

► **Cultural Competence**

Plummer's Permanency Mediators represent the diversity of the population of children and families served. The program is designed to match the needs of families and children with a mediator's cultural and linguistic expertise.

► **Qualifications of Permanency Mediators**

All mediators participate in a minimum of 30 hours of basic mediation training, a minimum of 36 hours of specialized Permanency Mediation Training, and mentor on at least one permanency mediation case. Additional qualifications are required to ensure the competency of each mediator in the areas of child abuse and neglect, separation and loss, and permanency planning. Individual and group supervision cultivates a high standard of program services and positive outcomes.

► **Training/Consultation**

Plummer provides Permanency Mediation Consultation services and training in both the Family Consultation Team and Cooperative Permanency Planning approaches. Training and consultation are available to outside agencies, organizations and communities.

► **Referral Process**

Referrals are made through the Juvenile and Probate & Family Court. For more information call 978.219.5697 or permmediation@plummeryouthpromise.org



Permanency Mediation Services

37 Winter Island Road
Salem, MA 01970

500 West Cummings Park
Suite 4100
Woburn, MA 01801

44 Portland Street
4th Floor
Worcester, MA 01608

75 Market Place
3rd Floor
Springfield, MA 01103



Permanency Mediation Services



What is Permanency Mediation?

Permanency mediation is an alternative to a contested court proceeding for children who are involved in the foster care system.

is a specialized alternative dispute resolution approach that addresses the unique issues involved in care and protection trials, guardianship trials and “dispense with the need for parental consent to adoption” (TPR) trials.

The model uses an independent third party to facilitate a child-centered approach to permanency planning. By giving parents an opportunity to help develop cooperative plans for their child’s future, permanency mediation both empowers and preserves families.

The following characteristics define Plummer’s Permanency Mediation Services:

▶ **CHILD-CENTERED AND FAMILY-FOCUSED**

Identifies the child’s specific needs, and the parental strengths and characteristics needed for any adult to successfully parent a particular child.

▶ **COLLABORATIVE**

Unites parents, extended family, kin, caregivers and professionals in a cooperative planning process, recognizing that each have a contribution to make on behalf of the child.

▶ **STRENGTH-BASED**

Empowers family members through participatory planning and decision-making on behalf of their child.

▶ **NEUTRAL FACILITATOR**

Has no decision-making authority, no stake in specific outcomes, and assures that the process is child-centered.

▶ **RELATIONSHIP BUILDING**

Provides an important opportunity for all adults who are significant in a child’s life to plan together and develop positive relationships that can be sustained over time.

▶ **OUTREACH MODEL**

Mediation services are scheduled at the convenience of families, within their homes and communities.

**Plummer
Youth Promise**
Family for Everyone

Two approaches to Collaborative Decisions and Timely Outcomes

1 | Family Consultation Team

Is used when the child’s goal is still reunification.

- Incorporates Concurrent Planning by addressing what needs to occur to return a child home, while simultaneously exploring an alternative permanent plan.
- Incorporates principles of Family Group Conferencing through participatory planning, honoring the primary role played by a child’s family in decision-making, while ensuring safety, permanency and well-being.
- Unites parents, family members, social workers, attorneys and service providers in a nonadversarial process to resolve case related issues and concerns.

2 | Cooperative Permanency Planning

Is used when the child’s goal is adoption or guardianship and averts the need for a contested trial.

- Collaborates with attorneys and custodial agency staff to define a child’s specific needs when developing an alternative permanent plan.
- Allows parents to plan for their child’s future even when they are unable to be full time parents. Facilitates relationship-building, between parents and permanent parents, by bringing them together to design a child-specific plan for open adoption or guardianship.