

Section 5A. Identifying and assessing families for adoptive placement: General information for the caseworker

The assessment of prospective adoptive parents is essential to identify important factors for the caseworker's consideration. The adoption home study should reflect the assessment of the family and is instrumental in helping the child's caseworker gain a good understanding of the adoptive family and their ability to parent a child with special needs. The child's safety, well-being, attachment and permanency are always the primary focus when considering prospective adoptive families. This is true for all types of families: relative, foster family, family known to the child or family the child does not know.

Urgency in identifying and placing the child with the adoptive family

The caseworker is required by state and federal laws to:

- Make reasonable efforts to identify and place the child with an adoptive family in a timely manner that is appropriate to each child's permanency and concurrent plans.
- Discuss recruitment strategies when the child is not fully free for adoption with the Child Permanency Program's legal assistance specialist (LAS). The LAS must:
 1. Determine when recruitment may begin;
 2. Determine whether recruitment may begin for a child with extraordinary needs before the department initiates the process to free the child for adoption; and
 3. Notify the caseworker to begin recruitment efforts.

Identification of a child's potential adoptive resources (other than American Indian or Alaska Native)

When identifying potential adoptive resources for a child, the child's caseworker:

- After discussing with their supervisor on a case-by-case basis, may consult with a birth parent to identify one to three potential adoptive resources. As long as identifying information is not shared, some details may be shared about general applicant families being considered to have birth parent input. Given that the birth parents will likely know who a relative resource is, information about a relative's home study is to be kept confidential, and details are not shared with the birth parents.

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The caseworker must consult with the supervisor and maintain the following order of preference when identifying potential adoptive resources for a child (note the exception discussed below):

- Up to three potential adoptive resources following the order of preference in OAR 413-120-0730 to be considered for adoption placement selection who:
 1. Meet the standards of an adoptive home in Child Welfare Policy I-G.2.1, Adoption Applications, Adoption Home Studies, and Standards for Adoption, OAR 413-120-0246;
 2. Have the knowledge, skills, abilities and commitment to raise the child or siblings; and
 3. Have the capacity to meet the current and lifelong safety, permanency, attachment and well-being needs of the child under Child Welfare Policy I-E.3.1 Placement Matching, OAR 413-070-0640 at this [link](#).
- Prioritize prospective resources in this manner:
 1. As long as there are no current caretakers wishing to be considered, relatives as defined as (a)-(c) in OAR 413-070-0000 (74) and who meet the criteria 1–3 in the bullet directly above.
 2. As long as there are no current caretakers wishing to be considered, relatives as defined as (d) in OAR 413-120-0710 and who meet the criteria 1–3 in the bullet directly above.
 3. Current caretakers and relatives as defined as (a)-(d) in OAR 413-070-0000 (74) and who meet the criteria 1–3 in the bullet directly above.
 4. A general applicant.

Note that children for whom ICWA applies and refugee children have other criteria discussed later in this subchapter.

Any relative or current caretaker who has an approved adoption home study must be given consideration to be an adoptive resource. There must be a selection process that takes place to address the relative and/or current caretaker's ability to meet the lifelong safety, attachment and well-being needs of the child or sibling group under consideration for adoption.

If multiple relatives are interested in adopting the child, see “Chapter 5, Section 5, Relative families: Considerations and procedure for adoption” for how to work with the extended family to prioritize relatives. If the relatives are not able to prioritize interested families, the child's caseworker and supervisor identify relatives for consideration.

- If there are multiple interested relative families, consult with the interested relatives to reach agreement on the most appropriate potential adoptive resource. This can be discussed at a family meeting. People to invite include: birth parents, all concerned identified relatives (even if they are not interested in being a resource), parents' attorneys if the child is not legally free, the child's attorney, the CASA, tribal representatives, Refugee Child Welfare Advisory Committee (RCWAC) member, mentors, school staff and others who may be interested in providing support and information. A neutral meeting facilitator may be a wise option, rather than the

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caseworker, since these can be emotionally-laden and information-filled meetings.

- Discuss with the supervisor the relatives who have expressed an interest in adopting the child when agreement by the relatives cannot be reached. Relatives being considered may have different connections to the child, including maternal, paternal, sibling and other relative connections. The caseworker and supervisor discuss the child's needs and the known characteristics of the relatives, and then identify one, two or three families for adoption home studies. The studies are conducted by the department, a qualified private adoption agency or another public adoption agency.
- Share written information about the case history and the child's needs with the agency writing a child-specific adoption home study to both DHS and non-DHS agencies. The caseworker may also verbally discuss the information with the adoption worker for clarification. Supply all adoption workers studying relatives with the same level of information about the child's special needs. The adoption worker is to actively consider the information the caseworker provides about the child during their assessment of the family's ability to meet the child's current and possible long-term special needs.
- Discuss relevant details with the CWPM or designee when an adoption home study has been initiated for a relative and the potential adoptive resource is not approved or withdraws. The CWPM or designee decides whether the agency will initiate adoption home studies with additional relatives based on:
 1. The best interest of the child; and
 2. The impact on achieving permanency if an additional study or studies is pursued.
- Request input about the knowledge, skills, abilities and commitment a potential adoptive family needs to be able to meet the current and lifelong needs of the child from professionals who have worked closely with the child, the child's attorney, CASA, tribal representative, RCWAC representative and foster parent.
- Receive and review adoption home studies in a timely manner. If there are concerns about a relative:
 1. Discuss with the supervisor.
 2. Contact the adoption worker of the relative for clarification of any concerns as needed.
 3. Work as a team member with the family's certification/adoption worker to give the family cohesive, rather than contradictory messages.

Exceptions

- When at least one current caretaker is being considered as an adoptive resource along with relative resources, an exception may be sought to consider more than three potential resources at adoption committee. This exception may be important when there are multiple current caretakers who express an interest in a sibling group in order to allow an opportunity for a

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relative or relatives to also be considered. The CWPM will consult with the Child Permanency Program manager when a caseworker and supervisor believe an exception is in the best interest of the child. The two managers will confer and make the decision together. The request for the exception and the agreement for the exception should be put in writing either in an email or memo format, and filed in the Central Office adoption file.

- On occasion, an exception may also be sought to go outside the order of preference for adoption consideration when it is determined to be in the best interest of a child. One example could be when a child or their family has a significant relationship with a relative in the (d) category and express a strong preference for that person or persons to be considered as the adoptive resource along with relatives in the (a) through (c) category. Another example may be a foster parent for a child that left and re-entered their home and the foster parent would have met current caretaker status but for the break in the placement. These are only examples and there may be other reasons when it may be in the best interest of a child to seek an exception. The exception will be determined by the DHS Director or designee. When wanting to request this exception the caseworker will.
 1. In consultation with his or her supervisor, submit a written recommendation to the CWPM that an exception is in the best interest of the child.
 2. If the CWPM agrees with the recommendation, they submit a written request for the exception to the Child Permanency Program manager. The written request will include:
 - a. The potential adoptive resources already identified for the adoption selection process;
 - b. The potential adoptive resource the branch is requesting for inclusion in the adoption placement selection process;
 - c. Why inclusion of the potential adoptive resource is in the best interest of the child;
 - d. The special needs of the child; and
 - e. Whether and how the potential adoptive resource supports the child's ability to continue emotionally significant relationships for the child.
 3. The Child Permanency Program manager will review the request and may consult further with the branch if there are any questions or if there is a need for additional documentation.
 4. Once the request is ready, the Child Permanency Program manager forwards the request to the DHS Director or designee for consideration.
 5. The DHS Director or designee will have 30 days to make the decision whether to grant the exception or not. That decision will take into consideration the special needs of the child, the individual circumstances of the child's placement history, and how the inclusion of the potential adoptive resource is in the best interest of the child.
 6. Once the decision is made, the Child Permanency Program manager will ensure the written results are provided to the branch.

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Identification of a child's potential adoptive resources for an American Indian/Alaska Native child or as part of a sibling group being considered together

Order of placement preference

When an American Indian/Alaska Native (Indian) child alone or with their sibling group is being considered for adoption, the Indian Child Welfare Act (ICWA) must be followed. ICWA is a federal law and sets an order of placement preference that is different than the order of placement preference for non-Indian children. If an Indian child has non-Indian siblings that you are placing together for adoption, ICWA must be followed for the Indian child. Because the siblings are being considered together, the consideration and identification process applies to the entire sibling group.

When identifying potential adoptive resources for an Indian child, the following preference must be followed unless there is a specific action taken by the tribe called a tribal resolution or by the court of jurisdiction called a good cause finding. These two actions are discussed in detail later on.

1. A member of the Indian child's extended family. This includes both Indian and non-Indian members of the child's family;
2. Other members of the Indian child's tribe;
3. Other Indian families.

All the other requirements for adoption of a child in the legal custody of the department must be met for Indian children. This includes the requirements for adoption applications, home studies and standards for adoption. All families wishing to be considered as a potential adoptive resource for an Indian child must meet certification standards and must have an approved adoption home study.

For Indian children, an extended family member per ICWA means a person defined by the law or custom of an Indian child's tribe. In the absence of such tribal law or custom, extended family member means a person who has reached the age of 18 and who is the Indian child's grandparent, aunt or uncle, brother or sister, brother-in-law, sister-in-law, niece, nephew, first or second cousin, or stepparent.

When you are getting ready to identify potential adoptive resources for your Indian child or sibling group, you must take into consideration recommendations from the Indian child's tribe. If the tribe recommends a potential adoptive resource that fits within the ICWA order of placement preference, and they have an approved adoptive home study, you will consider that resource. The order of preference is sequential. You cannot move to a lower order of preference unless there are no potential adoptive resources that fit into a higher order of preference. You must consider all potential adoptive resources that fit within the same level of preference. Here are some examples:

- The tribe recommends the grandmother of the child as the potential adoptive resource. Because grandmother fits into the first order of preference, you would proceed with consideration of

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grandmother along with other relatives, if any, who have expressed interest because all relatives have equal preference under ICWA. In this example, you must consider any relatives (up to three) that have an interest even though the tribe has made their specific recommendation. When you proceed to selection, it is important, however, to consider the tribe's recommendation and reasons for it when weighing the best interest and needs of the child.

- The tribe recommends a tribal foster family be considered as the potential adoptive resource, but there are extended family members who have an interest in being considered as the potential adoptive resource. You would not be able to consider the tribal foster family (second order of preference) until you have considered the extended family members (first order of preference) unless there was a tribal resolution or court order for good cause.
- The tribe recommends a non-Indian foster family be considered as the potential adoptive resource, you have no extended family wishing to be considered, but you have approved adoptive home studies of Indian families who wish to be considered as the potential adoptive resource. You would not be able to consider the non-Indian foster family (outside the order of preference) until you have considered the Indian families (third order of preference unless there was a tribal resolution or court order for good cause).

Any time you have one or more potential adoptive resources that 1) are within the ICWA order of preference, 2) there are no potential adoptive resources in a higher order of preference, 3) one or more of the resources can meet the safety, well-being and permanency needs of the child, and 4) you have an approved adoption home study, you must select one of the resources.

Denying a potential adoptive resource that meets the ICWA order of preference

If you deny one or more potential adoptive resources that meet the order of placement preference under ICWA but you ultimately select a family that is in the same or higher order of placement preference than the potential adoptive resource(s) that you denied, then you may proceed with selection. You are still operating within the ICWA order of placement preference. In any other circumstance, a tribal resolution or court order for good cause must take place to proceed.

- If you have one or more potential adoptive resources that meet the ICWA order of preference, but you do not believe any of them can meet the safety, well-being and permanency needs of the child, and you have identified a family that does not meet the ICWA order of placement preference, but can meet the child's needs, a tribal resolution or court order for good cause must take place.
- When one or more potential adoptive resources fall within more than one level of placement preference, and you believe the resource(s) in a higher level of placement preference cannot meet the current and lifelong safety, permanency, and well-being needs of the child, but the resource(s) in the lower level of placement preference can meet those needs, a tribal resolution or court order for good cause must take place.

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Tribal resolutions

Tribal resolutions must come from the recognized tribal governing body often called the Tribal Council. It is not sufficient for requests to change the ICWA order of preference to come from a tribal caseworker, supervisor, social service manager or tribal attorney.

A tribal resolution may be sought under the following circumstances:

1. If the Tribe believes one or more potential adoptive resources meeting the ICWA placement preference cannot meet the current and lifelong safety, well-being and permanency needs of the child, but a potential adoptive resource that does not meet the ICWA placement preference does have that ability.
2. When one or more potential adoptive resources fall within more than one level of placement preference, the tribe believes the resource(s) in a higher level of placement preference cannot meet the current and lifelong safety, permanency and well-being needs of the child, but the resource(s) in the lower level of placement preference do have that capacity;
3. When a potential adoptive resource that meets a preferred placement preference comes forward late in the process (any time before finalization of an adoption) and the tribe believes it is in the best interest of the child to proceed without consideration of the late coming potential adoptive resource.

If the tribal governing body issues a resolution to consider a potential adoptive resource outside the order of preference, you must stop all other consideration and identification activity and consider their recommended resource. The recommended resource must have an approved adoption home study and once complete, there must be a selection process either through caseworker selection or adoption committee selection (described in Chapter 5, Section 7). If, through the selection process, you determined the potential adoptive resource has the capacity to meet the current and lifelong safety, permanency and well-being needs of the child, you select the resource. However, if you do not believe the potential adoptive resource has that capacity, you document the reasons why, using the appropriate selection form, and staff the case with the CWPM for consideration to seek a good cause order from the court of jurisdiction.

Good cause orders

You should always ask the tribe if they wish to seek a tribal resolution before seeking a good cause order. Only the court of jurisdiction over an Indian child has the ability to make a judicial determination that good cause exists to deviate from the order of placement preference established by ICWA or by a tribal resolution. If a caseworker, after consultation with his or her supervisor, wishes to request a judicial determination for good cause, the CWPM submits a request to the Child Welfare director or designee. The Child Welfare director or designee makes the decision to pursue a good cause determination. When seeking a good cause determination to go outside the ICWA order

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of placement preference, **you will always have a potential adoptive resource that you are seeking the ruling for.** You would never request a judicial determination until you have an identified prospective adoptive resource that does not fit into the order of ICWA placement preference. The judge will be making his or her decision based on whether it is in the best interest of the child to be placed with your identified resource and that good cause exists to go outside the ICWA order of placement preference.

If you deny one or more families that meet the order of placement preference but you ultimately select a family that is in the same or higher order of preference than the resource or resources that you denied, you do not have to seek a judicial determination for good cause. You are still operating within the ICWA order of preference.

Requesting a judicial determination for good cause may be requested under the following circumstances **and when the tribe has not or will not seek a tribal resolution:**

1. When one or more potential adoptive resources meeting the order of ICWA placement preference cannot meet the current and lifelong safety, well-being and permanency needs of the child, but a potential adoptive resource that does not meet the ICWA placement preference does have that ability.
2. When one or more potential adoptive resources fall within more than one level of placement preference, the department believes the resource(s) in a higher level of placement preference does not have the capacity to meet the current and lifelong safety, permanency and well-being needs of the child, but the resource(s) in the lower level of placement preference does have that capacity;
3. When a potential adoptive resource that meets a preferred placement preference comes forward late in the process (any time before finalization of an adoption) and the department and/or tribe believe it is in the best interest of the child to proceed without consideration of the late coming potential adoptive resource.

The department is not the only party that can seek a judicial determination for good cause. Any party to the juvenile court case has the ability to make this request; including the tribe, parent, child's attorney, CASA and any other intervening party. You should always ask the tribe if they wish to seek a tribal resolution before seeking a judicial determination for good cause.

If the Child Welfare director or designee denies the request to seek a judicial determination for good cause or the judicial determination is sought and good cause is not granted to change the order of placement preference, then you must proceed with selecting the prospective adoptive resource that met the order of placement preference or the order established by tribal resolution. Your ability to deny the prospective adoptive resource that met the ICWA placement preference has been denied.

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General recruitment for ICWA children

Only when it has been determined there are no prospective adoptive resources that meet the order of placement preference established by ICWA, can you then proceed to general recruitment for an Indian child or siblings being placed for adoption together.

If during the course of general recruitment, you receive an adoption study that meets one of the placement preferences established by ICWA (most often an Indian family not from the child's tribe), and the family wants to be considered as a potential adoptive resource, you must end general recruitment because you now have a potential adoptive resource that meets the ICWA order of placement preference.

There are no circumstances in which you would go to the Adoption Selection Committee with a potential adoptive resource who meets the ICWA order of placement preference and a general applicant who does not meet the ICWA order of placement preference.

Caseworker activity when reviewing general applicant home studies

Procedure

- Use an active, thoughtful and open mind when reading studies. Incorporate previously gathered input from the child's team about characteristics of families likely to be successful parenting a child for decades to come.
- Notice significant questions for the adoption worker when interested in taking a potential family to an adoption selection process. Make questions to the adoption worker specific, clear and nonjudgmental. Note any discrepancies in information. The worker should note what makes them think they need more information, what makes them curious about the family as a stable place for the child, significant discrepancies or gaps in information, and what relevant questions they would like to ask for further information.
- Be positively aware of the special characteristics of DHS home studies. DHS workers use a family assessment process called SAFE, which stands for Structured Analysis Family Evaluation. SAFE is an evaluation process to help workers identify and address strengths and areas of concern related to caring for children. These workers have a uniform and structured methodology to interpret and assess the information gathered during the evaluation. The assessment includes consideration of 68 psychosocial factors related to family success in caregiving of children from the child welfare system.

Readers of DHS adoption home studies may find more discussion about concerning issues, compared to other home studies. The family's certification/adoption worker is to thoroughly assess issues that could potentially impact the success of adoption. This may appear to focus more on "negative" issues. However, this is typically an indication the worker has thoroughly

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explored concerning issues that may be mitigated by multiple factors. Other non-SAFE home studies may not focus as much on issues of concern, so the reader may not have as clear an explanation about how issues may negatively impact family functioning with the addition of the adopted child. All adoption assessments should include multiple sources of information.

Protecting confidentiality of families' home studies

The contents of an adoptive family's home study are some of the most private and comprehensive in existence on one document for most individuals; information is a wide-ranging and highly personal record of a person's life. The information has been gathered and assessed for the specific reason of consideration for adoption and the department must protect families and maintain the home study's use for intended purposes. The caseworker should become familiar with the confidentiality rules that protect and limit the release and use of a family's study.

There are four specific types of partners/parties who have special limited opportunities to obtain home studies for adoption selection purposes only. These are:

- Child's attorney;
- Court appointed special advocate (CASA);
- Tribal representative; and
- Member of the Refugee Child Welfare Advisory Committee (RCWAC).

These four specific partners/parties must to receive the home studies of the families identified for an adoption selection process:

- After the selection date has been scheduled;
- From DHS staff who send these specific partners/parties the home studies and supporting information as part of the adoption committee or caseworker selection information packets;
- Within the timeframe by which these four specific partners/parties are notified and according to the specific selection process and
- When the agency has the applicant's signed releases for adoption selection process.

This means that these partners/parties may not receive home studies for adoption selection outside of these conditions and timeframes identified for the applicable adoption selection process. For more information about releasing home studies for the purpose of adoption selection, please see I-G.1.5, Adoption Placement Selection at this [link](#).

DHS staff do not release home studies of identified families to the child's foster parent or therapist.

To be considered as a potential adoptive resource, each applicant who is the subject of an adoption home study must provide a signed, valid release of information to release the adoption home study to be considered in the adoption placement selection. When the department considers information in addition to the adoption home study concerning a potential adoptive resource during selection, the adoption worker must also obtain a release for that information.

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The adoptive family's written information from the adoption selection process packet must:

- Be kept confidential by the recipients;
- Be used only for the purpose of making the recommendation regarding the selection of a child's adoptive resource;
- Not be redisclosed verbally or in writing; and
- Not be copied.

In unique cases, the Child Permanency Program manager in Central Office may determine, at their discretion, any written information must be a summary or redacted copy. See I-G.1.3, Adoption Application, Home Study and Standards for Adoption, OAR 413-120-0222 at this [link](#) for more information.

Consider compatibility of the child and prospective adoptive parent

Caseworker consideration of compatibility of the child and prospective adoptive parent is based on, but not limited to, the following factors:

- Motivation to adopt a child with special needs (even if the child may not be displaying any current concerning behaviors or issues);
- Ability to provide for the safety of the child, including protection from all persons and situations that brought the child into care;
- Ability to acknowledge and meet the child's individual needs;
- Access to community resources and ability to meet the child's needs;
- Knowledge of child development;
- Willingness to cooperate with any restrictions recommended by the agency on contact between the child and others;
- Ability to commit to the child on a permanent basis, even through extremely challenging times;
- Household residents;
- Care giving standards;
- Family history;
- Ability and willingness to assist the child to develop or maintain a lasting relationship with their siblings if in the same family;
- Understanding of financial support they might receive from DHS and their need for adoption assistance;
- Ability to keep the child safe without department support and monitoring;
- Capacity to understand the importance of the birth family connections to the child. Understanding and honoring a child's need for a sense of connection to their birth family, even if the child does not have direct contact with them;

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- Ability to be optimistic;
- History and approach to dealing with significant set-backs, crises and difficulties;
- Ability to accept things as they are;
- Problem solving ability; and
- Flexibility.

Americans with Disabilities Act (ADA) and considering mental illness in adoption

Discussion of mental health issues and compatibility can cause caseworker and certification/adoption worker anxiety. To dispel potential anxiety, there is a useful discussion of the Americans with Disabilities Act (ADA) as it relates to foster and adoption assessment in the article “The Americans with Disabilities Act: What Adoption Agencies Need To Know” by Madelyn Freundlich (www.adoptioninstitute.org/policy/ada.html). Consult a supervisor for assistance if questioning how the ADA applies in a particular case.

Caseworker asks adoption worker questions after reading home study

Procedure:

- Review questions for adoption worker that the caseworker developed during the reading of the home study. Make sure significant questions are specific, clear and nonjudgmental. Indicate any discrepancies in the information.
- Request supervisor input if needed. Supervisors may also wish to read home studies and formulate questions, especially if the dynamics of placement issues are particularly sensitive or complex or the child has high special needs.
- Consider verbal or written questions for the family’s adoption worker. Verbal questions are best if there are only a few and they are not very complex. For complex questions or more than a few questions, the caseworker may get the most thorough response by sending specific questions in writing.
- Send the questions to the adoption worker through the ICPC lines of communication if the family is out-of-state. ICPC involvement may increase the responsiveness of the out-of-state agency.

Out-of-country families

If the adoptive family is out-of-country, work with the Central Office Child Permanency Program’s international case consultant for help with making connections with the consulate and child welfare agency in the other country.

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Child-specific home study requests should include:

- Clear referral letter with relevant family information for the receiving agency;
- Direct and specific questions about the family that may have come up for DHS staff as the case progressed;
- Thorough, clear child disclosure information so information about the child's special needs can be included in the assessment of the prospective family and their support system and resources.

The supervisor's role

- Assist the worker with questions as they review adoption home studies and with the selection of one, two or three appropriate families to consider at an adoption selection process.
- Make sure the worker understands the agency's order of preference of consideration of adoptive resources for children. When applicable, for cases in which ICWA applies or when the child is a refugee child, make sure the worker understands the applicable order of preference. For additional information about these requirements, see Procedure manual Chapter 5, Section 5, and subsection D.
- Discuss with the worker the need to be open to adoptive applicants of diverse backgrounds. Encourage the worker to provide welcoming messages about the agency's willingness to work with qualified families from diverse backgrounds. Assist the worker with preparing to talk with community partners on the child's team if they may have questions about working with prospective families from diverse backgrounds.
- Ensure the caseworker is in compliance with the Americans with Disabilities Act when considering prospective families.
- Discuss the worker's need to follow up with the adoption worker if they have significant questions about family after reading their home study.
- Ensure the caseworker has responded to all adoption workers as to whether their families have been identified for an adoption selection process.

Forms and references

Legal references

Federal law

- MEPA – Multiethnic Placement Act of 1994, P.L. 104-188
- IEP – Small Business Job Protection Act of 1996 “Removal of Barriers to Interethnic Adoption” amended MEPA
- Americans with Disabilities Act

Oregon Revised Statutes

- ORS 418.280, Placement of Children

Child Welfare policy

- Multiethnic Placements, [OAR 413-070-0000 to 0974](#)
- Adoption Placement Selection, [OAR 413-120-0000 to 0060](#)
- Identification and Consideration of Potential Adoptive Resources, [OAR 413-120-0700 to 0760](#)
- Placement Matching, [OAR 413-070-0000 to 0974](#)
- Placement of Indian Children, [OAR 413-070-0000 to 0974](#)
- Placement of Refugee Children, [OAR 413-070-0000 to 0974](#)

Forms

- CF 409, Adoption Home Study Response Checklist <http://apps.state.or.us/Forms/Served/ce0409.doc>

Articles

- “The Americans with Disabilities Act: What Adoption Agencies Need to Know” by Madelyn Freundlich, www.adoptioninstitute.org/policy/ada.html for more information on the ADA and adoptions.

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