



Georgia Division of Family and Children Services

2015 Caregiver Recruitment and Retention Plan

Kick-Off Meeting

Dianne Kelly, MS, LPC

Foster Care Services Director

Desired Results

- ☐ Rally The Team to Recruit and Retain!
- ☐ Have a shared understanding of the CFSP Assessment of the Strengths and Challenges of the Current Resource Development Program
- ☐ Have a shared understanding the 2015-2019 Recruitment and Retention Goals
- ☐ Have a shared understanding of the 2015 Statewide Recruitment and Retention Goals and Interventions
- ☐ Understand Barriers to Success
 - ☐ Clear the Path , Establish a Plan to Address or Acknowledge the Limitation
- ☐ Surface Innovations and Untapped Opportunities to Try
- ☐ Have a shared understanding of Next Steps



AGENDA

- ☐ Welcome/Opening Engager
- ☐ System Assessment Results
- ☐ 2015-2019 Diligent Recruitment & Retention Plan Goals
- ☐ 2015 Plan
- ☐ Team Time
- ☐ Group Discussion
- ☐ Next Steps / Closure



State Level Current Concerns

DFCS

- **Increased Requests for**
 - Placement Assistance
 - CCI Waivers for Children 10 and Under
 - State-funded PRTF / Crisis Beds
 - Reports of Hoteling / Overnights in DFCS Offices
 - Frenetic Approach to MATCHING
 - Unrealistic Expectations
- **Resource Development**
 - Understaffed
 - Low Priority
 - Over-reliance on providers

Providers

- Intake Barriers
 - Front Door Staff
 - Availability
 - “Cherry Picking”
 - Lack of Immediacy
 - Not Meeting Expectations



Foster Parents Needed!



OPPORTUNITY

op·por·tu·ni·ty
,äpər't(y)oonədē/

noun

noun: **opportunity**; plural noun: **opportunities**

1.a set of circumstances that makes it possible to do something.

"we may see increased **opportunities for export**"





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2015-2019 CFSP Diligent Recruitment and Retention Plan

Assessment Findings

Deborah Burrus, Permanency Unit
Director





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2015-2019 CFSP Diligent Recruitment and Retention Plan

Goals, Objectives and Interventions

Claudine Smith, Caregiver

Recruitment & Retention Specialist





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2015 Statewide Recruitment and Retention Plan

Dianne Kelly, Director
Foster Care Services



Plan Components



- Goal
- Objective
- Regional Intervention
- State Level Intervention
- Regional Implementation Plan (TBD by Regions)



Current Stats

Region	# of Approved Foster Homes (current)	% Annual Retention of Foster Homes since 1/1/2013 ¹	% Annual Retention of Foster Homes since 1/1/2014 ²	# of Children in Care ³ (current) ⁴	# of Children in DFCS Family Foster Homes (current) ⁴	% in DFCS Homes
1	117	50.49 %	93.75 %	643	257	40%
2	84	68.92 %	84.27 %	468	134	29%
3	168	57.38 %	86.39 %	1406	278	20%
4	113	72.73 %	89.43 %	562	182	32%
5	104	65.81 %	86.61 %	644	183	28%
6	130	68.42 %	88.89 %	574	176	31%
7	84	66.04 %	85.88 %	260	106	41%
8	99	70.54 %	89.32 %	475	179	38%
9	81	64.37 %	94.59 %	179	78	44%
10	95	75.53 %	92.13 %	373	132	35%
11	138	57.84 %	85.57 %	695	249	36%
12	130	66.92 %	88.55 %	637	164	26%
13	91	66.67 %	89.8 %	480	149	31%
14	185	54.59 %	86.84 %	1223	177	14%
15	184	63.07 %	88.3 %	779	278	36%
Totals	1803	63.82 %	88.48 %	9398	2722	29%



Current Stats & Goals

Region	# of Approved Foster Homes (current)	# of Children in Care ³ (current) ⁴⁾	# of Children in DFCS Family Foster Homes (current) ⁴⁾	% in DFCS Homes	20% Goal Recruitment Goal	Total Homes by 11/30/2015	45% Placement Goal
1	117	643	257	40%	24	141	28
2	84	468	134	29%	17	101	21
3	168	1406	278	20%	34	202	148
4	113	562	182	32%	23	136	13
5	104	644	183	28%	21	125	41
6	130	574	176	31%	26	156	1
7	84	260	106	41%	17	101	26
8	99	475	179	38%	20	119	8
9	81	179	78	44%	16	97	
10	95	373	132	35%	19	114	11
11	138	695	249	36%	27	165	18
12	130	637	164	26%	26	156	13
13	91	480	149	31%	18	109	17
14	185	1223	177	14%	37	222	90
15	184	779	278	36%	37	221	9
Totals	1803	9398	2722	29%	362	2167	415

For example:
 Region 1 has 643 children in care x 45% = 289.35 / 2 (two children per home) = 144.67 homes needed.
 Currently there are 117 homes so, 145-117= 28 .



2015 Recruitment & Retention Plan

2015 Goal # 1: Each region to increase its total number of approved foster caregiver (foster, resource, and relative) resources by 20% and at least twice the number of bed spaces as newly approved resources by 11/30/2015. Baseline state goal = 360 new caregivers and 720 additional bed spaces.

2015 Goal # 2: Enlist the partnership of CPA providers to increase the number of their caregivers by 20% and at least twice the number of bed spaces as newly approved resources by 11/30/2015. Baseline RBWO goal = 331 new caregivers and 662 additional bed spaces.

2015 Goal # 3: Enlist the partnership of CCI providers to develop at least 50 “no reject, no eject” acute MWO bed spaces by 11/30/2015.



2015-2019 CFSP Diligent Goal 1: Ensure that children and youth are placed in the least restrictive and most appropriate placement.

Partners & New Resources

- P686 : Fostering Together
Fayette, Lumpkin, White,
Cherokee, Cobb, Forsyth,
Fulton, DeKalb, Hall, Dawson,
Clarke & Gwinnett



- IMPACT Information Session
- Grievance Forms/Brochure
- Information Session Folder and Brochure
- Partnership Parenting Brochure



2015 Recruitment & Retention Plan

2015 Goal: Establish functional and productive RD-U teams in each region..



2015-2019 CFSP Diligent Recruitment Goal 2: Improve organizational effectiveness regarding placement resource

2015 Recruitment & Retention Plan

2015 Goal: Establish a tracking method that supports understanding of “drop-out” of prospective caregivers in the approval process; and reasons for closure of approved foster parents.



2015-2019 Diligent Recruitment Goal 3: Increase the retention of prospective caregivers during the approval process and once

2015 Regional Implementation Plan

Due By December 15th

One Per Region



2015-2019 Diligent Recruitment Goal 3: Increase the retention of prospective caregivers during the approval process and once



Georgia Division of Family and Children Services

Regional Team Time

1. Reflect on the Plan and Your Next Steps
2. Complete the Team Feedback Form
3. Report Out



Important Dates

- Regional Plan --Due December 15th
- Template will be emailed Monday, November 17th
- By January 15th, template for monthly/quarterly reporting will be provided.
- January—Check-In Meeting
- Mid-March— 1st Quarterly Meeting
- Next IMPACT TTT Class is January 26-30 at United Methodist Home Macon



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