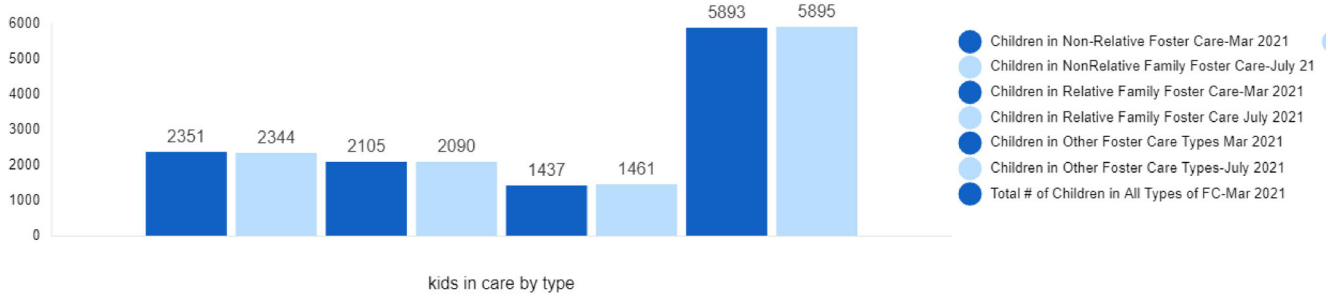
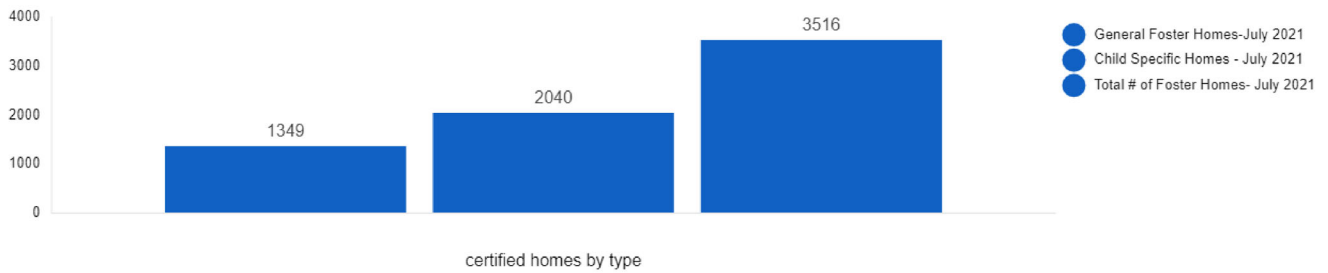


STATEWIDE RETENTION RECRUITMENT SUMMARY

Children and Youth in Care by Placement Types











Resource Homes by Certification Type











*child specific home count includes relative homes

DISTRICT RETENTION RECRUITMENT SUMMARIES

-  D1 DISTRICT SUMMARY
-  D2 DISTRICT SUMMARY
-  D3 DISTRICT SUMMARY
-  D4 DISTRICT SUMMARY

-  D5 DISTRICT SUMMARY
-  D6 DISTRICT SUMMARY
-  D7 DISTRICT SUMMARY
-  D8 DISTRICT SUMMARY

-  D9 DISTRICT SUMMARY
-  D10 DISTRICT SUMMARY
-  D11 DISTRICT SUMMARY
-  D12 DISTRICT SUMMARY

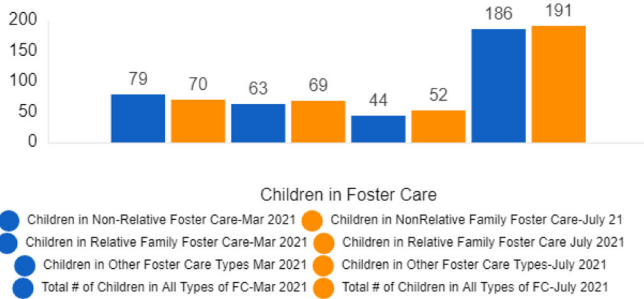
-  D13 DISTRICT SUMMARY
-  D14 DISTRICT SUMMARY
-  D15 DISTRICT SUMMARY
-  D16 DISTRICT SUMMARY

D1 RECRUITMENT & RETENTION SUMMARY

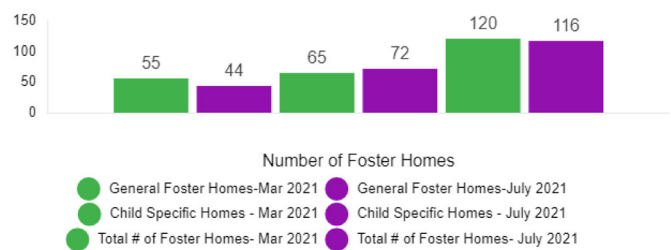


Scott Roen
 D1 Resource Family Retention Recruitment Champion
 scott.h.roen@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home count includes relative homes

Children Most in Need of Homes are:

- Black, Indigenous and people of color (BIPOC) children and youth
- Children/Youth who identify as LGBTQIA+
- Sibling groups of 3+ with a large age span (baby/toddler to teen age)
- Teens with high behavioral/mental health needs

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who will take children and/or youth 13-18+ years old that are:
 - Families with educational backgrounds in trauma informed practices or other related behavioral and/or mental health education, or
 - experience with parenting children with behavioral challenges and or mental health needs, or
 - a willingness to be equipped/trained in parenting youth who have high behavioral and or mental health needs.

D1 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 1 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and certify 10 families who have a willingness to be equipped/trained, or an educational/ professional background in caring for youth ages 12-17 with behavioral challenges and or mental health needs by March 2022.	On Track	01/23/21	04/22/22
<i>Recruitment Expected Results: Decrease the number of placement changes for youth in this age group and see a decrease in the number of temporary lodging staffings in D1.</i>			
Recruitment Strategy #1: Partner with Youth ERA who supports, provides activities, and provides mentors to teens.	On Track		
Recruitment Strategy #2: Prepare and distribute customizable ODHS promotional material for teen recruitment.	On Track	03/31/21	
Recruitment Measurable Goal #2: Recruit and certify 10 affirming resource homes to care for children who identify as LGBTQIA+ by March 2022		01/01/21	03/31/22
<i>Recruitment Expected Results: • Increase the number of LGBTQIA+ children and youth placed with affirming families. • Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents • Reduction in placement disruptions or placement in higher level of care • Create stability and improved mental health outcomes</i>			
Recruitment Strategy #1: Connect with local communities to provide specific messaging for the need of LGBTQIA+ homes.	Not Started		
Recruitment Strategy #2: Work with the local Every Child to have a specific recruitment event for LGBTQIA+ and affirming families.	Not Started		
Recruitment Measurable Goal #3: Recruit and certify 5 families who are willing to take sibling groups of 3 or more where the siblings are multiple years apart in age by March 2022		01/01/21	03/31/22
<i>Recruitment Expected Results: • Increase the number of families that can take large sibling groups so that siblings are not separated. • See a decrease in the local resource homes being overfilled so that sibling groups stay together. • Increase the number of homes that are willing and able to take young children as well as their older siblings.</i>			
Recruitment Strategy #1:	Not Started		

Recruitment Strategy #1: Inform the community about the need for resource families that can take siblings with a large age difference.			
Recruitment Strategy #2: Hold specific recruitment event.	Future Task		
Recruitment Measurable Goal #4: Recruit and certify 5 BIPOC families by March 2022		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> • BIPOC children and youth will have families that understand and are reflective of their culture and background • Improved placement matching for BIPOC children and youth • Increase ability to keep children who come into foster care within their own county or community	On Track		
Recruitment Strategy #1: Build relationships with the BIPOC community in the district.			
Recruitment Strategy #2: Work with certified BIPOC families in the district	On Track		

D1 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 1 - RETENTION PLAN			
Retention Measurable Goal #1: Starting July 15, 2021 Resource families will begin receiving a check in call within 24hrs (CPS/Perm) and 48 hours (Certifier) of initial placement and any placement change.	On Track	07/26/21	
<i>Retention Goal #1 Expected Results:</i> Resource families will feel better connected with ODHS staff. Resource families will feel an increased partnership with ODHS staff. Resource families will feel respected and supported.			
Retention Strategy #1: Create Business Process Guide for CPS, Perm and Certification units.	Complete	07/08/21	
Retention Strategy #2: Implementation	On Track	07/26/21	
Retention Measurable Goal #2: By August 16, 2021 a document will be created and given to each branch in D1 updating and expanding workers knowledge about what information can and cannot be shared with resource parents.	On Track	08/16/21	
<i>Retention Goal #2 Expected Results:</i> Resource families will be given appropriate and accurate information regarding the youth/child(s) case. Resource Families will feel valued. Increase in District wide consistency. Increased partnership with our resource families.			
Retention Strategy #1: Create a workgroup to put this document together.	On Track	07/19/21	
Retention Strategy #2: Communication plan for how the document will be distributed.			
Retention Strategy #3: Delivery of the document			08/16/21
Retention Measurable Goal #3: By December 20, 2021 90% of all Child Welfare staff in D1 will have received the Resource Family Customer Service Training.		12/20/21	
Retention Strategy #1: Delivery of the training for all D1 staff. TBD			
Retention Strategy #2: Implementation of success rate measurement			
Retention Measurable Goal #4: By August 30, 2021 D1 will have implemented the certification on-call rotation.	On Track	07/22/21	08/30/21
<i>Retention Goal #4 Expected Results:</i> Resource parents will be able to reach a certifier 24/7 feeling more valued and better supported.			
Retention Strategy #1: Business process guide will be created		07/22/21	
Retention Strategy #2: Implementation		08/02/21	
Retention Strategy #3: Evaluation Plan			
Retention Measurable Goal #5: D1 staff will provide an opportunity for ice breakers in all cases where it is deemed safe and appropriate by September 1, 2021	On Track	09/01/21	
<i>Retention Goal #5 Expected Results:</i> Resource parents and biological families will have a stronger support system and feel more connected. The connection between families will help with the grief and loss associated with removal and reunification of children and youth.			
Retention Strategy #1: Business Process Guide	Complete	06/22/21	
Retention Strategy #2: Communication			
Retention Strategy #3: Review Ice Breaker			
Retention Strategy #4: Evaluation (measurement)			
Retention Measurable Goal #6: By February 2022 responses from the D1 exit surveys will show a decrease from 50% to 10% of resource families who close their certification stating that they neither agree nor disagree, disagree, and strongly disagree that ODHS staff provided them with the information they needed about children needing placement	On Track	02/01/22	
Retention Strategy #1: Placement forms (261-ORKIDS) will be given to the resource family within one day of placement			
Retention Strategy #2: Each branch will have a packet of pertinent information for each child and or youth to give to the resource family on the day of placement or one day after			
Retention Measurable Goal #7: By December, 2021 local practice level workgroups will be in place to talk about solutions to the barriers of 24/7 resources for resource families .	On Track	12/01/21	
<i>Retention Goal #7 Expected Results:</i>			

Retention Goal #7: Expected Results:

<i>Resource families will have more access to after hour resources in their local communities.</i>			
Retention Strategy #1: Connect with the district's mental health agencies as well as other community partners and local stakeholders to schedule reoccurring meetings.			
Retention Strategy #2: Training			

D2 RECRUITMENT & RETENTION SUMMARY

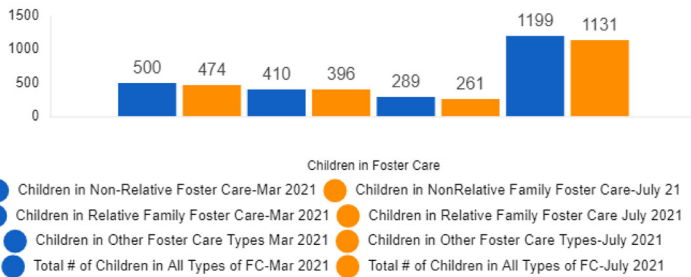


Magda Bejarano
 D2 Resource Family Retention Recruitment Champion
 magda.y.bejarano@dhsosha.state.or.us

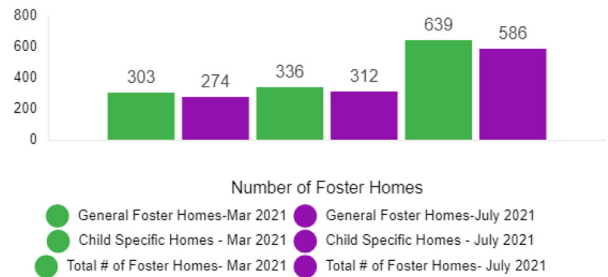


Elizabeth Hauck
 D2 Resource Family Retention Recruitment Champion
 elizabeth.hauck@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home count includes relative homes

Children Most in Need of Homes are:

- Black, Indigenous and people of color (BIPOC) children and youth
- Children/youth who identify as LGBTQIA+ Native American children/youth
- Spanish Speaking children/youth Teens with high behavioral/mental health needs

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that are interested and equipped to care for sibling groups
- Families that can be flexible, navigate multiple systems and advocate for themselves
- Families that can keep children connected to their cultural heritage
- Families who have extended support family / networks / community
- Families willing and able to support reunification and permanency plans
- Families with educational background in or experience with parenting children with behavioral challenges and or mental health needs who will take children and/or youth 6-18+

D2 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 2 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and certify a total of 55 new general resource families in FFY 2022			09/30/22
<i>Recruitment Expected Results:</i> • Increase in the ability to match children in care with resource families that can meet their needs • Decrease in the number of resource families that experience 'overfills' • More resource families can serve children that match their interests, skills and preferences			
Recruitment Strategy #1: Support community-based outreach and recruitment efforts			
Recruitment Strategy #2: Strengthen follow-up process for families inquiring and going through the resource home application process			
Recruitment Strategy #3: Engage and support existing resource families in recruitment efforts			
Recruitment Strategy #4: Support Every Child and ORRAI's market segmentation recruitment project pilot effort			
Recruitment Measurable Goal #2: Recruit and certify 19 general resource families interested in caring for children age 12 and older in FFY 2022			
<i>Recruitment Expected Results:</i> • Increase in the ability to match teens in foster care with placements that can support their needs			

<ul style="list-style-type: none"> • <i>Teens in foster care have more opportunities to be placed in family settings</i> • <i>Teens in foster care experience fewer transitions and disruptions in care</i> 			
Recruitment Strategy #1: Collaborate with community partners on targeted recruitment for teen placements			
Recruitment Strategy #2: Offer support and training to inquiring or applying families with an interest in caring for teens			
Recruitment Strategy #3: Strengthen follow up and support for inquiring families interested in caring for teens			
Recruitment Measurable Goal #3: Recruit and certify 28 general resource families equipped to support and affirm the diverse cultural identities of children in foster care			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • <i>Increased racial / ethnic diversity in the pool of resource families</i> • <i>Increase in the ability to match children with placements that reflect their own racial ethnic background</i> • <i>Increased sense of belonging among racial / ethnic minority children in foster care</i> • <i>Increase in the number of children who stay connected to their cultural identity during their time in foster care</i> 			
Recruitment Strategy #1: Support community-based recruitment outreach and efforts focused on families equipped to support children's cultural identities and connections			
Recruitment Strategy #2: Collaborate with and support D2 ERGs and other ODHS staff workgroups who have existing recruitment goals focused on families equipped to support children's cultural identities			
Recruitment Strategy #3: Provide opportunities for connection between families with similar backgrounds or skills during the inquiry to certification process			
Recruitment Measurable Goal #4: Recruit and certify 6 Spanish-speaking general resource parents in FFY 2022			09/30/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • <i>Increase the number of Spanish-speaking children that are placed with families that share their preferred language</i> • <i>Increased sense of belonging among Spanish-speaking children in foster care</i> • <i>Increase in the number of Spanish-speaking children who stay connected with their language during their time in foster care</i> • <i>Fewer barriers for Spanish-speaking families of origin to connect with resource parents</i> 			
Recruitment Strategy #1: Support community-based partnerships for Spanish-speaking family recruitment			
Recruitment Strategy #2: Increase Spanish-language resource and training access			
Recruitment Strategy #3: Strengthen connection between Spanish-speaking families during certification			
Recruitment Strategy #4: Strengthen follow up and support for inquiring Spanish-speaking families			
Recruitment Measurable Goal #5: All families certified in FFY 2022 will be affirming of LGBTQIA+ youth and will receive training on valuing the child's culture and identity			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • <i>Increase the number of LGBTQIA+ children and youth placed with affirming families that value their identity</i> • <i>Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents</i> • <i>LGBTQIA+ youth in foster care have more opportunities to be placed in family settings</i> • <i>LGBTQIA+ youth in foster care experience fewer transitions and disruptions in care</i> 			
Recruitment Strategy #1: Collaborate with community partners on targeted recruitment for LGBTQIA+ affirming families			
Recruitment Strategy #2: Ensure ongoing training is available for inquiring and certified families on supporting LGBTQIA+ youth			
Recruitment Measurable Goal #6: Establish and maintain a total of 10 new partnerships for collaboration on recruitment efforts in FFY 2022			09/30/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • <i>New stakeholders are engaged in recruitment</i> • <i>There is increased awareness in the community about foster care and opportunities to help</i> • <i>Recruitment efforts are diversified and include the perspective and voices of the community</i> • <i>Wider reach of recruitment message within Multnomah County</i> 			
Recruitment Strategy #1: Develop and maintain relationships with local businesses, organizations, and inclusive faith communities			
Recruitment Strategy #2: Work with community partners to develop messaging and outreach strategies			
Recruitment Strategy #3: Collaborate with ERGs to identify community partners and bridge connections			

D2 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 2 - RETENTION PLAN			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • <i>More resource families feel that communication with ODHS was positive, that they were provided with information needed about placements and that ODHS supported their participation in case planning</i> • <i>Fewer resource families decide to stop fostering due to lack of needed support from ODHS</i> • <i>More resource families feel better prepared to serve the children in their care</i> • <i>More resource families will feel that they are a part of the team caring for the children in their care</i> 			
Retention Strategy #1: Review D2 protocols for child placement, placement changes, and case closure to identify opportunities to improve communication with resource families			
Retention Strategy #2: Assess the use of the Placement Information Form (ODHS 0261) and Important Contact Information Form (ODHS 9015) and their effectiveness in sharing information timely with resource families			
Retention Strategy #3: Develop new forms and/or tools to bridge gaps in communication with resource families where needed			
Retention Strategy #4: Establish a work group of currently certified resource families to advise and offer ongoing feedback on District's communication improvements			
Retention Strategy #5: Pilot a process to offer Icebreaker Meetings between birth and resource families more consistently			

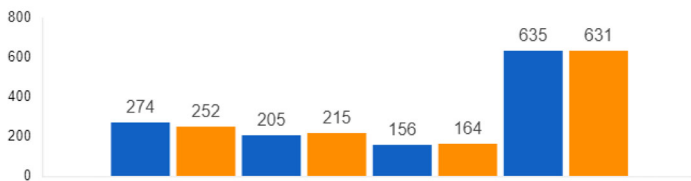
Retention Measurable Goal #2: Increase resource family access to childcare and respite care services by the end of FFY 2022			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • More resource families will feel satisfied with ODHS's support in accessing childcare and respite services • Increased placement stability and expanded support network of resource families • Fewer resource families decide to stop fostering due to lack of needed support from ODHS 			
Retention Strategy #1: Establish a District-wide workgroup to review respite policy and determine possible additional support for families to access respite care			
Retention Strategy #2: Identify existing community-based respite supports and explore partnerships to serve more certified resource families			
Retention Strategy #3: Promote and share information with resource families about existing community respite supports			
Retention Strategy #4: Establish partnerships to increase the prioritization and outreach to resource families for existing childcare programs like Head Start			
Retention Strategy #5: Strengthen partnership with Inclusive Partners to increase stability and prevent disruptions in child care for resource families and the children in their care			
Retention Measurable Goal #3: Resource families will feel better equipped to maintain the cultural connections of the children in their care through agency support and community services by the end of FFY 2022			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Increased placement stability and expanded support network of resource families; Increased sense of belonging for children and youth in resource family care • Resource families will feel better equipped to support the children in their care 			
Retention Strategy #1: Partner with KEEP to increase awareness and access to culturally-specific affinity groups			
Retention Strategy #2: Partner with ICWA Units to equip resource families caring for Native American children to maintain their cultural connections			
Retention Strategy #3: Promote ODHS resource family trainings focused on supporting the cultural connections and affirming the identities of children in foster care			
Retention Strategy #4: Strengthen partnership with IRCO, Latino Network and NAYA to increase resource family access and connection to their programs			
Retention Measurable Goal #4: Resource families will feel better supported by ODHS when a child leaves their care by the end of FFY 2022			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • More resource families will feel respected and supported by ODHS • More resource families will feel that they had a positive experience working with ODHS • Fewer resource families decide to stop fostering due to lack of needed support from ODHS • More resource families will feel included in transition planning and that they are a part of the team caring for children in their care 			
Retention Strategy #1: Leverage the D2 Mentors' skills and experience to provide support for resource families experiencing grief due to a transition			
Retention Strategy #2: Explore collaboration with community partners to create a support group for resource families experiencing grief due to a transition			
Retention Strategy #3: Establish a workgroup to review the process and practices for ODHS communication with resource families when a child transitions out of their home			

D3 RECRUITMENT & RETENTION SUMMARY



Joseph Sarkez
 D3 Resource Family Retention Recruitment Champion
 joseph.a.sarkez@dhsosha.state.or.us

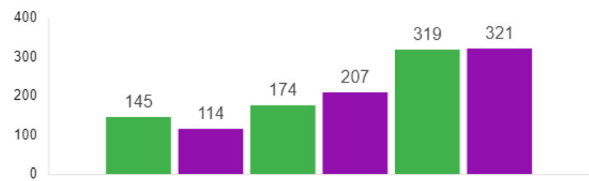
Foster Care Types



Children in Foster Care

- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in Non-Relative Family Foster Care-July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

Foster Home Types



Number of Foster Homes

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home count includes relative homes

Children Most in Need of Homes are:

- Children/youth who identify as LGBTQIA+
- Hispanic and Latino children and youth who need families that identify with their culture and speak their language
- Teens with high behavioral/mental health needs.
- children and youth with a high level of medical needs

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- Families reflective of Hispanic culture and that speak Spanish
- Families with an educational background in or experience with children with various high levels of medical needs.
- a) Families with educational background in or b) experience with parenting children with behavioral challenges and or mental health needs, or c) a willingness to be equipped/trained, who will take children and/or youth 13-18+

D3 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 3 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and certify 4 affirming resource families that have lived or professional experience caring for children who identify as LGBTQ by March 2022	On Track	03/31/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents • Reduction in placement disruptions or placement in higher level of care • Create stability and improved mental health outcomes 			
Recruitment Strategy #1: Create/ find recruitment materials that target LGBTQ+ resource parents and begin using on our social media pages and news letters etc...	On Track	04/26/21	
Recruitment Strategy #2: Share about the need for LGBTQ+ resource families at all recruitment events/ opportunities			
Recruitment Strategy #3: Develop target recruitment events for LGBTQ+ affirming families	Not Started	09/01/21	01/31/22
Recruitment Measurable Goal #2: Recruit and certify 5 resource families a) with educational background in or b) experience with parenting children with behavioral challenges and or mental health needs, or c) a willingness to be equipped/trained, who will take children and/or youth 13-18+ , by March 2022	Not Started		03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. 			
Recruitment Strategy #1:			

Targeted recruitment events			
Recruitment Strategy #2: Create/ find recruitment materials that that target resource parents wanting teens and begin using on our social media pages and news letters etc...			
Recruitment Measurable Goal #3: Recruit and certify 4 resource families who reflect the Hispanic and Latino culture and that speak Spanish fluently by March 2022	On Track	03/31/21	03/31/22
<i>Recruitment Expected Results:</i> 1. Decrease the number of foster placement changes a youth would experience. 2. Children would maintain in a family setting which reflects more their own identity improving overall wellbeing.			
Recruitment Strategy #1: Create/ find recruitment materials that target Hispanic and Latino identifying resource parents and begin using on our social media pages and news letters etc...			
Recruitment Strategy #2: Create with Every Child a targeted recruitment event within this community and at least partially hosted by people within this community.			
Recruitment Strategy #3: Seek out Hispanic/Latino community events that D3 can recruit at and setup a booth or table with at least one Spanish speaking individual present.			
Recruitment Measurable Goal #4: Recruit and certify 2 resource families with an educational background in or experience with children with various high levels of medical needs by March 2022		03/31/21	03/31/22
<i>Recruitment Expected Results:</i> 1. Decrease the number of foster placement changes a youth would experience. 2. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. 3. Reduction in secondary trauma as youth experience appropriate interventions related to their unique medical needs. 4. Better meet a child's wellbeing needs in a resource home. 5. Help with reunification planning when addressing how to manage needs that children have in this area.			
Recruitment Strategy #1: Targeted recruitment events			
Recruitment Strategy #2: Targeted Recruitment messaging	Future Task	09/01/21	
Recruitment Measurable Goal #5: Recruit and certify 2 families with educational background in or experience with parenting children with developmental or emotional delays by March 2022		03/31/21	03/31/22
<i>Recruitment Expected Results:</i> 1. Decrease the number of foster placement changes a youth would experience. 2. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. 3. Reduction in secondary trauma as youth experience appropriate interventions related to their unique medical needs. 4. Better meet a child's wellbeing needs in a resource home. 5. Help with reunification planning when addressing how to manage needs that children have in this area.			
Recruitment Strategy #1: Targeted recruitment events			
Recruitment Strategy #2: Targeted Recruitment messaging	Future Task	09/01/21	
Recruitment Measurable Goal #6: Create a wide variety of general recruitment events that offer people the ability to support foster care at different levels.			
<i>Recruitment Expected Results:</i> Events will have presenters from Every Child, ODHS CW and Foster plus community and will present the different options a person has to support children and teens in foster care at different levels of needs. The events themselves will be transitional enough to accommodate different venues, time allocations, audiences, and virtual spaces. Every Child will pose as the one point of entry for all inquiries to make it easier on people to reach out and be connected to their preferred support method. Events will take place at least once quarterly.			
Recruitment Strategy #1: Every Child, D3 resource family champion and Foster Plus representative will create a basic format, which will present the different level of options people can support youth in care and be able to present those options at a variety of events.			

D3 RETENTION ACTION PLAN			
Primary	Status	Start	Finish
DISTRICT 3 - RETENTION PLAN			
Retention Measurable Goal #1: Provide Customer Service Approach Training to all branch Staff by Dec 2022		01/01/22	12/31/22
Retention Strategy #1: Milestone 1- Determine when the customer service training can be delivered, who will do it and what it will entail by January 2022	Future Task	01/01/22	01/31/22
Retention Strategy #2: Milestone 2- Create and deliver Customer Service Survey by August 2022	Future Task	03/01/22	07/31/22
Retention Strategy #3: Milestone 3- Deliver customer service training by December 2022	Future Task	09/01/22	12/31/22
Retention Strategy #4: Milestone 4- Follow up December 2023	Future Task	01/01/23	12/31/23
Retention Measurable Goal #2: Increase and enhance communications methods and strategies between ODHS and Resource Families, by March 2022		01/01/21	03/31/22
<i>Retention Expected Results:</i> Resource Families should have consistent avenues of communicating needs, opportunities, and successes at different stages on a child's case. ODHS will have the ability to gather feedback from resource parents to identify the needs that are expressed and form future goals. Caseworkers will be better equipped at knowing what information they can and cannot share with resource families.			
Retention Strategy #1: Identify person(s) who will reach out to resource families (phone, or face to face) at different stages of a child's case and ask specific data point questions that allow for feedback and to check-in.	On Track	08/01/21	01/01/22
Retention Strategy #2: Double participation in Exit Surveys from 2020 to 2021			
Retention Strategy #3: Create document that articulates what information can and cannot be shared with Resource Families. March 2022	Future Task		
Retention Measurable Goal #3: Increase opportunities for engagement between bio families and resource families by 2022.	Not Started	09/01/21	
<i>Retention Expected Results:</i> Resource Families will have more opportunities to engage with bio families as they are comfortable with and make sense. Information will be shared between bio families and resource families that will help with the child's overall wellbeing, help with reunification, placement			

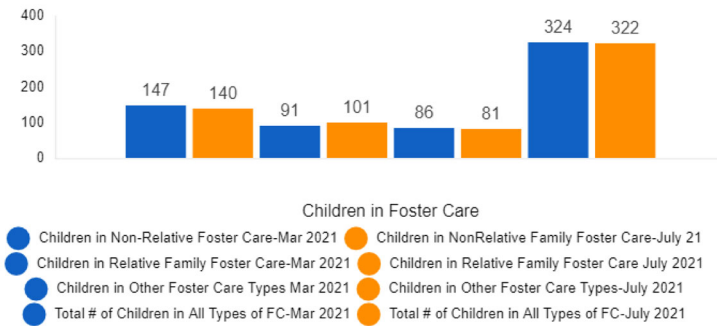
<i>changes, transitions, and/or other factors that promote positive relationship building amongst all parties. Resource parents will have a better understanding of how to fulfill their role through these opportunities. This should also decrease possible frustration from a resource parent when a child returns home or is transitioned to their home.</i>			
Retention Strategy #1: CPS/ Perm will identify opportunities that will be presented to the resource parent and bio family for mutual engagement and information sharing when a child is first taken into custody and through reunification, by January 2022 and reviewed by September 2022			
Retention Strategy #2: Trainings			
Retention Measurable Goal #4: Create supports through trainings, support groups and/or materials for Resource Families with grief and separation when a child leaves their home by the end of 2022			
<i>Retention Expected Results: Resource Families will be directed to trainings and/or support groups for guidance on how to cope with grief and loss from when a child leaves their home. These supports will be accessible before, during and after such a separation takes place. These supports will help keep resource parents from being overwhelmed by grief and separation from a child through a better understanding of what they are going through, how common it is, and tools to cope with the feeling of loss; help with transitions that occur due to reunification or placement changes by keeping resource parents in a more positive state of mind and more willing to help with the transition; and be a source of encouragement that should help retain resource parents in our system.</i>			
Retention Strategy #1: Resource parent support groups offering a path for resource parents to share about their grief and loss and how they got through it or can get through it by Oct 1st 2021.	On Track		
Retention Strategy #2: Find and start at least one training/presentation that addresses grief and loss when a child is removed from a resource parent's home. It should address the commonality of the situation, what to expect, and offer coping tools and strategies. Training/ presentation should be available by March 2022	On Track	08/01/21	
Retention Strategy #3: sending flowers	Not Started		
Retention Measurable Goal #5: Improve onboarding/certification process; including: inquiry process, Foundation trainings, data gathering and transfer, communication between ODHS and new resource parent, onboarding and home study process.	On Track		

D4 RECRUITMENT & RETENTION SUMMARY

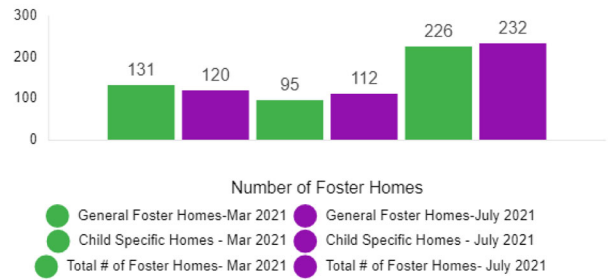


Andrea Bellows
 D4 Resource Family Retention Recruitment Champion
 andrea.bellows2@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home count includes relative homes

Children Most in Need of Homes are:

- Children Stepping Down from BRS Placements
- Children that are differing ages and part of a sibling group of 3+
- Children that live in rural communities
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior
- Native Children
- Youth with Mental & Behavioral Issues

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who do not have children, vulnerable individuals, or pets living in the home
- Families who have extended support family / networks / community
- Families who live in outlying areas (other than "name of urban city")
- Families with educational background in behaviorally challenging children and/or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D4 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 4 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 3 affirming families to care for children and/or youth who identify as LGBTQIA+ by Jan 2022	On Track		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA+ children and youth and number of affirming resource parents Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes 			
Recruitment Strategy #1: Collaboration with Affirming Community Partners	On Track		
Recruitment Strategy #2: Host a LGBTQIA+ Recruitment Event			
Recruitment Measurable Goal #2: Identify and certify 3 families with interest in, passion for, and commitment to learning about youth ages 13-18+yr who experience behavioral challenges/mental health issues, by March 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. 			
Recruitment Strategy #1: Collaboration with Every Child regarding recruitment ideas for this population.			
Recruitment Strategy #2: Collaborate with Educational entities, Mental Health, Developmental Disability programs & services in District 4			
Recruitment Strategy #3: Hold a virtual event specific to fostering children with behavioral or mental health issues.			

Recruitment Strategy #4: Do a focus group with current and past resource families related to their experiences fostering young people with mental health and behavioral issues. What characteristics are important to have? What support is needed? Who should we be looking for? *this should be Strategy #1.			
Recruitment Measurable Goal #3: Identify and certify 4 families with interest in, passion for, and commitment to learning about children ages 6-12yrs who experience behavioral challenges/mental health issues, by September 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. • Children stabilized at a younger age, resulting in improved mental health outcomes 			
Recruitment Strategy #1: Collaboration with Every Child regarding recruitment & training ideas for this population.			
Recruitment Strategy #2: Collaborate with Educational entities, Mental Health, Developmental Disability programs & services in District 4			
Recruitment Strategy #3: Hold a virtual recruitment event for those interested in fostering children with mental health or behavioral issues.			
Recruitment Measurable Goal #4: Work with the tribal community to certify 3 Tribal connected resource families in this District by September 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, school, culture and religion. • Increase the number of Native children and youth placed with culturally appropriate families that can provide for their unique needs • Decrease secondary trauma 			
Recruitment Strategy #1: Partner with the Siletz tribe to coordinate efforts in recruitment of tribal resource homes.			
Recruitment Strategy #2: Determine what efforts are appropriate to make on a statewide level.			
Recruitment Strategy #3: Interview existing Native or ICWA certified resource homes to determine what their experience has been, ideas for recruitment, and how best to support Native American families. *Should be strategy #1			
Recruitment Measurable Goal #5: Certify 6 resource homes that are open to caring for sibling groups of 3+ which are comprised of children/young adults of different ages, development, and/or gender.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased sibling separation in placements • Reduced trauma, create stability and improved mental health outcomes • Reduce the risk of displacement or multiple placements 			
Recruitment Strategy #1: Collaborate with Every Child and other entities to promote/advertise/recruit for this population.			
Recruitment Strategy #2: Longer Term advertisement for resource families interested in caring for sibling groups.			
Recruitment Measurable Goal #6: Certify 6 resource homes in rural areas of District 4 by May 2022.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of children who have to move from their communities of origin. • Decrease trauma and adjustment issues related to placement in unfamiliar settings within foster care. • Reduce the risk of multiple placements. 			

D4 RETENTION ACTION PLAN			
Primary	Status	Start	Finish
DISTRICT 4 - RETENTION PLAN			
Retention Measurable Goal #2: 75% of District 4 CPS, Certifiers, and Permanency Workers will complete the D4 Out of Home Abuse Training by 9/1/2021 and will demonstrate a commitment to one best practice from the training.			
<i>Retention Expected Results:</i> D4 casework staff will be more supportive of resource families and in better communication with their team during an out of home abuse assessment, resulting in families feeling appreciated, less isolated, and more likely to continue fostering once the assessment is complete. The assessment will be more trauma informed, thorough, and all workers will have an increased understanding of the resource family dynamics.			
Retention Strategy #1: D4 Out of Home Abuse Training will be offered May 26, June 2, and June 3 for D4 workers. Additionally, 2-3 subsequent 'make up' trainings will be offered between June and September 2021.			
Retention Strategy #2: Managers for CPS, Permanency, and Certification in D4 will ask caseworkers to verbalize their intention to commit to one best practice during out of home care assessments, which will then be reported to PMs.			
Retention Strategy #3: Managers will notify Andrea Bellows of workers who have not completed the training, so she can work with the MAPS and consultants to provide other options for training these participants.			
Retention Measurable Goal #3: 75% of all District 4 staff will complete and apply concepts from the Customer Service training by TBD			
Retention Strategy #1: Ensure District 4 managers are informed when Customer Service Training is being offered, including creating time and space for D4's own specific training on site(s), if appropriate and available. Ensure information about this training is shared as it becomes available.			
Retention Measurable Goal #4: By January 2022, a business process guide will be implemented related to contact with Resource Families at and after initial placement.			
<i>Retention Expected Results:</i> Resource Families will feel less overwhelmed, more supported, and have more understanding of the processes and details of placement (court, medical appointments, therapy, family contact, etc) if they have someone checking in on them. They will feel more valued and less isolated. There will be more contact between staff at ODHS if the person speaking to the Resource parent is in communication with the worker.			
Retention Strategy #1: Coordinate a plan to have one person in each branch (or perhaps, per District) who is notified of each placement, by the worker.			
Retention Strategy #2: Create a business process for this plan.			
Retention Strategy #3:			

After 1/3/6 months, solicit feedback from Resource Parents and caseworkers regarding it's appropriateness and 'success'. Re-evaluate if necessary.			
Retention Measurable Goal #5: Resource Parents will have opportunities to receive training and support related to their children's unique mental health and behavioral needs, by 5/1/2022.			
<i>Retention Expected Results: Resource parents will have more understanding of their children's needs, be more willing to tolerate behaviors, and feel more confident parenting children/young people who have more significant issues. Less out of home abuse allegations. Less Temp Lodging. More skilled Resource Parents.</i>			
Retention Strategy #1: Formally request a training be purchased or created by the Training, Equity and Workforce Development Team.			
Retention Strategy #2: If the Workforce Development Team or Foster Care Program is unable to provide this training, request the opportunity to create the training specific to D4 Staff, in consultation with county Mental Health, DD Services, and BRS programs, and BCMT.			
Retention Measurable Goal #6: Increase the social media presence for Linn, Benton and Lincoln counties certification and adoption units by 12/21.			
<i>Retention Expected Results: Resource parents will feel more connected to each other and to their local certification team, including being notified of rule changes, changes to Pandemic guidelines, training opportunities, and local & state resource family events, deals and giveaways.</i>			
Retention Strategy #1: Andrea and Linn/Benton certifiers (Amanda and Christina, now) continue to actively engage resource families via social media.			
Retention Strategy #2: Andrea will continue working with the ODHS communications team and Facebook in efforts to re-invigorate the Lincoln County FB page (which has not been used since 2017 and is unable to be used due to lack of credentials of current staff).			
Retention Strategy #3: Once the Lincoln FB page is "unlocked", Will Boldt and David Matz will determine who should have access to this page, what the expectations are for use of the page, etc.			
Retention Strategy #4: Lincoln certification staff will communicate with their current resource providers and community partners about the FB page being active.			
Retention Measurable Goal #7: All branches in D4 will have an implemented "pre-temporary lodging staffing" staffing by 01/2022			
<i>Retention Expected Results: ODHS staff will be better able to plan for the exceptional needs of children and support resource families better before going to a Temp</i>			

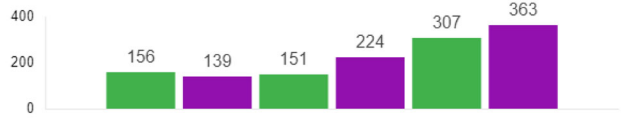
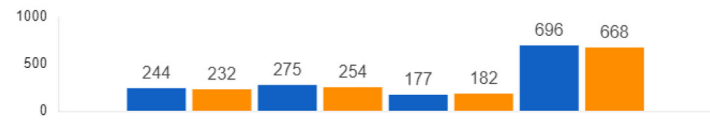
D5 RECRUITMENT & RETENTION SUMMARY



Brandyn Rice
 D5 Resource Family Retention Recruitment Champion
 brandyn.m.rice@dhsosha.state.or.us

Foster Care Types

Foster Home Types



- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in NonRelative Family Foster Care July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home count includes relative homes

Children Most in Need of Homes are:

Resource Families Needed the Most Now/Future:

- Children Stepping Down from BRS Placements
- Children that are part of a sibling set of 3+ and of differing age/development/gender
- Children that live in rural communities
- Children with Mental Health & Behavior Issues
- Children/youth who identify as Hispanic/Latinx
- Children/youth who identify at LGBTQ

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families who live in outlying areas (other than "name of urban city")
- Families with educational background parenting and supporting children/youth ages 6-18+ who experience behavioral challenges and/or mental health issues.
- Families with experience parenting children with behaviors or mental health needs

D5 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
D5 RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Certify 4 Affirming families to care for children who identify as LGBTQ youth, by March 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQ children and youth placed with affirming families that can provide for their unique needs. Decreased secondary trauma because of appropriate placement matching 			
Recruitment Strategy #1: Community Partner Collaboration	On Track		
Recruitment Strategy #2: Information opportunities			
Recruitment Strategy #3: Develop a focus group of resource parents, staff, community partners to plan ongoing efforts to focus on LGBTQIA+ children/youth			
Recruitment Measurable Goal #2: Identify and certify 8 families with experience and/or educational background parenting and supporting youth ages 12-18+yrs. who experience challenging behaviors and/or mental health crisis by April 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decreased number of placement changes a youth might experience Quicker and more appropriate placement matching for youth in care Increase the number of youth in a family setting and reduce the risk of being placed in a higher level of care. 			
Recruitment Strategy #1: Collaboration with community partners on communication of the targeted recruitment need	On Track		
Recruitment Strategy #2: Presence/partnership with Lane County high schools	Future Task		
Recruitment Strategy #3: Plan Lane county media recruitment	Future Task		

Recruitment Strategy #4: partner with DD services in recruitment of homes who are capable of caring for DD eligible children			
Recruitment Measurable Goal #3: Identify and certify 3 families with experience and/or educational background parenting and supporting children ages 6-12yrs. who experience challenging behaviors and/or mental health crisis by April 2022			
<i>Recruitment Expected Results:</i> • Decreased number of placement changes a child might experience • Quicker and more appropriate placement matching for children in care • Increase the number of children in a family setting and reduce the risk of being placed in a higher level of care.			
Recruitment Strategy #1: Collaboration with Community partners	On Track		
Recruitment Strategy #2: Presence/Partnership with local Middle Schools/ Elementary Schools	Future Task		
Recruitment Strategy #3: Plan Lane County media recruitment	Future Task		
Recruitment Measurable Goal #4: Certify 7 resource families in rural communities of District 5 by September 2022			
<i>Recruitment Expected Results:</i> • Increase the ability to maintain the child's relational connections to family, community, and school. • Decrease secondary trauma related to separation from concurrent supports/relationships related to out-of-home care.			
Recruitment Strategy #1: Assess numbers of kids in care in outlying communities in relation to number of homes in those areas	Future Task		
Recruitment Strategy #2: Recruitment event targeting our rural communities	Future Task		
Recruitment Measurable Goal #5: Identify and certify 10 families that identify as BIPOC by June of 2022			
<i>Recruitment Expected Results:</i> • Reduction in the disparity between the total number of Hispanic/Latinx, BIPOC children/youth and the number of culturally appropriate resource parents. • Enhanced placement matching to culturally responsive homes for Hispanic/Latinx/BIPOC children and youth. • Reduction in secondary trauma as a result of cultural separation while in out-of-home care.			
Recruitment Strategy #1: Collaboration with ODHS staff on building a team of interest in focusing on this goal	Future Task		
Recruitment Strategy #2: Collaboration with community partners	Future Task		

D5 RETENTION REPORT

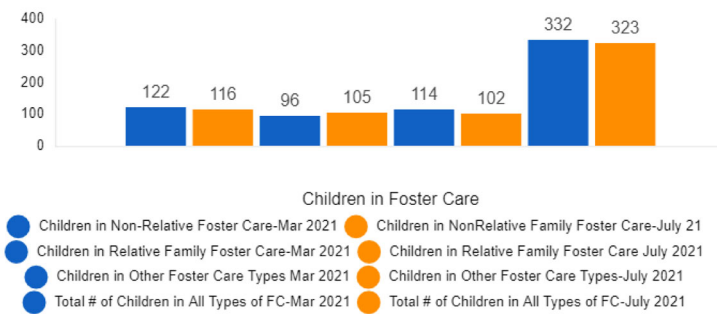
Primary	Status	Start	Finish
DISTRICT 5 - RETENTION PLAN			
Retention Measurable Goal #1: Create 3 cohorts for all resource families to optionally participate in by June 2022	Not Started		
<i>Retention Expected Results:</i> provide resource families with more access to supports that are directly related to the children in their home -			
Retention Strategy #1: Identify certifiers who work with specific homes.	On Track		
Retention Strategy #2: Determine shared vision and goals of each cohort			
Retention Measurable Goal #2: 85% of all CW staff will complete and apply the Resource Family Customer Service Training by January of 2022			
Retention Strategy #1: Offer Customer Service training	Future Task		
Retention Strategy #2: customer service topics covered during unit meetings and in professional development discussions			
Retention Strategy #3: create a customer service 'follow up' protocol.			
Retention Measurable Goal #3: Reduce number of founded, out of home care assessments by February 2022			
<i>Retention Expected Results:</i> D5 will have less overall out of home care assessments. This will increase retention of homes and provide greater preventative supports			
Retention Strategy #1: tracking allegation types	Future Task		
Retention Strategy #2: More consistency around implementing placement support plans			
Retention Strategy #3: assess business protocol on 10 day contact with resource families			
Retention Measurable Goal #4: D5 will have 3 resource family support groups meeting regularly by March of 2022			
<i>Retention Expected Results:</i> Resource families will have options for support groups. Each group will have a resource family point person that facilitates the group			
Retention Strategy #1: Identify 3 Resource parents who are willing to be lead of each support group	On Track		
Retention Strategy #2: Identify one ODHS staff to be point person on each group			
Retention Strategy #2: have representation from all program areas. supervisors, casework and SSA staff			

D6 RECRUITMENT & RETENTION SUMMARY

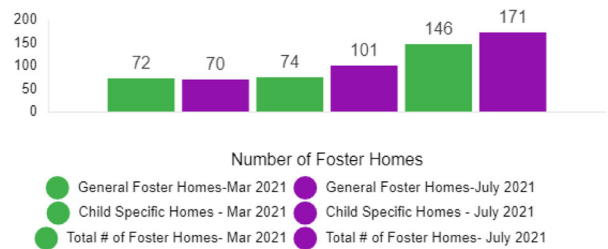


Kathryn Garland
 D6 Resource Family Retention Recruitment Champion
 kathryn.i.garland@dhssoha.state.or.us

Foster Care Types



Foster Home Types



*child specific home count includes relative homes

Children Most in Need of Homes are:

Children who are developmentally or emotionally delayed including children who are non verbal, autism spectrum or medically fragile

Children who identify as LGBTQ Children/youth ages 9-12 Teen Girls

Teens with high behavioral/mental health needs.

Resource Families Needed the Most Now/Future:

Affirming families for children/youth who identify as LGBTQIA+

Families who have experience with parenting girls ages 9-18

Families who have extended support family / networks / community

Families who live in Myrtle Creek

Families with an educational background in or experience with parenting children with behavioral challenges and or mental health needs

Families with an educational background in or experience with parenting children with developmental or emotional delays

D6 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 6 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and certify 3 affirming resource families to care for children who identify as LGBTQ by Dec 2022	Not Started		12/31/21
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes 			
Recruitment Strategy #1: Targeted recruitment efforts that are focused toward LGBTQIA+ Families			
Recruitment Strategy #2: Include recruitment materials that are LGBTQIA+ affirming			
Recruitment Strategy #3: Connect with local church leaders that are LGBTQIA+ affirming			
Recruitment Strategy #4: Share LGBTQIA+ recruitment materials at recruitment events			
Recruitment Measurable Goal #2: Recruit and certify 2 resource families with experience and/or educational background in children with behavioral challenges and or mental health needs by March 2022	Not Started		03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. 			
Recruitment Strategy #1: Develop partnership with local hospital and other medical facilities			
Recruitment Strategy #3: Prepare Child Welfare staff and resource parents for recruitment effort			
Recruitment Measurable Goal #3:			

Recruit and certify 3 resource families/homes for youth ages 9-18 by March 2022			
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child would experience. • Decrease the risk for placement in a higher level of care.			
Recruitment Strategy #2: Targeted recruitment campaign			
Recruitment Strategy #3: Prepare Child Welfare staff and foster parents for recruitment effort			
Recruitment Strategy #4: Disseminate Recruitment material			
Recruitment Measurable Goal #4: Recruit and certify 2 resource families for teen girls by March 2022	Not Started		03/31/22
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child would experience. • Decrease the risk for placement in a higher level of care.			
Recruitment Strategy #1: Focused, intentional and targeted recruitment efforts			
Recruitment Strategy #2: Develop established relationship with local school districts and develop targeted recruitment strategies for school districts			
Recruitment Strategy #3: Targeted recruitment campaign			
Recruitment Measurable Goal #5: Recruit and certify 2 families with educational background in or experience with parenting children with developmental or emotional delays by March 2022	Not Started		03/31/22
<i>Recruitment Expected Results:</i> • Decrease the risk for placement in a higher level of care.			
Recruitment Strategy #2: Prepare Child Welfare staff and foster parents for recruitment effort			
Recruitment Strategy #3: Disseminate Recruitment material			

D6 RETENTION ACTION PLAN			
Primary	Status	Start	Finish
DISTRICT 6 - RETENTION PLAN			
Retention Measurable Goal #1: D6 will develop and implement a communication plan for all placement transitions by Jan 2022			
Retention Strategy #1: Develop a business process for required communications to resource families			
Retention Strategy #2: Develop business process for Welcome Packets given to every resource parent at time of placement	Not Started		
Retention Strategy #3: Solicit feedback from unit areas about what is working/not working in transitioning children	Not Started		
Retention Strategy #4: Review of Placement Request Form Process	Not Started		
Retention Measurable Goal #2: Provide Customer Service Approach Training to all branch Staff by Dec 2022 (TBD)			
Retention Strategy #1: Champion trained to provide Customer Service Approach Training	Not Started		
Retention Strategy #2: Share Training Information to CWP Managers	Future Task		
Retention Strategy #3: Promote Customer Service Approach Training to All Staff, offering multiple times to cater to staff schedules	Future Task		
Retention Strategy #4: Create an ongoing plan for customer service training to be offered to new staff	Future Task		
Retention Measurable Goal #3: By May 2022, we will create, maintain a resource family resource database that is accessible to D6 Resource Parents			
<i>Retention Expected Results: Fewer Placement Disruptions, Better Placement Matching</i>			
Retention Strategy #1: Identify platform D6 will be using for support service database			
Retention Strategy #2: Get information about 211's 24/7 Support for Resource Families	Not Started		
Retention Strategy #3: Support Service highlight in Resource Family Newsletters that brings resource parents back to the support service databsae			
Retention Strategy #4: Create a social media posting schedule that highlights areas of support service database			
Retention Measurable Goal #4: Write a grant in D6 for support services "benefits package" that can be given to all resource families at the time a teen is placed into their care by December 2022			
<i>Retention Expected Results: Fewer placement disruptions; resource parents feel better equipped to serve the children in their care</i>			
Retention Strategy #1: Survey local grants available for support services for teen resource homes			
Retention Strategy #2: Identify community partners that we would be working with for the purchase of support services			
Retention Strategy #3: Write Grant(s)			
Retention Strategy #4: Develop business process for how staff will access these support service items through grant funds			
Retention Measurable Goal #5: D6 will have a resource family mentorship program established and implemented by May 2022			
<i>Retention Expected Results: Resource families feel more connected with one another around mentorship, respite options, support group etc.</i>			

Retention Strategy #1:
Find out which resource parents would be willing to be mentors to newer resource parents

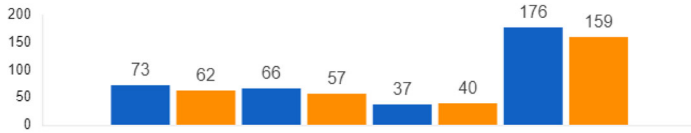
Retention Strategy #3:
D6 Champion to attend EC Mentoring Training alongside 3 Resource Families from Douglas County

D7 RECRUITMENT & RETENTION SUMMARY



Therese Arnold
D7 Resource Family Retention Recruitment Champion
 therese.m.helton@dhsosha.state.or.us

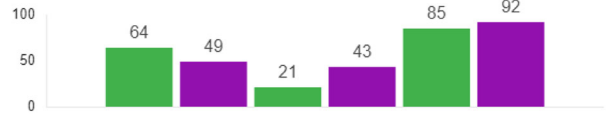
Foster Care Types



Children in Foster Care

- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in NonRelative Family Foster Care-July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

Foster Home Types



Number of Foster Homes

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home count includes relative homes

Children Most in Need of Homes are:

- Children & youth that identify as LGBTQIA+
- Children & youth that identify as Native
- Children Stepping Down from BRS Placements
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families who live in outlying areas (other than "name of urban city")
- Families with educational background in behaviorally challenging children and/or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D7 RECRUITMENT ACTION

Primary	Status	Start	Finish
DISTRICT 7 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 3 Affirming family to care for children or youth who identify as LGBTQ by Dec 2021	On Track		
<i>Recruitment Expected Results:</i> • Increase the number of LGBTQ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQ children and youth and number of affirming resource parents • Reduction in secondary trauma associated with out-of-home care • Increased stability and improved mental health outcomes			
Recruitment Strategy #1: Community Partner Collaboration	On Track		
Recruitment Measurable Goal #2: Identify and certify 1 family with experience and/or educational background parenting children ages 13-18+ with mental health/behavioral challenges by Mar 2022			
<i>Recruitment Expected Results:</i> • Decreased number of foster placements a youth would experience • Quicker and more appropriate placement matching for teens in care • Increase the number of youth in a family setting and reduce the risk of being placed in a higher level of care.			
Recruitment Strategy #1: Collaboration with Every Child	On Track		
Recruitment Strategy #2: Presentation to All Staff Meetings at Middle School and High School in Coos and Curry	On Track		
Recruitment Strategy #3: Have a presence at a school events involving teachers and parents	Future Task		
Recruitment Measurable Goal #3: Certify 2 resource homes that are experienced and open to caring for sibling groups of 3+ that may include a range of ages by May 2022		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> • Decreased sibling separation in placements • Create stability and improved mental health outcomes • Decrease in secondary trauma and increased resiliency • Reduced risk of displacement or multiple placements			

Recruitment Strategy #1: Presentation to community partners	Future Task		
Recruitment Measurable Goal #4: Increase the number of resource homes in rural communities of the District by 5 general certified families by Apr 2022		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school • Decrease secondary trauma related to out-of-home care 			
Recruitment Strategy #2: Collaborate with community partners	Future Task		
Recruitment Measurable Goal #5: Work with the tribal community to certify 2 resource families in this District by May 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school, religion, and culture • Increased number of Native children and youth placed with culturally appropriate families that can provide for their unique needs. • Improved family outcomes due to the collaboration of culturally specific resources. 			
Recruitment Strategy #1: Cultivate relationship with the tribal community	Future Task		
Recruitment Strategy #2: Cultural Competency Training for Certified Resource Families	Future Task		

D7 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 7 - RETENTION PLAN			
Retention Measurable Goal #1: 75% of all District 7 CW Staff will complete and apply the Resource Family customer Service Training by Jan 2022			
Retention Strategy #1: Staff Training delivery (TBD)			
Retention Strategy #2: Implementation of Customer Service Practice			
Retention Strategy #3: Follow up to ensure application/utilization.			
Retention Strategy #4: Goal evaluation and follow up at 1 year.			
<i>Retention Expected Results: :</i> <ul style="list-style-type: none"> • Enhanced district level community engagement • Shared vision for children/young adults and families in the D7 community • Increased collaboration between community partners and ODHS 			
Retention Strategy #1: Determine existing level of engagement in our community			
Retention Strategy #2: Increase engagement in the CAT/FC3 by key staff			
Retention Strategy #3: Increase tangible and intangible mutual benefits of collaboration between community partners			
Retention Measurable Goal #3: Increase collaboration with Boys and Girls club/YMCA/Lincoln Learning Center as a possible short-term respite resource by December 2021			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • A new short-term respite resource for families • Available facilities to use and trained staff to facilitate activities for resource families • Possible meeting place for collaboration between resource and bio families • Shared benefits between ODHS and Boys and Girls Club/YMCA/Lincoln Learning Center 			
Retention Strategy #1: Collaboration and partnership with a shared vision			
Retention Strategy #2: Develop Communication Plan to inform resource families about this resource and benefits			
Retention Strategy #3: Solicit feedback from partners and resource families about utilization of resource			
Retention Strategy #4: Review MOU and update as necessary			
Retention Measurable Goal #4: D7 will develop and implement an ongoing staff to resource family communication plan by Jan 2022			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Improved communication between resource families and ODHS staff • Dissemination of information will be more effective and efficient • Improved communication between ODHS staff and resource families equals improved relationships • Resource families will develop trust and confidence in ODHS processes as a direct result of improved communication 			
Retention Strategy #1: Certifier to connect with Resource Parent (face to face monthly)			
Retention Strategy #2: Champion to connect with each Resource Parent quarterly			
Retention Strategy #3: PS workers will contact resource family within 24 hours of initial placement			
Retention Strategy #4: Permanency workers will have monthly contact with resource families			
Retention Strategy #5: Cold calls by supervision staff on quarterly basis			
Retention Measurable Goal #5: D7 will update email addresses for every resource family in D7 by August 31, 2021			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Eliminate undeliverable emails • Information will reach resource families timely • Effective and efficient means of communicating with resource families 			
Retention Strategy #1: Contact all resource families that do not currently have an email listed in ORKids			

Retention Measurable Goal #6:

D7 will implement a process to bridge the gap between resource families and families of origin (bio families) by January 2022

Retention Expected Results:

- *Fulfill one of the goals of Vision for Transformation*
- *Give children in care more security and less trauma as there will be a decrease in divided loyalties*
- *Smoother transition for reunification*

Retention Strategy #1:

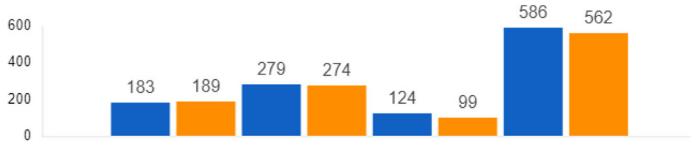
At initial placement add the expectation of collaboration between resource families and bio families

D8 RECRUITMENT & RETENTION SUMMARY



Bob Hendrick
 D8 Resource Family Retention Recruitment Champion
 bob.hendrick@dhsosha.state.or.us

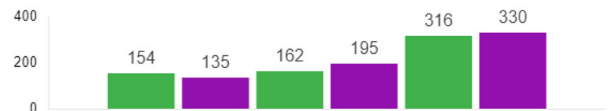
Foster Care Types



Children in Foster Care

- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in NonRelative Family Foster Care-July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

Foster Home Types



Number of Foster Homes

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home count includes relative homes

Children Most in Need of Homes are:

- Children & youth that identify as LGBTQIA+
- Children & youth that identify as Native
- Children Stepping Down from BRS Placements
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior
- Sibling groups of varying ages/genders

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families with educational background in behaviorally challenging children and or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D8 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 8 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 7 Affirming families to care for children or youth who identify as LGBTQ by May 2022	On Track		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQ children and youth and number of affirming resource parents • Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Community Partner Collaboration	On Track		
Recruitment Strategy #2: Provide ongoing educational opportunities for currently certified homes	On Track		
Recruitment Measurable Goal #2: Identify and certify 3 families with experience and or educational background parenting youth ages 13-18+yrs with mental health/behavioral challenges by Mar 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of placement changes a youth may experience • Create stability and improved mental health outcomes • Children would maintain in a family setting and reduce the risk of being placed in a higher level of care. 			
Recruitment Strategy #1: Collaboration with Every Child and other community Partners	On Track		
Recruitment Strategy #2: Develop after-hours support line	On Track		
Recruitment Strategy #3: Plan Josephine and Jackson County recruitment events	On Track		
Recruitment Strategy #4: Implement built-in supports/trainings ahead of time for teen homes	On Track		

Recruitment Measurable Goal #3: Work with the tribal community to certify 3 resource families by Sept 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of Native children and youth placed with culturally appropriate families that can provide for their unique needs. • Decrease secondary trauma associated with out-of-home care • Increase the ability to maintain the child's relational connections to family, community, school, culture, and religion 			
Recruitment Strategy #1: Collaborate with Community Partners	On Track		
Recruitment Strategy #2: Attend Tribal Events to introduce myself	At Risk		
Recruitment Strategy #3: Find opportunities for recruitment booths	At Risk		
Recruitment Measurable Goal #4: Certify 8 resource families that are experienced and open to caring for sibling groups with children of varying ages by May 2022		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased sibling separation in placements • Reduced risk that a child might experience displacement or multiple placements • Decrease secondary trauma experienced due to loss of connection with siblings 			
Recruitment Strategy #1: Empty nester/families with HS graduates outreach	On Track		
Recruitment Strategy #2: Social Media presence	On Track		
Recruitment Strategy #3: Every Child outreach	On Track		
Recruitment Strategy #4: Child Specific Recruits	On Track		
Recruitment Measurable Goal #5: Certify 3 families who do not have children, vulnerable individuals or pets living in the home, who are educated or willing to gain knowledge and skills necessary to parent a child with sexualized and/or assaultive behavior by Oct 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the risk of displacement • Decrease the risk for placement in a higher level of care • Reduction in temporary lodging • Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Collaborate with Community Partners	On Track		

D8 RETENTION ACTION PLAN			
Primary	Status	Start	Finish
DISTRICT 8 - RETENTION PLAN			
Retention Measurable Goal #1: Schedule a series of 4 Resource Family focus groups in our district by Dec 2021			
<i>Retention Expected Results:</i> Gain a clearer idea of the needs of resource parents in our community			
Retention Strategy #1: Consistent customer service-based communication/partnership with our resource families			
Retention Measurable Goal #2: District 8 will develop and present placement and transition training to 80% of staff by December 2021			
<i>Retention Expected Results:</i> District 8 will have a protocol that ensures effective communication and distribution of pertinent information at the time of placement			
Retention Strategy #1: Form 261 will be filled out with as much information as possible and presented to the resource families at the time of placement			
Retention Strategy #2: Certifiers will call the resource family the day after a placement is made			
Retention Strategy #3: Resource parent panel to discuss difficulty with lack of information at the time of transition			
Retention Measurable Goal #3: 75% of all District CW staff will complete and apply the Resource Family Customer Service Training by March 2022			
Retention Strategy #1: Consistent customer service-based communication with our resource families			
Retention Strategy #2: Certification unit to be trained on Permanency Committees to increase understanding of their and the resource families' roles at Permanency Committee			
<i>Retention Expected Results:</i> District 8 will be able to create/connect resource families to needed supports within their communities. District 8 will be able to analyze feedback from resource parents and create methods/practices to best meet their needs.			
Retention Strategy #1: Identify key stakeholders for CAT			
Retention Strategy #2: Identify culturally appropriate supportive services for our resource families			
Retention Measurable Goal #5: District 8 will utilize Ice Breakers for at least 75% of families by Dec 2021			
<i>Retention Expected Results:</i> District 8 will help resource families and families of origin engage in the Vision for Transformation to work together to reunify children with their families and keep their families healthy and connected to each other.			
Retention Strategy #1: Creation of Ice Breaker protocol			
Retention Strategy #2: Ice Breakers held within 2 business days following placement			
Retention Measurable Goal #6: District 8 will increase supportive services to Resource Families			
Retention Strategy #1: District 8 will have an active resource parent mentor program			
Retention Strategy #2: District 8 will mobilize communities to support an Adopt a Family program			

Retention Strategy #3: District 8 will create/recruit a pool of crisis-based respite families

Retention Strategy #4: District 8 will connect resource families to a 24-hour support line

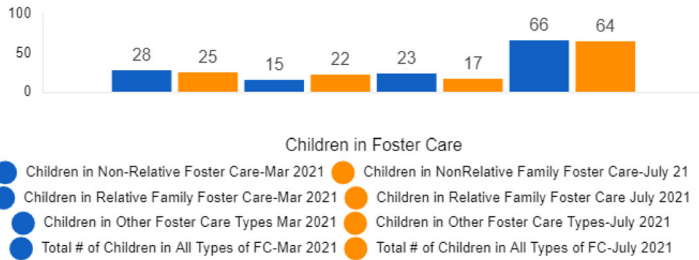
Retention Strategy #3: District 8 will create/recruit a pool of crisis-based respite families			
Retention Strategy #4: District 8 will connect resource families to a 24-hour support line			

D9 RECRUITMENT & RETENTION SUMMARY

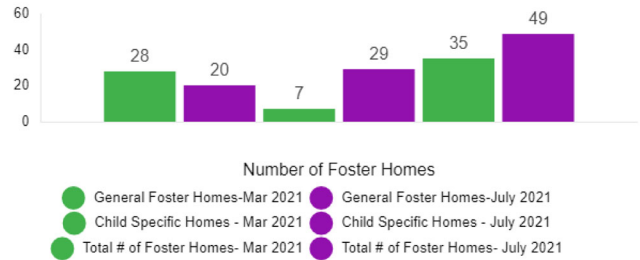


Marvin Hamilton
 D9 Resource Family Retention Recruitment Champion
 marvin.hamilton@dhsosha.state.or.us

Foster Care Types



Foster Home Types



Children Most in Need of Homes are:

- Children who identify as LGBTQ
- Children/Youth with extreme behaviors such as sexual reactivity, violent outbursts, animal abuse and drug use.
- Sibling groups of 3+ with a large age span (baby/toddler to teen age)
- Teens with high behavioral/mental health needs.

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- Families who are willing to take sibling groups of 3 or more where the siblings are multiple years apart in age.
- Families who have extended support family/networks/community
- Families with an educational background in or experience with parenting children with range of extreme behaviors, developmental and emotional delays
- Families with educational background in or experience with parenting children with behavioral challenges and or mental health needs who will take children and/or youth 13-18+

D9 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 9 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and Certify 1 affirming resource homes to care for children who identify as LGBTQI A+ teen youth by end of 2021	Not Started		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of homes in outlying counties. Decrease disparity between children being removed from their home schools Reduction in placement disruptions of children being placed outside the area they are familiar with. 			
Recruitment Strategy #1: Reach out to LGBTQ groups in the community or groups that support the LGBTQ community			
Recruitment Measurable Goal #2: Recruit and certify 2 a) Families with educational background in or b) experience with parenting children with behavioral challenges and or mental health needs, or extreme behavioral and mental health needs a willingness to be equipped/trained, who will take children and/or youth 7-18+	Not Started		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. 			
Recruitment Strategy #1: Partner with local church's to promote the need for homes for teen children in care			
Recruitment Strategy #2: Contact local schools to promote the need for foster care in the area			
Recruitment Measurable Goal #3: Recruit and certify 1 resource home that is culturally appropriate (Native, LatinX, Black) families who are also bilingual (if possible) to serve children of color.	Not Started		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience cultural differences. Children would maintain in a culturally appropriate. family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. 			
Recruitment Strategy #4:			

Recruitment Strategy #1: Partner with Covenant Church and Bridge church to promote the need for homes for teen children in care			
Recruitment Strategy #2: Partner with Hood River Alliance church who have been very supportive of resource families in the area			
Recruitment Strategy #3: Engage with local tribal groups an Polynesian groups			
Recruitment Measurable Goal #4: Recruit and certify 2 resource homes with the ability to take in sibling groups of children larger than 4 and up to 7 with various ages.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster sibling separations that would otherwise be separated if it was too large of a sibling group. • Children would remain together in the same home and maintain in a family setting with their siblings. • Reduction in secondary trauma as youth experience when separated from their siblings. 			
Recruitment Strategy #1: Partner with local church groups who understand the importance of keeping the children together in the same home.			
Recruitment Strategy #2: Partner with Hood River Alliance church who have been very supportive of resource families in the area			
Recruitment Strategy #3: Local public events			
Recruitment Measurable Goal #5: Minimum of 2 resource homes in Wheeler, Gilliam and Sherman county buy the end of 2022			
<i>Recruitment Expected Results:</i> Increase the number of homes in outlying counties. Decrease the amount of children having to change schools due to no home being available in the area.			
Recruitment Strategy #1: Begin area coverage and contact	Future Task		
Recruitment Strategy #2: Become a face in the community	Future Task		

D9 RETENTION ACTION PLAN

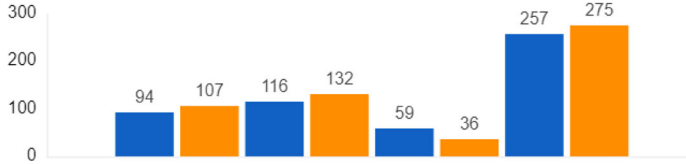
Primary	Status	Start	Finish
DISTRICT 9 - RETENTION PLAN			
Retention Measurable Goal #1: Between July 2021 to July 2022 successfully convert 50% child specific and relative certified provider to general certificates rather than closing			
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Increase pool of trained and stable general applicants • Increase retention of the emergency certifications of general applicants. 			
Retention Strategy #1: Increase case worker engagement with Resource family.	Future Task		
Retention Strategy #2: Orientation to take place within the first 30 days of ecert.	Future Task		
Retention Strategy #3: Communications			
Retention Strategy #1: Facilitate training as directed by Central Office			
Retention Strategy #2: Closing the loop on communication to Resource Families.			
Retention Strategy #3: Social gathering for resource families			
Retention Strategy #4: Newsletter			
Retention Measurable Goal #3: Beginning on 9/01/21 Icebreakers will be offered in 95% of cases when children have come into foster care.			
<i>Retention Expected Results:</i> Resource Families will have increased communication with birth families about the child(ren) in their care. Resource Families will receive information needed to care for child(ren) in their care early in a case. Relationships with birth families and Resource Families will be improved.			
Retention Strategy #1: Hire facilitator			
Retention Strategy #2: Train Facilitator			
Retention Strategy #3: Develop ice breaker protocol.			
Retention Strategy #4: Schedule ice breaker to happen within 5 business day of child coming into care.	Future Task		
Retention Measurable Goal #4: Beginning ___date___ In 90% of cases, transition planning meeting with Resource Families at the first discussion of a potential move of a child from a resource home to bio parent or relative.			
<i>Retention Expected Results:</i> Resource Families will feel valued and have the opportunity to give input into the transition plan for the child. Communication with the Resource Families will be improved and Families will understand the plan and timeline for the child. Resource Families will be better equipped and supported by ODHS staff to assist in preparing the children/ youth for transitions. Children/ youth will have more positive experiences, be better supported and secondary trauma will be decreased.			
Retention Strategy #1: Facilitate transition meeting.	Future Task		
Retention Strategy #2: Follow up with resource home within 5 business days.			

D10 RECRUITMENT & RETENTION SUMMARY



EMILY KOTAICH
 D10 Resource Family Retention Recruitment
 Champion
 emily.kotaich@dhsosha.state.or.us

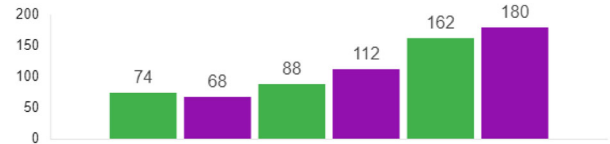
Foster Care Types



Children in Foster Care

- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in NonRelative Family Foster Care-July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

Foster Home Types



Number of Foster Homes

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home counts include relative home type

Children Most in Need of Homes are:

- Children & youth who identify as Hispanic/Latinx
- Children Stepping Down from BRS Placements
- Children that are of differing ages and/or genders and part of a sibling group of 3+
- Children who reside in rural communities within the District
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior
- LGBTQIA+ Youth & Siblings with Large Gaps in Age Range

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families who live in rural communities in Jefferson County
- Families with educational background in behaviorally challenging children and or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D10 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 10 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 2 affirming families to care for children/youth who identify as LGBTQIA+ June 2022	On Track		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQIA+ children and youth and number of affirming resource parents 			
Recruitment Strategy #1: Community Partner Collaboration	On Track	03/20/21	09/30/21
Recruitment Measurable Goal #2: Certify 3 general resource homes in rural Jefferson County by June 2022.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the general resource homes in Jefferson County from 0 to 3. • Allow for increased local placement of Jefferson county children who come into care. • Increase ability to maintain child's relational connections to family, community and school. • Decrease secondary trauma related to out of home care. 			
Recruitment Strategy #1: Collaboration with Every Child			
Recruitment Strategy #2: Presence at Jefferson County Faith Based Network (JCOFBN) Meetings	On Track		
Recruitment Strategy #3: Plan Jefferson County recruitment event	On Track		08/05/21
Recruitment Measurable Goal #3: Identify and certify 2 Hispanic/ Latinx identifying general resource families by August 2022.		01/01/21	08/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Enhanced placement matching to culturally responsive homes for Latino/ Hispanic children and youth. • An increase in general resource families who identify as Hispanic/ Latino. • A reduction in disparity between the total number of Hispanic/ Latino children and number of culturally appropriate resource parents. 			
Recruitment Strategy #1: Work with Every Child Board of Directors to plan targeted outreach		07/13/21	12/31/21
Recruitment Strategy #2: translate recruitment materials into Spanish			
Recruitment Strategy #3: Create connections with Latino organizations and faith-based networks			

Recruitment Strategy #4: Radio PSAs			
Recruitment Measurable Goal #4: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+yrs. who experience challenging behaviors and/or mental health crisis, by January 2022.		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Quicker and more appropriate placement matching for adolescents in care. • Decrease the number of foster placements a youth would experience. • Increase the number of youth in a family setting and reduce the risk of being placed in a higher level of care. 			
Recruitment Strategy #1: Teen Provider Recruitment Video			
Recruitment Strategy #2: Recruitment Roundtable collaboration	Future Task		
Recruitment Measurable Goal #5: Certify 1 resource home that is experienced and open to caring for sibling groups of 3 or more, representing a range of ages/gender by June 2022.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased sibling separation in placements. • Decrease in secondary trauma experienced in out of home care. • Create stability and improved mental health outcomes. • Reduced risk of displacement or multiple placements. 			
Recruitment Strategy #1: Targeted outreach			
Recruitment Strategy #2: Recruitment collaboration with Every Child			
Recruitment Strategy #3: Prepare Child Welfare staff and foster parents for recruitment effort			
Recruitment Strategy #4: ~			

D10 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 10- RETENTION PLAN			
Retention Measurable Goal #1: Each Perm, Cert and PS Manager will call one resource family each one time per month at random to check in and provide a quality assurance call by September 2021.			09/30/21
Retention Strategy #1: Create Business Process Guide (BPG), distribution and feedback tracking system and questions/ topics to guide calls.	On Track		
Retention Strategy #2: Create internal and resource family communication plan regarding quality assurance calls.	Future Task		
Retention Strategy #3: Review Feedback	Future Task		
Retention Strategy #4: Evaluate and share positive feedback	Future Task		
Retention Measurable Goal #2: 100% of cases will be assessed as appropriate for birth parent and resource parent icebreakers and 50% of cases will have icebreakers scheduled within 7 days of placement by July 2022.			07/01/22
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> i. Increased communication and trust between resource families and families of origin ii. Improvements in child(ren) receiving adequate supports, medical care, connection to culture etc. iii. Better cooperation with case plan and improved outcomes for reunification. iv. Reduction in staff time dedicated to managing communication between parties. 			
Retention Strategy #1: Create a planning committee	On Track	07/01/21	08/20/21
Retention Strategy #2: Create Business Process Guide			
Retention Strategy #3: Protocol revision			
Retention Strategy #4: Implementation			
Retention Strategy #5: Evaluation and tracking			
Retention Measurable Goal #3: A new monthly proactive/ preventative case consultations will be initiated by Champion and Community Development Coordinators to support caseworkers and certifiers in resource home/ placement challenges by February 2022.			
Retention Strategy #1: Design and plan for consultations.		08/01/21	09/01/21
Retention Strategy #2: Create Business Process Guide and related materials		09/01/21	09/30/21
Retention Strategy #3: Track data		09/01/21	
Retention Strategy #4: Implementation			
Retention Strategy #5: Build Google site to include resource family resources			
Retention Strategy #6: Evaluation			
Retention Measurable Goal #4: 75% of all District CW staff will complete and apply the Resource Family Customer Service Training by Jan 2022.	Future Task		
Retention Strategy #1: Delivery of Training (TBD)		10/01/21	11/01/21
Retention Strategy #2: Creation of email feedback inbox		10/01/21	
Retention Strategy #3: Evaluation and Share out			
Retention Measurable Goal #5:			

Retention measures 2021/22:

PS caseworkers will call resource families to check in about behaviors, appointments or provide other updates within one week of placement for 80% cases by November 2021.

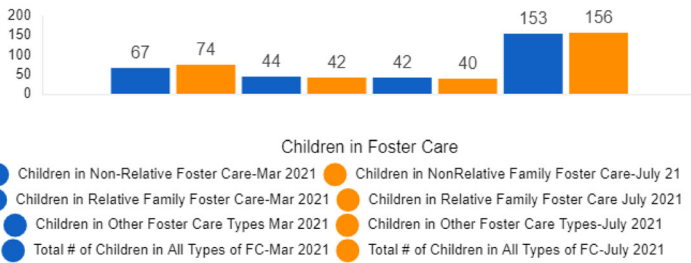
Retention Strategy #1: Update removal protocol		09/01/21	
Retention Strategy #2: Share training and expectation with workers		09/01/21	11/01/21
Retention Strategy #3: Tracking			
Retention Strategy #4:			

D11 RECRUITMENT & RETENTION SUMMARY

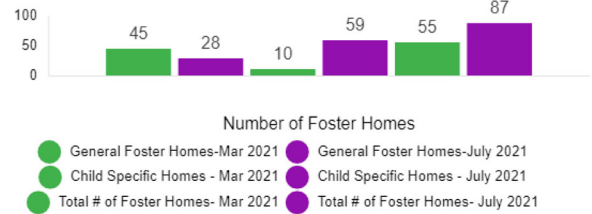


BRIDGET KING
 D11 Resource Family Retention Recruitment Champion
 bridget.king@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home counts include relative home type

Children Most in Need of Homes are:

- Children Stepping Down from BRS Placements
- Children that identify as LGBTQIA+
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior
- Native children/youth
- Youth with mental health & behavioral issues

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families who do not have children, vulnerable individuals, or pets living in the home.
- Families who have extended support family / networks / community
- Families with experience parenting children with behaviors or mental health needs
- families with educational background in parenting children/youth ages 6-18+ yr who have behavioral/mental health challenges

D11 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 11 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Certify two Affirming families to care for children who identify as LGBTQ youth by Apr 2022.	On Track	03/01/21	03/30/21
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA+ children and youth and number of affirming resource parents Reduction of secondary trauma associated with out-of-home care and the child's unique needs. Reduced risk of displacement and/or placement in higher level of care. 			
Recruitment Strategy #1: Community Partner Collaboration	On Track		
Recruitment Strategy #2: Community information strategy and awareness	On Track		
Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+yr with behavior and/or mental health challenges by Jun 2022	On Track		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of placements a youth would experience during case Increase the number of youths in a family setting and reduce the risk of placement in a higher level of care. Quicker and more appropriate placement matching for teens in care. Decreased risk of temporary lodging 			
Recruitment Strategy #1: Collaboration with Every Child	On Track		
Recruitment Strategy #2: Presence at Faith based organization meetings	On Track		
Recruitment Strategy #3: Community Recruitment Booth	On Track		
Recruitment Strategy #4: Klamath County recruitment event	On Track		
Recruitment Measurable Goal #3: Identify and certify 5 families with experience and/or educational background parenting children ages 6-12yr with behavior and/or mental health challenges by Sept 2022	On Track	01/01/21	03/31/22

<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of placements a youth would experience during case • Increase the number of youth in a family setting and reduce the risk of placement in a higher level of care. • Quicker and more appropriate placement matching for teens in care. • Decreased risk of temporary lodging 			
Recruitment Strategy #1: Presence at Klamath Promise	On Track		
Recruitment Strategy #2: Dino Days	On Track		
Recruitment Strategy #3: Community Messaging	On Track		
Recruitment Strategy #4: Presence at school meetings	Future Task		
Recruitment Measurable Goal #4: Work with the tribal community to certify 3 Tribal connected resource families in this District by Nov 2022	On Track	01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of Native children and youth placed with culturally appropriate families that can provide for their unique needs. • Increased the ability to maintain the child's relational connections to family, community, school, culture and religion • Increased collaboration between providers and families of origin • Decreased secondary trauma related to out-of-home care 			
Recruitment Strategy #1: Collaboration	On Track		
Recruitment Strategy #2: Community Messaging	On Track		
Recruitment Strategy #3: Recruitment events	On Track		
Recruitment Measurable Goal #5: Certify 3 families who do not have children, vulnerable individuals or pets living the home, who are educated or willing to gain knowledge and skills necessary to parent a child with sexualized and assaultive behaviors by Sept 2022	Future Task		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Quicker and more appropriate placement matching for children and youth with sexualized and assaultive behaviors. • Decrease in the number of placement changes a child would experience. • Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Community Messaging	On Track		
Recruitment Strategy #2: Recruitment Event	On Track		
Recruitment Strategy #3: Explore other ways to reach out to people who do not have children or pets	Future Task		

D11 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 11 - RETENTION PLAN			
Retention Measurable Goal #1: 95% of D11 CW staff will complete and implement Customer Service Training by Dec 2021	On Track		
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> * Caseworkers will have a better understanding of resource parent challenges, * Resource parents will feel more supported by DHS staff, *Resource parents will want to remain providing foster care for longer 			
Retention Strategy #1: Delivery of Training TBD	Future Task		
Retention Strategy #2: Check in Calls case aides	Future Task		
Retention Strategy #4: interview/applications (customer service focus)	Complete		
Retention Strategy #5: Staff recognition of positive customer service	Not Started		
Retention Measurable Goal #2: Prevent 50% of general resource families from leaving beyond 1st placement due to negative experience with DHS by January 2022	Future Task		
<i>Retention Expected Results:</i> <ul style="list-style-type: none"> *Higher retention rates *Increased positive experiences for resource parents *Increase resource parent supports 			
Retention Strategy #1: Local training opportunities			
Retention Strategy #2: Resource Parent Support groups	Future Task		
Retention Strategy #3: Every Child Resource Parent Night Out	Future Task		
Retention Strategy #4: Check in calls	On Track		
Retention Measurable Goal #3: Increase local supports for our Resource Parents by 20% by December 2021	On Track		
Retention Strategy #2: Incentivize participation in resource family activities and trainings	Future Task		
Retention Strategy #3: Create a local data base or list of all and new resources/supports available to resource families	On Track		
Retention Measurable Goal #4: Placement packet will be complete and given to resource parents within 24 hrs of all placement transitions by October 2021	On Track		
Retention Strategy #1: 261 Business Process for PS and Perm	Future Task		
Retention Strategy #1: Update placement packet paperwork	Future Task		
Retention Strategy #2: 261 Placement form to be updated at all transitions and given to resource parent	Future Task		
Retention Strategy #3: Family Transition Meetings to be open to resource families to attend			

Family transition meetings to be open to resource families to attend

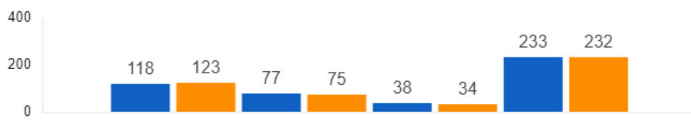
Retention Measurable Goal #5: Increase resource and origin parent relationship building opportunities to reduce child placement time in foster care by 2% by December 2022	On Track		
Retention Strategy #1: Offer resource and origin family contact called 'Ice Breakers' to introduce the families	Future Task		
Retention Strategy #2: Encourage resource and origin family outings to doctor appts, school functions etc, when deemed appropriate	Future Task		
Retention Strategy #3: Explore visitation options outside of DHS visit center	On Track		
Retention Strategy #4: Offer origin family phone calls to their children in foster care before bed and other times	On Track		
Retention Strategy #5: Create Origin parent mentors program to work with parents who have had their children removed from their care	Complete	05/01/21	06/04/21
Retention Strategy #6: Gather touch point data to track impact of strategies	Future Task		

D12 RECRUITMENT & RETENTION SUMMARY



Marvin Hamilton
D12 Resource Family Retention Recruitment Champion
 marvin.hamilton@dhsosha.state.or.us

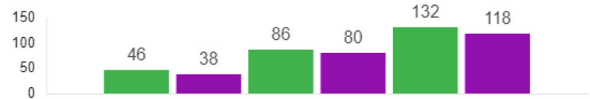
Foster Care Types



Children in Foster Care

- Children in Non-Relative Foster Care-Mar 2021
- Children in Relative Family Foster Care-Mar 2021
- Children in Other Foster Care Types Mar 2021
- Total # of Children in All Types of FC-Mar 2021
- Children in NonRelative Family Foster Care-July 21
- Children in Relative Family Foster Care July 2021
- Children in Other Foster Care Types-July 2021
- Total # of Children in All Types of FC-July 2021

Foster Home Types



Number of Foster Homes

- General Foster Homes-Mar 2021
- Child Specific Homes - Mar 2021
- Total # of Foster Homes- Mar 2021
- General Foster Homes-July 2021
- Child Specific Homes - July 2021
- Total # of Foster Homes- July 2021

*child specific home counts include relative home type

Children Most in Need of Homes are:

- Children and youth who identify as LGBTQ
- Children who speak Guatemalan dialect
- Hispanic children who speak Spanish
- Sibling groups of 3+ with a large age span (baby/toddler to teen age)
- Teens with high behavioral/mental health needs

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- Families reflective of Hispanic and Guatemalan culture and that speak those languages
- Families who are willing to take sibling groups of 3 or more where the siblings are multiple years apart in age.
- Families who have extended support family / networks / community
- Families who will take children and/or youth 13-18+ years old that are a) Families with educational backgrounds in trauma informed practices or other related behavioral and/or mental health education or b) experience with parenting children with behavioral challenges and or mental health needs or c) a willingness to be equipped/trained in parenting youth who have high behavioral and or mental health needs.

D12 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 12 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Recruit and Certify 1 affirming resource homes to care for youth who identify as LGBTQIA+ youth by March 2022	Not Started		03/31/22
<i>Recruitment Expected Results:</i> • Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents • Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes			
Recruitment Strategy #1: Engage with LGBTQIA+ group/s in the area to promote awareness	On Track	05/28/21	
Recruitment Strategy #2: Use media, Newspaper and Radio, etc to promote an awareness of the need for LGBTQIA+ children			
Recruitment Strategy #3: Use fair county Booth to promote awareness.	On Track	08/10/21	08/14/21
Recruitment Measurable Goal #2: Recruit and certify 1 a) Familywith educational background in or b) experience with parenting children with behavioral challenges and or mental health needs, or c) a willingness to be equipped/trained, who will take children and/or youth 13-18+			
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs.			
Recruitment Strategy #1: Partner with faith communities to promote the need for homes for teenage children in care	On Track		
Recruitment Strategy #2: engage with Hospital and mental health staff who have established education of working with children			
Recruitment Measurable Goal #3:			06/22/22

Recruit and Certify 1 Families reflective of or are familiar with Hispanic and Guatemalan culture, BIPOC (Black Indigenous People of Color) by June 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • BIPOC (Black Indigenous People of Color) children and youth will have families that understand and are reflective of their culture and background • Improved placement matching for BIPOC children and youth • Increase ability to keep children who come into foster care within their own county or community 			
Recruitment Strategy #1: Highland Seventh day Adventist to partner in recruitment effort as they are a Spanish speaking community	On Track	04/17/21	
Recruitment Strategy #2: Partner with New Hope for a recruitment event for Orphan Sunday in November			
Recruitment Strategy #3: Work with Every Child to check on their recruitment efforts of BIPOC families			
Recruitment Measurable Goal #4: Recruit and certify 1 resource homes with the ability to take in sibling groups of children larger than 4 and up to 7 with various ages.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster sibling separations that would otherwise be separated if it was too large of a sibling group. • Children would remain together in the same home and maintain in a family setting with their siblings. • Reduction in secondary trauma as youth experience when separated from their siblings. 			
Recruitment Strategy #1: Partner with local church groups who understand the importance of keeping the children together in the same home.			
Recruitment Strategy #2: Engage with community during county fair for recruitment of families needed			

D12 RETENTION ACTION PLAN

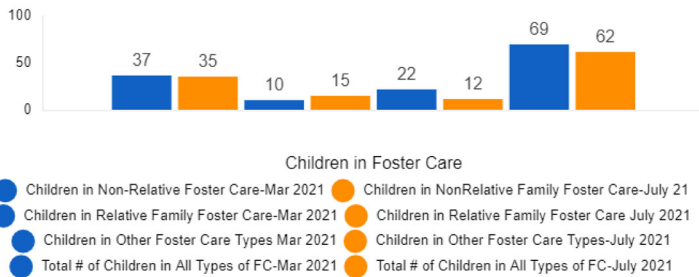
Primary	Status	Start	Finish
DISTRICT 12 - RETENTION PLAN			
Retention Measurable Goal #1: Between July 21 and July 2022 Successfully Convert X% of child specific and relative certified providers to general certificates rather than closing.			
<i>Retention Expected Results:</i> Create a stronger pool of trained and self sufficient general applicants. Increase retention of families that would normally leave after only having one child in the home. .			
Retention Strategy #1: Increase case worker engagement with Resource family.			
Retention Strategy #2: Orientation to take place within the first 30 days of ecert.			
Retention Strategy #3: Increase Family (kith/kin) search priority	Future Task		
Retention Strategy #1: Delivery of Training TBD			
Retention Strategy #2: follow up and check in's with families			
Retention Strategy #3: Staff review and feedback			
Retention Measurable Goal #3: Initial placement paperwork will be filled in and given to resource parents within 24 hrs of placement transitions,			
<i>Retention Expected Results:</i> Increased immediate child information to the resource family. Increased knowledge of the needs of the child(ren) being placed			
Retention Strategy #1: CW 0261 and initial paperwork business process			
Retention Strategy #2: Transition meetings with families			
Retention Strategy #3: Update Paperwork			
Retention Measurable Goal #4: Every certified provider who has a valid email will be entered into the email section of the Provider by Dec 2021			
<i>Retention Expected Results:</i> This will provide constant information and updates to be provided to all Resource parents as it is disseminated from the ODHS office.			
Retention Strategy #1: Use 1004 Provider summary Report to determine what homes have missing emails.			
Retention Strategy #2: Send out district mass email to determine current addresses.			
Retention Measurable Goal #5: 85% of all cases , Permanency Worker and Certifier will collectively facilitate a transition planning meeting with resource families at the first discussion of a potential move of a child from a resource home by January 2022 .			
<i>Retention Expected Results:</i> Increase the value felt by a Resource Families who have the opportunity to give input into the transition plan for the child. Improve Communication with the Resource Family who become a valued part of the plan and timeline for the child in a potential move. Resource Parent can assist in preparing the child for the transition.			
Retention Strategy #1: Set up a meeting to facilitate and determine the business process			
Retention Strategy #2: Develop protocol			
Retention Measurable Goal #6: Beginning on 9/01/21 Icebreakers will be offered in 95% of cases when children have come into foster care. Icebreaker between workers, resource parents and bio parents will take place when required due to the life of the case.			
<i>Retention Expected Results:</i> Resource Families will have increased communication with birth families about the child(ren) in their care. Resource Families will receive information needed to care for child(ren) in their care early in a case. Relationships with birth families and Resource Families will be improved.			
Retention Strategy #1: Develop/ Update ice breaker plans and protocol/ Business Processes			

D13 RECRUITMENT & RETENTION SUMMARY

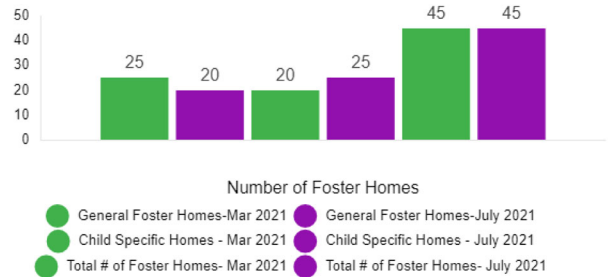


Tammie Blessing
D13 Resource Family Retention Recruitment Champion
 tammie.r.blessing@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home counts include relative home type

Children Most in Need of Homes are:

- Children & youth who identify as LGBTQIA+
- Children & youth with behavioral/mental health challenges
- Children Stepping Down from BRS Placements
- Children with Sexualized & Assaultive Behavior
- Large sibling groups of varying ages/stages/genders

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families for boys ages 6-18 with a father figure present and actively parenting
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families who live in outlying areas (other than "name of urban city")
- Families with experience parenting children with behaviors or mental health needs
- families that do not have any other children, vulnerable persons, or pets living in the home

D13 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 13 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 2 Affirming families who have experience and/ or training to care for children or youth who identify as LGBTQ by Jan 2022.	On Track		
<i>Recruitment Expected Results:</i> • Increase the number of LGBTQ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQ children and youth and number of affirming resource parents. • Reduced risk of displacement and/or placement in higher level of care • Decrease secondary trauma related to placement in foster care.			
Recruitment Strategy #1: Explore and Identify Partners supporting LGBTQ+ persons in the District.	On Track		
Recruitment Strategy #2: Recruit for resource families from identified community partners and allies serving LGBTQ+ persons.	On Track		
Recruitment Strategy #3: Develop families prepared to care for youth from existing pool of Resource Families.			
Recruitment Strategy #4: Certifiers will work with Resource Family on training plans that reflect the needs of the children in their care.			
Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+ who have behavioral and/or mental health challenges by June 2022.			
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a youth would experience. • Create stability and improved mental health outcomes.			

• Create stability and improved mental health outcomes.			
Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families	Future Task		
Recruitment Strategy #2: District-wide Marketing of Targeted Recruitment Needs During National Foster Care Month.	On Track		
Recruitment Strategy #3: Community Wide Dissemination of Recruitment Materials.	Future Task		
Recruitment Strategy #4: Certifiers will work with Resource Family on training plans that reflect the needs of the children in their care.			
Recruitment Measurable Goal #3: Identify and certify 1 families with experience and/or educational background parenting children ages 6-12 who have behavioral and/or mental health challenges by June 2022.		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child would experience. • Create stability and improved mental health outcomes.			
Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families	Not Started		
Recruitment Strategy #2: District-wide Marketing of Targeted Recruitment Needs During National Foster Care Month.	On Track		
Recruitment Strategy #3: Community Wide Dissemination of Recruitment Materials.	Future Task		
Recruitment Strategy #4: Certifiers will work with Resource Family on training plans that reflect the needs of the children in their care			
Recruitment Measurable Goal #4: Increase the number of resource homes in rural communities of the District by 3 certified families by Sept. 2021.		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> • Increase the ability to maintain the child's relational connections to family, community, and school. • Decreases secondary trauma related to out of home care.			
Recruitment Strategy #1: Do active outreach in rural communities	Not Started		
Recruitment Measurable Goal #5: Certify 1 family who do not have children, vulnerable individuals or pets living the home, who are educated or willing to gain knowledge and skills necessary to parent a child with sexualized and/ or assaultive behaviors by June 2022.			
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child would experience. • Decrease the risk for placement in a higher level of care.			
Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families	Future Task		
Recruitment Strategy #2: Seek community partners who can support these placements with additional resources, and staffing needs.			
Recruitment Strategy #3 Certifiers will work with Resource Family on training plans that reflect the needs of the children in their care.			

D13 RETENTION ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 13 - RETENTION PLAN			
Retention Measurable Goal #1: 100% of all District staff will complete Customer Service Training within 6 months of the training being available.			
<i>Retention Expected Results: Resource Parents will feel respected, will be viewed and included as part of the child's team, and feel valued. Communication between ODHS staff and Resource Parents will improve. General applicant Resource Parents will be retained over time and will not report closing due to poor communication with ODHS staff.</i>			
Retention Strategy #1: Facilitate training as directed by Central Office			
Retention Strategy #2: Future Strategy TBD- A designated platform for documenting communication with Resource Families is determined and utilized by all staff.			
Retention Measurable Goal #2: Beginning on 9/01/21 Icebreakers will be offered in 95% of cases when children have come into foster care.			
<i>Retention Expected Results: Resource Families will have increased communication with birth families about the child(ren) in their care. Resource Families will receive information needed to care for child(ren) in their care early in a case. Relationships with birth families and Resource Families will be improved. Children/ youth will receive more consistent and higher quality care.</i>			
Retention Strategy #1: Create a work group to facilitate District Icebreaker Plan.	On Track	07/28/21	
Retention Strategy #2: Create a District protocol including data tracking for implementing Icebreakers across the District.			
Retention Strategy #3: Train SSA's in Icebreaker model.			
Retention Strategy #4: Train caseworkers, certifiers and case aides and resource families in Icebreakers.			
Retention Measurable Goal #3: Beginning 10/01/21 In 90% of cases, Permanency Worker and Certifier will collectively facilitate a transition planning meeting with Resource Families at the first discussion of a potential move of a child from a resource home.			
<i>Retention Expected Results: Resource Families will feel valued and have the opportunity to give input into the transition plan for the child. Communication with Resource Families will be improved and Families will understand the plan and timeline for the child. Resource Families will be better equipped and supported by ODHS staff to assist in preparing the children/ youth for transitions. Children/ youth will have more positive experiences, be better supported and secondary trauma will be decreased.</i>			
Retention Strategy #1: Determine a representative workgroup to facilitate implementation of transition planning.			
Retention Strategy #2: Identify or develop a District protocol that includes measurable data points and best practices guide for implementing transition plans.			
Retention Strategy #3: Train caseworkers, certifiers and court on District protocol and transition practice guide.	Not Started		
Retention Strategy #4: Inform Resource Families on District transition planning.			
Retention Measurable Goal #4:			

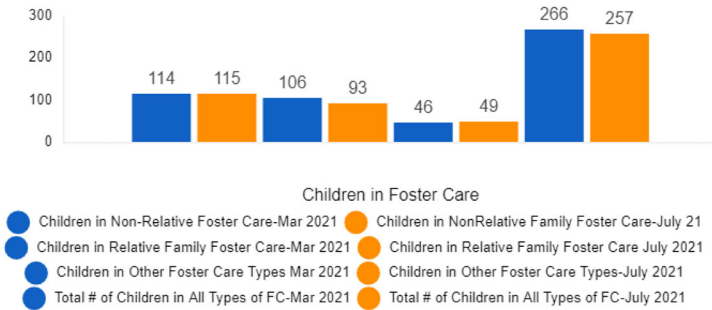
Retention measurable goal #4: Beginning 12/01/21 Certifiers will offer to meet with Resource Families in 100% of cases when children are leaving their care to review their experience and offer support for separation, grief and loss.			
<i>Retention Expected Results: Resource Parents will receive needed support for separation, grief and loss. Resource Parents will feel valued. Resource Parents will not close due to grief and loss of relationships with children they have fostered. ODHS will become more responsive to individual needs of Resource Families by receiving regular feedback from Resource Families.</i>			
Retention Strategy #1: Create representative workgroup for implementing contact plan with Resource Families after children leave their home.			
Retention Strategy #2: Develop a District protocol that includes measurable data points and tracking.			
Retention Strategy #3: Develop best practice guides for leading conversations on separation, grief and loss and gathering feedback for process improvement with Certifier and Resource Family.			
Retention Strategy #4: Create a Resource Parent resource list on available support for separation, grief & loss.			
Retention Measurable Goal #5: Starting 8/01/21 the Permanency Worker and Child Protective Service Worker will meet together with the Resource Parents no later than 5 days after the preparation meeting to clearly identify the Permanency Worker as the on-going worker for the case in 90% of cases.	On Track		
Retention Strategy #1: Develop a representative work group.			
Retention Strategy #2: Develop a District Protocol.			
Retention Strategy #3: Train Resource Families in transfer protocol			
Retention Strategy #4: Train Protective Service, Permanency Caseworkers and Certifiers in transfer protocol.			

D14 RECRUITMENT & RETENTION SUMMARY

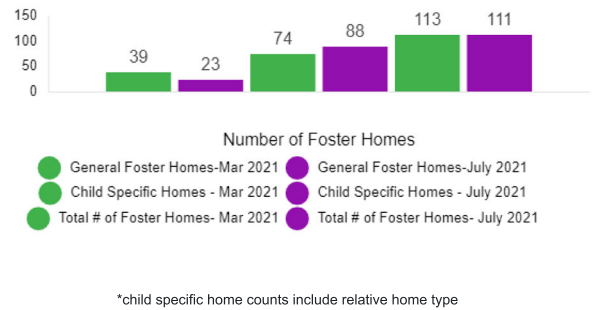


Tammie Blessing
 D14 Resource Family Retention Recruitment Champion
 tammie.r.blessing@dhsosha.state.or.us

Foster Care Types



Foster Home Types



Children Most in Need of Homes are:

- Children & youth who identify as LGBTQIA+
- Children & youth with behavioral/mental health challenges
- Children Stepping Down from BRS Placements
- Children with Sexualized & Assaultive Behavior
- Large sibling groups of varying ages/stages/gender

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families for boys ages 6-18 with a father figure present and actively parenting
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families who live in outlying areas (other than "name of urban city")
- Families with educational background in parenting children & youth with behavior and/or mental health challenges.
- Families with experience parenting children with behaviors or mental health needs

D14 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 14 - RECRUITMENT PLAN		03/01/21	03/30/21
Recruitment Measurable Goal #1: Certify 3 Affirming families to care for children or youth who identify as LGBTQ by Jan 2022.	On Track		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQ children and youth and number of affirming resource parents. Reduced risk of displacement and/or placement in higher level of care Decrease secondary trauma related to placement in foster care. 			
Recruitment Strategy #1: Explore and Identify Partners supporting LGBTQ+ persons in the District.	On Track		
Recruitment Strategy #2: Recruit for resource families from identified community partners and allies serving LGBTQ+ persons.	On Track		
Recruitment Strategy #3: Partner with existing Resource Families to identify new affirming families and families interested in fostering LGBTQIA+ children/ youth.			
Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+ who have behavioral and/or mental health challenges by June 2022.			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families	Future Task		
Recruitment Strategy #2: District-wide Marketing of Targeted Recruitment Needs During National Foster Care Month.	On Track		

Recruitment Strategy #3: Community Wide Dissemination of Recruitment Materials.	Future Task		
Recruitment Measurable Goal #3: Work with the tribal community to certify 2 tribe affiliated resource families in this District by June 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school (culture and religion). • Decreases secondary trauma related to out of home care. • Increase the number of Tribal children and youth placed with culturally appropriate families that can provide for their unique needs. • Decrease disparity between total number of Tribal children and youth and the number of culturally appropriate resource parents. 			
Recruitment Strategy #1: Partner with Burns Paiute Tribe to collaborate on Recruitment	Future Task		
Recruitment Strategy #2: Develop Cultural Companions to support children/ youth in foster care with remaining connected to culture.	Future Task		
Recruitment Measurable Goal #4: Identify and certify 2 families with experience and/or educational background parenting children ages 6-12 who have behavioral and/or mental health challenges by June 2022.		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a child would experience. • Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families	Not Started		
Recruitment Strategy #2: District-wide Marketing of Targeted Recruitment Needs During National Foster Care Month.	On Track		
Recruitment Strategy #3: Community Wide Dissemination of Recruitment Materials.	Future Task		
Recruitment Measurable Goal #5: Increase the number of resource homes in rural communities of the District by 4 certified families by Sept. 2021.		01/01/21	03/31/22
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school. • Decreases secondary trauma related to out of home care. 			
Recruitment Strategy #1: Do active outreach in rural communities	Not Started		

D14 RETENTION ACTION PLAN			
Primary	Status	Start	Finish
DISTRICT 14 - RETENTION PLAN			
Retention Measurable Goal #1: Create and implement comprehensive Resource Family Communication Plan to include Child Protective Service, Permanency and Certification Unit specific duties by 6/01/2022.			
<i>Retention Expected Results:</i> Resource Families will have the information they need to provide for the children in their care. Resource Families will feel respected and valued. Resource Parents will be an active part of the team. Children will receive high quality care.			
Retention Strategy #1: Create workgroups for each unit (CPS, Permanency, Certification) to develop communication plan with District protocols, business process guides, staff training and measurable data points.			
Retention Strategy #2: 90% of Resource Parents are contacted after the Shelter Hearing.			
Retention Strategy #3: Resource Families will be provided a 261 at placement 95% of the time.			
Retention Strategy #4: Staff will return contacts to Resource Parents within 24 hours 90% of the time beginning (date).			
Retention Strategy #5: Permanency worker will assure that visitation form 831 is provided to Resource Families 95% of the time within the timeline directed per policy.			
Retention Strategy #6: Beginning (date) Permanency worker will engage the Resource Parent 90 % of the time prior to returning the child home to include information from the Resource Parent in the transition plan.			
Retention Strategy #7: In 90% of court hearings, Permanency worker will contact Resource Parents to provide information and answer questions beginning (date).			
Retention Strategy #8: Resource Families will be invited to participate in (%) of Family Engagement Meetings beginning (date).			
Retention Strategy #9: 90 % of caseworkers and certifiers will attend training on how to have difficult conversations with Resource Families by (date).			
Retention Strategy #10: Beginning (date) Supervisors will discuss Resource Family communication with caseworkers in 90% of contacts, asking them about their last engagement at the Resource Family's home during supervision.			
Retention Measurable Goal #2: By 9/01/21 provide after hours crisis support to 100% of Resource Families who are caring for a child/ youth at risk of Temporary Lodging .			
<i>Retention Expected Results:</i> Resource Parents will feel more confident and supported in caring for children with mental health and behavioral challenges. Children and youth will have fewer moves in foster care decreasing secondary trauma. More children/ youth will be able to remain with Resource Families and fewer will move to congregate care.			
Retention Strategy #1: Create a District protocol for crisis after hours support that includes development and maintenance of on-call rotation, expected response and service to families, training, how protocol will be communicated to both staff and Resource Families, and measurable data points.			
Retention Strategy #2: Train Certification staff on implementing District after hours crisis support protocol by 8/15/21.			
Retention Strategy #3: Inform Resource Families about after hours crisis support.			
Retention Measurable Goal #3: 75% of staff in D14 will complete and apply Customer Service Training within 6 months of the training becoming available.			
<i>Retention Expected Results:</i> Expected Results: Resource Families will feel respected, will be included as part of the child's team, and feel valued. Communication			

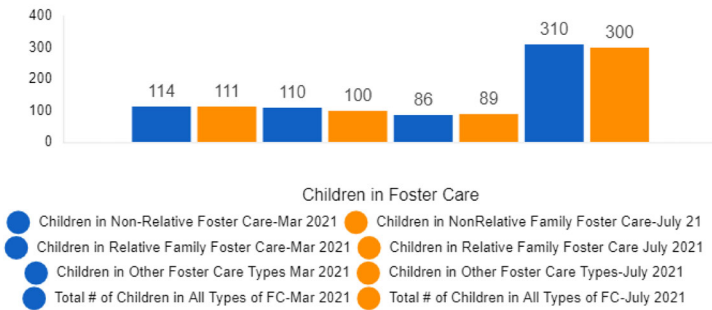
<i>between ODHS staff and Resource Families will improve. General applicant Resource Parents will be retained over time and will not report closing due to poor communication with ODHS staff.</i>			
Retention Strategy #1: Deliver Training (TBD)			
Retention Measurable Goal #4: Future Goal TBD-Explore implementation of Icebreakers model			
Retention Measurable Goal #5: Future Goal TBD-Implement Peer Mentoring or other Peer Support model to include support from EABA			

D15 RECRUITMENT & RETENTION SUMMARY

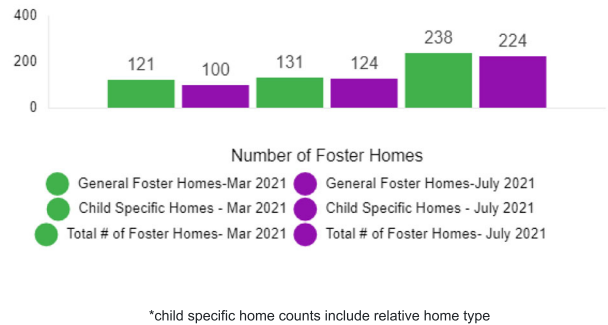


MaryAnne Miller
D15 Resource Family Retention Recruitment Champion
 maryanne.miller@dhsosha.state.or.us

Foster Care Types



Foster Home Types



Children Most in Need of Homes are:

- Children & Youth that identify as Hispanic/latinx
- Children & youth that identify as LGBTQIA+
- Children Stepping Down from BRS Placements
- Children with Mental Health & Behavior Issues

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families who have extended support family / networks / community
- Families with educational background in behaviorally challenging children and/or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D15 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 15 - RECRUITMENT PLANS			
Recruitment Measurable Goal #1: Certify 2 Affirming families to care for children and youth who identify as LGBTQIAS2+ youth by Dec 2021	Complete		
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA+ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA+ children and youth and number of affirming resource parents Decrease secondary trauma related to out-of-home care. 			
Recruitment Strategy #1: Community Partner Collaboration	On Track		
Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+ who have mental health/behavioral challenges by Jan 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Create stability and improved mental health outcomes. Decrease secondary trauma related to out-of-home care. 			
Recruitment Strategy #1: Collaboration with Every Child	On Track		
Recruitment Strategy #2: Awareness through local social media	On Track		
Recruitment Strategy #3: Coffee House specific for identified age group	On Track		
Recruitment Strategy #4: Work with neighboring districts 2 and 16 to collaborate on outreach	On Track		
Recruitment Measurable Goal #3: Identify and certify 3 Hispanic/Latino or provide Spanish as a language in the home identifying general resource families by Apr 2022			

Recruitment Expected Results: <ul style="list-style-type: none"> Enhanced placement matching to culturally responsive homes for Latino/ Hispanic children and youth. An increase in general resource families who identify as Hispanic/ Latino. reduction in disparity between the total number of Hispanic/ Latino children and number of culturally appropriate resource parents. 			
Recruitment Strategy #1: Contact HispNet to assist with networking/ Equity Inclusion Committee	Future Task		08/03/22
Recruitment Strategy #2: Ensure we have culturally appropriate recruiting materials for our community	On Track		
Recruitment Strategy #3: EC Coffee House Bi-lingual events	On Track		05/06/22
Recruitment Measurable Goal #4: Certify 2 resource families to care for sibling set of 3+ by Sept 2022			
Recruitment Expected Results: <ul style="list-style-type: none"> reduction of secondary trauma related to separation of siblings decreased risk of placement changes 			
Recruitment Strategy #1: Recruitment event at local school sporting events	Future Task		01/03/22

D15 RETENTION ACTION PLAN

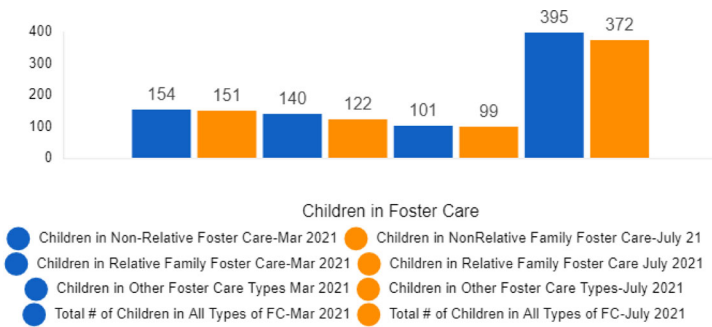
Primary	Status	Start	Finish
DISTRICT 15 - RETENTION PLANS			
Retention Measurable Goal #1: Schedule a series of 3 Resource Family focus groups in our district by February 2022			
Retention Expected Results: Begin an open line of communication between the agency and resource parents to improve retention and to gain a clearer idea of the needs of resource parents in our community.			
Retention Strategy #1: Set up work group			
Retention Strategy #2: Hold Focus Groups			
Retention Strategy #3: Create Incentives			
Retention Strategy #4: Report Findings			
Retention Measurable Goal #2: Increase the respite Mix and Mingle events from occasionally to monthly in our district by February 2022			
Retention Expected Results: Give resource parents respite resources to help support them by giving them needed supported breaks.			
Retention Strategy #1: Determine what respite resources are available			
Retention Strategy #2: Logistics- Event Planning			
Retention Strategy #3: Host Events			
Retention Strategy #4: Evaluation regarding implementation			
Retention Measurable Goal #3: The Customer Service Training will be provided to the district by December 2021 with a 75% attendance rate.			
Retention Expected Results: The members of the district will be able to provide a new level of customer service to our resource parents and community.			
Retention Strategy #1: Provide customer service training (TBD)			
Retention Measurable Goal #4: The agency will provide the resource parent with all relevant information and a comfort call within 24 hours of placement by February 2022			
Retention Expected Results: The resource parents will be given all relevant information about the youth placed in their home in order to provide adequate care			
Retention Strategy #1: Form 261 or equivalent placement form will be completed, provided to resource family, and copy kept for file within first 24 hours			
Retention Strategy #2: Placement packets will be sent electronically including medical card and who the insurance provider assigned			
Retention Strategy #3: Feedback from resource parents			
Retention Strategy #4: Comfort calls will occur between biological parent and resource family within 24 hours of placement			
Retention Measurable Goal #5: Icebreakers will be offered between the resource family and biological parents within 2 weeks of placement 75% of the time by February 2022			
Retention Expected Results: There will be a better outlook for the ongoing case with an established relationship between the resource family and biological family			
Retention Strategy #1: Establish Icebreaker			
Retention Strategy #2: Provide management feedback on how icebreakers are going			
Retention Measurable Goal #6: Resource families will be invited to the Family Time decision meetings to participate 100% by December 2021			
Retention Expected Results: The resource parent will be able to participate with the case planning around visitation of the child in their home.			
Retention Strategy #1: Invitation to Resource Family			
Retention Strategy #2: Follow up with resource parent			

D16 RECRUITMENT & RETENTION SUMMARY

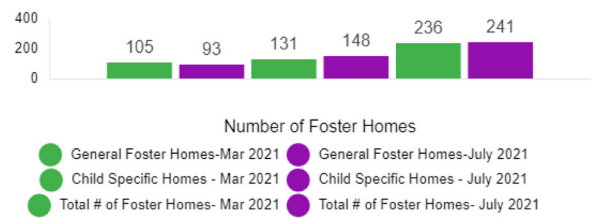


Dishanta Kim
 D16 Resource Family Retention Recruitment Champion
 dishanta.kim@dhsosha.state.or.us

Foster Care Types



Foster Home Types



*child specific home counts include relative home type

Children Most in Need of Homes are:

- Children & Youth experiencing suicidal ideation
- Children & Youth that identify as LGBTQIA+
- Children Stepping Down from BRS Placements
- Children with Medical High Needs
- Children with Mental Health & Behavior Issues
- Children with Sexualized & Assaultive Behavior

Resource Families Needed the Most Now/Future:

- Affirming families for children/youth who identify as LGBTQIA+
- BIPOC families so that cultural matching of youth & families is happening when placement of children & youth is needed
- Families that can take sibling groups of 3 and more with varying ages and genders
- Families who have extended support family / networks / community
- Families with educational background in behaviorally challenging children and/or mental health issues who will take children ages 6-12
- Families with experience parenting children with behaviors or mental health needs

D16 RECRUITMENT ACTION PLAN

Primary	Status	Start	Finish
DISTRICT 16 - RECRUITMENT PLAN			
Recruitment Measurable Goal #1: Certify 2 Tribal families to care for children or youth by Jan 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of youth placed with families that can be culturally affirming. Decrease disparity between total number of tribal children and youth and number of culturally affirming resource parents 			
Recruitment Strategy #1: Develop co-branded message (DHS/Tribe) and promote within community	Future Task		
Recruitment Measurable Goal #2: Identify and certify 4 families with experience and/or educational background parenting youth ages 13-18+ with behavioral/mental health challenges By Jan 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Create stability and improved mental health outcomes. 			
Recruitment Strategy #1: Partner with local High Schools parent organizations to recruit families for teens.	Future Task		
Recruitment Strategy #2: Develop an ambassador program	Future Task		
Recruitment Strategy #3: Partnering with BRS/Proctor Services to possibly do recruitment with them (joint effort) for teens/behavioral challenging teens.	Future Task		
Recruitment Strategy #4: Create material that talks about the benefits in being certified for teen homes by Oct 2022	Not Started		
Recruitment Measurable Goal #3: Certify two affirming families who can care for youth that identify as LGBTQIA+ by Jan 2022			
<i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a child would experience. Create stability and improved mental health outcomes. Reduction in temporary lodging 			
Recruitment Strategy #1: Making LGBTQIA+ contact in metro area that can assist us with further connections	Future Task		
Recruitment Strategy #2: Developing a flyer specifically targeting this population to be used statewide	Future Task		

Recruitment Strategy #3: Airing an advertisement for resource caregivers on a radio station.	Future Task		
Recruitment Measurable Goal #4: By June 2022 Increase the number of culturally diverse resource homes by 25%			
<i>Recruitment Expected Results:</i> • Increase the ability to maintain the child's relational connections to family, community, and school (culture and religion). • Decreases secondary trauma related to out of home care.			
Recruitment Strategy #1: Identify leaders within local ethnic/racial groups to increase collaboration.	On Track		
Recruitment Strategy #2: Promote fostering through Web advertising from current partners.	Future Task		
Recruitment Measurable Goal #5: Certify 2 providers who have medical education or experience caring for children with complex medical needs by Mar 2022			
<i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child would experience. • Increase the ability to maintain the child's relational connections to family, community, and school • Reduction in institutional care and an increase in family like setting			
Recruitment Strategy #1: Evaluate capacity and collaboration in local community	Future Task		

D16 RETENTION REPORT

Primary	Status	Start	Finish
DISTRICT 16 - RETENTION PLAN			
Retention Measurable Goal #1: Create/Update District Specific Placement Process by Jan 2022			
<i>Retention Goal #1 Expected Results: Increase in the consistency of retention culture across the district. Expect RF feeling heard, respected, and empowered.</i>			
Retention Strategy #1: Creating workgroup to help inform this update			
Retention Strategy #2: Create/Update Placement Checklist (how do we get RF the info they need at time of placement or as close to it as possible in order to be better equipped to meet the needs of the children)			
Retention Strategy #3: Comfort Calls made within 24-36 hours			
Retention Strategy #4: Something about Wayne and how that plays in here (the way he communicates to others, RF - training up others - what works what doesn't work)			
Retention Measurable Goal #2: 75% of all district 16 CW staff will complete and be able to apply the Resource Family customer service training by TBD			
Retention Strategy #1: Deliver the customer service training			
Retention Strategy #2: MAPS incorporating customer service followup on regular basis when doing one on one w/ staff			
Retention Strategy #3: Regular trickle of customer service info - making a monthly email or trickle to keep workers engaged) incentivize it bring up in staff meetings staff who have made customer service a big deal like the permanency blast)			
Retention Strategy #4: Comment box to allow resource families a non-punitive way to leave both positive and negative feedback			
Retention Measurable Goal #3: Create an after hours DHS crisis contact line.			
<i>Retention Goal #3 Expected Results: RF would feel supported and heard. They would have the tangible supports they are wanting/needing.</i>			
Retention Strategy #1: Update 211 *			
Retention Strategy #2: Update Certification On-Call Protocol			
Retention Measurable Goal #4: Increase Supervision Plans for kids with CANS levels in OR-Kids by 25% by Jan 2022			
<i>Retention Goal #4 Expected Results: RF would feel a part of the team. RF would get more understanding. Empowering with the information the RF needs to best take care of the child(ren).</i>			
Retention Strategy #1: Audit OR-Kids to find out how many kids with CANS levels have supervisions plans			
Retention Strategy #2: Work with MAPS and Permanency, Foster Care, and CPS Consultants to deliver a training/refresher on how to create supervision plans			
Retention Measurable Goal #5: Create pamphlet for E-Certs by Jan 2022			
<i>Retention Goal #5 Expected Results: Better communication to potential relative/kth/kin resource families.</i>			
Retention Strategy #1: Develop pamphlet			