



**Virginia Pryor**  
Interim Director

# CFSP 2015-2019 Diligent Recruitment Plan

CANDIS L. JONES, LAPC

Caregiver Recruitment and Retention Unit Director

*Practice Matters – December 12, 2017*

*Methodist Home for Children*

*Macon, 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*

# Teen Focus Month

- April 2017
  - Targeted Groups/Organizations that service this population
  - Media Graphics
  - Public Service Announcements
  - Presentations and Data



**BLUE  
PRINT  
FOR CHANGE**

Just because they are **teens** does not mean they have outgrown the need for **family**

Consider adopting or fostering older youth in care. Visit **fostergeorgia.com** or call

**877-210-KIDS**

Change the **blueprint** of a child's life

# Sibling Focus Month

July 2017

Become a  
caregiver  
for siblings  
in foster  
care  
**TODAY!**

NOT WITHOUT

*them*

CALL US AT (877)210-KIDS OR VISIT US AT [FOSTERGEORGIA.COM](http://FOSTERGEORGIA.COM)



# 2018 Diligent Recruitment Plans

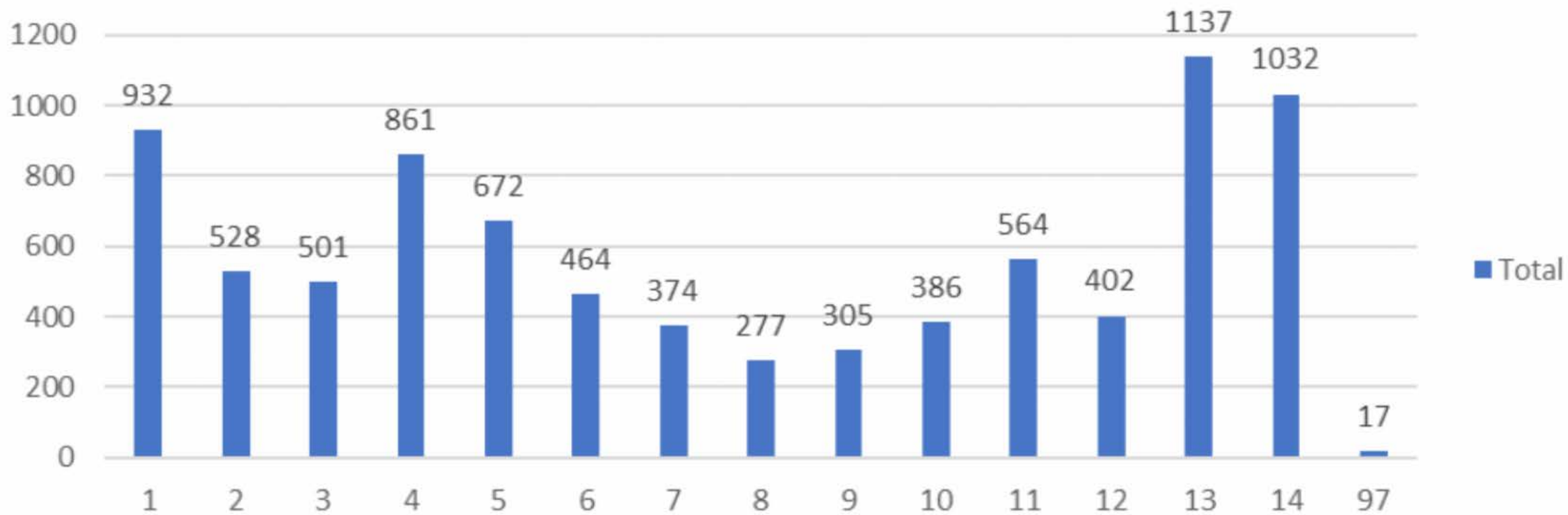
Strategizing for Success through Collective Impact

# 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

Count of ID\_PERSON

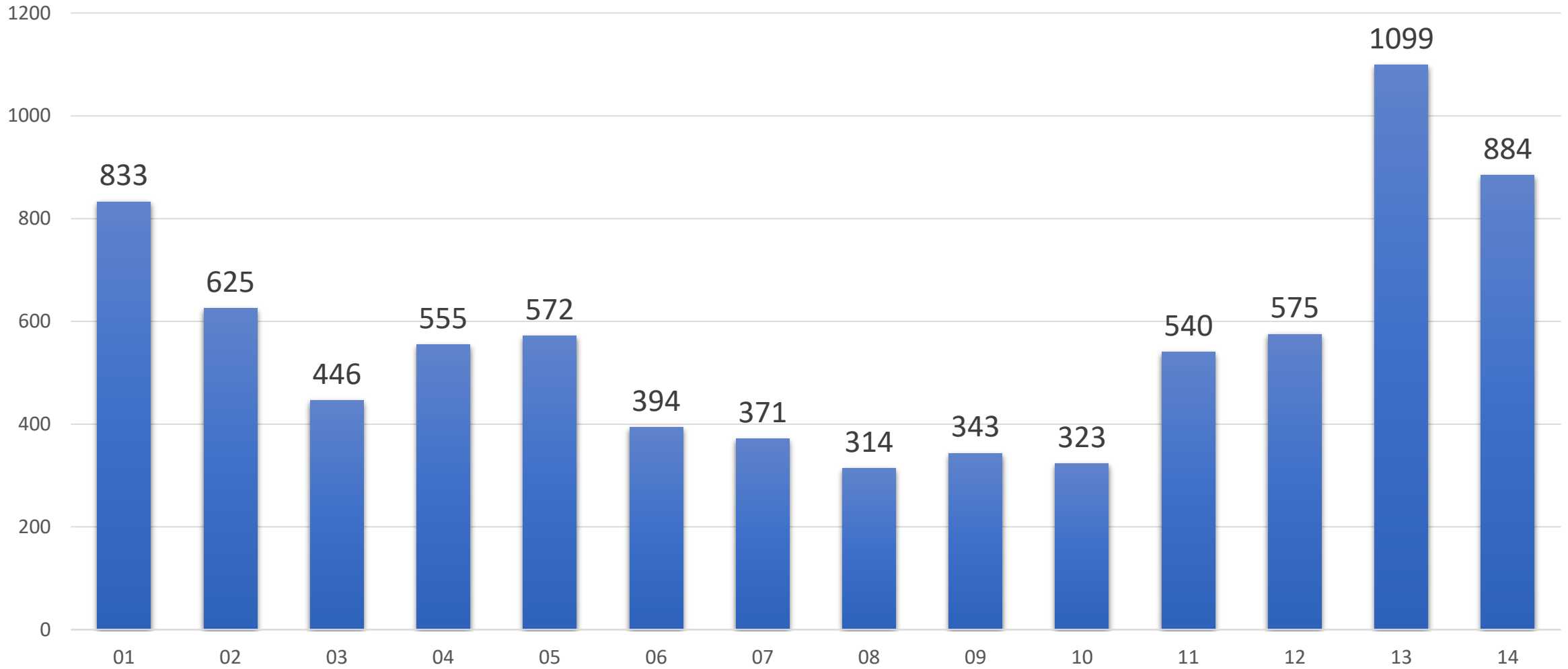
### Foster Entries by Region - 2016



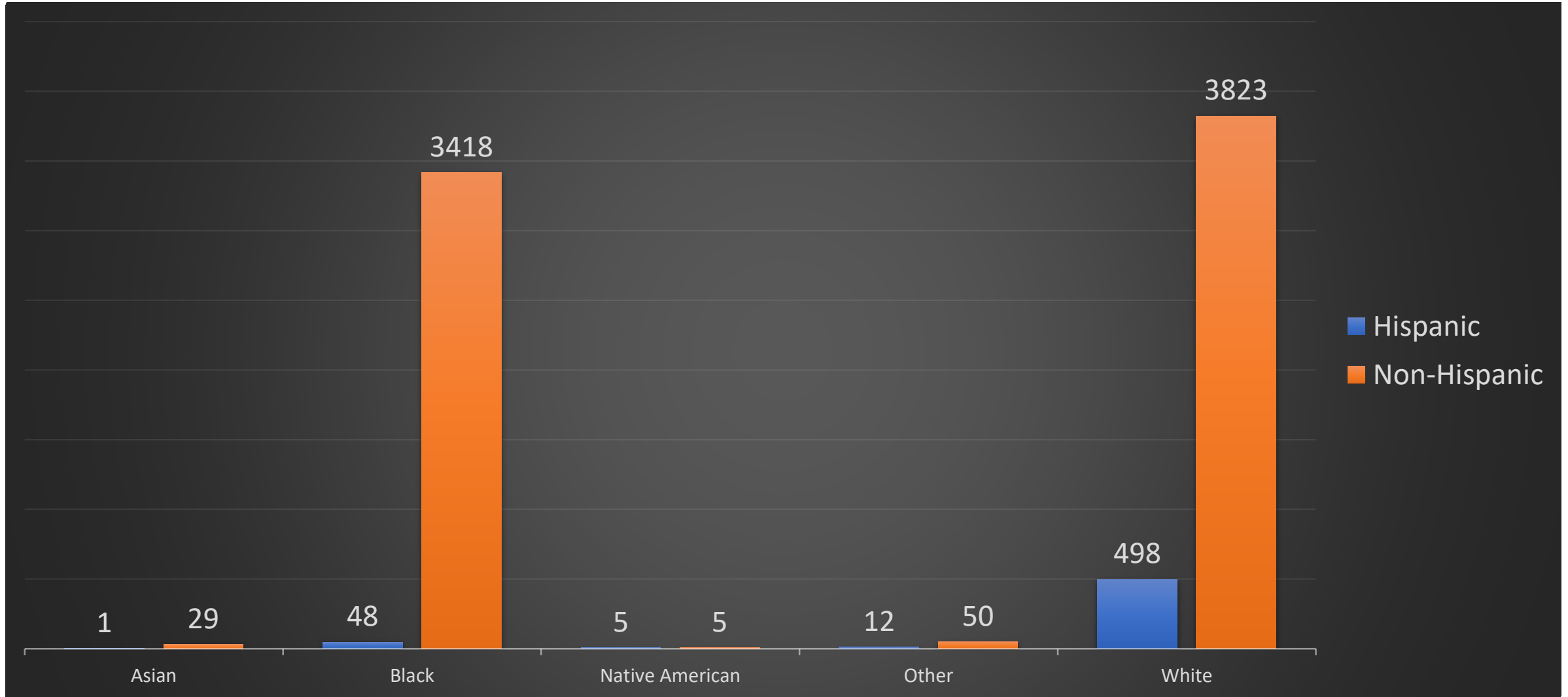
REGION ▼



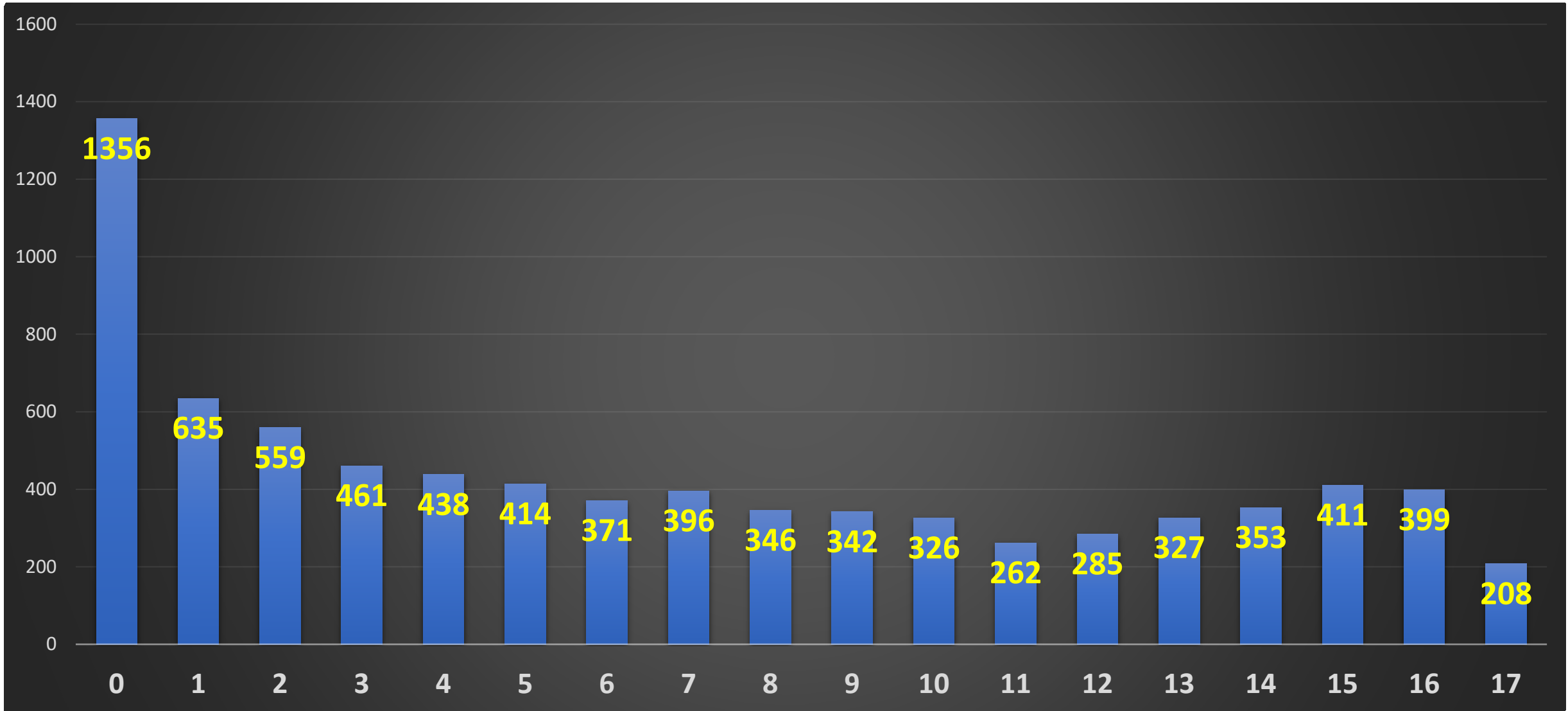
# 2017 FC Entries



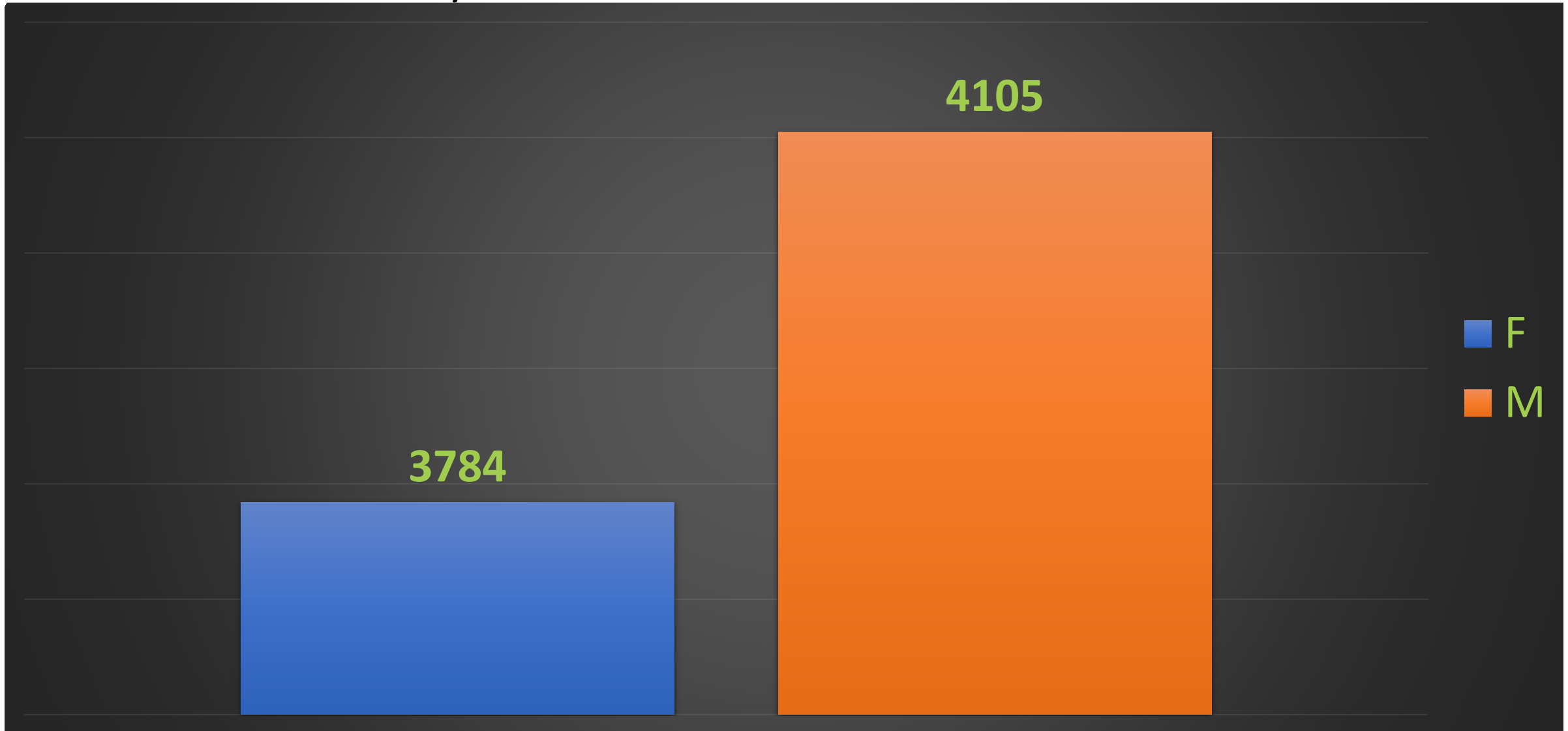
## 2017 Entries by Race/Ethnicity



## 2017 Entries by Age



# 2017 Entries by Gender



# What does the data suggest?

## As you review the data – ask yourself?

- *What does the data suggest are the trending foster care entries in your area?*
- *What were the entries like last year?*
- *What are they like this year?*
- *What are the demographic trends?*

Connect with your DFCS Regional Resource Development Team Lead to identify needs for your respective areas for the development of your 2018 plans!

# 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!

# Placement Resource Engagement Meetings



Our goal is to Initiate regularly held Placement Resource Engagement Meetings between the regional resource development teams and 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 by March 2018

# Things to Consider During Plan Development

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?



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.

Goal 3: Increase the retention of prospective caregivers during the approval process and once approved, retain caregivers for at least five years.

- **Objective 1:**

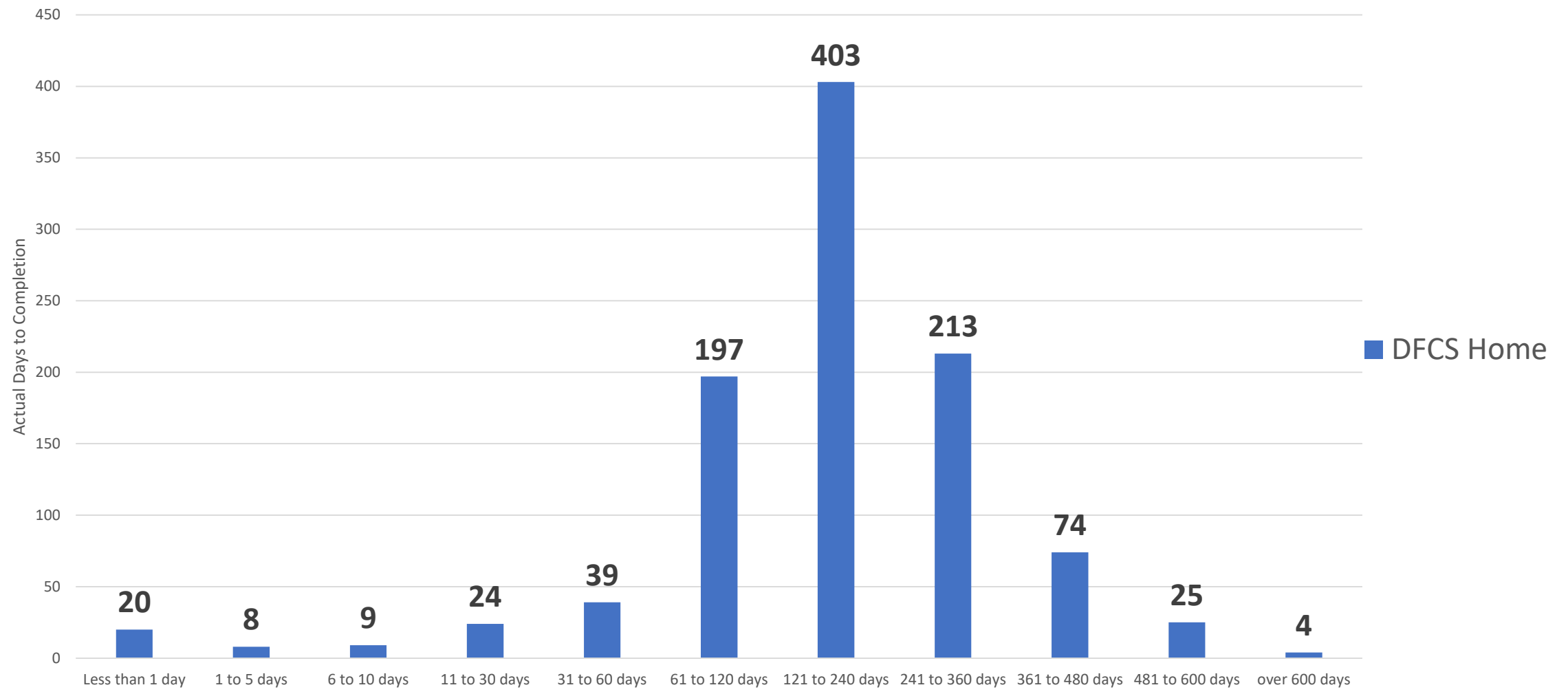
- By September 2019, 85% of foster parents will serve at least five years and no more than 15% of foster parents will exit within 18 months of approval.

- **Objective 2:**

- By September 2019, the number of families who terminate their involvement with the agency prior to approval will be decreased by 25%.



# Number of Days to Full Approval



# S.A.F.E. Home Study Model

Structured Analysis Family Evaluation

## What is S.A.F.E.?

Structured Analysis Family Evaluation (SAFE) is Consortium for Children's standardized home study methodology that has revolutionized the way that both public and private child welfare agencies study and evaluate prospective adoptive, kin and foster families. SAFE aids home study practitioners in performing a thorough, structured and uniform evaluation of families who have applied to foster or adopt.

SAFE is currently being used by Being considered by the Department of Health and Human Services as the required model for International Adoptions.

Published research on the model can be found at:

<http://www.safehomestudy.org/Research/Published-Research.aspx>

# Why is Georgia going to S.A.F.E?

- Self reporting is usually self-serving and allows Applicants to minimize the issues Home Study Practitioners should be addressing.
- 
- SAFE provides Questionnaires that allow Home Study Practitioners to hone in on what issues need to be addressed with the Applicants.
- This helps not waste their time (or the Applicant's time) on issues that have no bearing on the Applicant's current functioning or ability to parent.
- The structured nature of SAFE mandates a step-by-step process throughout the home study.
- This allows them to focus on real issues of concern and ignore that those that don't shade the Applicant's ability to function or parent.
- SAFE also focuses on the strengths that Applicants have and how those strengths can and will aid them in parenting.

# S.A.F.E. Home Study Model

- A thorough home study should be a critical analysis of families who come forward to foster or adopt that provides a truthful view of a family's strengths and issues of concern as well as what children they can parent successfully.
- SAFE utilizes questionnaires that support the social work interview.
- SAFE questionnaires promote uniform information gathering, target topics that require further clarification and understanding and save time for both the family and the social worker.
- Using research-based tools and processes, SAFE allows even the most novice Home Study Practitioner to do a thorough job evaluating prospective families.

## S.A.F.E. – Coming January 2018

- Stay tuned to GA Score for training date announcements.
- DFCS will provide financial support for the attendance of two (2) staff per CPA to the SAFE training.
- Goal is to have SAFE fully initiated by Summer 2018



# Connect with Us!

- Visit our website [www.fostergeorgia.com](http://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!

# Foster Parent Manual

- If you ordered copies of the Foster Parent Manual they are HERE!
- Please pick up your copies before you leave!
- If you need to order manuals for your families please contact Chelsey Williams – [chelsey.Williams@dhs.ga.gov](mailto:chelsey.Williams@dhs.ga.gov).