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CFSP 2015-2019 Diligent Recruitment Plan

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Practice Matters – April 18, 2018

Atlanta, GA

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 (in the counties, CPAs or CCIs) to ensure that each child needing foster care placement has at least two potential placements that reflect their need for the least restrictive and most appropriate environment by September 2019.

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

Interventions

- Develop enhanced recruitment communication methods/distribution and materials to reach prospective caregivers from all communities by September 2015.
 - *Targeted Recruitment Campaigns*

Black History Month

February 2018

- Targeted African American Community
- Targeted Groups/Organizations that service this population
- Media Graphics
- Public Service Announcements



**CELEBRATING
BLACK HISTORY
MONTH**

BECOME A FOSTER OR ADOPTIVE PARENT TODAY!

1-877-210-KIDS
WWW.FOSTERGEORGIA.COM



Faith Community Focus Month

- April 2018
 - Targeted Groups/Organizations that service this population
 - Media Graphics
 - Public Service Announcements
 - Presentations and Data



 DIVISION OF FAMILY
& CHILDREN SERVICES

CALLLED TO CHANGE

IT TAKES AN ENTIRE COMMUNITY
TO FOSTER *HOPE* FOR GEORGIA'S
CHILDREN IN NEED.

CALL US TODAY TO LEARN
HOW YOU CAN CHANGE
THE LIFE OF A CHILD!

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Upcoming Focus Months:

- May – National Foster Care Month
- June – Teens and Older Youth
- July – Sibling Groups
- August – Hospitals & First Responders
- September – Hispanic Community
- October – Education and Early Learning Centers
- November – National Adoption Month
- December – Faith Community





2018 Diligent Recruitment Plans

Strategizing for Success through Collective Impact

Successful Recruitment Planning

- Each DFCS Regional Resource Development Team has been tasked with developing their own 2018 Recruitment and Retention Plan
- Recruitment plans allow us to outline strategies for using local data to meet your goals, including increasing the percentage of children and Teens placed with families, and support the success of sibling placements.
- Thoughtful recruitment plans encourage the coordination of recruitment, orientation, and pre-service training, so applicants experience a smooth process
- Recruitment plans target children and families of color, reducing racial disproportionality and disparity.
- Using data to track outcomes of your recruitment plans helps to identify the most successful recruitment strategies

CPA & CCI Partners

- How do you know where to recruit (families/staff/volunteers)?
- How do you know who to recruit?
- How have you identified what is/is not working?



How Can You Help?

- Your support and input allows for sharing and obtaining ideas from community partners and increase our effort toward building a State of Hope!
- Recruitment plans build on community resources and relationships
- Having a plan to share with staff, community partners and citizens educates them about the children/teens who most need homes--creates a pool of additional recruiters!
- Allows you to take part in the recruitment and development of placement resources that meet the needs of the children and families in your service area!

Things to Consider During Plan Development

**ALL
THINGS
CONSIDERED**

1. Is there a clearly identified targeted group of children?
2. Are the “right people” specifically identified for recruitment?
3. Are the recruitment strategies customized to engage the targeted prospective parents?
4. Is the recruitment message being taken personally to the prospective parents?
5. Do recruitment activities for the targeted group build on one another month to month?
6. Are you using ACCURATE data to tell the story?

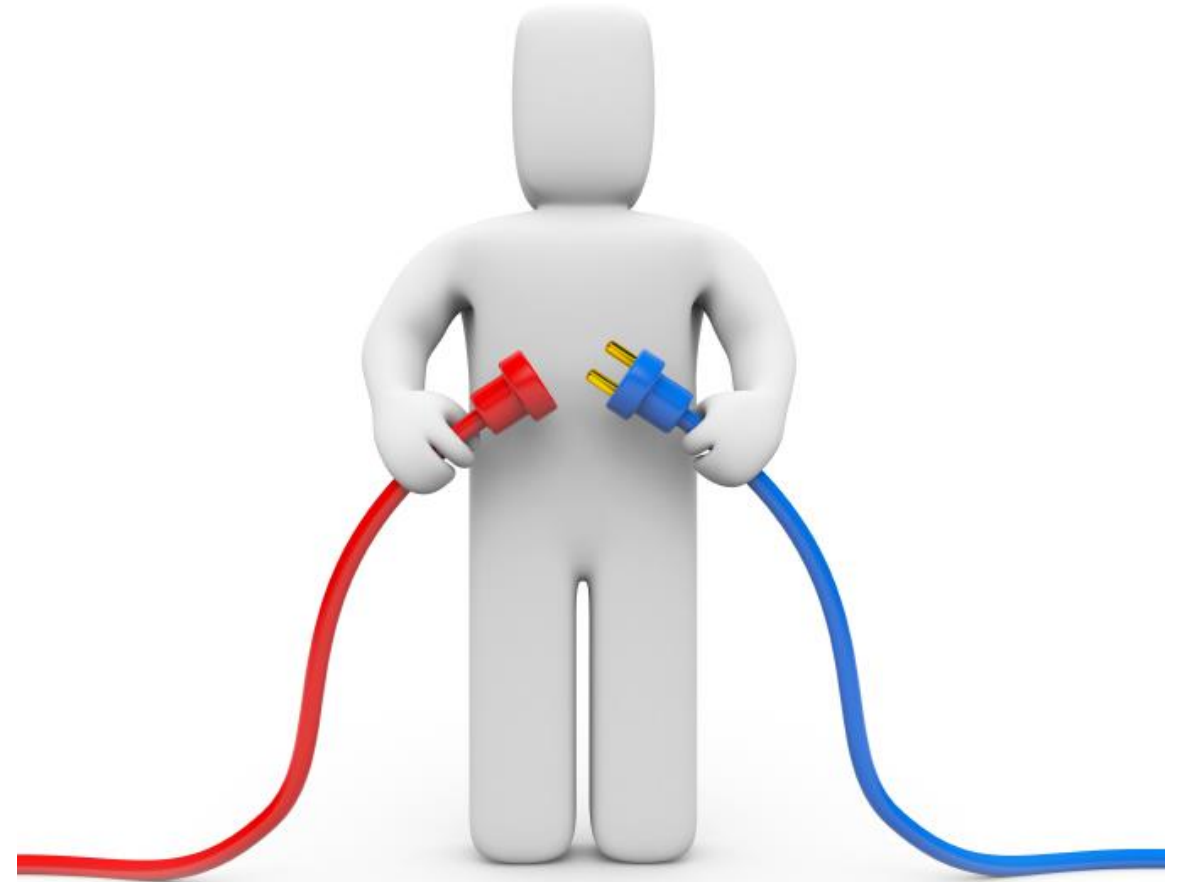
Hope
CHANGES EVERYTHING

State of Hope: Building Connected Communities

- Establishing and solidifying local partnerships through the Placement Resource Engagement Meetings support our desire to build “Communities of Hope”!
- The maximization of our capacity to become true agents of change is reliant upon our ability to connect, partner, and build.
- We recognize that collaboration is currency and it will yield the resources necessary to attain the desired results!
- We understand and embrace the value in developing recruitment plans and efforts that produce the placement resources that meet the needs of our children and families

Placement Resource Engagement Meetings

Our goal remains to continue regularly held Placement Resource Engagement Meetings between the regional resource development teams, DFCS County & Regional Leadership, child placing agencies, child caring institutions, community agencies, and other partnering agencies to improve placement proximity, improve the relationship between public and private agencies, and coordinate caregiver recruitment and retention efforts.



Goal 2 - Improve organizational effectiveness regarding placement resource development, retention and placement matching.

Objective 1:

- Improve placement matching process, tools and training for resource development staff by September 2019.
 - Resource Development Track Training September 2017
 - Implement the Recruit, Prepare and Retain Curriculum for resource development staff by September 2018

Interventions:

- Assess and improve the RBWO program designation determination system, in particular expectations for MWO providers, by December 2017. (*Chapin-Hall Study*)
- Utilize data more effectively in developing recruitment plans and training and providing technical assistance to county/regional resource development staff by September 2019.
- Conduct a feasibility assessment on having a centralized placement matching process for the state and initiate recommendations by December 2018.

Connect with Us!

- Visit our website www.fostergeorgia.com – we average nearly 10,000 visitors per month!
 - Requirements for becoming a Caregiver
 - Caregiver Types
 - IMPACT and Continued Education Training
- Encourage your families to sign up for our Newsletter – we provide important information that can be useful for ALL caregivers – we have 2,225 Subscribers!!!
- Identify your Regional Contacts!