



Tip Sheet

ASSESSING THE AGENCY'S OR ORGANIZATIONS ABILITY TO PROVIDE KINSHIP SERVICES POST-PERMANENCY

Evaluating an agency or organization's capacity to provide effective kinship services after permanency is essential to ensuring long-term stability and well-being for children and families. Post-permanency support plays a critical role in helping kin caregivers navigate the ongoing challenges that can arise after legal custody, guardianship, or adoption is finalized.

This tipsheet offers key considerations and practical strategies to assess an agency's readiness and effectiveness in delivering these supports, including service availability, staff expertise, cultural responsiveness and family engagement practices. By using this tipsheet, agencies and organizations can better determine if they are equipped to meet the unique needs of kinship families over time. The support kin receive prior to permanency is critical to their engagement in post-permanency services.

Kinship Post-Permanency Considerations



Organizational Culture



Caregiver Training



Kinship Policies



Federal/State/Local Resources



Data Collection and Training



What is the agency or organization's culture and philosophy around prioritizing and valuing kinship care?

Considerations:

- Leadership must champion a kin-first mindset, embedding it into mission statements, performance metrics and funding priorities.
- Make kin-first a default mindset, not just a compliance checkbox.
- Children are connected with maternal, paternal or fictive kin while in care.
- Offer family-based services—prioritize trauma-informed therapy, kin-parent mediation, and support groups tailored to kinship dynamics.
- Identify long-term needs early and ensure continuity of care after legal permanency is achieved.
- Create formal channels for kin caregivers and youth to inform staffing decisions, training needs, and service design.

What is the organizational structure and staff's ability to serve kinship families?

Considerations:

- Hire professionals with lived experience as kinship caregivers.
- **Invest in kin-specific units/kinship navigators:** dedicated teams can offer services that are specifically designed for some of the unique needs of these families and be trauma-informed support.
- Keep caseloads manageable to allow for deep engagement with families.
- Consider role specialization (e.g., kin search, post-permanency support) to improve efficiency and outcomes.
- Ensure new staff receive kinship training early, and reinforce it through reflective supervision.

Are training opportunities offered kin-focused?

Considerations:

- **Center lived experience:** Include voices of kin caregivers and youth in curriculum development and delivery.
- **Address unique kin dynamics:** cover topics like boundary-setting with birth parents, navigating dual roles (e.g., grandparent and parent), and trauma-informed care.
- Ensure training includes guidance on guardianship, custody, subsidies, and navigating public benefits.
- Accessible formats—offer virtual options and accommodate caregivers' schedules.
- Incorporate kinship caregiver facilitators or mentors to build trust and relevance.

Does the agency have practices and policies that allow kinship families to participate?

Considerations:

- Track the number and percentage of kinship foster families that become permanent legal arrangements post-permanency.
- Track participation outcomes to determine if kin are participating in services being offered.
- **Support participation:** Offer transportation, childcare, and flexible meeting times so kin can attend.
- Offer some services that are specifically designed for kin so that they can create an environment that is more geared to their unique needs.
- Consider having a kinship navigator on staff who can assist with kin that are reaching out for help and can also help to adjust programming so that it keeps kinship families in mind.

What are the agencies or organizations data collection, monitoring and tracking practices?

Considerations:

- Equip staff with tools to track kin search efforts, placement stability, and post-permanency outcomes.
- Use data to inform staffing needs and identify systemic gaps.
- Track how training affects permanency stability, caregiver satisfaction and staff confidence.
- Track and determine if the percentages and numbers were met regarding families obtaining legal guardianship or adopting.
- Track access of services by kinship caregivers.

How are federal/state/local resources and funding being maximized to implement kinship care policies?

Considerations:

- **Title IV-E:** Agencies can create kin-specific licensing standards and still access IV-E foster care funds. This allows more kin to qualify for financial support without navigating traditional foster care requirements.
- **Title IV-B Subpart 1:** The Supporting America's Children and Families Act, signed in January 2025, clarified that kinship caregivers are eligible for services provided under both subparts of IV-B.
- **Title IV-B Subpart 2 (PSSF):** Use this flexible funding for family preservation, family support, family reunification, and post-permanency services tailored to kin caregivers.
- **Kinship Navigator Programs:** Tap into federal grants (including new grants through the Supporting America's Children and Families Act) to fund programs that help kin access services and navigate systems.
- **Medicaid and TANF:** Coordinate with health and human services to ensure kin caregivers can access public benefits, including child-only TANF grants and Medicaid for children in their care not receiving adoption assistance or guardianship subsidies.



To delve further into this topic, check out the Post-Adoption Center Resource Library:
www.postadoptioncenter.org/resource-library

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