



STEP 1. Pre-screening

- Upon receiving your initial call, you will be sent program information and a pre-screening form. Once you complete the form return it by mail, or contact the Recruiter/Trainer who will meet with you to discuss your interest. You may also request to meet with the Recruiter/Trainer at the onset where program information will be provided at what we could best describe as an orientation meeting.

STEP 2. Screening: References/Background Checks/Personality Inventory

- You will be required to complete a personality inventory called the MMPI, which will assist us in our screening process. This is a screening tool that is often used by programs such as ours as well as in the hiring of police officers. Given the position of trust and the potential for stressful situations, this tool is useful in determining if Treatment Foster Care would be a healthy fit for you and or your family. The results of this screening tool are reported to you as *"The program would be a healthy fit for you"* or *"The program would not be a healthy fit for you"*. We would not be able to report to you any further information about your scores or rating on the MMPI. The ratings would only be applicable to the position and role of being a treatment foster parent. Any concerns that you may have regarding your testing results would need to be explored independently by you with a professional willing to re-administer the test for other purposes.
- You will be asked to provide signed consent to allow the program to obtain personal, employment and medical references. Information obtained by references whether verbal or written will not be revealed to you. This allows Algoma Family Services to request candid information from your references.
- As well we will require your signed consent to request a child abuse registry check.
- You will also receive instructions about obtaining a Criminal Record Check (CPIC). The CPIC must be returned at the same time as your reference consent forms are returned.

STEP 3. Home Study

- The Recruiter/Trainer will conduct a series of home study interviews with you and your family to discuss things such as how well you manage stress, your philosophy on parenting/discipline and encouraging positive growth in a child.
- A physical dwelling assessment of your home will be conducted
- We will contact a fire inspector to request an a specific fostering inspection of your home.
- All information is then compiled into a Home Study Report and is then presented to a Selection Committee who will make a determination regarding your application.
- The Recruiter/Trainer will contact you to report the results of the Selection Committee.

STEP 4. Pre-Service Training

- If approved, arrangements will be made to begin pre-service training. This includes training in the following areas:
 - ✓ How the program works
 - ✓ Policies and Procedure training
 - ✓ A Clinical Overview
 - ✓ Emergency First Aid/Adult CPR Certification(Costs associated with obtaining first aid certification is the responsibility of applicants).

These are the 4 steps, but the most important step is GETTING STARTED!

Please call Denis Beaulieu, Recruiter/Trainer at 945-5058 ext 2204 or at 1-800-461-2237