Foster Parent Recruitment Plan and Quarterly Progress:

The Provider will submit a Foster Parent Recruitment Plan and shall outline goals and objectives that address:

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.

NOVA TC maintains a policy on foster parent recruitment. It is the policy of NOVA TC to maintain a comprehensive plan for the selection of qualified, competent and diverse foster families and to match children referred to the most appropriate home within the agency. NOVA TC's Foster Care Director will be responsible for recruitment. NOVA TC's Foster Care Director will develop and implement recruitment activities that are designed to attract foster families that possess the qualifications and competencies to provide foster care for children and adolescents being referred to foster care services. The strategies will include, but not be limited or restricted to: recruitment ads ran in local newspaper and foster family newsletters; flyers and posters distributed to sites that are conducive to recruitment, i.e., Churches, Community Centers, Universities, Social Service agencies, Foster Parent Conferences, etc.; public speaking engagements and personal recruitment; advertisement at NOVA TC business locations; movie theatre pre-feature advertisement; and banners on metro busses.

NOVA TC utilizes an initial screening process to determine eligibility of foster families. NOVA TC's Foster Parent Liaison Committee is responsible for scheduling a home interview and to review potential foster families with the Committee to determine appropriateness for services. The Committee meets on a regular basis to determine which foster families are good matches for NOVA TC and foster parenting.

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).

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3. A protocol that "matches" children and youth with resource families.

NOVA TC maintains a policy on foster placement selection and matching. It is the policy of NOVA TC to select and match children and adolescents with the most appropriate foster family in the agency depending on their needs. The agency realizes that when foster youth make frequent moves to different foster homes it damages that youth's emotional security. This makes the match between youth and family especially important.

NOVA TC's Foster Parent Liaison Committee receives input from NOVA TC's training instructor(s) on the skill level and abilities of foster families and combines that with the need of the child or adolescent to determine the most appropriate placement. When foster parents request to transfer from other agencies, the Committee reviews supporting information that comes from that agency to determine the foster parent's competencies and experiences. The committee members also meet with all potential foster parents in their homes to determine what type of children and adolescents they would work most effectively with. The Committee meets on a regular basis to determine which foster families are good matches for NOVA TC and foster parenting.

NOVA TC utilizes an interviewing process with potential foster families prior to placement. In addition, an interview process is utilized with the child or adolescent when age appropriate. When appropriate, NOVA TC's Foster Care Specialist (FCS) obtains permission for the child/adolescent to spend time with the potential foster family. After this meeting, the FCS consults with the child/adolescent's case manager to see how the visit went from their perspective and checks with our foster family to hear what their experience was like. If both parties want to move forward with the placement, the FCS coordinates the transition of the move with the child/adolescent's case manager.

NOVA TC maintains a list of foster families who specialize in providing placement for children/adolescents in need of immediate placement because of eminent safety issues as well as children/adolescents in need of a higher level of foster care.

If at any time NOVA TC does not determine a good match for the child/adolescent, the referring agency will be notified so that appropriate placement can be secured.

4. A protocol to actively search and identify non-custodial and other relatives (both maternal and paternal) for possible placement and as life-long connections.

Currently we do not have a protocol to search and identify non-custodial and other relatives other than the information we get from the case manager.

5. How the Provider provides supports and education/ training for foster and adoptive parents and relatives and kin-care providers.

NOVA TC maintains a policy on foster parent training. It is the policy of NOVA TC to provide a systematic method of training and preparing foster parents to provide services. All NOVA TC foster parents will participate in an intensive, initial training program which includes PRIDE/PSMAPPS training. Additional training and support is provided through on-going coaching and training provided by NOVA TC's Foster Care Specialists and through in-service training offered by NOVA TC on a quarterly basis. NOVA TC also notifies foster parents of training opportunities available in the community and encourages participation. All foster parents are required to maintain a minimum of 12 approved continuing education/training hours each year.

NOVA TC's Foster Care Specialists and Foster Care Director are available via cell phone 24 hours a day.