



Georgia Division of Family and Children Services

Recruitment and Retention Goals

Claudine Smith , Foster Care Recruitment and Retention
Specialist

5 Year Diligent Recruitment Plan



3 GOALS



OBJECTIVES



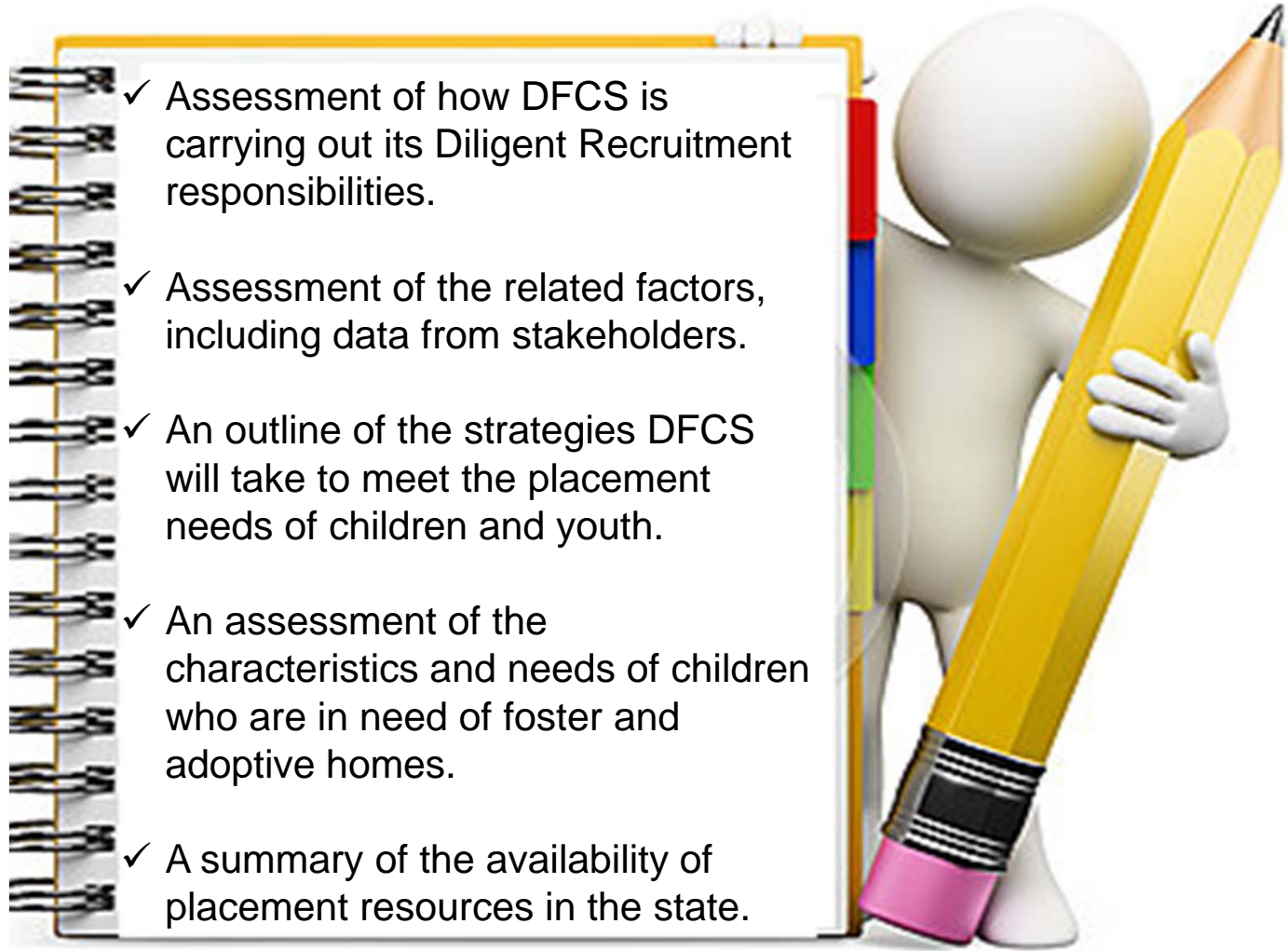
INTERVENTIONS



5 Year Diligent Recruitment Plan

The purpose of the plan is to provide:

- ✓ Assessment of how DFCS is carrying out its Diligent Recruitment responsibilities.
- ✓ Assessment of the related factors, including data from stakeholders.
- ✓ An outline of the strategies DFCS will take to meet the placement needs of children and youth.
- ✓ An assessment of the characteristics and needs of children who are in need of foster and adoptive homes.
- ✓ A summary of the availability of placement resources in the state.



Diligent Recruitment Plan

Goal#1

- Ensure that children and youth are placed in the least restrictive and most appropriate placement.

Objective 1: Expand the number of foster and adoptive resources to ensure that each child has at least two potential placement matches by **Sept 2015.**

Initial 5-Year Targets: Approve **2,500** Partnerships Parents, **1,000** Resource Parents, **700** Adoptive Parents, and **300** Relative Foster Parents.



Diligent Recruitment Plan Goal # 1

Interventions:

1. Develop enhanced recruitment communication methods/ distribution and materials to reach prospective caregivers from all communities by **Sept 2015.**



Diligent Recruitment Plan Goal # 1 Interventions



A. Starting January 2015, coordinate monthly recruitment campaigns targeting specific segment of community.

- **February:** Black History Month
- **March:** Teen R Me
- **April:** National Siblings Day
- **May:** National Foster Care Month
- **June:** National Reunification Month
- **July:** Hispanic Community Month
- **August:** School zone base
- **September:** Faith-Based Community
- **October:** Business and organizational employee
- **November:** National Adoption Month



Diligent Recruitment Plan Goal # 1 Interventions



B. Implementation of child-specific recruitment for children in Georgia waiting to be adopted and needing forever families.

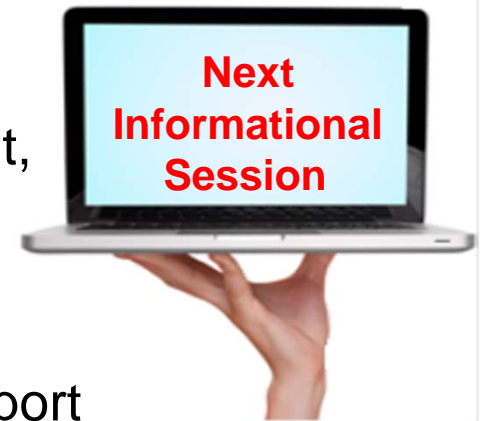
- It's My turn Now Georgia
- 42 segments of Wednesday's Child Atlanta
- Monthly registration of Georgia's waiting children on AdoptUSKids.org
- Holding Adoption Parties and Paper Matching Meetings
- Weekly updates to DFCS Adoption website



Diligent Recruitment Plan Goal # 1 Interventions

2. Publicize awareness of the need of foster, adoptive and relative caregivers through traditional and social media campaigns.

Conduct on going reports on resource development, retention and utilization by **July 2015.**



3. Partner with Fostering Together and Promise 686 to support faith-based recruitment.

Initial Targets: Approve **300** volunteers who work with foster, adoptive and relative caregivers to serve as a support system by **Sept 2019.**



Diligent Recruitment Plan Goal # 1 Interventions

4. Enhance 877-210-KIDS Inquiry Line Process by **Sept 2018.**
- Materials will be emailed.
 - Website improvements will take place.
 - Effective communication links between the call center and county and regional resource development staff will occur.



5. Continue partnerships with RBWO providers to increase placement to options by **Sept 2015.**
- Medically Fragile
 - Maximum Watchful Oversight
 - Special Populations
 - CSEC and Older Youth

6. Initiate caregiver recruitment efforts with GA Tribes and Hispanic Families by **Sept 2016.**

7. Increase our inter-jurisdictional adoption matching efforts by **Sept 2015.**

8. Review policies and practices regarding relative placements, implement changes that support increasing relative placements and relatives who can become fully approved by **July 2016.**



Diligent Recruitment Plan

Goal#2







- Improve organizational effectiveness regarding resource development, retention and placement matching.

Objective 1: Improve placement matching process, tools and training for resource development staff by **Sept 2019.**



Diligent Recruitment Plan Goal # 2

Interventions:


1. Assess and improve RBWO program designations system by  Dec 2017.
2. Utilize data more effectively in developing recruitment plans and training and providing technical assistance to county and regional RD staff by  Sept 2019.
3. Conduct a feasibility study on centralized placement matching by  Dec 2017.
4. Request technical assistance from the National Resource Center on Diligent Recruitment** achieved  October 2014.
5. Assess the effectiveness of Region 3 and 5 privatization pilot projects by  Sept 2019.
6. Improve ICPC functions by  Sept 2015.




Diligent Recruitment Plan

Goal# 3

- Increase the retention of prospective caregivers during the approval process and once approved, retain caregivers for at least five years.

Objective 1: By  Sept 2019 85% of foster parents will serve at least five years and no more than 15% of foster parents will exit within 18 months of approval.

Objective 2. By  Sept 2019 the number of families who terminate their involvement with the agency prior to approval will be decreased by 25%.



Diligent Recruitment Plan Goal # 3

Interventions:

1. Develop reports for tracking purposes.

Retention

- Exit after 1 placement
- Maltreatment in Care
- Policy Violations
- Safety and Compliance Concerns

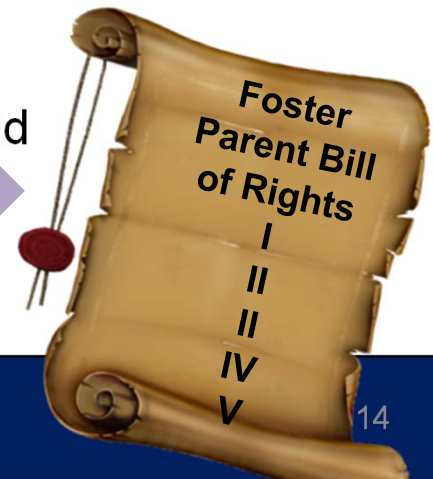
2. Increase the percent of caregivers who complete the foster parent exit interview/ survey to at least 75% by **July 2015.**

- Use feedback from surveys to make changes and improvements.
- Annually review/ update the IMPACT pre-service training to ensure that it is reflected in maltreatment in care, policy violations and other safety data.



Diligent Recruitment Plan Goal # 3 Interventions

3. Implement an annual foster parent survey process to assess training, support and service satisfaction by **July 2015.**
4. Develop a method of tracking prospective caregivers through the approval process by **Sept 2018.**
5. Increase support by establishing a regular and ongoing communications channel with foster, adoptive and relatives caregivers by **July 2015.**
6. Support efforts of the Adoptive and Foster Parent Association of Georgia (AFPAG) on a state and local level by **Sept 2018.**
7. Partner with the Office of Child Advocate and the Foster and Adoptive Parent Association of Georgia (AFPAG) by **July 2016.**



**Foster Parent Education and
Advocacy Program
Tentative 2015 Regional Foster
Parent Training Summit
Calendar**





Claudine Smith

404-656-3100

clsmith3@dhr.state.ga.us

