

**ON-GOING PROFESSIONAL DEVELOPMENT PLAN**

***FOR THE ARIZONA PS-MAPP AND PS-DECIDING TOGETHER PROGRAM***

This is a mutual planning agreement between you and your licensing agency. You and your licensing specialist should consider strengths and needs of your family and of the agency. The plan for the next licensing year should then focus on the identified needs. Be as specific as possible.

Your Family's Strengths related to the 12 Skills/Criteria for Successful Resource Parents:

Your Family's Needs:

- Training: \_\_\_\_\_
- Supports: \_\_\_\_\_
- Services: \_\_\_\_\_
- Other: \_\_\_\_\_

Your Licensing Specialist's and Agency's Strengths:

What supports have been provided to you in the past year?

Your Licensing Specialist's and Agency's Needs:

Mutual Professional Development Plan for our family/specialist/agency for the Next Licensing Year:  
*(please follow the steps for Mutual Professional Development Planning listed in this form)*

Signature of Resource Parent: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Resource Parent: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Licensing Specialist: \_\_\_\_\_ Date: \_\_\_\_\_

## 12 CRITERIA FOR CURRENT RESOURCE PARENTS

1. **Know your own family** - Assess your individual and family strengths and needs; build on strengths and meet needs. *What are the strengths and needs of our family now?*
2. **Communicate effectively** - Use and develop communication skills needed to foster or adopt. *How are the interaction the "system" and within our family?*
3. **Know the children** - Identify the strengths and needs of children and youth who have been abused, neglected, abandoned, and/or emotionally maltreated. *Are we getting the information we need and are we sharing the information we have about the children?*
4. **Build strengths; meet needs** - Build on strengths and meet needs of children and youth who are placed with you. *Are we able to do this? Is this working?*
5. **Work in partnership** - Develop partnerships with children and youth, birth families, the agency, and the community to develop and carry out plans for permanency. *Who are our partners? Is this working?*
6. **Be loss and attachment experts** - Help children and youth develop skills to manage loss and attachment. *How has our family been impacted? Are we able to do this?*
7. **Manage behaviors** - Help children and youth manage behaviors. *Do we have the skills/resources/tools we need?*
8. **Build connections** - Help children and youth maintain and develop relationships that keep them connected to their pasts. *How is shared parenting working? Have we helping children build onto or create new connections?*
9. **Build self-esteem** - Help children and youth build on positive self-concept and positive family, cultural and racial identity. *Are we successful? Do we need other resources/tools?*
10. **Assure health and safety** - Provide a healthy and safe environment for children and youth and keep them free from harm. *Are we successful?*
11. **Assess impact** - Assess the ways fostering and/or adopting will affect your family. *How has fostering or adopting impacted our family? Do we need to make changes?*
12. **Make an informed decision** - Make an informed decision to foster or adopt. *Have the decisions worked for us and the children placed with us this year?*

## PROCESS FOR MUTUAL PROFESSIONAL DEVELOPMENT PLAN

1. Identify the strengths
2. Identify what needs to change/needs improvement
3. State the needs clearly and positively
4. Tie the needs to one or more of the 12 criteria above
5. Identify the steps/tasks to meet the needs
6. Identify who is responsible for each step/task
7. Identify the timeframes to complete the steps/tasks
8. Clearly state how you will know the need has been met
9. Identify when progress will be checked