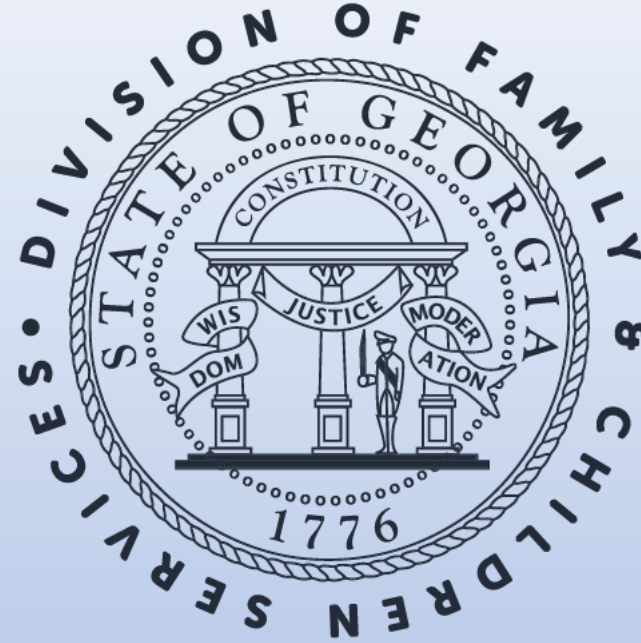




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Director



CPA Monthly Series

OPM Resource Development

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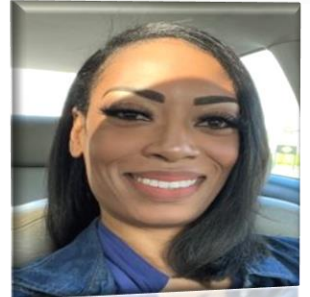
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Agenda

1. Data Overview
2. Caregiver Recruitment and Retention Unit –NTDC Update
3. Training Hours & Tracking Systems
4. CPS Screening Unit
5. Reminders



Unapproved Re-evaluations

13 Overdue Re-
Evaluations

0 Kenny A Homes

2 Re-evaluations
pending OPM review



What does OPM need?

WE ARE ASKING THAT ALL OVERDUE RE-EVALUATIONS BE SUBMITTED IMMEDIATELY

ALL RE-EVALUATION APPROVAL LETTERS MUST REFLECT THE NEW TWO-YEAR APPROVAL TERMS

*HAVE QUESTIONS,
COMMENTS OR
CONCERNS?*





Caregiver Recruitment and Retention Unit – NTDC Update



Training Hours and Tracking Systems

Blake Boyer

Policy 14.9 Continued Parent Development

Ensure Continued Parent Development (CPD) is relevant to the characteristics of children being placed in the home.

From the Streamlining Memo: Expanding the timeframe for newly approved families to begin CPD to ninety (90) days of their approval date and to complete CPD by December 31st of the year following their approval

Assign a policy violation and develop a corrective action plan (CAP) with caregivers who have not received the required hours of CPD by December 31st of the calendar year

Policy 14.9 Continued Parent Development



DFCS must consistently monitor each family's participation in CPD throughout the year to avoid situations where families do not have adequate time to meet the minimum CPD requirement by the end of the year.



Routinely consult with Permanency SSCM regarding areas in which caregivers may benefit from CPD.



There is now flexibility as to how caregivers obtain hours (counseling, professional help can count, and hours can be done online).

Topics of Training

1. CPR and First Aid (required prior to approval);

2. Child safety issues;

3. Caring for medically fragile children;

4. Managing specific behaviors (e.g., bedwetting, hoarding, etc.);

5. Helping children learn appropriate behaviors;

6. Helping children achieve permanency and independence;

7. Gender-specific issues;

8. Specific child development issues (e.g., toilet training toddlers);

9. Helping children develop self-esteem;

10. Cultural awareness and sensitivity;

11. Promoting cultural identity;

12. Attachment disorders;

13. Personality disorders;

14. Parenting the gifted child;

15. Parenting the developmentally disabled child;

16. Parenting the child who has been drug-exposed;

17. Parenting the child with Attention Deficit Hyperactivity Disorder (ADHD);

18. Understanding and implementing agency policies;

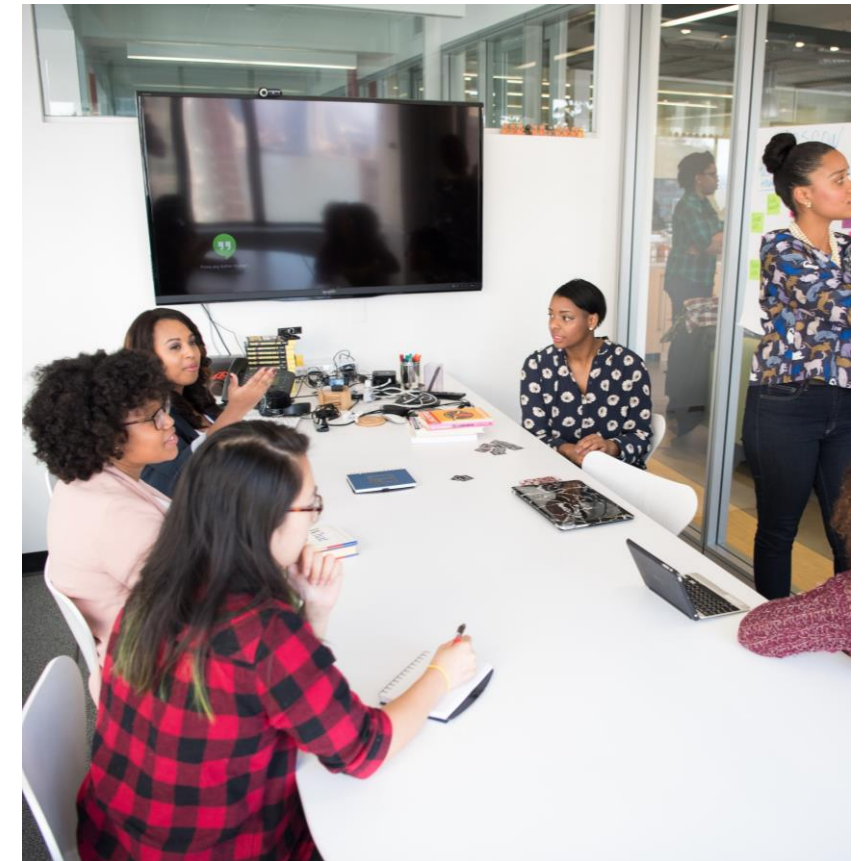
19. Conflict resolution (e.g., agency, birth parents, etc.);

20. Working with birth families and nurturing connections;

21. Working with the school system; Page 3 of 4

22. Managing the impact of fostering; and

23. Personal growth and development.



Policy 14.9 Continued Parent Development

The GA score system will automatically assign a CAP to homes without adequate hours in 2024 (beginning 1/1/2024)

Next RD Exceptional Mornings will cover all the necessary components of a training hour CAP




Tracking Systems

- What kind of check points does your agency employ internally (with staff) and externally (with foster parents) to track hours?
- Who from your agency is responsible for tracking hours throughout the year (is it one person or multiple people)?
- Does your agency use a tracking system in a specific software?
- How are foster parents notified of their training hours status?



Training Completion and Relevance

- How does your agency ensure training is relevant according to the needs of the children in the home?
- Do your foster parents struggle to see the value of training? If they do, how do you motivate them?
- What are some strategies your agency uses to make training more available or accessible?



Share and Collaborate!

- What trainings have your foster parents found valuable?
- What trainings have proven to have excellent feedback?



Questions?



CPS Screening Unit



Approval Letter Content

- Approval Letter Date
- Name and Address of the Caregiver
- Approved Placement Age Range
- Approved Placement Capacity
- Approved Placement Gender
- Approval Terms Begin and End Date
- Agency Case Support Working Name, Contact and Urgent or After-Hours Contact Information
- Agency approver/designee signature

Recruitment and Retention Plan Policy 14.6

- Recruit based on child specific needs
- Onboard families who can meet the needs of our youth based on the specified needs list : medically fragile, LGBTQIA, teens and sibling groups
- Utilize targeted recruiting based on regional and state needs data
- Use non-discriminatory practices when recruiting families
- Retain homes by considering the level of foster parent satisfaction (Routine Surveys)
- Conduct exit interviews with families leaving your program
- Ensure the caregivers are aware of the grievance process
- Develop respite partnerships
- Offer ongoing foster parent trainings, support groups and meetings (AFPAG)
- Establish a procedure for placement disruptions. Clarify expectations to facilitate a smoother transition to all parties



Five Year Re-certification – NCIC/GCIC

- Re-evaluation Policy 14.13 Reminder Provide caregivers at least 90 calendar days' notice of the need for any medical evaluations or criminal records checks (Fitness Determination Letter) for themselves or household members.
- Conduct a fingerprint-based criminal history records check (CRC) of the National Crime Information Center (NCIC) database on all caregivers and adult household members at least every five years from the date of the Initial Family Evaluation. **The CRC must be conducted within 90 days prior to the re-evaluation due date (see policy 19.8 Case Management: Criminal Records Checks).**

Note

- Due to policy and Shines new enhancement **ALL NCIC/GCIC** completed in 2018 needs to be completed prior submitting the re-evaluation. Shines will not allow the home to be processed and approve without the current screenings.

GA SCORE Updates Needed

- A total of 15 continued parent development annual training hours for each caregiver are needed in GA SCORE by October 31, 2023
- Timely submission of caregiver five-year medical and criminal screenings and 18-year-old household member medical, criminal and safety screenings in GA SCORE
- Ensure the most current agency staff members and agency contacts are always listed in GA SCORE
- Ensure the most current CPR and First Aid training information is entered in GA SCORE

Helpful Resources

- ODIS
<https://odis.dhs.ga.gov/General>
- RBWO minimum standards
https://www.gascore.com/documents/FY23_RBWO_Minimum_Standards_update.pdf
- SAFE website
<https://www.safehomestudy.org/>
- OPM RD team



OPM
Monthly
Quote for
November

SUCCESS COMES FROM TAKING
THE INITIATIVE
AND FOLLOWING UP...
PERSISTING...
WHAT SIMPLE ACTION COULD
YOU TAKE TODAY
TO PRODUCE
A NEW MOMENTUM TOWARD SUCCESS IN
YOUR LIFE?
-TONY ROBBINS

Suggestions

OPM RD TEAM would love your feedback and suggestions. Please send information to opm.leadership@dhs.ga.gov

