Nebraska Children's Home Society

2009-2010 Foster and Adoptive Parent Recruitment and Retention Plan

Goal 1: NCHS will increase the number of foster/adoptive families identified as a race other than Caucasian 10% each quarter.

Objective: NCHS will target recruitment efforts in Omaha and surrounding areas that are known by demographic statistics to consist of racially diverse populations.

Objective: A comprehensive list of churches and businesses in target areas will be established with associated timelines for contact with the organizations.

Objective: Significant leaders within the organizations will be identified and contact will be made in regard to sharing written and verbal information about the NCHS Foster Care Program.

Objective: NCHS will provide information about the NCHS Foster Care Program at community events.

Goal 2: NCHS will increase the number of licensed foster families willing and able to support children over the age of six years, children with developmental special needs, children with special medical needs, and children with specific cultural needs by 10% each quarter.

Objective: NCHS will provide written and verbal recruitment materials that identify the specific need for foster parents willing and able to take older children,

children with developmental delays, children with special medical needs, and children with specific cultural needs.

Objective: NCHS will create a list of agencies that serve children within the identified populations for contact regarding child specific and need specific recruitment.

Objective: Relative and child specific homes will be identified and assessed for children with specific needs that can be served by a family familiar to the child.

Objective: NCHS will train staff, licensed foster families, child specific families, and relatives on issues related to children with the identified special needs using community trainings and literature on best practice.

Objective: NCHS will assess specific support needs for families caring for children with identified special needs and provide individualized support.

Goal 3: NCHS will place 98% of children with families that are able to meet the physical, emotional, and social needs of the child without placement disruption.

Objective: NCHS will maintain and consistently update a list of licensed families which identifies the age and gender preference of the family, number of placement openings, number, ages, and genders of children currently in the home, care needs the family is comfortable with, and school district family is located within. Matches between families and children needing placement will be made using the list.

Objective: Foster care staff will consult with at least one other foster care staff member when considering a family for placement of a child. The appropriateness of the family for the particular child will be discussed and agreed upon between staff members.

Objective: Consistent and child and family specific support and guidance will be provided to foster families by Foster Care Caseworkers.

Goal 4: NCHS will identify placement and visitation options within the biological family and social network for 100% of children

placed in an NCHS foster home.

Objective: Foster care staff will gather information regarding biological family members and social relationships from biological parents, Service Coordinators, and the child when appropriate. The information will be gathered within one month of the child being placed in an NCHS foster home and on an ongoing basis.

Objective: Foster care staff will assess relative and child specific families for appropriateness using home studies and background checks.

Goal 5: NCHS will provide initial and ongoing training and education to foster and adoptive parents.

Objective: NCHS will provide a speaker on an identified topic relating to foster care or adoption issues once each quarter.

Objective: NCHS will inform foster and adoptive parents of books, videos, and other educational materials available to check out from NCHS.

Objective: Foster Care staff will distribute information regarding community training opportunities to foster parents through use of mail or email.