arkansas will secure a contract with Chapin Hall at the University of Chicago to provide on-site coaching and technical assistance as the Division continues to move forward with the

statewide implementation of CANS. The CANS evaluation tools have been submitted to the Children's Bureau and are pending approval

Team Decision Making Summary:

DCFS has developed the policy and procedures for Team Decision Making within the Arkansas child welfare system. The policy and procedures have been reviewed by DCFS staff in Central Office as well as in the field. Annie E. Casey representatives have also participated in reviews of the various drafts of the TDM policy for Arkansas. The final version of the TDM policy will be initially filed for promulgation in March with an expected effective date of May 2014.

Arkansas has also initiated meetings with the CHRIS staff to develop the Arkansas SACWIS screens necessary to document the TDM elements required by the Annie E. Casey model. The Division anticipates that these screens will be completed and rolled out in conjunction with the first phase of TDM implementation.

Annie E. Casey conducted site visits with the Team Decision Making Workgroup in October 2013 and January 2014. The first site visit largely provided an overview of Team Decision Making to the group and provided an opportunity for DCFS Central Office and field staff as well as IV-E University Partners to pose questions regarding this model. The second site visit included discussions regarding developing a comprehensive approach to training, communication planning, and preparing for final readiness activities for the first phase TDM counties referenced above. Annie E. Casey representatives have also provided technical assistance and planning support to the Division via conference calls throughout the fall 2013 and winter 2014.

Once the facilitators are hired (will be advertised within next few days), the Division will move into the training phase which will not only include the Annie E. Casey three-day training for the TDM facilitators, but also a one-day orientation for all DCFS FSWs and supervisors in the field. Additional communication forums with a variety of stakeholders are also planned to occur in the spring and summer of 2014.

DCFS has made changes in regards to the phase one implementation counties. The counties that will be implementing in June-July 2014 are: Area 3-Saline; Area 4- Miller, Lafayette, Union, and Columbia; Area 5-Conway and Faulkner; Area 6-all Pulaski sites; Area 8- Craighead, Randolph, and Lawrence.

Nurturing Parent Program Summary:

The initial counties in which the Nurturing Parenting Program (NPP) will be implemented include: Pulaski, Saline, Lonoke, Miller, Fulton, and Izard Counties. These are the same counties in which CANS will be first implemented, an alignment that is designed to better meet the needs of clients. Currently, most parents involved with the child welfare system in Arkansas are referred to parenting classes, regardless of genuine need. CANS will identify the highest priority needs of families, and parenting classes will not always be the intervention or service needed to address the issue(s). By aligning NPP with CANS, Arkansas intends to shift the "automatic" referral to parenting classes to a more intentional assessment of needs. If parenting education will truly address the need(s) identified by the CANS, then a referral to NPP would be appropriate and an individualized parenting plan will be developed. The selection of the specific implementation counties was also intentional, as they have the capacity to support the program and they represent both urban and rural communities.

Arkansas participated in a peer-to-peer telephone consultation with the Louisiana Department of Children and Family Services in October 2013 to gather information about their experiences from having implemented NPP for Louisiana's child welfare population. Arkansas had its initial on-site consultation with Dr. Stephen J. Bavolek on November 20, 2013, a meeting that included the NPP workgroup members, DCFS executive team and area directors. During the session, Dr. Bavolek provided the philosophy behind NPP and an overview of the program and intended outcomes.

DCFS is currently finalizing the request for proposals (RFP) for parent educators, which includes the scope of work and performance indicators for providing NPP to children and families in Arkansas. The lead for NPP retired in December 2013, and DCFS is currently working to identify a new principal for this intervention. Arkansas plans to submit its formal response to the Children's Bureau in March 2014 regarding the feedback from the State's IDIR

concerning NPP. HZA has developed the drafts of the evaluation tools for the intervention that will be submitted to the Children's Bureau with the follow-up from DCFS.

Targeted Recruitment:

Arkansas is continuing to work to more finely hone its targeted recruitment intervention. Since the approval of the IDIR, Arkansas was awarded the Diligent Recruitment of Families for Children in the Foster Care System funding opportunity through the Children's Bureau (HHS-2013-ACF-ACYF-CO-0593). DCFS is currently implementing Arkansas's Creating Connections for Children Project (ARCCC), which will augment this intervention and its other recruitment by recruiting and retaining quality resource families to care for youth in the State's foster care system.

ARCCC is a comprehensive, multi-faceted and community-based diligent recruitment program based on Annie E. Casey Foundation's Family to Family model. It will combine technology, e.g. geospatial mapping, with evidence-informed practices to recruit and support a pool of qualified resource families in the highest need communities to serve the population most in need. The specialized recruitment efforts will target youth (12 and older) because they remain in foster care longer than other age groups, they suffer from increased instability and they are often separated from their siblings and communities, all of which lead to trauma. ARCCC will target four high need geographic service areas that comprise 55 percent of the youth in care statewide, including Areas 1, 2, 6 and 8. However, the resources developed and lessons learned through the project will also be used for general and specialized recruitment across the state to ensure that children and youth from all communities benefit from this opportunity.

The targeted recruitment intervention will align with ARCCC and, as such, all recruitment activities will be based in the Family to Family model. To prevent overlap, however, the targeted recruitment intervention will only be implemented in Areas 2, 3, 4, 5, 7, 9 and 10. The specific approaches for each service area are still being ironed out to determine the most effective strategies for the various regions of the state. For example, while ARCCC will utilize four internal Community Engagement Specialists for the recruitment activities in the service areas it's targeting, some or all of the Areas employing the targeted recruitment intervention may utilize performance-based contracting for recruitment efforts. Arkansas plans to submit its final implementation plan no later than June 30, 2014 in order to ensure that it may implement the target recruitment intervention during the second year of the Waiver.



NEWS FROM THE FIELD

April 1, Area 1 MidSouth has scheduled the 2014 DCFS Conference at Mt. Sequoyah in Fayetteville for areas 1 and 2 CFS staff. Conference title: Cultivating Rules of Engagement.

Some of the tracks so far: (general topic, not nec specific)

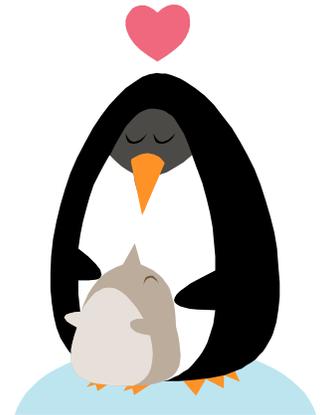
- Coaching parenting skills in visits
- Engagement with limited time
- Using play to build attachment with children and their parents during visits
- Teenage Brain info
- Engaging the Teen
- Effective Testimony in Court
- Burnout vs Depression
- Topics on substance abuse

The **Carroll County** Court Clerk applied for a Federal grant and was awarded the funds. The Court plans to use the funds to recruit foster parents in Carroll County. The date of the event has not yet been schedules....possibly in April since this is Child Abuse Awareness Month.

ENGAGING CONVERSATION

BY MONA DAVIS

At DCFS we talk a lot about engagement. Did we engage the family? Was the family engaged? Often times, we have difficulty in defining what engagement looks like. As I was scrolling through my Facebook wall, I saw an article about a newly married couple who had triplets. The mom was a stay at home mom and the father would come home after work and ask "how was your day" ---the mom described her frustration at trying to answer this generic question because her day changed about every 3 seconds. So they learned to ask better and meaningful questions. I thought of the work that we do and our use of the word Engagement and thought the following information might be helpful as we develop relationship with the families that we serve.



If we really want to know our people, if we really care to know them -- *we need to ask them better questions and then really listen to their answers.* We need to ask questions that carry along with them this message: "I'm not just checking the box here. I really care what you have to say and how you feel. I really want to know you." If we don't want throwaway answers, we can't ask throwaway questions. A caring question is a key that will unlock a room inside the person you love. Or the person that you are trying to get to know---

And so now when our kids get home from school, we don't say: "How was your day?" Because they don't know. Their day was lots of things.

Instead we ask:

How did you feel during your spelling test?

What did you say to the new girl when you all went out to recess?

Did you feel lonely at all today?

Were there any times you felt proud of yourself today?

Don't ask the parents that we work with---"How are you?" Because they don't know either.

And so, maybe we should ask the parents that we work with:

How'd that conference with Ben's teacher turn out?

How is your counseling going?

Did anyone make you feel appreciated today?

When did you feel overwhelmed?

What's going really well with work right now?

How is your mom's chemo going?

Questions are like gifts -- it's the thought behind them that the receiver really FEELS. We have to know the receiver to give the right gift and to ask the right question. Generic gifts and questions are all right, but personal gifts and questions feel better. Love is specific, I think. It's an art. The more attention and time you give to your questions, the more beautiful the answers become.

Life is a conversation. Make it a good one.

FOSTER YOUTH AWARDED FULL SCHOLARSHIP TO AR TECH



Dillon Kinsey of the LeClair case signed a letter of intent to join the Arkansas Tech Wonder Boys football program next year and has a full academic scholarship due to a score of 27 on his ACT. Dillon Kinsey (Van Buren) inked his letter during a ceremony his school on February 5, 2014. Kinsey said that he made his decision to go to Tech after visiting the campus.

“Everything about it impressed me,” said Kinsey. “I was really impressed with the coaches and how they presented the team.”

Kinsey is also the returning state champion in wrestling for Van Buren, and that’s something he hopes to continue as well.

“I really tried to find some place that would allow me to do both, but I couldn’t find a way to get it work,” said Kinsey. “I’m hoping that Arkansas Tech explores that and maybe get a wrestling program by the time I leave.”

Kinsey plans to major in kinesiology.

THE DCFS REALISTIC JOB PREVIEW VIDEO: GETTING REAL RESULTS!

BY [CHRISTIN HARPER](#)

In 2011 the Mountains and Plains Child Welfare Implementation Center (MPCWIC) awarded a technical assistance grant to DCFS resulting in the creation of the Arkansas Creating Informed Results through Competent Leadership and Empowered Supervision (AR CIRCLES) project. One “branch” of this project included the development of a statewide strategic plan and the implementation of plan components thanks to the hard work of many DCFS frontline field staff and supervisors, central office employees, and members from the IV-E University Partnership.

The implementation phase continued the involvement of these staff and stakeholders. New workgroups were formed to determine how to implement the strategic plan based on established timelines. The Hiring Workgroup focused on streamlining the hiring process for Family Service Workers (FSWs). The Arkansas DCFS Realistic Job Preview is one of the many products they created. Since such a significant amount of time and resources are invested in hiring and training new staff, the Hiring Workgroup wanted to ensure that FSW job applicants possessed a realistic understanding of what it is like to be an FSW in Arkansas. The intent of the Realistic Job Preview is to help applicants determine if the FSW position is the right job for them before moving forward with the hiring process.

The feedback we have received from staff and a variety of stakeholders regarding the RJP has been extremely positive! To share a sampling of the comments received:

"...it touches on just about every aspect of the job. Impressive!"

"I applaud all those involved- truly Hollywood could not have come up with anything any better!"

"It is very well done, informative, and professional. This will be of real benefit to the agency and potential job candidates. Excellent job!"

More importantly, we have also received reports that the RJP is working as intended by providing FSW applicants with a true, realistic perspective of the FSW job responsibilities. For example, one supervisor recently shared the following:

"I wanted to let you know that one of the applicants for an FSW position viewed the video and decided not to come for the interview. The applicant called and stated that her idea of this job was different than what she saw on the video and this was not the job for her....I think this video was worth it!!!!!!!!!!!!!!!"

DCFS is very proud of this Preview Video and all of the staff, their family members, Youth Advisory Board (YAB) members, and DCFS partners who participated in the making of it. We agree that it provides an accurate portrayal of the day-to-day work an FSW must accomplish as well as the incredible service they provide to the children and families of Arkansas. The RJP Video can be viewed on the DHS Recruitment website:

http://www.arkansas.gov/dhs/oas/jobs/ohr_website/Careers/High%20Demand.html

RIVER VALLEY ADOPTION COALITION & FT. SMITH ROTARY TO CO-SPONSOR A PICNIC

BY [MARILYN COUNTS](#)



DCFS Adoption Manager, Marilyn Counts, along with Rev. John Gierke, Conway Rotary Club, traveled to Ft. Smith to present information concerning Rotary Clubs co-sponsoring picnics for waiting children and approved and waiting adoptive families.

Ken Bell, President of the Ft. Smith Rotary wrote: "John - Thank you and Marilyn for your presentation Wednesday at our Fort Smith Rotary Club meeting. Everyone present sure enjoyed, and were moved by the "Adoption Awareness" program. As you are aware, we made a commitment to the local DHS Adoption Staff, on the spot to become involved in their adoption program efforts".

River Valley Adoption Coalition will be working with the Ft. Smith Rotary to sponsor a picnic on Saturday, May 3, 2014.

WINTER BALL AT GOVERNOR'S MANSION, OVER 40 YOUTH ATTEND

BY [JONATHAN DUNKLEY](#)



The Winter Ball was held on Wednesday, December 4th at the Governor's Mansion here in Little Rock, AR. The event was attended by over 40 youth from all over the state. DCFS held this event to celebrate the accomplishments of the Youth Advisory Board (YAB) as we enjoyed the festive setting afforded to us by the Governor's Mansion. The youth were welcomed to the Mansion by 1st Lady Ginger Beebe and enjoyed a few musical selections by Broadway performer and Arkansas native Lawrence Hamilton. All in all this was a great opportunity for our youth! Many of whom had never visited the Governor's Mansion prior to this event.

CHRIS CORNER

BY NELLENA GARRISON



Exciting Provider Enhancement!



Direct Deposits: DCFS provider families interested in receiving Direct Deposit instead of a Warrant mailed to them for CHRIS board payment now have a web portal to login in order to manage their bank account deposit information. The website is public facing and has a login screen and logic for the provider to retrieve their password and user id (in case they forget it). January 2014 was the first board run with 5 Pilot Foster Family Homes that participated in this new endeavor. If the DCFS Provider has one of the following open services that have had a placement/subsidy since the last service was approved, then they have the ability to sign up to receive Direct Deposit beginning with the March 2014 board run:

- Adoptive Home
- Foster Family Home
- ILP Sponsor
- Relative Guardianship
- Pre-Adoptive Home

Please be sure the Provider Head of Household 1 (HoH1) and Head of Household 2 (HoH2) (as applicable) email address is entered on the Provider Household Members screen (Path: Provider/Directory/Members) so they can receive an email advising them of this option.

As of 03/04/14, **207** Foster Family Home/Pre-Adoptive Home Providers have updated their bank information for direct deposit. In the 2nd week of March, Providers with the services Adoptive Home, ILP Sponsor, and Relative Guardianship will have the option to sign up for Direct Deposit.

Upcoming Enhancements to Look Forward To:

- **IV-E Waiver Enhancements:** CHRIS will be enhanced to capture necessary information for Permanency Round Tables, Team Decision Making and Nurturing Parenting. The Child and Adolescent Needs and Strength Assessment (CANS) and Family Advocacy and Support Tool (FAST) will also be implemented in CHRIS with a new Case Plan in a county roll-out phased approach. These will slowly phase out the Family Strengths, Needs and Risk Assessment (FSNRA) and current Case Plan. Lots to come!
- The **CHRIS Announcement** notice board will be enhanced to accept more characters and allow hyperlinks

Referral/Investigation:

- A Contact screen will be added to Investigations
- A Denial Process will be added to the Case Connect and Investigation Closure screen
- An approval will be required for **all** Interviews before the Investigation can be approved closed
- A 3 tier approval will be required on True but Do Not Open Investigations

Case:

- CHRIS will be enhanced to capture Permanency Round Table and Follow-Up
- The Family Visitation Log screen and Client Contact Information screen will be combined
- Client Provider Recommendation screen will be redesigned and messages will appear to help 'ensure the current location of every child in foster care is recorded in the system and available to all authorized users' as per federal requirements.

Provider:

- 2 new Placement Services 'Fictive Kin Foster Family Home' and 'Relative Foster Family Home' will be created that will mirror the regular 'Foster Family Home' service
- Adoption Characteristics- Screen will be changed so that those relevant parent conditions are in their own section in CHRIS like they are on the CFS-409
- **A Driver's License Number field and a Does Not Drive checkbox will be added to a new Driver's License Number Information Grouping on the Household Information Tab of the Provider Household Members Screen. Entry of a Provider Household Member's Driver's License Number *or* checking the Does Not Drive Checkbox is mandatory for Household Members sixteen years of age or older. A way to search Providers by the Driver's License Number will be added to the Find Provider search screen (Path: Provider/Directory/Find Provider).**

For information on Recent Release Enhancements, please go to CHRIS Net under Announcements and select the applicable Release Link:

<https://dhsshare.arkansas.gov/DCFS/Policy/default.aspx>

AROUND ARKANSAS – EVENTS AND ACTIVITIES

Area 1:

April 17, 11:30AM -1:00PM Butterflies and Blooms Annual Luncheon to raise money for Saving Grace Inc.

April 26, 7:30AM-12:00PM Benton County will host an information booth at Bentonville Farmer's Market. Staff will hand out parenting information and child abuse prevention information.

Area 3- April 17, 11:00 AM-1PM at the First Baptist Church in Mena, AR-Child Abuse and Neglect Prevention (Free Luncheon hosted by DCFS)

April 5, 10am-2pm Foster Parent Mini Conference, Garland County Office (Garland, Polk, and Montgomery Counties)

Area 4:

April 12, 8:30am to? Foster Parent Conference: Razorback Ready-Readying children for Reunification, Readyng Youth for Transitional Living, Readyng Children for Adoption

Area 5:

April 5, 9am-4:30pm Conway, Foster Parent Conference Central Baptist Church

Area 9:

April 12, 9:30am-2:30pm Searcy, Foster Parent Conference Harding University

Area 6:

May 17 8:00am-3:00pm Little Rock St Mark 5722 W. 12th Street Foster Parent Conference



FETAL ALCOHOL SPECTRUM DISORDER ARE 100% PREVENTABLE

BY [STEPHANIE STONE](#)

When a woman drinks alcohol during pregnancy, so does her baby. Alcohol in the mother's blood passes through the placenta to the baby through the umbilical cord. Drinking alcohol during pregnancy can cause miscarriage, stillbirth, and a range of lifelong disorders known as FASD's. *Centers for Disease Control and Prevention* urges women not to drink alcohol anytime during pregnancy. Additional information can be found at www.cdc.gov.



THE WALL STREET JOURNAL FEATURES FORMER AR FOSTER CHILD

Sharanda Crews, of Jonesboro, was one of several former foster children featured in an article in The Wall Street Journal about the use of powerful antipsychotics on youths in foster care.

Link to article: <http://online.wsj.com/news/articles/SB10001424052702303442704579361333470749104>

Websites and Resources



www.childwelfare.gov
www.fosterparentcollege.com/info/connections
www.midsouth.uar.edu
www.americanhumane.org/protecting-children
www.arkansas.gov/reportARchildabuse
www.fosterarkansas.org
www.dhsshare.arkansas.gov/pages/default.aspx
www.arkleg.state.ar.us/assembly
www.nctsnet.org
www.fema.gov/kids
www.childrendefense.org
www.fosterclub.com
www.ppcwg.org/communications-overview.html
www.fosteringconnections.org
<http://drjohndegarmofostercare.weebly.com/index.html>

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