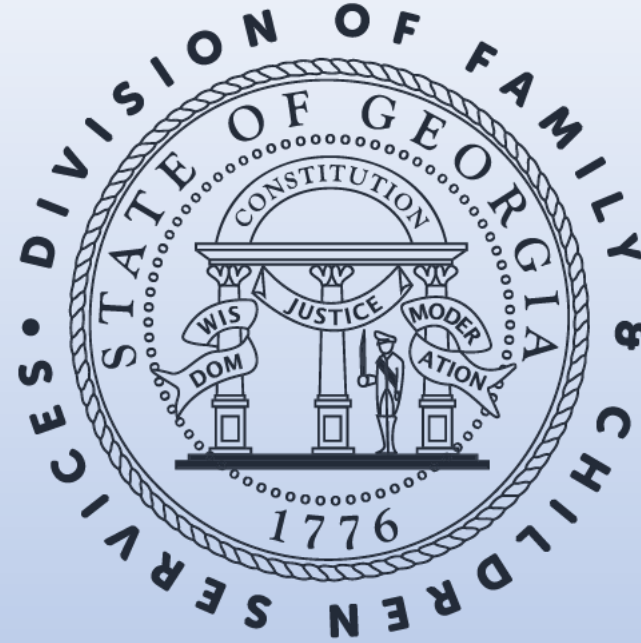




**Candice Broce**

Director



# CPA Monthly Series

OPM Resource Development

# MEET OUR *Team*

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## AGENDA

1. Unapproved Re-Evaluation Data
2. Foster Home Compliance
3. DFCS VS RCCL Initial Home Assessment
4. Family Centered Fostering

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5. Recognition & Reminders

# Unapproved Re-evaluations April 2022 Monthly Series

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**208** Overdue Re-Evaluations

Unapproved Re-Evaluations

**16** homes having a total of **33** Kenny A Placements

**8** Overdue Re-evaluations are pending OPM review

**\*200** Overdue Re-Evaluations remain outstanding



■ Re-Evaluations Overdue ■ Pending OPM

# Routinely Check Open Foster Home Status

## Open Foster Homes (in SHINES)

Show  entries

Filter:

FH ID	Primary/Secondary Caregiver	Initial Approval Date	Annual ReEvaluation	Current Status	Placements Allowed
10101	<a href="#">Cindy (Test) Holmwood (test)</a>	06/15/2016	Overdue: due 5/31/2021	Unapproved <i>On Hold</i>	No
9590	<a href="#">Sylvia Horne (TEST) and Ben Horne (TEST)</a>	09/04/2011	Due 8/31/2022	Approved	Yes
16604	<a href="#">Ronald McDonald</a>	01/05/2021	Due 12/31/2021	Approved	Yes
9589	<a href="#">Sarah Palmer (TEST) and Leland Palmer (TEST)</a>	11/15/2012	Overdue: due 4/30/2021	Unapproved	No
27524	<a href="#">Dawn Reed and Kevin Ummmm</a>	01/01/2020	Due 1/31/2022	Approved	Yes
8790	<a href="#">Poppy Sockavich (Test Only) and Jennie Sockavich (Test Only)</a>	07/01/2007	Overdue: due 7/31/2021	Unapproved	No
13398	<a href="#">Linda Wahlig and Barry Wahlig</a>	01/15/2021	Due 12/31/2021	Approved	Yes

Showing 1 to 7 of 7 entries

Previous

1

Next



# Home Compliance

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# Helpful Hints

- Provide clear agency expectations in the beginning
  - Send forms/attachments out early
  - Set hard deadlines and timeframes for completion
  - Follow up via email, phone calls, text messages regarding the status of completion
  - Work in partnership with the Case Manager to assist in gathering information or provide reminders
  - Schedule home visits early. Be prepared to go over the paperwork and collect it at the time of the visit
  - Follow up with OPM Monitoring Managers regarding the status of home holds
  - Utilizes a tracking system to capture home approval dates, medicals, training, CPR/1st Aide expiration, flu, etc
  - Facilitate ongoing assessments around functioning, safety, and well-being of the home
  - Submit addendums timely
  - Come up with an internal disciplinary plan for failing to comply
  - Be supportive
  - Be Consistent
- \*\*Families on hold are still required to have an annual assessment (re-evaluation)







# DFCS VS RCCL Initial Assessment Requirement



# DFCS Initial Home Requirements

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- Information Session
- Pre-Service Training (IMPACT, NTDC, PRIDE, PATH or MAPP)
- CPR
- First Aid
- Complete a minimum of three home visits
- Ensure all required forms and supplemental documents are obtained
- Follow SAFE Consortium Initial Assessment Guidelines

# Initial Form Requirements

## S.A.F.E Consortium Forms

SAFE Questionnaire 1  
 SAFE Questionnaire 2  
 SAFE Harvesting Sheet  
 SAFE Psychosocial Inventory (PSI)  
 SAFE Adult Child Questionnaire  
 SAFE Reference Letter  
 SAFE Supervisor Certification  
 SAFE Psychosocial Inventory  
 Results

## Georgia Specific Forms

- Initial Application
- Caregiver Child Safety Agreement (Form 29)
- Financial Statement (Form 44)
- CPS History Request Form
- Safety and Quality Standards Acknowledgement
- Caregiver Reference Form
- Caregiver Placement Preferences Form
- Prior Service Reference Form (If applicable)
- Water Safety Assessment (if applicable)
- Caregiver Home Inspection Safety and Compliance Checklist
- Confidentiality and Privacy Standards Agreement
- Approval Letter



## Additional Requirements

- Medical Form
- TB Screens
- Immunizations
- Drug Screens
- Online Safety Screenings
- Driver's Record Screening
- OIG Fitness Determination
- CPS Screenings





We will now take a 15-minute break.



# Creating a Child-Centered Agency

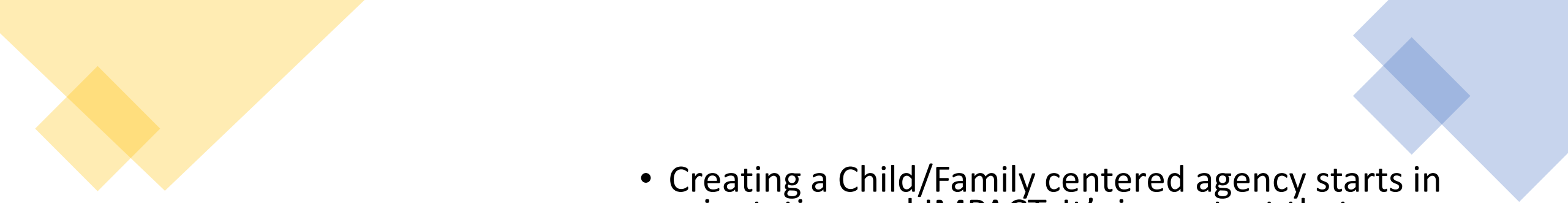
OPM RD Team




# Who is your primary client?

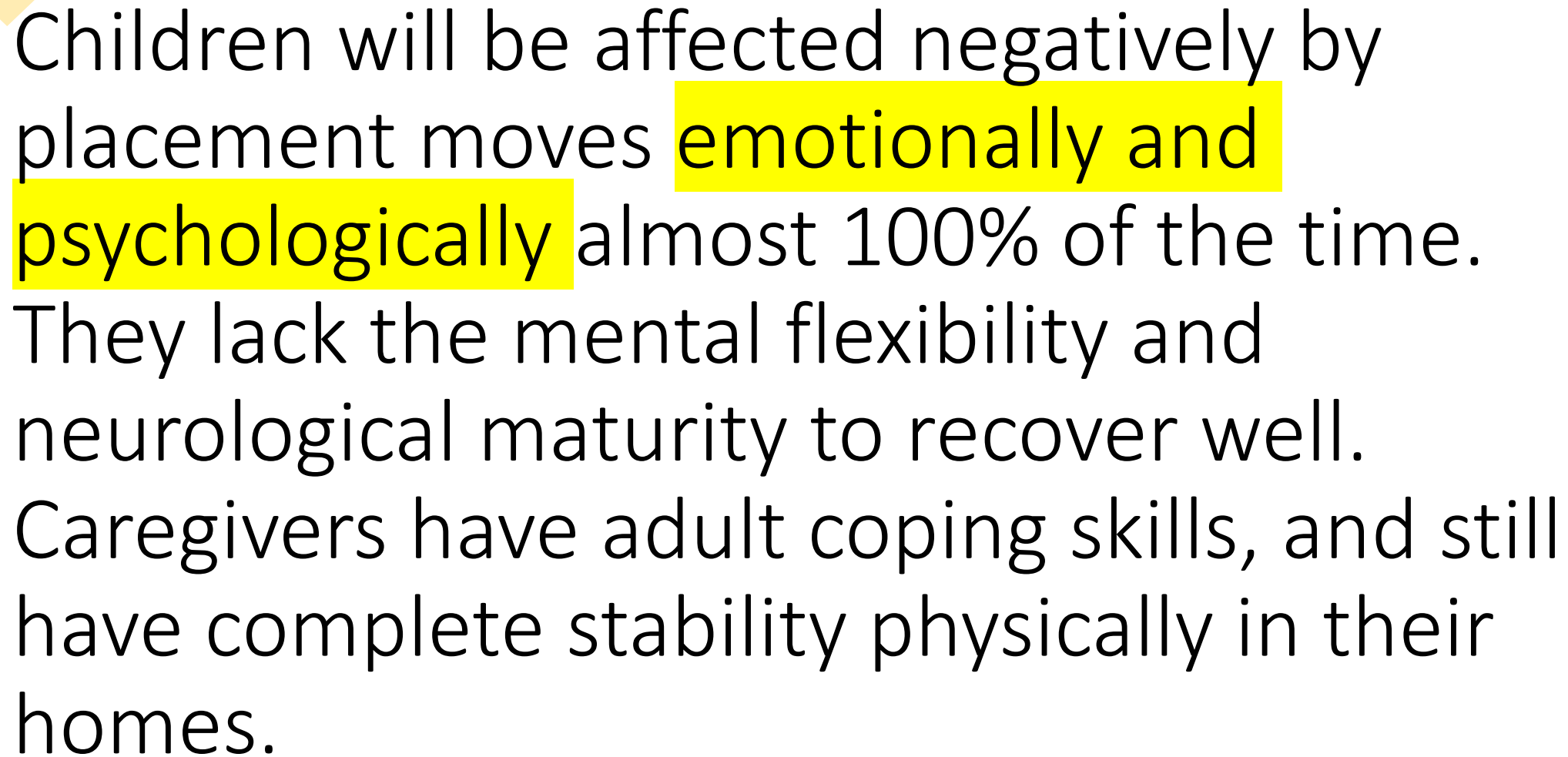


- The primary client of the CPA is the child you are serving as well as their biological family members.
- This means that the social, emotional, and physical well being of the child should be the agency's main concern, and then secondarily, the completion of their case plan goals involving their biological family members.



# Foster Parents Should Understand the Mission Up Front

- Creating a Child/Family centered agency starts in orientation and IMPACT. It's important that caregivers are aware of where your focus is. Setting expectations appropriately in the beginning will prevent complaints in the end.
  - Begin to help caregivers view everything through the child's lens first.
  - Help caregivers to see how difficult it can be for bio family, who are often dealing with poverty, their own trauma, and legal issues to complete a case plan.
  - Example: What is expected of their caregivers when they are experiencing issues? What is your disruption policy? Do you discuss it in IMPACT?
- 



Children will be affected negatively by placement moves **emotionally and psychologically** almost 100% of the time. They lack the mental flexibility and neurological maturity to recover well. Caregivers have adult coping skills, and still have complete stability physically in their homes.

# Policy and Best Practice



- There are many discipline practices or house rules that would not technically be considered a violation of policy, but we should always ask, “How do we think the child is affected by it emotionally or physically?”
- Example: If a caregiver is on a shoe string budget and is very clearly using per diem to pay bills, how do you think this makes the foster child feel? Has the caregiver ever talked about per diem in front of the child? Does the caregiver ever complain about the amount of reimbursement?
- Example: Are there places in the home the bio children are allowed to access that the foster children are not allowed to access?

# Scenario

- Mrs. Smith is sick and tired of finding old food wrappers stuffed in her foster son Billy's dresser, bed frame, and under his bed. Her grocery bill keeps climbing, and it's causing her considerable stress, in addition to the mess. She institutes a rule in the home that children must come to her and ask permission for every single thing they eat, and they will only be eating at mealtimes from here forward.
- How do you think this makes Billy feel?
- What issue is Billy dealing with?
- What are some possible solutions for Mrs. Smith and Billy?

# Scenario

- Billy probably feels frustrated, hungry, stressed, desperate, etc.
- Billy is most likely dealing with food insecurity.
- Solutions: planned snack times, individually packaged snacks in a bin by the bed, snacks that Billy can carry around in a fanny pack, a common bowl of snacks out on the counter, etc.
- Felt Safety is more important than the grocery bill, or the amount of times the caregiver has to clean.


# Scenario

- Mr. and Mrs. Johnson are a potential adoptive home for Trinity, Ava, and Cameron. They have been through the matching process and are excited to start visits. However, after starting visits, the couple realizes this sibling group has some overwhelming behaviors and backs out.
- How do you think this has affected the children?
- If your family called you to tell you they were backing out, what would you discuss with them?
- What are some possible solutions for this scenario?


# Scenario

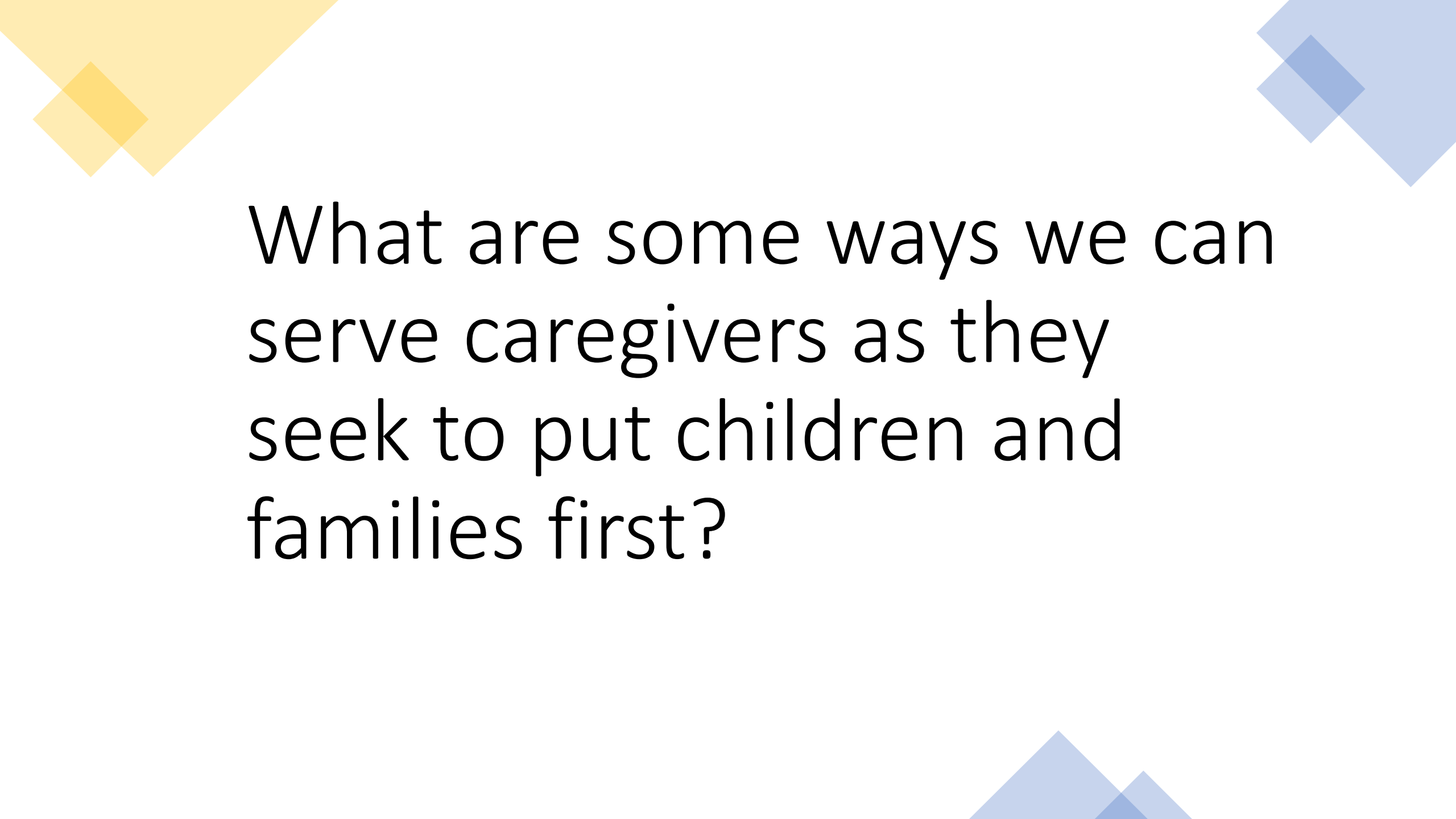
- This experience may have confused the children about adoption, and may make them test other adoptive caregivers more through their behaviors. If they are old enough to grasp what happened, they may lose faith in adoption.
- You should discuss with the family what changed between discussing the behaviors in the child life history presentation and preplacement staffing until now. Discuss the supports everyone agreed would be needed and will be put in place. Push the family to consider how their actions are affecting the children.
- Your agency or DFCS could go ahead and make referrals for services or provide trainings to the family if they are willing to continue. If they are not willing to continue, you need to discuss with them the seriousness of the situation, and how this may affect future matching.
- Again in this case, the children are negatively impacted emotionally and psychologically way more than the caregivers will ever be.





## Helpful Tip: Try to see Foster Care through the lens of Adoptees and Former Foster Youth


- Adult adoptees and former foster youth can give us valuable knowledge on what it was like to be in the “system”
  - Some common themes in their experiences are:
    - It was clear my foster parents were getting compensation to care for me as this was something I heard about directly or indirectly
    - I felt like I never understood the reasons I was moved. Every time I moved I always felt like it was somehow my fault.
    - When I made outcries of abuse or neglect, everyone always believed the adults.
    - I’m devastated that they didn’t keep me and my siblings together
    - I was scared to tell my worker anything within earshot of my foster parent
- 



What are some ways we can serve caregivers as they seek to put children and families first?



# Serving Caregivers Well

- Pay for a Cleaning Service (or get one donated)
  - Host Date Nights through local churches or with your staff
  - Refer them to counseling, grief groups, or foster parent support groups when they are struggling with changes in the case plan
  - Getting free donations to offset costs
  - Answering their calls, communicating clearly
  - Provided relevant trainings and interventions BEFORE it becomes a potential policy violation or disruption
  - Coaching them in how to ask for help from their support systems, or on how to form support systems (example: Promise 686)
  - Approving substitute caregivers
  - Provide helpful reading material, or audible gift cards
  - Organize celebratory events like holiday parties. Get local businesses involved to give away free items or gift cards.
- 

# Resources

- Promise 686
- Books
  - Three Little Words by Ashley Rhodes-Courter
  - Fostered by Tori Hope Petersen
  - The Body Keeps the Score by Bessel Van Der Kolk
  - The Boy Who was Raised as a Dog by Bruce Perry
  - No Drama Discipline by Daniel Siegel
  - Brainstorm by Daniel Siegel



QUESTIONS



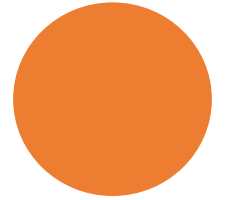
We will now take a 15-minute break.



Monthly Recognition

# You're Simply the Best!

- **Office of Residential Child Care Licensing** – Ms. Elizabeth Vinyard-Director and Ms. Angelique Spruill-Nealy - Supervisor
- **SAFE Consortium:** Ms. Diane Underwood!!
- **OPM RD Team!!!**
- **OPM RD Director:** Ms. Tiffany Cutliff
- **Families4Families:** Great job mitigating ongoing issues in re-eval with outside evidence!







# Reminders

# 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

# Remember...

- Prospective caregivers who have submitted all required onboarding forms, all supplemental verification, home visits and initial trainings should be submitted to OPM RD for review within 30 days of completion.
- Remember your agency is the final approving authority.
- The onus is on your agency to ensure the home meets all SAFE and policy guidelines.

# Foster Home Roster

Rachel's Place (Test Only)

• [Foster Care Program \(5108\)](#) - [Child Placing Agency \(ACTIVE\)](#)

[Select Foster Home](#)

- ▼ PROFILE
- ▼ MONITORING
- ▼ SERVICES
- ▼ ROSTERS
- ▼ REPORTS
- ▼ RISK MANAGEMENT

## Foster Home Roster

- [⊕ Add New Foster Home](#)
- [⊕ Search All Foster Homes](#)
- [⊕ CY 2018 Training Hours](#)

### Application in Process - No Placements Allowed

Show  entries Filter:

FH ID	Primary/Secondary Caregiver	Inquiry Date	Most Recent Submission	OPM Response
10099	<a href="#">Mike Ditka</a>	07/12/2012	12/11/2013	<a href="#">IA Rejected: 12/11/2013</a>
10100	<a href="#">Erin Matthews</a>	03/12/2012	06/27/2013	<a href="#">IA Rejected: 11/2/2021</a>
9425	<a href="#">Dianne Yearby</a>	12/01/2013	06/07/2019	<i>pending (1)</i>

Showing 1 to 3 of 3 entries

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# Questions

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# Suggestions

OPM RD TEAM would love your feedback and suggestions. Please send information to [opm.leadership@dhs.ga.gov](mailto:opm.leadership@dhs.ga.gov)

