



Exhibit A
TO SUPERVISED PROVIDER AGREEMENT

ANNUAL ATTESTATION OF EMPLOYEE TRAINING

In order for Children’s Home Society of Minnesota to maintain accreditation as required in order to act as an intercountry adoption Primary Provider, Children’s Home must ensure that each **SUPERVISED PROVIDER complies with the requirement for employee training**, as outlined in SUPERVISED PROVIDER AGREEMENT, and as required by accreditation standards 96.32 (a, d), 96.44 (b), and 96.45 (b).

Given the nature of Children’s Home’s relationship with _____ (hereafter “Supervised Provider”), it is imperative that Supervised Provider attests, by initialing each item, to the following requirements in order to maintain compliance with the expectations of initial and ongoing employee training.

_____ **SUPERVISED PROVIDER** has provided newly hired employees who have adoption-related responsibilities involving the application of clinical skills and judgment (home studies, child background studies, counseling services, parent preparation, post-placement and other similar services) with a comprehensive orientation to intercountry adoption that includes training on:

1. The requirements of the Convention, the IAA, the regulations implementing the IAA, the UAA, and other applicable Federal regulations;
2. The INA regulations applicable to the immigration of children adopted from a foreign country;
3. The adoption laws of any foreign country where the agency or person provides adoption services;
4. Relevant State laws;
5. Ethical considerations in intercountry adoption and prohibitions on child-buying;
6. The agency’s or person’s goals, ethical and professional guidelines, organizational lines of accountability, policies, and procedures; and
7. The cultural diversity of the population(s) served by the agency or person.

_____ **SUPERVISED PROVIDER** provides initial training to newly hired or current employees **whose responsibilities include providing adoption related social services that involve the application of clinical skills and judgment** (home studies, child background studies, counseling services, parent preparation, post-placement and other similar services) that addresses:

1. The factors in the countries of origin that lead to children needing adoptive families;
2. Feelings of separation, grief, and loss experienced by the child with respect to the family of origin;
3. Attachment and post-traumatic stress disorders;
4. Psychological issues facing children who have experienced abuse or neglect and/or whose parents’ rights have been terminated because of abuse or neglect;
5. The impact of institutionalization on child development;
6. Outcomes for children placed for adoption internationally and the benefits of permanent family placements over other forms of government care;
7. The most frequent medical and psychological problems experienced by children from the countries of origin served by the agency or person;
8. The process of developing emotional ties to an adoptive family;

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
10. Child, adolescent, and adult development as affected by adoption.

_____ **SUPERVISED PROVIDER** ensures that employees **who provide adoption-related social services that involve the application of clinical skills and judgment** (home studies, child background studies, counseling services, parent preparation, post-placement and other similar services) also receive, in addition to the orientation and initial training described above, **no less than thirty hours of training every two years, or more if required by State law, on current and emerging adoption practice issues** through participation in seminars, conferences, documented distance learning courses, and other similar programs. Continuing education hours required under State law may count toward the thirty hours of training as long as the training is related to current and emerging adoption practice issues.

_____ **SUPERVISED PROVIDER** exempts newly hired and current employees from elements of the orientation and initial training required above **only where the employee has demonstrated experience** with intercountry adoption and knowledge of the Convention, the IAA, and the UAA.

_____ **SUPERVISED PROVIDER** has reviewed current employee training records to verify the statements above.

I, the undersigned, being duly sworn on oath hereby depose and state that I serve the above-named supervised provider in the capacity specified below. I understand that this attestation will be utilized by Children's Home to conduct ongoing monitoring and oversight of my agency and its capacity to act as a supervised provider for the provision of agreed-upon adoption services.

Printed Name, Authorized Agency Representative

Signature, Authorized Agency Representative

Title

SUBSCRIBED AND SWORN TO before me this _____ day of _____, 20_____.

Notary Public
My commission expires:
SEAL: