Foster Parent Recruitment Plan

Child Saving Institute intends to recruit, screen, train and license new foster homes throughout Douglas, Sarpy and Cass counties in 2010. Child specific recruitment will be conducted for all age groups with a special focus on:

- Teenage youth,
- Children and youth from diverse cultural and ethnic backgrounds,
- Sibling groups, and
- Youth with special needs or behavioral challenges.

Additionally, CSI's recruitment efforts will focus on foster families willing to work closely with biological families. CSI will assure that all potential foster parents possess the following skills, abilities, and willingness to:

- Participate as a member of a team to identify the outcomes, needs, strengths and strategies to obtain reunification or other identified permanency goals for youth in care who have special needs.
- Work with the assigned Foster Care Specialist to develop informal resources to support the challenging times of providing foster care – to include extended family, neighbors, friends, church members, school personnel, etc.
- Work with other foster parents to provide relief and support from the demands of caretaking, including a goal of mentoring new foster parents.

GOALS AND OBJECTIVES OF RECRUITMENT:

Goal #1: ***Recruit New Potential Foster and Adoptive Homes --*** Effectively recruit 12-15 new foster families willing to accept children and youth in the high needs categories, identified above – teenagers, children from diverse cultural and ethnic backgrounds, sibling groups, and youth with behavioral challenges. [This is in addition to recruitment of families for other children and youth.]

Objective #1: Develop recruitment materials for distribution that identify the high-need areas for potential foster families and define the support provided;

Objective #2: Develop a Power Point presentation that communicates CSI's mission and identifies the highest need areas for potential foster families;

Objective #3: Identify corporations, philanthropic organizations, civic and religious organizations, school events, health fairs and other venues within areas closely aligned with the ethnic and racial diversity of children in foster care in the ESA and request presentations to total 30/year.

Objective #4: Promote use of the Nebraska Heart Gallery display for recruitment of foster families throughout the three-county area.

Objective #5: Recruit five (5) foster families to assist with recruitment of new foster parents by utilizing their experiences as recruitment material at presentations.

Objective #6: Develop an expanded focus by June 2010 on the CSI website specific to foster parents, including an online application form for persons interested in becoming foster parents.

Objective #7: Provide $100 incentive checks to foster parents who successfully recruit other foster families.

Goal #2: ***Sustain a strong network of foster families through affirmation of active participation*** – Effectively retain 75% of current families through the following objectives:

Objective #1: Sponsor monthly support groups with the intent of building informal supports and sharing and addressing common concerns between foster parents.

Objective #2: Provide a minimum of two annual social events for foster families – a summer picnic and a winter holiday party – to facilitate casual networking and express appreciation for their efforts.

Objective #3: Provide incentive gift certificates of $50 for each year of active service provided as a foster parent.

Objective #4: Facilitate 'matching' of experienced foster families with newly recruited and trained foster families to encourage development of informal supports, planned partnering in respite, and effective problem-solving around care-taking issues.

Goal #3: ***Effectively recruit and support specialized placements*** – These individualized placements should include relative placements, as requested by DHHS Child and Family Specialists or NFC Service Coordinators for specific children and youth.

Objective #1: Utilize all approved family connections, search tools and websites (e.g., autotrack.com/accurin.com, ancestry.com, any who, zaba search, usa people search, rootsweb, adoption.com, etc. – see list of website resources, attached) to identify potential individualized foster placements for youth on an as-requested basis.

Objective #2: Provide initial training (with foster parents as co-trainers) and twice monthly in-home support for foster parents (e.g., relative or kin) with specialized placements.

Objective #3: Identify additional community resources and CSI prevention services that will benefit and support relative or kinship foster placements.

Objective #4: In situations where youth or children placed in an individualized setting require additional support due to highly specialized needs (e.g.,

developmentally disabled, diverse cultural needs, etc.), will work with the assigned NFC Service Coordinator to design an individualized continuum of services specific to needs.

Goal #4: ***Effectively Match Children and Youth with Resource Families*** – Utilize the following protocols for identifying the most appropriate resource family for each child or youth referred for foster care:

Protocol #1: Arrange for potential foster parents to visit each considered child or youth in his/her current setting at least one time whenever possible. Subsequent visits may also be arranged in the prospective foster parents' homes.

Protocol #2: If visitation is not possible, obtain as much information about each child or youth (e.g., age, gender, school, special needs, etc.) in order to effectively match him/her with an appropriate resource family.

Protocol #3: Utilize all approved family connections, search tools and websites (e.g., autotrack.com/accurin.com, ancestry.com, any who, zaba search, usa people search, rootsweb, adoption.com, etc. – see list of resources, attached) to identify potential individualized foster placements for youth on an as-requested basis.

Goal #5: ***Provide Support and Training for Resource Families –*** This initial and ongoing training and support should include foster families at all levels, adoptive families, relatives, and kinship care providers, including:

Objective #1: Provide PS-MAPP training prior to becoming licensed. Current foster parents, relative caretakers and kinship care providers will receive an abbreviated version of PS-MAPP.

Objective #2: Hold quarterly foster parent trainings on subjects identified by foster parents.

Objective #3: Provide monthly foster parent support groups, facilitated by CSI staff but led by foster parents, with the intent of building informal supports and sharing and addressing common concerns. , working with the CSI facilitator to identify needed resources or training.

Objective #4: Develop foster parent mentors to be available to new foster parents to assist in the initial stages of foster parenting and in ongoing problem-solving.

Quarterly Reports – Quarterly reports specific to each of the above goals and outcomes and including data and descriptions of progress will be submitted to the NFC Manager of Foster Care Services and Continual Quality Improvement Director by the 5th of the month following the end of the quarter.

Search Tools for Individualized Recruitment

- autotrack.com
- accurin.com
- ancestry.com
- any who
- zaba search
- usa people search
- rootsweb
- adoption.com
- social security death index
- google
- switchboard.com
- adoptionregistry.com
- online birth and marriage records
- socialsecurity.gov
- legacy.com
- search bug
- dex knows
- dc assessor (other county assessor sites used also)
- ne corrections
- quickbase.com (adoption database)
- central obits
- privateeye.com
- city directory look up
- USPS.com