



**FOSTER PARENT RECRUITMENT PLAN 2009**

***1. A description of the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the service area for whom foster and adoptive homes are needed.***

**Goal:** To recruit a diverse pool of 75 foster parents.

**Objective:** Place children in families that reflect the ethnic and racial diversity of the children in the service area.

**Plan: Attend Culturally Diverse Events**

**Time-frame**

Attend activities that promote diversity	annually and as scheduled
Attend Freedom Fund NAACP Banquet	annually
Attend Ethnic food festivals	annually and as scheduled
Attend Hispanic Chamber activities	annually and as scheduled
Attend Native Omaha Days	bi-annually
Select segments of the community to target	monthly
Develop displays, exhibits, visuals, handouts, book marks and fliers	monthly
Design billboards and transit advertising	as needed
Develop a newsletter	monthly
Participate in special community events	annually and as scheduled

**Action:** Create a Community task force that reflects the cultures and ethnic backgrounds of the children and families to be served. At a minimum this group should include foster parents, community individuals and agency staff by February 2010.

**Recommendations from the Casey Family Foundation regarding culturally-sensitive recruitment include the following interventions.**

- Translating materials into Spanish or other languages of minority communities, including recruitment brochures, applications, flyers for schools, posters in community spaces, etc. 90 days
- Certifying foster families of color as co-trainers of MAPP/GPS. 180 days
- Conducting joint recruitment efforts by families of colors at fairs and other community events. 60 days and as scheduled
- Conducting informational meetings in other languages and/or with other foster parents of color. 60 days
- Implementing foster family’s inquiries with a recording in multiple languages. 90 days

***2. Individualized recruitment of homes including relative placements that will be supported by a continuum of services to support children, families and resource families to meet the needs of highly specialized youth (DD and treatment, older youth, youth with diverse cultural needs, etc.)***

**Goal:** To recruit 75 responsible adults willing to take challenging youth

**Objectives:** To provide specialized training to foster/adoptive/relative families to equip them with skills to manage specialized and enhanced specialized youth.

**Plan:** Establish a specialized training curriculum to address specialized training needs of foster families 45 days

**Action:** Schedule Monthly training 50 days

At a minimum to include the following:

- DD training
- Treatments
- Older youth
- Youth with cultural needs
- Levels of Care

### ***3. A protocol that “matches” children and youth with resource families?***

**Goal:** Determine foster parent specialty and area of competence.

**Objectives:** To provide competence training for foster parents and assess their ability to handle specific levels of care.

**Plan:** Targeted training used to focus on specialized behaviors and child profiles to determine appropriate matches for children and foster parents.

**Action:** Schedule individualized training sessions to address the specific behavioral needs of children and foster parent’s compatibility.  
45 days

- AdoptUsKids recommends training in preparation and assessment to assist with matching.
- The four key ingredients in the match process are family preparation, family assessment, child preparation and development of the child profile.

### ***4. A protocol that actively searches and identifies non-custodial (both maternal and paternal) and other relatives for possible placement and as life long connections?***

**Goal:** To help children develop support systems outside the foster home.

**Objectives:** To use a variety of tools to develop and maintain a life long support system.

**Plan:** Assist foster families in maintaining a life book for each child.

**Action:** Training foster parents to list the child’s contacts and community connections. 35 days

Training for staff to implement Six Step Method To Find A Family  
The Children's Bureau recommends the Six Steps To Find A Family: A Practice Guide to Family Search And Engagement. 60 days

1. Setting the Stage
2. Discovery
3. Engagement
4. Exploration and Planning
5. Decision Making and Evaluation
6. Sustaining the Relationship(s)

These components will be apart of the training process.

### ***5. How the contractor provides supports and education/training for foster and adoptive parents and relative and kin-care providers?***

**Goal:** To provide education and support to foster/adopted/relative families and kin care provider.

**Objectives:** To determine competent training and support that best fit the needs for foster families and kin-care providers. Families will have a well rounded repertoire of support and resource materials.

**Plan:** To engage foster parents in an experience with KVC that includes sharing of information and 24/7 access to support workers. Foster parents will be treated with respect, and positive regard. Foster parents will have access to training opportunities that prepare them to deal with more difficult behaviors exhibited by foster children.

**Action:** Schedule training and feedback sessions monthly. 45 days

- The National Resource Center for Family-Centered Practice and Permanency Planning recommends suggestions on how to partner with families.
- Foster/adoptive/relative parents will be regarded as a part of the team that is responsible for making decisions about the child and the family.

- Foster/adoptive/relative parents will be informed of all training opportunities that are available in the community and within the agency.
- Foster/adoptive/relative parents will be involved in their own professional development as much as possible.
- Foster/adoptive/relative parents will be offered more time at the end of each training session for discussion so the foster parent can apply the training to their own situation and they can leave with a plan of action.
- Foster/ adoptive/relative parents will be asked for feedback on information received during the training.
- Foster /adoptive/relative parents will complete trainer evaluations at the end of the training.
- Support and services to families will be directly related to the needs and acuity levels of children placed.
- Surveys will be provided for families on a quarterly basis.
- KVC provides an annual resource family conference which includes national professional speakers. Workshops and small group work will be provided to enhance interactive learning. Training materials and topics covered will relate to issues appropriate with foster parents professional development.