

International Family Services
Staff Training - Individual Report

Staff name: _____
 Signed: _____
 Date: _____

Intercountry Adoption Act (2000)
 Hague Convention on Intercountry Adoption

(Rev.3/7/12)

FAX this form & all quizzes to 815-572-0669

I have read the Training Documents and have submitted the applicable quizzes (please initial in each blank).

All IFS Staff

"Orientation" Training Topics 96.38(a)

Training Documents

1	The requirements of the Convention, the IAA, the regulations implementing the IAA, and other applicable Federal regulations; 96.38(a)(1)	DOS on Intl Adoption.pdf Hague PAP Guide IFS Oct07.pdf Hague PAP Guide quiz.pdf HG Social Worker Guide.pdf
2	The INA regulations applicable to the immigration of children adopted from a Convention country; 96.38(a)(2)	Hague US Regs Overview.pdf Hague Laws Regs Ethics quiz.pdf
3	The adoption laws of any Convention country where the agency or person provides adoption services; 96.38(a)(3)	Hague Laws Regs Ethics.pdf Hague Laws Regs Ethics quiz.pdf
4	Relevant State law (for TX, "Minimum Standards") 96.38(a)(4)	Hague Laws Regs Ethics.pdf Hague Laws Regs Ethics quiz.pdf
5	Ethical considerations in intercountry adoption and prohibitions on child-buying; 96.38(a)(5)	Hague Laws Regs Ethics.pdf Hague Laws Regs Ethics quiz.pdf
6	The agency's or person's goals, ethical and professional guidelines, organizational lines of accountability, policies, and procedures; 96.38(a)(6)	Board Policy Minutes 101907.pdf IFS Org Chart 121107.pdf IFS Agency Goals 2008.pdf Anti-Child Buying Ackn.pdf Anti-Child Buying Quiz.pdf
7	The cultural diversity of the population(s) served by the agency or person. 96.38(a)(7)	HG, IFS Population Served.pdf

I have read the Training Documents*** provided (please initial in each blank).

--OR--
 I am exempt as per IFS policy (please initial in each blank); 96.38(d); see p. two of this form.

All IFS Social Service Staff*

"Initial" Training Topics 96.38(b)**

Training Documents***

1	The factors in the countries of origin that lead to children needing adoptive families; 96.38(b)(1)	Factors leading to adoption.doc
2	Feelings of separation, grief, and loss experienced by the child with respect to the family of origin; 96.38(b)(2)	Treatment of Abused Children.pdf
3	Attachment and post-traumatic stress disorders; 96.38(b)(3)	UMN IAC on Attachment.pdf Treatment of Abused Children.pdf
4	Psychological issues facing children who have experienced abuse or neglect and/or whose parents' rights have been terminated because of abuse or neglect; 96.38(b)(4)	Treatment of Abused Children.pdf
5	The impact of institutionalization on child development; 96.38(b)(5)	Adoption Development Stages.pdf Adoption_Effects.pdf
6	Outcomes for children placed for adoption internationally and the benefits of permanent family placements over other forms of government care; 96.38(b)(6)	Dissolution, disruption rates.pdf
7	The most frequent medical and psychological problems experienced by children from the countries of origin served by the agency or person; 96.38(b)(7)	JAMA Adoptees behavior mental health.pdf JAMA Adoptees behavior mental health B.pdf CH, Med Issues, Rickets, Aaronson.pdf CH, Med Issues, General, Aaronson.pdf CH, Med Issues, Lead, Aaronson.pdf CH, Lead blood levels.pdf
8	The process of developing emotional ties to an adoptive family; 96.38(b)(8)	UMN IAC on Attachment.pdf
9	Acculturation and assimilation issues, including those arising from factors such as race, ethnicity, religion, and culture and the impact of having been adopted internationally; and, 96.38(b)(9)	Impact on Adopted Persons.pdf Adoption_Effects.pdf
10	Child, adolescent, and adult development as affected by adoption. 96.38(b)(10)	Adoption Development Stages.pdf

SIGN and FAX this form and all quizzes to 815-572-0669.

*Defined as staff who perform adoption-related social service functions that require the application of clinical skills and judgment (home studies, child background studies, counseling, parent preparation, postplacement, and other similar services).

**Exemptions from these element are based on

- 1) the social service staff is qualified under the provisions of the IAA regulations, specifically
 - (a) a master's degree from an accredited program of social work or in another human service field; or
 - (b) a bachelor's degree from an accredited program of social work; or a combination of a bachelor's degree in any field and prior experience in family and children's services, adoption, or intercountry adoption; and
 - (c) are supervised by an employee of the agency who has a master's degree from an accredited program of social work or in a related human service field; and
- 2) the social service staff has completed 12 international home studies where the home studies
 - a. involve face-to-face interviews with household members, and
 - b. an evaluation of the prospective adoptive parents' suitability to adopt.

***As of December 2007, it is anticipated that all IFS social service staff will meet the requirements for exemption. Further materials will be added to the training and to this report as needed.

Form (Rev. 3/7/12)