

PREPARED BY
CHRISTINA KARSENGRAY
IN COLLABORATION WITH DISTRICT RFRR

PRESENTED ON
Nov 3, 2021

RESOURCE FAMILY RETENTION RECRUITMENT
CHAMPION TEAM

MONTHLY REPORT

OCTOBER 2021

OCT 2021



SCOTT ROOEN

DISTRICT 1 CLATSOP, COLUMBIA, TILLAMOOK

ONGOING WORK

- Planning for recruitment events in Tillamook County on 11/5/2021
- “The Neighborhood” is coming to Clatsop and Tillamook
- Partnership with GOBHI
- Ice breakers in D1
- Continued work on retention/recruitment plan
- Holiday planning

D1 SUMMARY

The month of October started with my recurring meeting with the local Every Child affiliate to continue work on strategic recruitment plans and implementation strategies. This conversation continued during the Every Child Summit that I attended, and all efforts will correlate to the recruitment plan goals for District 1. Retention goal #4, the certification after-hour support program, continues to improve and I met with staff and supervisors at each district's unit meetings to answer questions and talk about the program. I sent the programs information to the managers at the hotline as well as our 211 partners and worked with the Certification After Hour Subcommittee to update our protocol.

A resource family needed assistance with guidance regarding her children's CANS stipend. She was not able to get the information for many months, so I worked with her and others to ameliorate the issues. This is just one example of customer service that correlates to my retention goal # 3. I continue to partner with GOBHI setting up meetings for collaboration and continue to work with the Clatsop County Practice Level Workgroup. This group is targeting retention goal #7 aimed at breaking down barriers for families and children and finding resources in our communities to better support our families.

Meetings were held with the certification supervisor to talk about specific recruitment in Tillamook County as well as beginning a support program for the resource families there. I met with a local branch intern to prepare targeted recruitment strategies for affirming and LGBTQIA2S+ families which correlates to recruitment plan goal # 2.

As the holiday season approaches, I began preparing our counties for the holiday events in December. To better understand the funding available to support our resource families I created an excel spreadsheet for the district certification budget that includes flex funding and respite funding. This was shared with the certification supervisor and will be used to ensure that all three counties can access these funds equitably. I worked with a local trainer and created a district-wide Foundations training tracker so that as families sign up for D1's localized Foundations training we can ensure that communication is happening with families prior to their start date and that they receive their training packets in advance.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Riverside Community Outreach Board meetings
- Clatsop County Practice Level workgroup
- Retention plan workgroup
- After Hour Support Worker subcommittee
- EIC D1

Trainings I have participated in this month include:

- Learning Lab
- Office for Civil Rights (OCR) Train the Trainer
- Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence & Effective Leadership Skills

THE NUMBERS

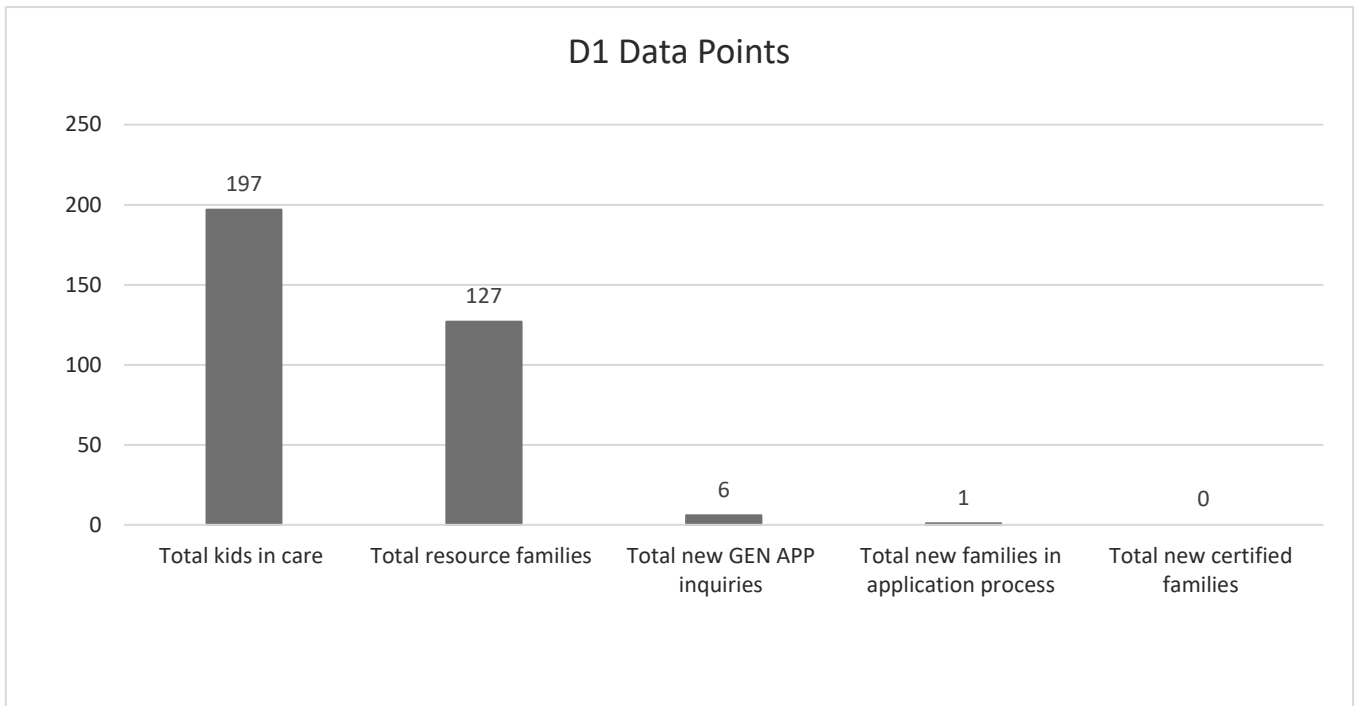
DISTRICT 1

DATA

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**All data is a reported for the current month period*

Please reach out to Scott.H.Roen@dhsosha.state.or.us with any questions.



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OUTCOMES

- Supported families as the after-hour (on-call) support worker for the district. **Retention goal # 4**
- Reoccurring meetings regarding recruitment with Every Child affiliate
- Creation of multiple tracking spreadsheets for organization
- Collaborative work with CANS Unit to assist resource family
- Helping families access tutors for their children/youth

COMMUNITY CONNECTIONS

- KEEP
- Every Child
- Connection with GOBHI
- Connection with mental health agency
- Connection with local CCO and Care Oregon
- Columbia County Health Coalition
- Oregon State University Extension Service – Columbia County
- CASA
- Youth Era

LIZ HAUCK
MAGDA BEJARANO

DISTRICT 2 MULTNOMAH

ONGOING WORK

We look forward to:

- The launch of Every Child / ORRAI's marketing segmentation pilot project on November 15th.
- Continuing implementation of the Resource Parent Capacity Tool (RP-CAT)
- The first meeting of D2's Certification, Recruitment and Placement Workgroup in mid-November
- Champions presentations at the Every Step Community of Care Quarterly and the Parish Health Promoter Program regular meeting

D2 SUMMARY

October 2021 included a strong focus on training for D2 champions. Training, conference and workshop opportunities included the Every Child Strategy Day, the Shoulder-to-Shoulder Conference, the ODHS ICWA Conference, and the ODHS Certification & Adoption Summit. These training opportunities brought new learning and strengthened our skills related to equity and inclusion, bringing a trauma-informed lens to our work, community outreach and partnership development.

As we work to engage new resource families equipped to support children experiencing special developmental, medical or behavioral needs, we developed new connections with local Foster Plus Programs to learn about their recruitment efforts and therapeutic programs. We hope that some of these connections can lead to future collaboration opportunities or shared learning. Also, in this area of work, D2 champions were included in district work planning discussions with FACT Oregon, as well as the Autism Society of Oregon. These collaborations point toward new community outreach opportunities, including through the FACT Oregon newsletter, and possible new training supports for staff or resource parents.

We partnered with the ODHS communications team this month to finalize and share a recruitment flyer focused on families interested caring for unaccompanied minors in Oregon foster care. We also received some consultation from their team on developing new recruitment materials for all are targeted recruitment areas in D2, and plan to pursue this with support from both the communications and creative services teams.

D2 champions also participated in two in-person community events for recruitment outreach in the Woodlawn and Parkrose neighborhoods.

Workgroups/subcommittees/meetings/actions teams we have participated in this month include:

- D2 Daily Certification/Recruitment/Placement Huddle
- Unaccompanied Minors State-Wide Workgroup
- Certification Leadership Implementation Workgroup
- D2 Placement Workgroup

Trainings we have participated in this month include:

- Champion Learning Lab
- Shoulder to Shoulder
- ADA Required Training
- ICWA Conference
- Every Child Strategy Day
- Certification & Adoption Summit

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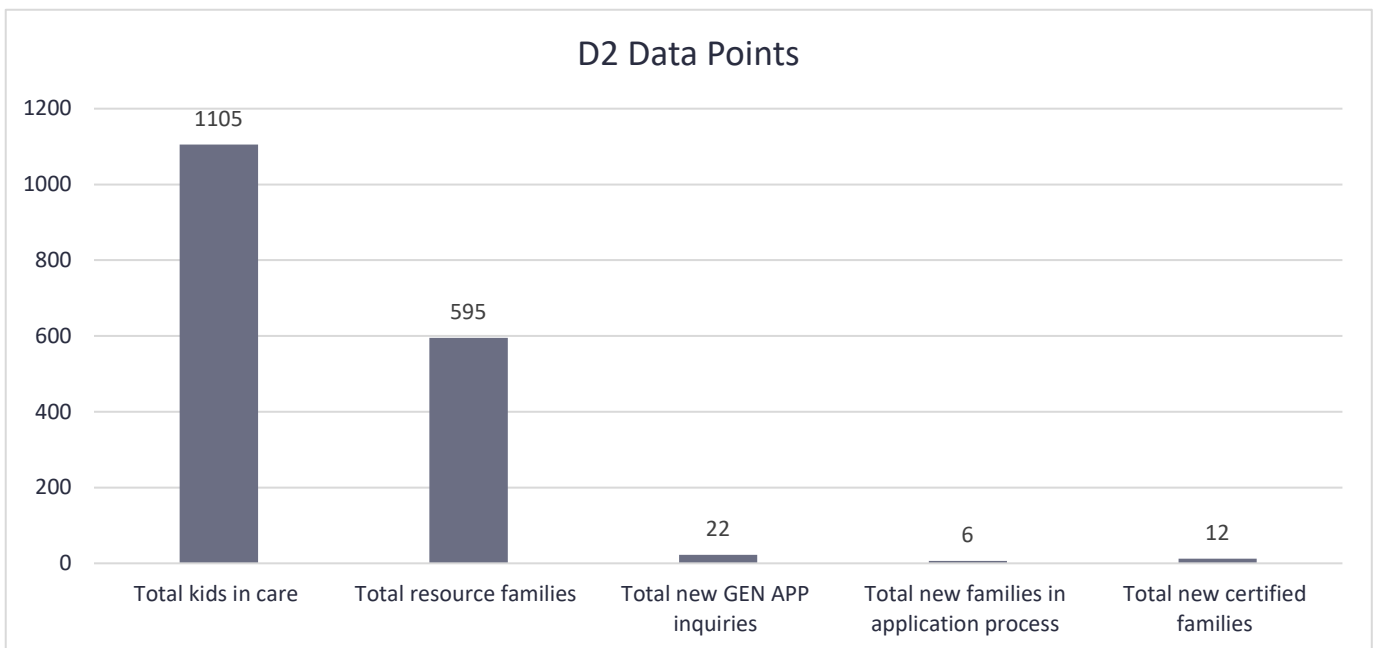
DISTRICT 2

DATA

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Please reach out to
Elizabeth.Hauck@dhsosha.state.or.us or
Magda.Y.Bejarano@dhsosha.state.or.us with any questions.



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OUTCOMES

- In collaboration with the ODHS communications team, the recruitment flyer focused on families interested in caring for unaccompanied minors in foster care was finalized and added to ODHS’s foster care webpage.
- Participation in in-person community events this month included the Woodlawn Farmer’s Market on October 23rd and the Parkrose Marketplace also on October 23rd.
- Connections established with staff at local Foster Plus / Proctor Foster Care Programs including GOBHI, Morrison Child & Family Services and Boys & Girls Aid.

COMMUNITY CONNECTIONS

- Boys & Girls Aid
- IRCO
- FACT Oregon
- Clackamas Children’s Commission
- Basic Rights Oregon
- Autism Society of Oregon
- Woodlawn Farmer’s Market
- Historic Parkrose
- Private Businesses
- Every Child PDX
- Every Child Oregon
- GHOB
- Oregon Department of Early Learning
- Morrison Child & Family Services

JOSEPH SARKEZ

DISTRICT 3

POLK, YAMHILL,
MARION

ONGOING WORK

- Action plans are being planned out and executed in regards to meeting recruitment and retention goals.
- Working with Every Child, resource parents and branches on how to create resource parent support groups, led by resource parents.
 - Update: Newly formed resource parent groups are working with ODHS and we are collaborating to determine best ways to support them.
- Targeted recruitment events and strategies in collaboration with Every Child.
- Resource Parent Night Out planning underway with Every Child and Foster Care Stability group in Yamhill. Resource parent groups are also interested.
- D3 is currently working with the Confederated Tribes of Grand Ronde to improve educational opportunities between our CW staff, resource parents (both tribal and not) and our tribal children.
- Meeting with Foster Plus is happening in October to look at how we can support teens and children in care who are transitioning between placements or need higher levels of care.
- Mix and Mingle event put on by Yamhill Family Wellbeing Counsel and Every Child in November, for Yamhill resource parents and those interested in becoming a resource parent or providing assistance in other ways.

D3 SUMMARY

A lot of continued community collaboration is taking place. Every Child is working with D3 on targeted recruitment ideas focusing on teens, children in care with higher needs (both behaviorally and medically), and children who identify as Hispanic or Latino. Every Child has also brought in Odi Campos, the Program Director for Oregon Child Development Coalition for Polk and Marion Counties. He is also a resource parent and has many ties into the Hispanic and Latino community in Marion and Polk counties. He will be part of a Spanish Explore Fostering event hosted by Every Child and resource parents, with the support of our D3 Certification staff and myself. Every Child/ ReachNW Yamhill is working toward launching the Respite Support Network. Shirley Turner has been working with the Yamhill certification staff and myself on how best to use and launch the network, which will help those wanting to do respite and those seeking respite connect and allow for opportunity to find good fits that work. While also, making sure ODHS is notified of any potential connections. I am working with Every Child and other champions in a workgroup centered on retention efforts. Our duty is to come up with a couple collaborated targeted goals that we all will pursue as a state by the end of the year. We also continue to work with Foster Plus and our medical/health providers on supporting our resource parents with higher need children.

Our team in D3, including our PM's, Certification Supervisors, Foundation trainers and others, are working toward our joint retention goals at the end of the month. These goals will focus on check-ins with resource parents during the life of a child's case and making sure they are receiving the appropriate support along the way; as well as how to support bio families and families of origin connecting with resource parents in a positive and productive manner that supports the children in care.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Polk, Yamhill and Marion branch team meetings
- Every Child/ branch meetings
- Champion meetings
- Resource parent workgroups- Polk and Yamhill
- Retention Plan workgroup with PM
- Yamhill Foster Care Stability group
- D1, D15 and D3 collaboration meeting with our FCC
- District and program managers meeting quarterly

Trainings I have participated in this month include:

- Champion Learning Lab; equity and inclusion

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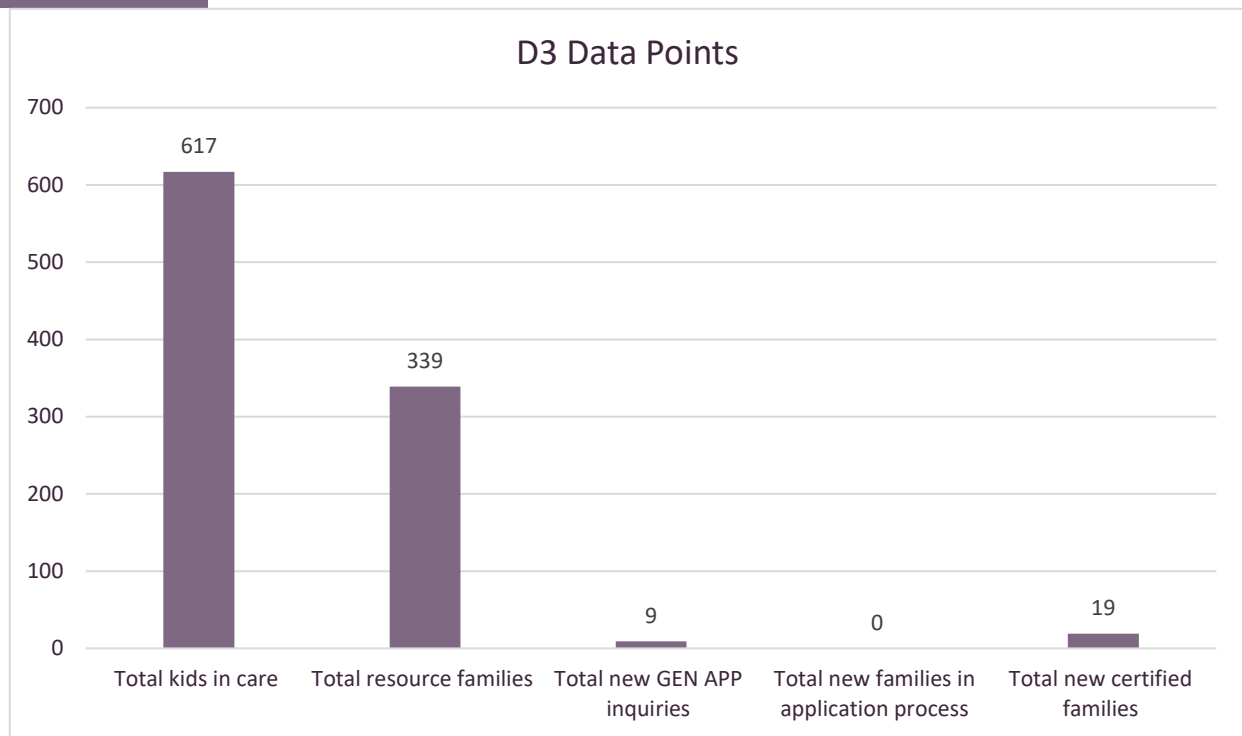
DISTRICT 3

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OUTCOMES

- Grief and Loss Training Oct 14th. We in D3 did a lot of weekly advertising for this training through Facebook, email, Every Child and word of mouth in hopes of reaching as many of our resource parents as possible.
- We had an Explore Fostering Event in October that had 7 people attend.
- Received and processed 20 inquiries in October using the inquiry module, adding 9(the chart above reads 9 new gen app inquiries) new general applicant inquiries.
- Every Child and Yamhill County staff are working together to provide volunteers interested in respite an easier way to connect with trainings if desired and easier opportunities for resource parents to seek out potential respite providers.

COMMUNITY CONNECTIONS

- Individual/ small group meetings with: Every Child, Foster Plus, Polk and Marion CASA, CTGR
- Marion and Polk Resource Family support groups

CHAMPION COLLABORATIONS

- Collaboration with other champions on creating “Information to Share” document.
- D1, D15 and D3 collaboration monthly
- Looking at joint materials or advertising recruitment messaging.

ANDREA BELLOWS

DISTRICT 4 LINCOLN, LINN, BENTON

ONGOING WORK

- Recruitment events
 - Linn-Benton Every Child's Explore Fostering Coffeehouse on 11/17
 - Coos-Curry Every Child's LGBTQIA+ Explore Fostering on 11/10
- Recruitment/Retention Plans

This is an ongoing item. The next meeting will occur in November, with a goal of having more diverse ODHS representation. In January, it is my intention to have our first community action team meeting with District 4 community partners, as well as ODHS staff.

- Every Child/ODHS collaboration with EC events from October 2021 to June 2022 (Discover, Explore Fostering & Respite Mix and Mingle)
- Creating a book of appreciation for D&V retirement at 30 years.
- Lincoln County Support Group (still trying to get this off the ground)
- Linn County Support Group (the first Saturday of each month)
- Trainings: A-COACH Approach on 10/9,
- Part of planning for Lincoln County Shop with a Cop (12/4)
- Planning with GHOB and other placement services to coordinate recruitment efforts.

D4 SUMMARY

In typical Child Welfare fashion, October 2021 was fast-paced and filled with opportunities to support families!

A considerable amount of my time was spent coordinating or supporting events (Foster Q&A, farmer's markets, Every Child Drive Thru Halloween, winter holiday planning), sharing information and reaching out to struggling resource families, and attending various meetings (Temporary Lodging, Out of Home Care, meetings with resource parents, and community meetings).

I continue to be impressed with the dedication of the resource families in District 4! Whether it's a resource family stepping up so a child doesn't have to experience temporary lodging, a family making extra effort and going out of their comfort zone to support their child's permanency plan, or volunteering time in their incredibly busy schedules to help support other resource families – District 4 resource families show up time and time again!

I hosted a Foster Q&A in October, and though turn-out was not as high as I had hoped, 5 people attended and one is starting Foundations training next month! Four amazing resource parents also volunteered their time to be on the panel at this event, and I was impressed (as I always am) by their skills, attitudes, and openness about what fostering is like.

District 4 also convened our first community action team sub-group. This internal group of District 4 staff met to discuss our retention and recruitment plan. Though the goal is to have a more diverse representation, this initial meeting was successful.

The group came up with several stellar ideas related to retention and recruitment of families! Additionally, there are now conversations starting about District 4 joining GHOB and other organizations for recruitment efforts.

I continue to worry about opportunities for resource families to be trained in ways that will assist with managing challenging behaviors of children experiencing foster care. I have inquired with Foster Care Program about opportunities for our families to be trained in non-restraint crisis intervention.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Lincoln County Every Child Steering Committee
- Linn/Benton Every Child Re-Launch Planning
- Retention/Recruitment Group Meeting (D4-Internal)

Trainings I have participated in this month include:

- Primal Leadership
- Every Child Fall 2021 Summit
- Purposeful Feedback
- OCR Train the Trainer
- Shoulder to Shoulder
- Certification & Adoption Summit

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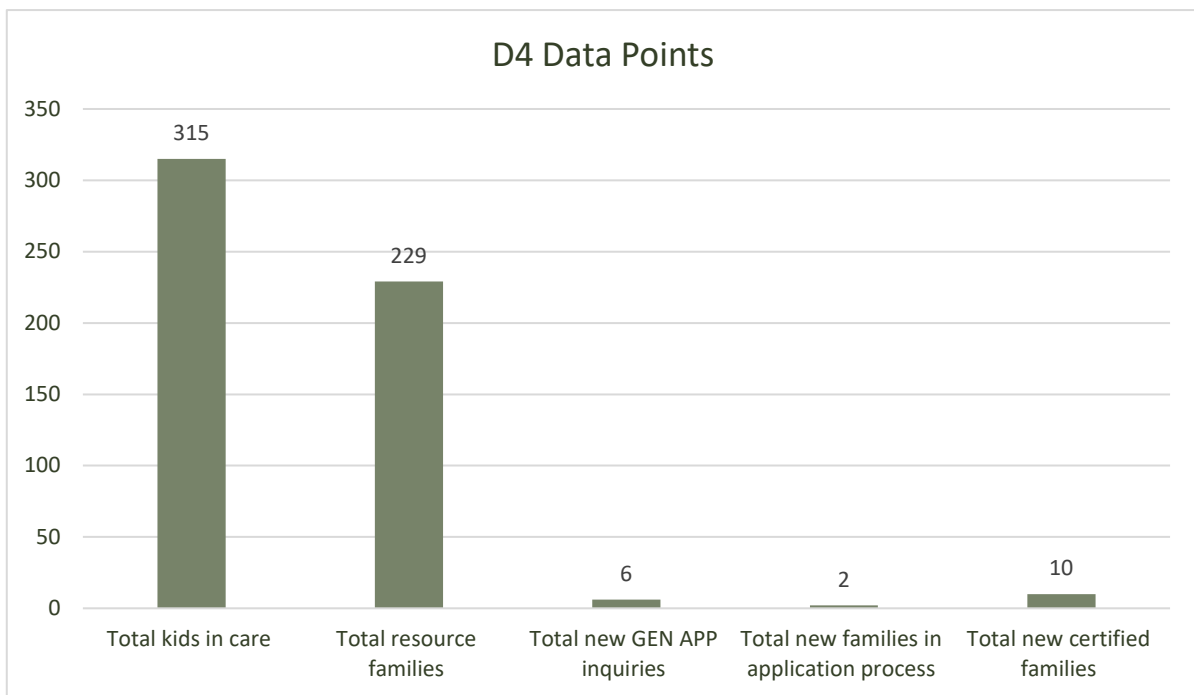
DISTRICT 4

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OUTCOMES

- Hosted Foster Q&A for Linn, Benton and Lincoln counties
- Facilitated the first internal 'sub-group' of a community action team for District 4
- Supported a resource family during a meeting with ODHS Child Welfare
- Supported a resource family during a meeting with the children's tribe
- Reached out via email and/or telephone to several resource parents who were experiencing challenging case and placement decisions, behavioral challenges, and grief and loss
- Supported a relative resource family by assisting in providing gift cards and other resources during a stressful time.
- Sent thank you cards to approximately 8 families this month
- Attended numerous staffings; Out of Home Care, Temp Lodging, Safety & Well-being, and Child Matching.
- Attended certification unit meetings for Linn-Benton and Lincoln counties
- Accepted donated items from one resource family to another
- Requested and utilized Linn-Benton donated retention funds to provide approximately 20 gift cards to families participating in the Every Child fall event on 10/29/21
- Assisted in preparations for holiday wish lists in Linn County (stuffing envelopes)
- Attended Albany Farmer's Market on 10/9/21

COMMUNITY CONNECTIONS

- Lincoln County Foster Parent Association
- Oregon Central Coast Trans Community
- Newport News-Times
- Albany Democrat-Herald
- Lincoln County Connections
- Bijou Theater in Lincoln City
- LB Every Child
- Coos/Curry Every Child
- ABC House

MEDIA

<https://www.facebook.com/LinnFosterORAdopt>

https://democratherald.com/news/local/foster-care-information-session-set-for-thursday/article_fb2e6c8-73cb-521f-878d-fc65bf4929e3.html

http://video.co.lincoln.or.us/Audio_2021/9.23.21_ResourceParenting_AndreaBellows.mp3

https://www.newportnewstimes.com/community/foster-parent-virtual-event-set/article_4fe1ae00-20a3-11ec-98a3-

BRANDYN RICE

DISTRICT 5 LANE

ONGOING WORK

- Planning for using funds for recruitment efforts; billboard, signs and radio time is on top of work (what does this mean?)
- Work on getting donation documentation organized
- Planning costs for possible video production for recruitment
- Recruitment planning goals set with six specific goals to begin targeted needs in months set ahead
- Preparation for second CAT team meeting
- Connecting with individuals who attended CAT meeting to discuss places to begin efforts
- Follow up with local school contacts made
- Meeting with ODHS staff to begin planning of rural recruitment efforts in South Lane area
- November Resource Family Newsletter to go out on 11/1/2021

D5 SUMMARY

This month I focused on revising my retention and recruitment plan in preparation for D5's first Community Action Team (CAT) meeting. I had two productive meetings with Lead Worker, Christina Karsen-Gray, in which I was able to get feedback on revision of wording in the plan to be sure it was communicated best to the team during the meeting. This assisted me with my preparation for the CAT team meeting.

This month I worked on getting the retention and recruitment plan wording more accurately reflective of the goals set for District 5. I also learned about some processes of providing more documentation in the plan.

In my monthly meeting with Billy, we discussed how I can use this plan to input more detailed information. This was very helpful and after this meeting I gained a stronger understanding of how to use this plan to include more detailed information on the work and efforts I am doing in D5.

Also, after monthly meeting with Billy on 10.28.2021, I have a more clear understanding of how to focus my efforts. I spend time going through the D5 R/R plan and being sure the work I am doing on the day-to-day aligns with the goals in that plan. I made a list of the things I am working on and started a method of organizing the daily work I do to match the efforts of the plan.

I had a follow up discussion with a local community partner who works for the Coquille Tribe. Last month we were able to make initial connections and this month we discussed options for presenting to the community groups she works with. This contact continues to be in alignment with D5's measurable goal #5 and recruitment strategy #

2. Ms. Boe and I followed up after the CAT meeting regarding the district's need for homes to meet children's cultural needs.

In conjunction with recruitment measurable goal #4.

I contacted the Chamber of Commerce Ambassador for South Lane County. We discussed options to collaborate on upcoming events in the community of Cottage Grove. Set a meeting to expand on these ideas for the first week of November. I then worked on updating specific flyers for Cottage Grove and outlying South Lane areas. I also set a meeting with local ODHS staff who are interested in helping with this.

After a meeting with Stacey Loboy and sharing about Lane County's respite program, she asked I come share with that team about what our program has looked like. I participated in a work session with the central office team who are working on updating the respite program. During the work session we talked about what processes worked and brainstormed ideas of how to handle challenges in the program. I also continued with updating the local respite list. I am working on a way to incorporate the respite needs more directly aligned with retention goal #1. This goal is discussing the process of having cohorts for three focused groups of resource parents. I began mapping out ideas about how the respite list can be broken down to more specific cohort groups.

This month I spent a significant amount of time planning our Trunk or Treat event for families. This event is to be held on October 30th. I organized registration as well as made needed contacts with local businesses who will be participating in the drive through event. I met with local staff to talk about help with the event. I picked up donated items for the event and presented to staff about being involved in the event.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Participated in 11 different TL staffing/prevention staffing meetings
- Community Engagement Workgroup meeting
- Ongoing consultation with cert staff
- Mentor Family Program meeting and workgroup
- FAAPA Holiday Planning meeting
- Community Planning and Resource Contract Team meeting
- Met w/ECLC for monthly program update meeting
- Foster Care and Youth Transitions meeting: October 5, 1-3pm

THE NUMBERS

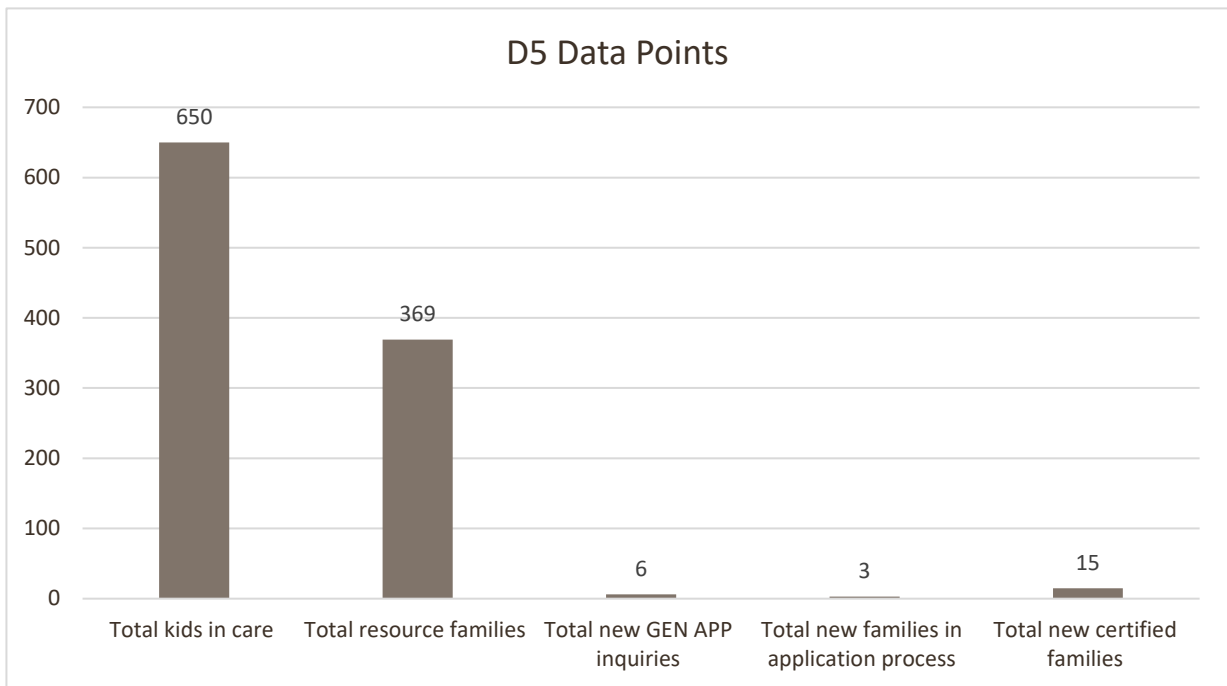
DISTRICT 5

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OUTCOMES

- Presented at Gateway all staff meeting to update on D5 champion updates, support for families updates etc.
- Held D5’s first CAT meeting
- Held resource family mentor meeting
- Organized trunk or treat drive thru event
- Continued outlining action steps and strategies of D5 retention/recruitment plan. Particularly started outlining of cohort plan in correlation to retention plan measurable goal #1
- Created an outline for Community Action Team meeting
- Continued planning for LGBTQIA+ targeted recruitment efforts (in correlation with Every Child brainstorming meeting on what this need is and how to partner in this in our community)
- Follow up consultation with homeless family program to collaborate on how to support homeless youth in our system
- Assisted staff with multiple tangible needs requests for resource families

COMMUNITY CONNECTIONS

- Worked with local businesses on planning Halloween event details
- Individual/ small group meetings 15th Night (community partner gathering)
- Consultation with Coquille Tribe staff on collaborative recruitment efforts with Tribal community
- Meeting with Orange Theory Fitness for event planning for November
- Met with 15th Night staff to discuss future partnership in community group meeting. Presentation upcoming

MEDIA

[Trunk or Treat News link](#)

KATHRYN GARLAND

DISTRICT 6 DOUGLAS

ONGOING WORK

- First Presbyterian Church invited me back to speak to their congregation on Sunday, 11/14 at 10:30am during their church service to share about the need for more LGBTQIA+ affirming resource families and families open to taking in teens. **Recruitment goal #1**
- I am working with Sleep in Heavenly Peace's local chapter president to come speak and share program information at an all-staff meeting soon.
- I am working with Champion Christina Karsen-Gray to plan a team building and workgroup summit for our whole champion team in the spring of 2022.
- We are planning a "Polar Express" drive-thru Christmas event for D6 resource parents for Thursday, December 2nd from 4:30-7PM where all children in foster care and biological children will receive donated presents and resource families will receive a gift card to go toward a holiday meal. Our certification staff would also like to hand out hot chocolate and snacks to families as they drive through.
- Effective December 2021, our monthly resource family support group will be led by an experienced resource parent in Douglas County. This group will meet in person, with the option of resource families joining virtually.
- I will continue to work in collaboration with D6 Child Welfare leadership and staff toward the completion of recruitment and retention goals.
- In partnership with ECHO Every Child Douglas, I will work on building a resource database for community partner information and local resources using free Google platform or partnering with ECHO to utilize their "partner directory" page on their website as stated in the summary section above. **Retention goal #3**
- Customer Service Training to all D6 CW staff by Fall 2022. **Retention goal #2**
- Marketing segmentation pilot in Fall/Winter 2021
- Every Child mentoring program pilot beginning in January 2022 **Retention goal #5**

D6 SUMMARY

There were several breakthroughs with our retention and recruitment action plans in Douglas County during the month of October. One highlight was the monthly collaboration meeting with Debbie Horton and Julie Brown (Co-Directors of ECHO Every Child Douglas) on Monday, October 25th. During this meeting, we reviewed the District 6 recruitment and retention plans. Debbie and Julie shared that ECHO was chosen to be the statewide pilot for the mentoring program that was developed by Every Child Oregon. Three of our most experienced resource parents were chosen to go through a training to become mentors this coming January 2022 and our certifiers are working to gather names and contact information for newer resource families and resource families who could use some extra support through this mentorship program. **This program will fulfil retention goal #5.**

Another outcome from this collaborative meeting was the discovery that ECHO has a "partner directory" page on their website. The D6 Champion was invited to work with ECHO's social media/marketing coordinators to build out this website to include more local, up-to-date resources that could be beneficial for our resource families. **Once completed, this would fulfil retention goal #3.**

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Learning Lab Monday 10/21 9-12PM
- Collaboration with Megan Boerste for monthly, resource family-led support group
- Recruitment Video Workgroup
- Marketing Segmentation Pilot Workgroup
- Champion Summit Planning Workgroup
- "Polar Express" Drive-Thru Christmas Event Workgroup

Trainings I have participated in this month include:

- ICWA Conference day one
- Champion Learning Lab

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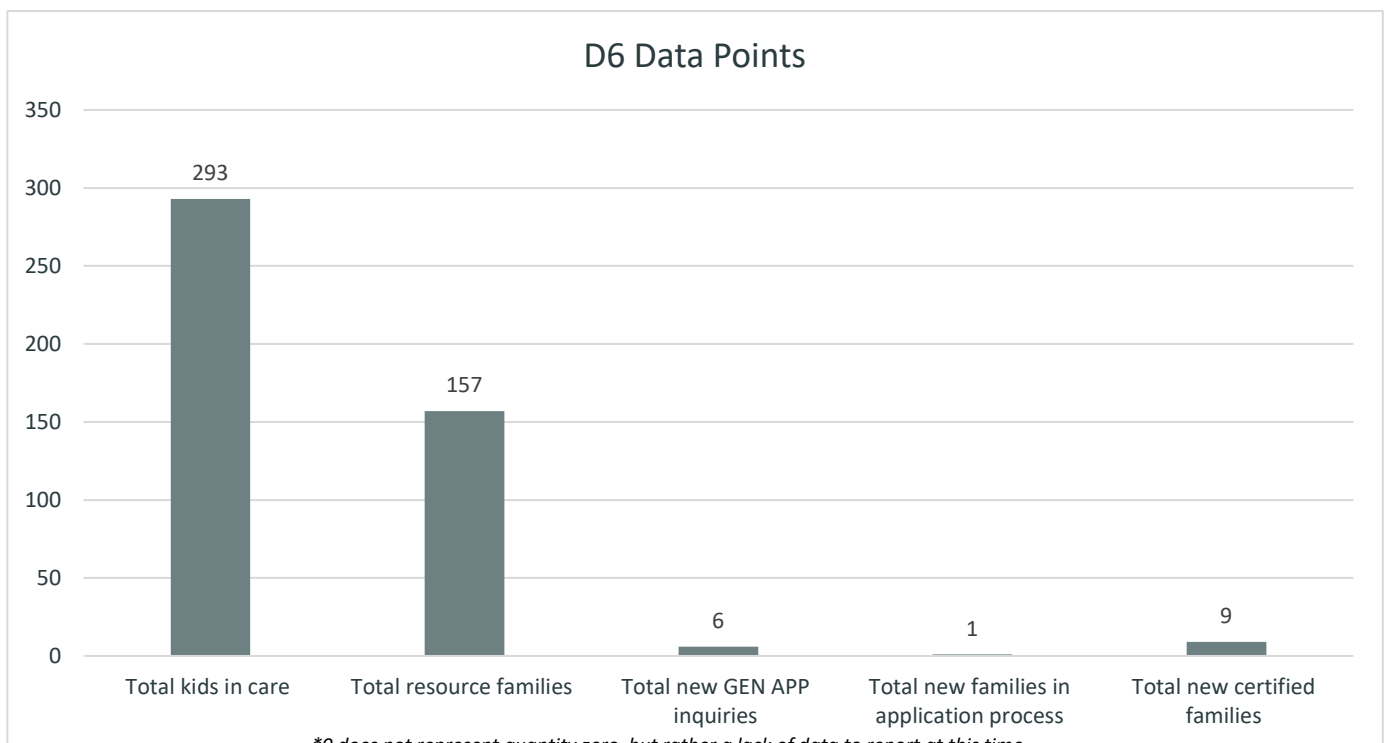
DISTRICT 6

DATA

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OUTCOMES

- Started back up our monthly Resource Family Support group on Monday, October 25th, 2021.
- Met with Megan Boerste who is an experienced resource parent in Douglas County and she shared that she would love to lead our monthly Resource Parent Support group, add in an in-person element and breathe new life into this meeting to provide more support and authentic connection for our local resource parents. This new support group format will begin in early December. Megan and I will work together to plan monthly agenda topics and guest speakers.
- Began planning our “Polar Express” holiday drive-through event for our local resource families on Thursday, December 2nd. I created the invitation and flyer for promoting this event, which will be sent out to all families with an open certification during the first week in November.
- Contacted all “yellow/exploring/gathering information” inquiries this month to check in with them, see where they are at and answer any questions and provide any support that they may need that would aid in them taking the next step in the inquiry process.
- Delivered a fall bouquet and a thank you card on behalf of the D6 certification team to a resource family who closed their certification after many years of service.

COMMUNITY CONNECTIONS

- Roseburg Alliance Church: I had a recruitment table at the local ministry fair during RAC’s church services on Sunday, October 3rd. Head Pastor Nathan Goble expressed interest in becoming a host site for FPNO as well as having Every Child/ODHS speak from the pulpit about the need for more resource families in Douglas County. Champion sent emails to FPNO Coordinator, Becky Garino, and Church Relations Coordinator with ECHO Every Child, Marin Gray, to connect with Pastor Nathan. Champion followed up with Pastor Nathan on Wednesday 10/27 regarding moving these action items forward. **Recruitment goal #1, #3 & #4**
- I initiated contact to the HR department at Mercy Hospital in Roseburg, in hopes of connecting to discuss the possibility of recruitment to their staff. **Recruitment goal #2, strategy 1**

THERESE ARNOLD

DISTRICT 7

COOS, CURRY

ONGOING WORK

- Collaboration with ODHS, November 10, 2021: EC Coos and Curry Explore Fostering Virtual Café - Share Your PRIDE
- Collaboration with ODHS, CASA and FPA to streamline the process for resource families to access resources - ongoing
- Collaboration with community partners to continue recruitment activities

D7 SUMMARY

D7 Child Welfare program has been reorganizing and changing personnel to provide improved services to families. These changes should have positive impact on families who interact with D7 Child Welfare.

Community Partners including CASA Coos and Curry; United Way of Southwestern Oregon; Southern Oregon Coast PRIDE, ODHS and Coos County FPA met with Every Child Coos and Curry to plan and sponsor a targeted recruitment event for LGBTQIA2S+ affirming families.

FC3 created a brochure listing resources available to the families by organizations.

CASA continued working on streamlining the process for resource families to access needed items that have been gathered from the community. CASA Volunteer assisted ODHS in keeping the resource room at ODHS organized. This is done on a weekly basis.

Ongoing contact with all foster care inquiries show that the community is still willing to take on the challenges of becoming resource families.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- D7 Workgroup on resource closet
- D7 Community Engagement workgroup - every Monday
- Attend FPA meetings and work closely with the FPA president for D7
- Daily huddle with certification team; weekly meetings with champion team; monthly meetings with FCC and Champion Learning Labs and unit meetings
- Learning Lab - 4th Thursday of the month

Trainings I have participated in this month include:

- Certification and Adoption Summit
- ADA Training
- Learning Lab training
- Every Child Fall Summit
- QPR DHS training

THE NUMBERS

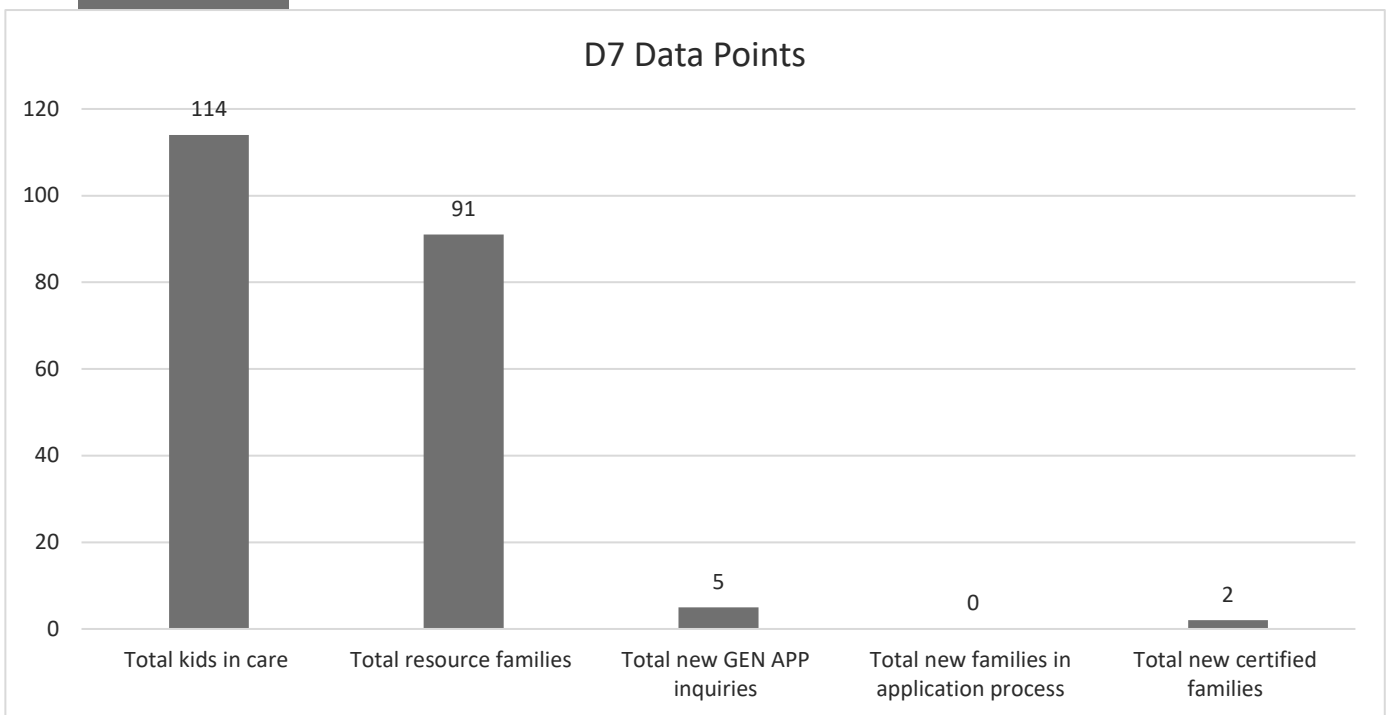
DISTRICT 7

DATA

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**All data is reported for the current month period*

Please reach out to Therese.m.helton@dhsosha.state.or.us with any questions.



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OUTCOMES

- Continued discussion of recruitment and retention action plans with the program manager and certification supervisors
- Continued discussion of recruitment and retention action plans with FC3, Every Child in Coos and Curry
- Review recruitment/retention action plans to start meeting the goals

COMMUNITY CONNECTIONS

- Ongoing monthly meetings with community action teams FC3
- Ongoing monthly meetings with Every Child Coos and Every Child Curry
- Ongoing monthly community meetings – Community Advisory Council; Social Services Connect; Safe Families; West Lane 90by30

BOB HENDRICK

DISTRICT 8 JACKSON, JOSEPHINE

ONGOING WORK

- Managers and line staff from Jackson County Child Welfare met with a couple of central office representatives to discuss logistics and possible barriers of the Birth Parent and Babies Placement pilot program. There was some good discussion around what would be needed to make this happen. The group will reconvene with other leaders to discuss how to remove possible barriers.
- Josephine County Every Child is partnering with Calvary Lutheran Church to provide Christmas presents for 80 biological children of our resource parents. This was done last year and was very appreciated by the recipients.
- We have scheduled several presenters for our Life and Parties of a Case series again to do multiple requests from workers and resource families. It is anticipated that we will have 17 different sessions available for our resource families.
- We have begun our resource parent focus groups in D8. We are going to add more sessions to accommodate more schedules so we can have a more robust pool of participants
- We have begun assigning resource parent mentors to new homes and also scheduling more orientation/training sessions as we now have more interest in people wanting to be mentors.

D8 SUMMARY

I had an experience this month that gave me a much deeper appreciation for our resource parents. We had three children come into care whose circumstances necessitated a stay at a quarantine home. I volunteered to be one of the workers that stayed with the children during this time. My experience in the home with these children has given me some insight into what our resource homes sometimes experience when they say, "yes" to us. From the rush that sometimes accompanies getting ready for a placement, to having to console children who do not understand why they needed to be removed, to working with the older siblings on allowing themselves to be children and not feel the need to parent their younger sibling; this experience is one that will sharpen my focus when working with the community/branches on retention plans for our homes now that I have had a glimpse into the lives of our resource families.

The timing of this experience happens to fall in line with our resource parent focus groups that began in October. We have had a small handful of resource parents attend these groups to provide feedback. We are sending out further correspondence to increase the number of participants.

We have also sent out another request for resource parents who are interested in being mentors. Once we have the interested respondents complete their orientation, we will have approximately 20 mentors in our district.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child
- Foster Care System Workgroup
- Youth Development Workgroup
- Every Child Retention Workgroup
- NTDC Focus Groups
- Birth Parents/Babies Placement
- Resource Parent Focus Groups
- Diversity, Equity and Inclusion

Trainings I have participated in this month include:

- Diversity, Equity and inclusion
- PRIDE/REACH- Coming Out Event
- ICWA Conference
- Shoulder to Shoulder
- Certification and Adoption Summit
- Every Child Fall Summit
- Primal Leadership

THE NUMBERS

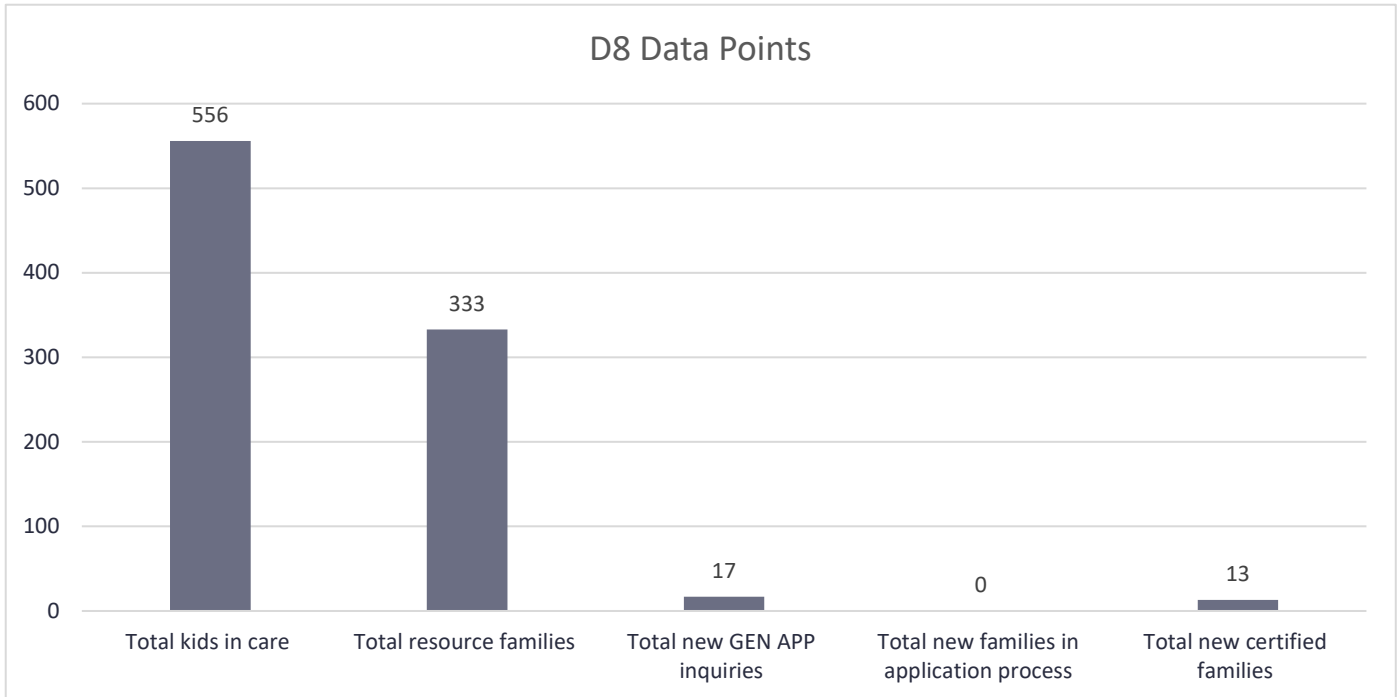
DISTRICT 8

DATA

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OUTCOMES

- We have established a new partnership with Caveman Kiwanis. They would like to help support children currently experiencing foster care as well as the resource families caring for them. They will be starting a shoe and winter coat drive for our local children.
- We have completed 4 resource parent focus groups. While we would like to have had more in attendance. We received some very insightful and valuable feedback. We are going to offer more sessions throughout the next couple of months.
- A resource parent in Josephine County has volunteered to help launch a new initiative in which newly certified homes will be added to a meal train list to help them through the first few days of placement.

COMMUNITY CONNECTIONS

- Jackson County Foster Parent Association
- Josephine County Foster Parent Association
- Every Child Jackson
- Every Child Josephine
- Rogue Valley PRIDE ERG
- SOELS Advisory Council
- “Tea, Toast and Truth”, Ashland High School podcast
- Caveman Kiwanis
- City of Grants Pass
- Our Foster Kids Inc

MARVIN HAMILTON

DISTRICT 9

HOOD RIVER, WASCO,
SHERMAN, GILLAM,
WHEELER

ONGOING WORK

- I am working with community providers such as churches and local resource providers to recruit more general applicant providers.
- Recruitment/Retention Plans.
- “With Love” collaboration. This collaboration will fulfill the needs of resource parents with clothing and childcare needs for children between the ages of 0-6.
 - Planning is underway for resource parent holiday events for resource families and children.
 - I am working on a future recruitment event to set up a booth at a fall festival or event holiday bazaar.
 - I am in contact with The Riverside Church. This church is a LGBTQIA+ affirming church. I am working with the pastor to recruit homes that are LGBTQIA+ affirming.

D9 SUMMARY

This month I worked toward completion of actions steps associated with of the retention and recruitment plans for D9. My focus was to reach out to community partners, churches, and local media sources. In addition, I looked to the community to help provide supports and services for the resource families. For example, I reached out to churches to recruit new homes and community partners to provide goods and services for the children in care.

Highlight of the Month: The publishing of an article highlighting our resource parent retention event in the Columbia Gorge Newspaper. The article about the drive-in event helped promote the need for resource families and promote support for the families in the community. The report also acknowledged our community partners and their interest in supporting the children in care.

Success of the month: The start of the Systems of Care Executive Committee meeting with community partners such as GOBHI, CASA, and Wheeler/Gilliam Wraparound advisor. This group is a work in progress; it gathers community care providers interested in recruiting resource homes in Wheeler, Gilliam and Morrow counties. The start of this meeting puts recruitment goal #3 strategy #4 on track.

Challenge of the month: Identifying resource parent needs and how we, ODHS/CW can support them and the kids/youth in their care. I used emails and the monthly Resource Support and Networking meetings to ask open-ended questions about what they would like to have as a service and what changes they would like to see.

I received great feedback with many viable suggestions. I am excited to explore ways these suggestions can be implemented.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Recruitment and retention planning. Monthly gathering with the PM, DM, supervisor and FCC. Planning is in progress.
- Weekly D9 Anti-Racism Steering Committee. The steering committee talk about current issues of racism in the area and media. We decide the discussion topics and direct the conversation and tone for the monthly meetings held for the entire district.
- D9 Anti-Racism Discussion, monthly meeting
- 2021 Fall Every Child Summit
- 2021 Fall Certification & Adoption Summit
- CW R.E.A.C.H EVENT | Coming Out Month
- Community Engagement work group ODHS and Every Child will build community partnership best practices, which result in clarified roles and working agreements/framework.

Trainings I have participated in this month include:

- Champions Learning Lab training
- Oregon Training: Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence & Effective Leadership Skills

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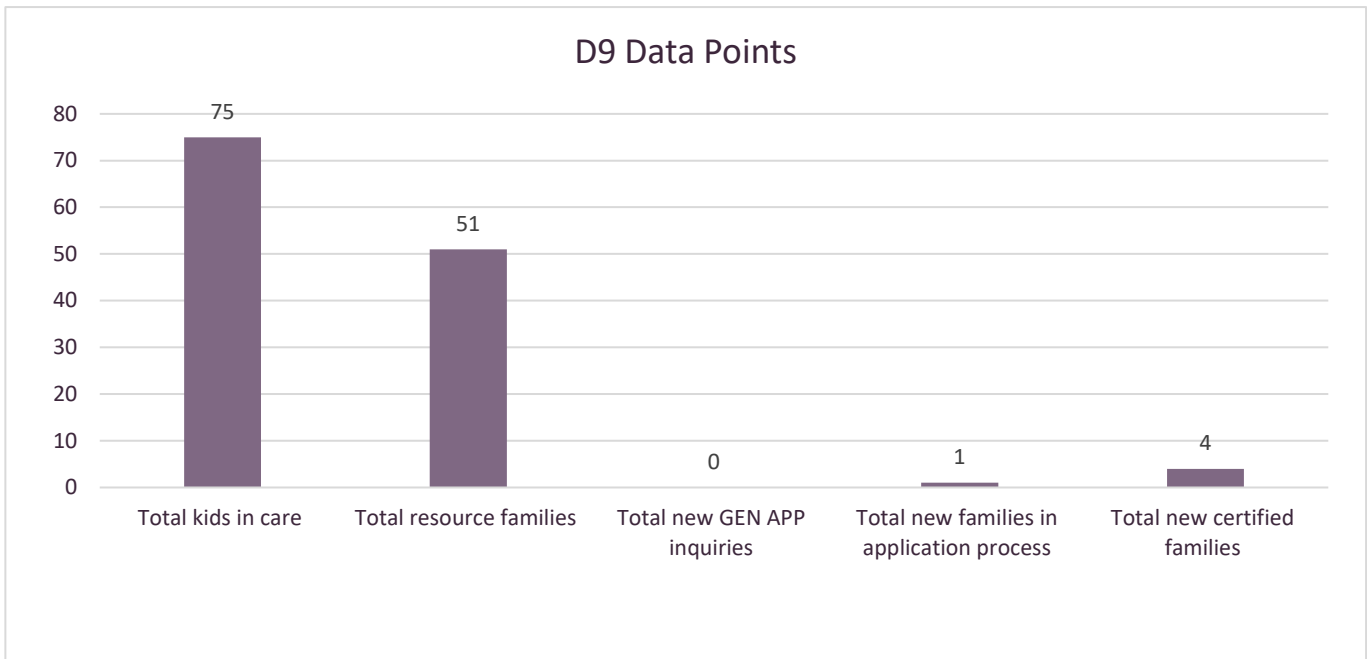
DISTRICT 9

DATA

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OUTCOMES

- Monthly online Resource Parent Training/Networking meeting. The meeting was attended by representatives of the Keep program to share their training and how it can help them parent children in care. The meeting resulted in good feedback from the resource parents regarding changes and services offered, such as more respite care providers and suggestions of future retention events.
- Media coverage of a retention event in D9. The media coverage informed the public of the need for more resource parents while showcasing the efforts of the community to support them.
- I sent out the latest edition of The Rivers Edge Newsletter. The newsletter provides resource parents with information on future training and contact information of their certifier. It also includes information about local events and community activities.
- New program manager and new certification supervisor meeting. This meeting was held to introduce the recruitment and retention plan and go over any changes needed. The PM and supervisor provided valuable feedback to ensure the success of the plan.
- Systems of Care Executive Committee meeting with community partners. The meeting discussed future recruitment in the associated counties and retention events. The meeting also produced more community contacts. I was given the contacts to LCAC committees in Morrow, Wheeler, and Gilliam Counties.

COMMUNITY CONNECTIONS

- Wheeler/Gilliam Wraparound advisor.
- GOBHI D9
- CASA D9
- Columbia Community Connections to publish a request for resource parents in their local paper.

MEDIA

https://www.columbiagorgenews.com/news/resource-families-enjoy-movie-night-at-sunshine-mill/article_3f639124-25f8-11ec-b1bb-178e1e26bf01.html

EMILY KOTAICH

DISTRICT 10

JEFFERSON, CROOK,
DESCHUTES

ONGOING WORK

- Bio parent and resource parent icebreakers
- In November we will provide training to SSAs and offer two informational sessions for resource families.
- Christmas 2021
- Resource parent focus group- after-hours/ crisis support

D10 SUMMARY

I often reflect that the role of the Champion is a micro and macro level job. At the macro-level, we are looking at big picture changes in our policy and practice that are needed to sustainably change the way we recruit and retain resource families. At the micro-level, we are looking at our day-to-day interactions and keeping centered on our commitment to build and maintain solid relationships with community partners, staff, and our resource families (prospective and current!). Both aspects are indispensable and woven through all our work. October was a mix of micro and macro-level accomplishments and challenges.

We launched Quality Assurance calls to resource families. Feedback from our resource families will guide supervision, local practice changes and drive positive feedback for staff. This is a significant step toward delivering consistent and quality customer service to our clients. We also held the first Central Oregon Explore Fostering event conducted in Spanish! This was a huge accomplishment realized through the close relationship we have with Every Child Central Oregon, and something we had been dreaming of since we started working together. Through the process, we found gaps that we need to fill to ensure we are not only providing culturally appropriate services to youth, but also resource families.

Placement of new children coming into care as well as those moving homes has presented challenges to our staff. Our resource home numbers have remained relatively consistent, but we are finding many homes that are limited in their duration or demographic they will accept. Others are going inactive by choice. In response, recruitment and support efforts are being examined. I also continue to see a lag in getting applications completed and submitted by prospective resource parents despite regular check-ins and encouragement from me.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Icebreakers (retention goal #2)
- Collaborative Youth Alliance (CYA) System of Care (SOC)
- Developing Adoption Orientation/ Explore Fostering opportunity
- Baby Promise and Preschool Promise problem solving
- Every Child Central Oregon
- Me and White Supremacy
- Recruitment and Retention Roundtable

Trainings I have participated in this month include:

- Champion Learning Lab
- Every Child Summit

THE NUMBERS

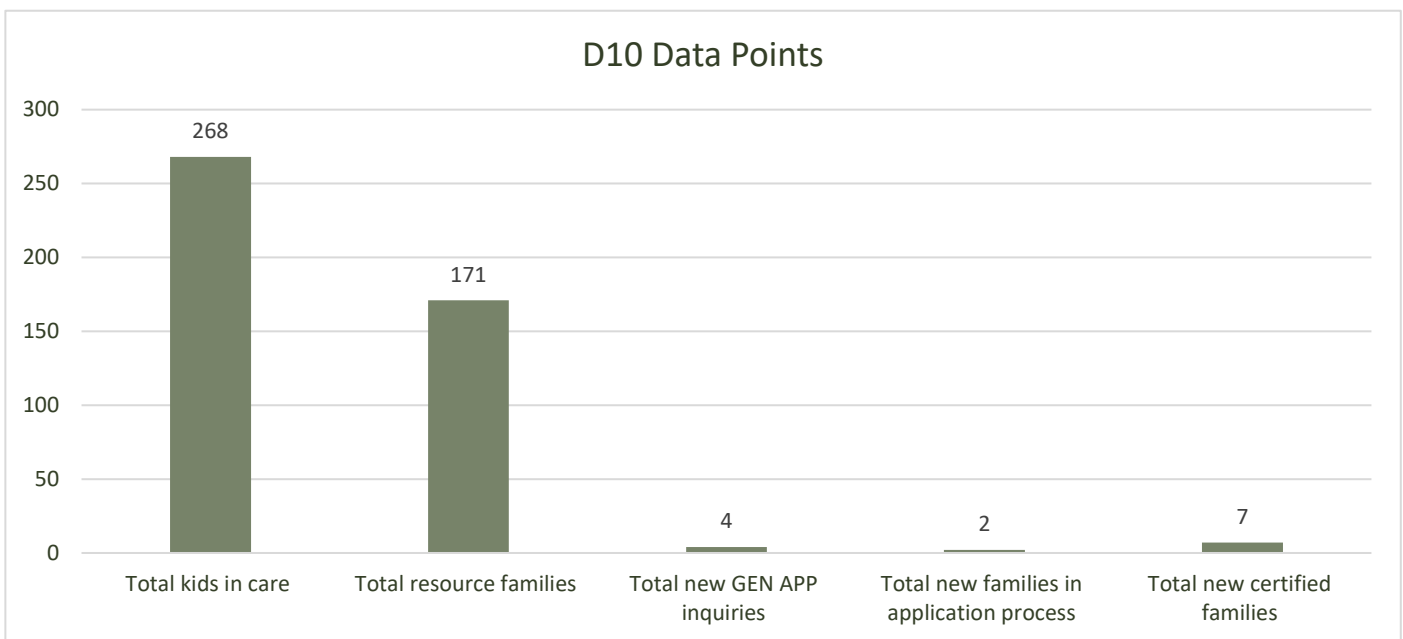
DISTRICT 10

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Please reach out to Emily.Kotaich@dhsosha.state.or.us with any questions.



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OUTCOMES

Bend Fall Festival

- On October 2-3 ODHS collaborated with a handful of community partners such as CASA, Every Child, and the Family Resource Center to share a booth at the Bend Fall Festival. We gathered prizes and informational material and took various shifts at this event where we engaged with the public. It was a great way to show our community how we work together on behalf of children and families.

QA Call process launched (retention goal #1)

- D10 launched Quality Assurance check-in calls for resource families. Each month every manager will be assigned to call one resource family at random. The goal of these calls will be to gather timely feedback and provide quality customer service.

First Central Oregon Explore Fostering held in Spanish (recruitment goal #3)

- We held our first Every Child Explore Fostering event conducted in Spanish! I collaborated with Every Child and D10 staff to coordinate this event including radio spots on the local Latino radio station, community partner outreach, and cross-promotion, as well as connecting with resource parent panelists. 4 families attended and 2 are “ready now” to start the certification process, getting us closer to establishing more culturally appropriate placements for Latinx/ Hispanic youth in care.

COMMUNITY CONNECTIONS

After School Buddies/ PAWsitve Parenting

- I met with these two organizations for the first time. They are working together on curriculum and program planning. We discussed resource family's needs related to training and support, and the barriers for them to engage. We are going to work together to bring mentorship and the training curriculum to families.

BRIDGET KING

DISTRICT 11 KLAMATH, LAKE

ONGOING WORK

- 11/4/2021- Library Nights-Foster a Future, informational: The local library allows ODHHS to host an informational night open to the public to learn more about becoming a resource parent.
- 12/11/2021-Breakfast with Santa-This is the biggest event for District 11 and serves double duty as both a retention event that is free to resource families and children in care and as a fundraising and community collaboration event. Events like this help us support and appreciate our resource families and help us reach out to the community as recruitment flyers are in all public goodie bags. As part of our retention goal #2, events like this one show appreciation and help resource parents connect with each other to foster support and comradery which increases overall satisfaction.

D11 SUMMARY

Highlight of the Month: We had a great turn out for our Resource Parent Trick or Treat event. As many as 175 participants attended and were able to walk through both sides of our main office, through child welfare and then through self-sufficiency. Our staff made it a competition for decoration and the child welfare program won. Our local Every Child steering committee donated the prize of a pizza gift card to every staff member in the child welfare unit and will be presenting the prize at the next District 11 all staff meeting.

Success of the month: All the donators and collaborators for the biggest event of the year in District 11, Breakfast with Santa, are confirmed and ready to make the event a success! Our families love this event, and it serves dually as a retention event and fundraiser for future events and recruitment funding. Another bright spot: a respite program has been approved and budgeted for by the State of Oregon. This will be a huge relief for our resource parents and the hope is that once established, this dedicated program will be able to connect resource parents with general respite providers in their areas to give much needed relief and support. This will help tremendously with resource parent burn out and placement changes.

Challenge of the month: Though we are seeing a steady number of inquiries coming to District 11, our certifiers are reporting that many of these inquiries are not resulting in certified homes for various reasons. I will be looking into the reasons for this as it is a bit disheartening with all the efforts going in to recruiting.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child Steering Committee
- Tribal Subcommittee
- Equity and Inclusion Committee
- Collaborative Recruitment
- Workgroup Every Child/DHS

Trainings I have participated in this month include:

- 2021 Fall Summit
- Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence & Effective Leadership Skills Applying the ADA to Your Work with Children and Families
- Certification & Adoption Summit
- 2021 ICWA Virtual Conference
- Home Inquiry Module
- Information Security
- Temporary Lodging Settlement Agreement

THE NUMBERS

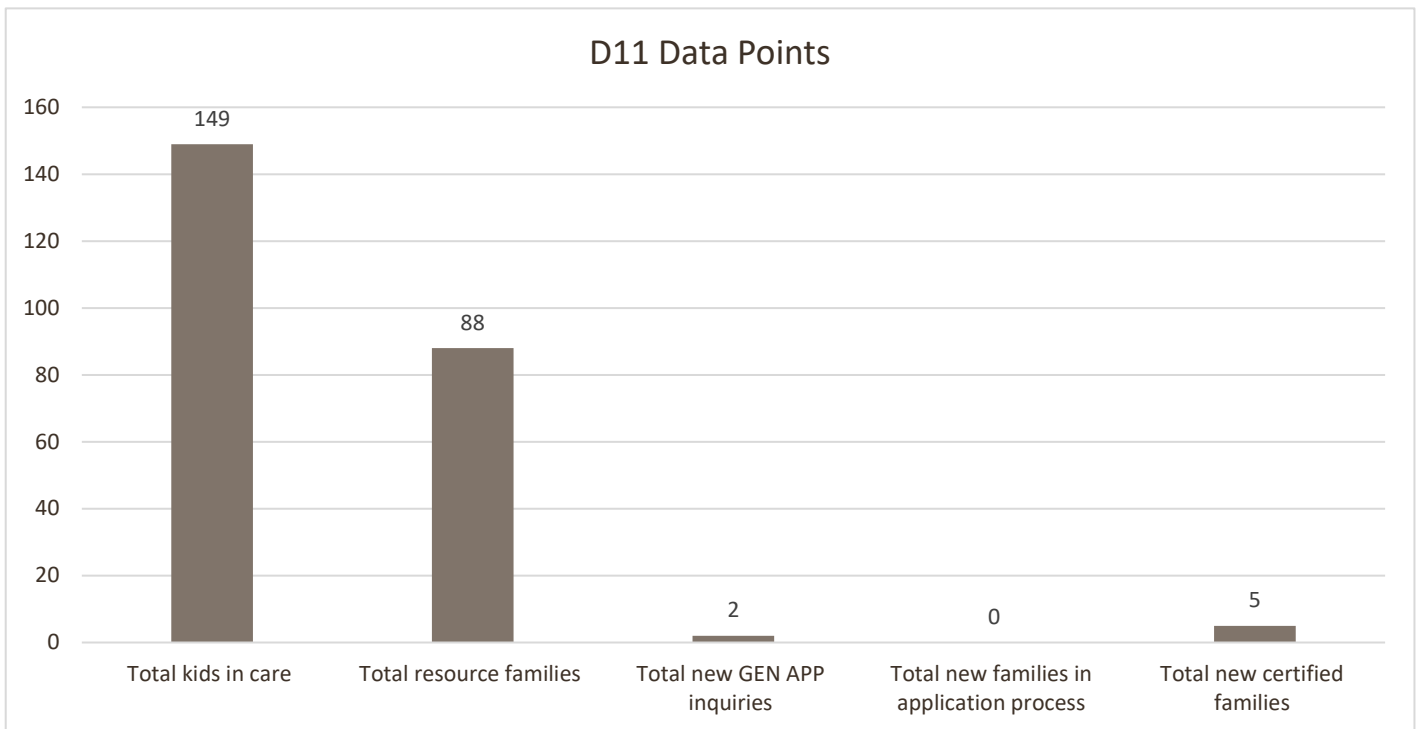
DISTRICT 11

DATA

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Please reach out to Bridget.King@dhsosha.state.or.us with any questions.



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OUTCOMES

I have gained a good understanding of a Community Action Team and have started work on developing one for District 11. Local supervisors are very supportive of the concept of a team of community partners and ODHS staff with the shared vision of working on family preservation, and viability of safe and healthy families as well as having a large pool of resource families to support the program. Certification Case Aide, Caitlin Rose, and I, gathered anecdotal information from resource families this month and asked 3 questions: "How has the last year been for you overall?", "what is something the local ODHS staff could do better?", "what is something the local ODHS staff is doing well?". This kind of check-in with our families produced a lot of information and helped in relationship building for me as the local champion. I will be compiling the anecdotes for a qualitative report to the program manager to then utilize and help inform our program of our strengths and some areas for improvement. Another wonderful upcoming venture, District 11 has been chosen to help pilot the new Family Preservation program. This is a new approach to the work we do in that it focuses on how to implement supports and services before the need for foster care intervention. I am very excited to be doing work that is proactive rather than reactive and look forward to being the first among many to see this program in action.

COMMUNITY CONNECTIONS

- Crystal Terrace Retirement Community

MARVIN HAMILTON

DISTRICT 12 MARROW, UMATILLA

ONGOING WORK

- I am working on a plan of how to apply the money donated by the dealership to our resource parents
- Recruitment/Retention Plans,
- We are working to complete several retention goals as well as assign due dates and persons to complete tasks.
 - “With Love” collaboration. This collaboration will fulfill the needs of resource parents with clothing and childcare needs for children between the ages of 0-6.
 - Plan resource parent holiday event for resource families and children
- Recruitment events
- I am working with community providers such as churches and local resource providers to recruit more general applicant providers and put together an event.

D12 SUMMARY

In October, I worked toward completing actions steps associated with the retention and recruitment plans for D12. My focus was to reach out to community partners and churches. In addition, I looked to the community to help provide supports and services for the resource families. For example, I contacted Safeway about getting a reduced price on turkeys and hams for the coming holidays.

Highlight of the Month: Warm hand-off New Hope Community Church to Every Child. While talking with the community pastors, New Hope Pastor Rich Finn displayed great interest in partnering and supporting the resource families and children in care. He expressed that his church wanted to support Resource Parent Night Out and other functions. I contacted Every Child steering committee leader and implemented a warm hand-off. The steering committee leader met with the pastor, and they are setting up plans for future events.

Success of the month: The start of the Systems of Care Executive Committee meeting with community partners such as GOBHI, CASA, Wheeler/Gilliam Wraparound advisor, and school district superintendents. This group is a work in progress; it gathers community care providers interested in recruiting resource homes in Wheeler, Gilliam, and Morrow counties. The start of this meeting puts recruitment goal #3 strategy #4 on track for D12.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- D12 Equity & Inclusion Meeting, monthly meeting about identifying our gender and race bias and increasing inclusion in the workplace.
- Weekly meetings with Every Child, Marcus Gillette
- Recruitment and retention planning. Monthly gathering with the PM, DM, supervisor, and FCC. Planning is in progress.
- 2021 Fall Every Child Summit
- 2021 Fall Certification & Adoption Summit
- CW R.E.A.C.H EVENT | Coming Out Month
- Community Engagement workgroup ODHS and Every Child will build community partnership best practices, which result in clarified roles and working agreements/framework.

Trainings I have participated in this month include:

- Champions Learning Lab training
- Oregon Training: Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence & Effective Leadership Skills
- Child Welfare Virtual Expo

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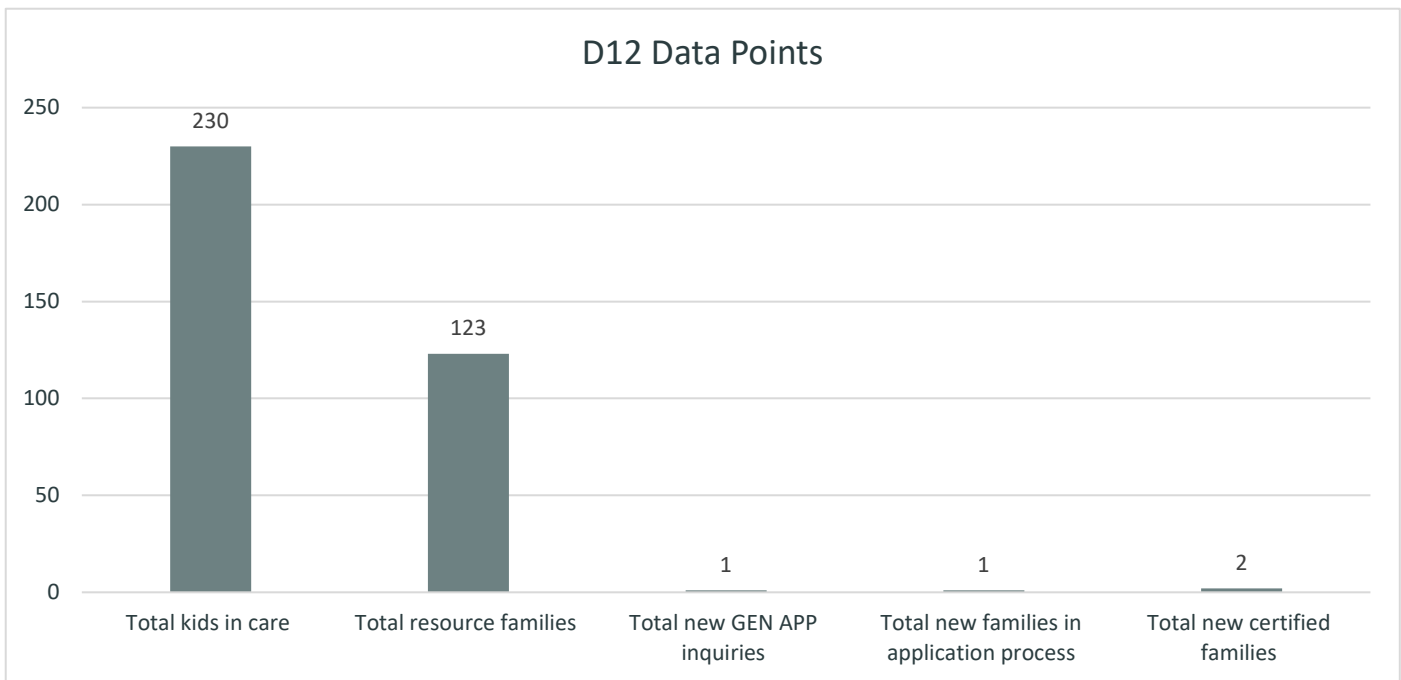
DISTRICT 12

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OUTCOMES

- Resource parent meeting, The KEEP training team, attended the meeting and gave a presentation. Conversation topics centered around policy and how the resource parents would like to be supported by their workers. Two newly hired certification workers attended and received positive guidance from the resource families on what makes a good relationship.
- I sent out the latest edition of The Rivers Edge Newsletter. The newsletter provides resource parents with information on future training and contact information of their certifier. It also includes knowledge about local events and community activities.
- I attended my first Systems of Care Executive Committee meeting with community partners. The panel discussed future recruitment in the associated counties and retention events. The meeting also produced more community contacts. I was given the contacts to LCAC committees in Morrow, Wheeler, and Gilliam Counties.

- I made face-to-face contact with Pastor Rich of the New Hope Church. The meeting resulted in a warm hand-off to Every Child steering committee leader to plan future events for children in care and resource families.
- Retention and recruitment meeting with PM, DM, FCC, and certification supervisor. We went over the current plans to clear up any questions, concerns and made corrections as needed to fit the district better.
- I provided a warm hand-off of community partner Goodwill to our office Angel Tree gift program coordinator. I have been in partnership with Goodwill for several years and reached out to them to see if they wanted to take part in the Angel Tree gift program for children in care.

COMMUNITY CONNECTIONS

- Wheeler/Gilliam/ Morrow counties Wraparound advisor.
- The Country Church, face to face contact with youth pastor.
- PFLAG (Pendleton pride organization) Follow up with local LGBTQIA+ group to talk about future events and partnership.



TAMMIE BLESSING

DISTRICT 13
BAKER, UNION,
WALLOWA

ONGOING WORK

- I will train Trauma Informed Parenting class for resource parents on 11/04 and 11/05.
- I will continue to collaborate with community partners in District 13 on holiday gifts for children experiencing foster care.
- Collaboration with Papa Murphy's Pizza and Our Giving Table to provide pizzas to resource families across the district in November.
- Continued partnership with Every Child on both retention and recruitment efforts.

D13 SUMMARY

During October I focused on recruitment efforts through partnering with Every Child to host a virtual Explore Fostering event. The event was promoted on Every Child Oregon website, Every Child Northeast Oregon website, regional CASA and Building Healthy Families Facebook sites. Handwritten invitations went out to identified families in the inquiry phase of exploring foster care in Districts 13 and 14. The event was also promoted to newly certified families in both districts. Attendance at the event represented 7 counties in the state. Holiday planning for children experiencing foster care was initiated across the district with Every Child, Elves on a Mission and CASA. I also participated in temporary lodging staffings, followed up on all new district general applicant inquiries and sent out exit surveys.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Icebreakers workgroup D13
- Every Child/ODHS retention planning group
- Focus groups for review of new resource parent training: transitions and permanency planning and affirming homes for LGBTQIA+
- Every Child Northeast Oregon and ODHS workgroup

Trainings I have participated in this month include:

- Primal Leadership
- Every Child Fall Summit
- Champion Learning Lab. Presentations by Kiara Hunt on intersectionality and Alex Torres on working with Hispanic and Latino communities.
- Adoption & Certification Summit
- REACH Event for Coming Out Month

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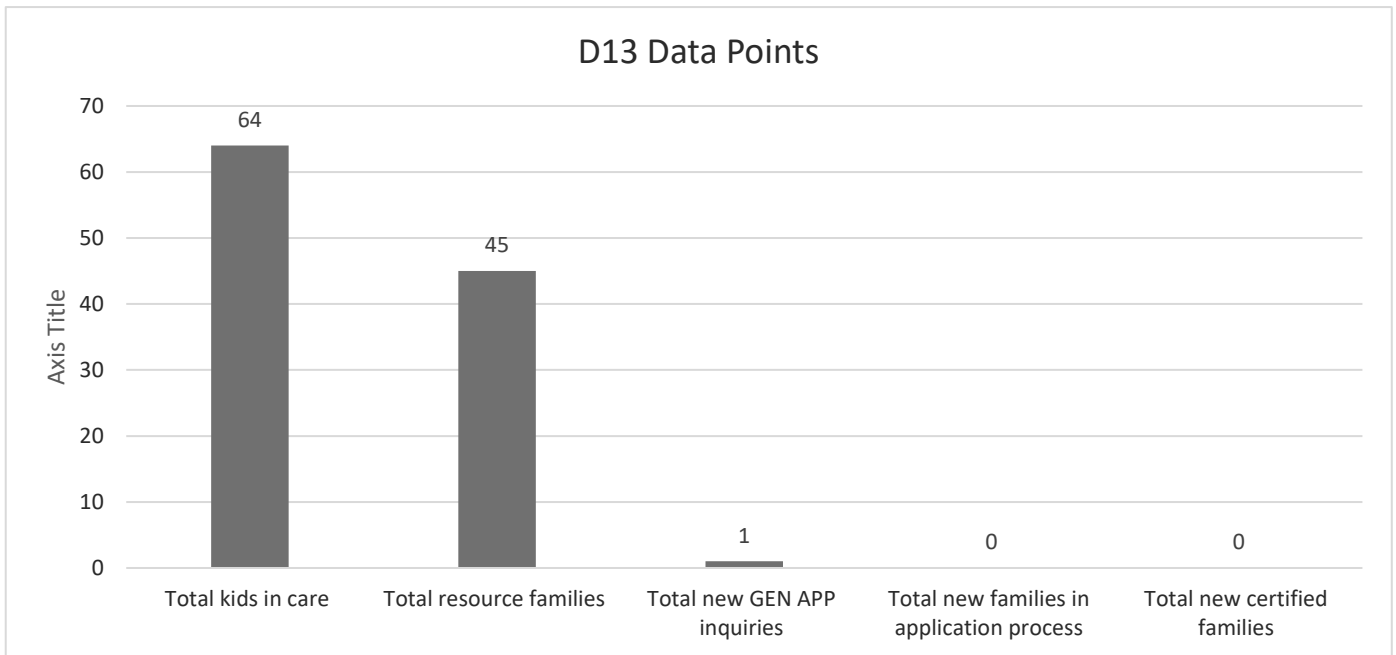
DISTRICT 13

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Please reach out to Tammie.R.Blessing@dhsosha.state.or.us with any questions.



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OUTCOMES

- I co-hosted a two-session virtual Explore Fostering event with Every Child on October 21st and 28th targeting new inquiring resource parents and new families to fostering in Districts 13 and 14.
- District 13 has implemented Icebreaker meetings across the district as designated in goal 2 of their retention plan.
- Community partners including CASA, Every Child and Elves on a Mission have a collaborative plan to provide holiday gifts for children experiencing foster care and the children of resource families in District 13.
- Children experiencing foster care in District 13 who need winter coats have access to coats through Rotary, and Knights of Columbus, and coats have been delivered to resource families in Union County.
- District 13 Resource Family Newsletter has been distributed to resource families and district ODHS Child Welfare staff. The newsletter included training opportunities, resources to support children, and families, self-care, information about Icebreaker meetings, and targeted district recruitment needs for affirming homes and resource families for teens.

- I met with resource parents and Every Child to hear feedback gathered from other resource parents in D13 about customer service experiences and generate ideas for resource parent support.
- I attended Grande Ronde Hospital community leaders' presentation to seek new potential partnerships for retention and recruitment efforts.
- Eastern Oregon Coordinated Care Organization held an information session for upcoming grant opportunities. I attended the session to explore possible funding to support retention and recruitment efforts.

COMMUNITY CONNECTIONS

- Elves on A Mission
- Greater Oregon Behavioral Health Inc.
- Every Child, Erin Taggart & Marcus Gillette
- La Grande United Methodist Church
- CASA
- District Resource Families
- Eastern Oregon Cradle to Career
- The Adoption Connection
- Wallowa Valley Center for Wellness

TAMMIE BLESSING

DISTRICT 14

**GRANT, HARNEY,
MALHEUR**

ONGOING WORK

- Meeting with Rural Alliance for Diversity in Harney County to brainstorm collaborative opportunities for supporting and recruiting resource families.
- Continued collaboration with D14, Certification Team and community partners for holiday planning to support resource families and children experiencing foster care.
- I will train a two part statewide trauma informed parenting class for resource parents in November.
- I will continue in partnership with Every Child to initiate efforts toward establishing Every Child affiliate in District 14.

D14 SUMMARY

This month I continued work on district efforts to recruit resource families through presentations to district partners and a two-session co-hosted virtual Explore Fostering event with Every Child. All recruitment presentations have focused on the need for affirming homes and families to foster children and teens with mental health and behavioral challenges.

Community engagement efforts this month have led to two new potential partnerships with Community Counseling Solutions and Rural Alliance for Diversity to share in recruitment and retention work in Grant and Harney Counties respectively.

The district has designated ODHS staff to targeted workgroups for each child welfare unit (child protective services, permanency and certification) for goal 1 of their retention plan to implement a comprehensive resource family communication plan. Workgroup meetings for each unit are in the process of being scheduled. Throughout the month I have also participated in temporary lodging staffing's, followed up on all new district general applicant inquiries and sent out exit surveys.

Challenges to recruitment and retention efforts continue to exist. Despite on-going efforts from Every Child to establish local affiliates in District 14, they have yet to identify a backbone agency in any of the district's counties.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- District 14 Retention & Recruitment Planning Group.
- Focus groups for resource family training: Introduction to affirming homes, transitions and permanency.
- Every Child and ODHS Retention work group

Trainings I have participated in this month include:

- Primal Leadership
- Every Child Fall Summit
- Champion Learning Lab. Presentations by Kiara Hunt on intersectionality and Alex Torres on working with Hispanic and Latino communities.
- Adoption & Certification Summit
- REACH Event for Coming Out Month

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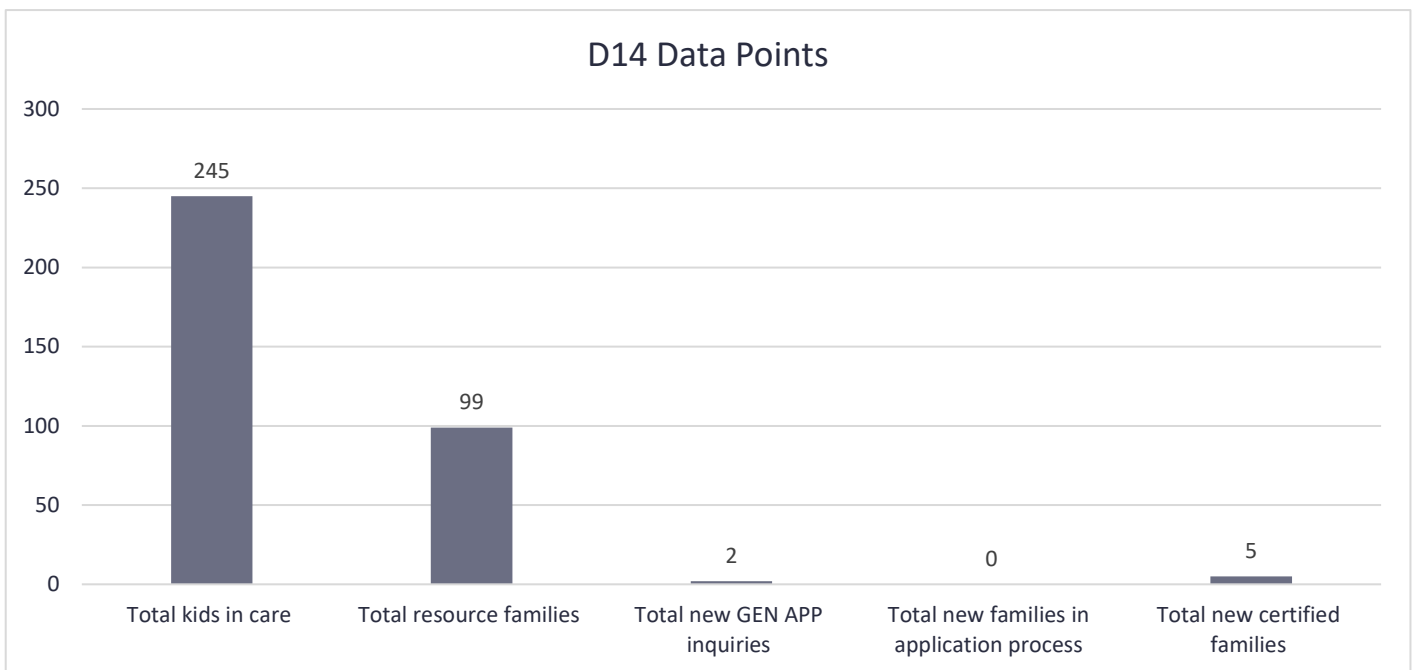
DISTRICT 14

DATA

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OUTCOMES

- I co-hosted a two-session virtual Explore Fostering event with Every Child on October 21st and 28th targeting new inquiring resource parents and new families to fostering in Districts, 13 and 14.
- I completed a recruitment presentation to the Harney LCAC providing education and information about foster care needs in Harney County, with an emphasis on the need for families to foster teens and children and youth who identify as LGBTQIA+. Provided Harney County focused recruitment materials to members to share on social media and in print publications.
- I met with Grant County wraparound review/ practice workgroup to discuss efforts to recruit resource families in Grant County and opportunities to partner with the workgroup on recruitment. Provided Grant County focused recruitment materials to members to share on community social media and in print publications.
- I met with Elise Denton with Rural Alliance for Diversity to discuss how the organization can partner with ODHS to support retention of resource families in Harney County. I will attend their November meeting for follow up.
- I did outreach contacts to 6 resource families in Harney Co. who are new to fostering to provide support, offer resources and invited them to the monthly virtual fostering social hour for resource families in D13 and D14. Provided written information on supporting young child with trauma to 1 Harney County resource parent.

- Recruitment needs were discussed at the System of Care Executive Team meeting in Grant County.
- I initiated discussion with ODHS staff and partners in Harney and Grant Counties for holiday planning for resource parents and children experiencing foster care.
- Eastern Oregon Coordinated Care Organization held an information session for upcoming grant opportunities. I attended the session to explore possible funding to support retention and recruitment efforts.

COMMUNITY CONNECTIONS

- Every Child, Marcus Gillette
- CASA Harney/ Grant Counties
- Project Lemonade
- Greater Oregon Behavioral Health, Andrea Lockner
- Eastern Oregon Early Learning Hub
- Rural Alliance for Diversity, Harney County
- The Adoption Connection.
- Elkhorn Media Group
- Grant County wraparound review/ practice level workgroup
- Harney County LCAC
- System of Care work group Grant County



MARYANNE MILLER

DISTRICT 15 CLACKAMAS

ONGOING WORK

- Holiday Party for families December 20th-23rd
- Recruitment plan meeting with certifiers
- Mix and Mingle with Every Child February
- Foster Parent Night Out December

D15 SUMMARY

As the holidays approach, there is a lot of work being done in the branch, planning for upcoming events and activities. I have been participating in the holiday planning meetings to help support the branch.

Highlight of the Month: Retention goal #1 was started with the first resource parent focus group, which was held on October 13th. It allowed the resource parents to provide feedback on current branch practices. This information was summarized and provided to the program managers. The purpose is to improve practice and interactions with resource parents to improve retention. I also participated in two meetings with Morrison Center and Boys and Girls Aid to discuss their recruitment efforts that include the Foster Plus program and how we can collaborate on recruitment. Additionally, I met with the Clackamas Children's Commission to discuss how we can collaborate for our resource families.

Success of the month: Secured funding source for a resource parent training that will offer support our LGBTQIA2S+ youth. We are working on confirming the date and getting this scheduled. I have been providing community program information to resource families to support our LGBTQIA2S+ youth. As part of retention goal #6, I have been participating in the Family Time program meetings including with ORRAI for feedback survey. I was provided information that Foster Parent Night Out re-engagement has been successful. Resource parents are very excited to have this service back.

Challenge of the month: The information gathered during the focus group has guided our current retention goals #4, #5, and #6 and timelines because some of the practices are not currently occurring and will need to be established. Collaborating with D2 and D16 champions on a presentation in November for the Every Step Clinics regarding recruitment planning as a collaboration. The presentation is going to include recruitment goals and current data.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Tri-County Summit
- Resource Parent Focus Group

Trainings I have participated in this month include:

- Every Child Fall Summit
- ICWA Conference
- Champion Learning Lab
- OCR Train the Trainer
- Certification/Adoption Summit
- ADA and Child Welfare

THE NUMBERS

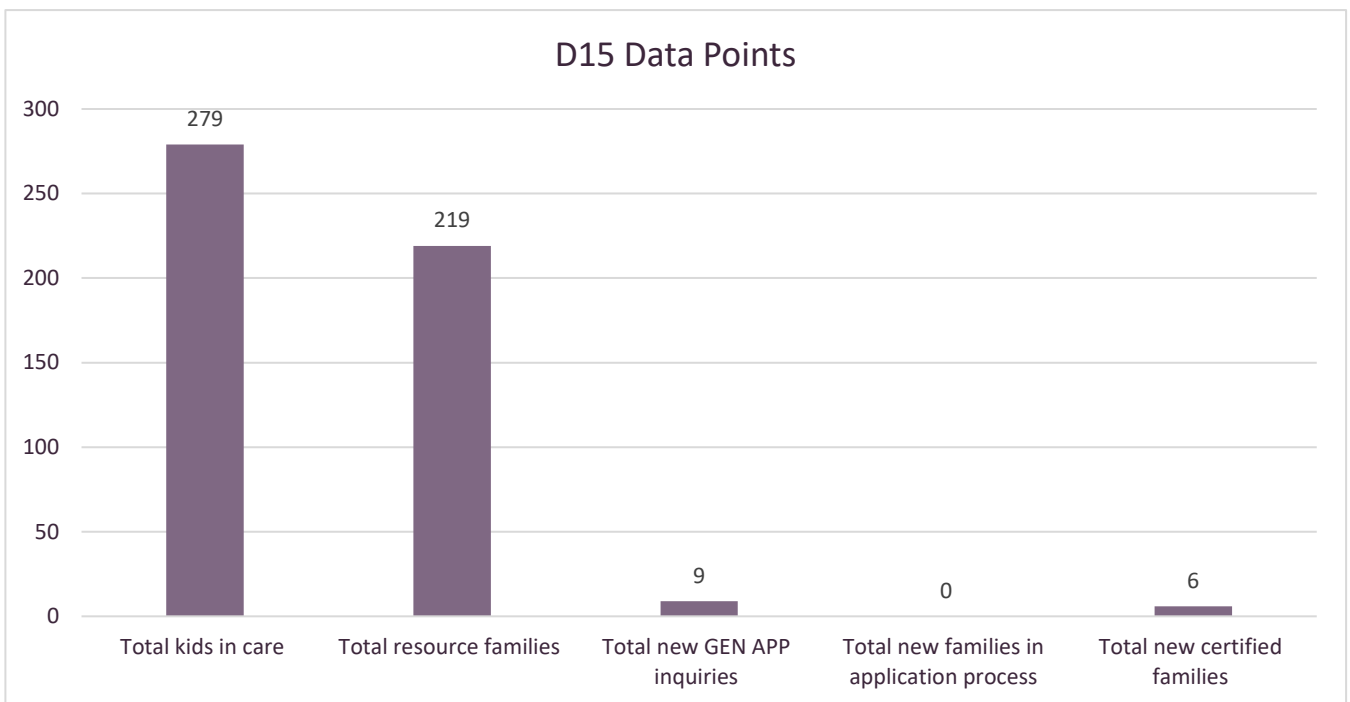
DISTRICT 15

DATA

Data provided is a combination of information pulled from ODHS ROM, ORkids, Inquiry Tracker, Inquiry Module and information being tracked by the staff in the local District.

**All data is reported for the current month period*

Please reach out to Maryanne.Miller@dhsosha.state.or.us with any questions.



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OUTCOMES

- Participated in the Family Time Project for Clackamas County
- Made progress on certification of a resource home for teens
- Held first Resource Family Focus Group
- Met with the D2 ICWA unit regarding certifying Native American resource families
- Met with Every Child PDX at the Fall Summit
- Started working on ice breakers

COMMUNITY CONNECTIONS

- North Clackamas School District
- PFlag meeting to share about recruitment
- Every Child
- Temporary Lodging Staffing
- Morrison Center
- Boys and Girls Aid Society
- Clackamas Children’s Commission



DISHANTA KIM

DISTRICT 16 WASHINGTON

ONGOING WORK

- Continued identifying community organizations and leaders interested in more information about the foster care system and ODHS as a whole.
- Collaborating with local school boards, County commissioners, and other County organizers to discuss how to support our youth in foster care.
- Collaborating with Tribal Affairs on branding material and creative ways to engage with the Tribes for recruiting homes.

D16 SUMMARY

This month was filled with work on the recruitment action plan and sharing the goals and information with community members and stakeholders. I was able to meet with multiple agencies that also provide fostering services to our youth to discuss recruitment strategies used during the pandemic, gaging what has been working and what has not been working.

I have been in multiple meetings with Every Child, including a workgroup I am assigned to that is centered around recruitment.

I have responded to emails, followed up with inquiry emails that we send to potential families that come in through the Every Child Portal and updating our inquiry spreadsheet.

Additionally, I am in the workgroups surrounding the upcoming holidays including: There's the Splash Workgroup, D16 Equitable Giving/Donations workgroup, and the D16 Holiday 2021 Donations workgroup

Weekly, the champions from D15, D2, and I collaborate weekly and have met with Morrison and GOBHI; so far and we are talking about recruitment strategies and working alongside one another.

I am the Co-Chair of B.E.S.T. and we are already working on the planning for next years BHM program.

Max Egener from Pamplin Media wants to write another article.

I would love to continue this momentum of having ODHS in the local media.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- B.E.S.T ERG
- HispNet ERG
- WAHONE ERG
- PRIDE ERG
- AAPI ERG
- D2, D15, D16 weekly workgroup
- Every Child Statewide Recruitment Workgroup
- Holiday event workgroups

Trainings I have participated in this month include:

- 10/6 - Oregon Training: Primal Leadership: The Intersection of Emotional Intelligence, Trauma Competence & Effective Leadership Skills
- 10/13 - ICWA Conference

THE NUMBERS

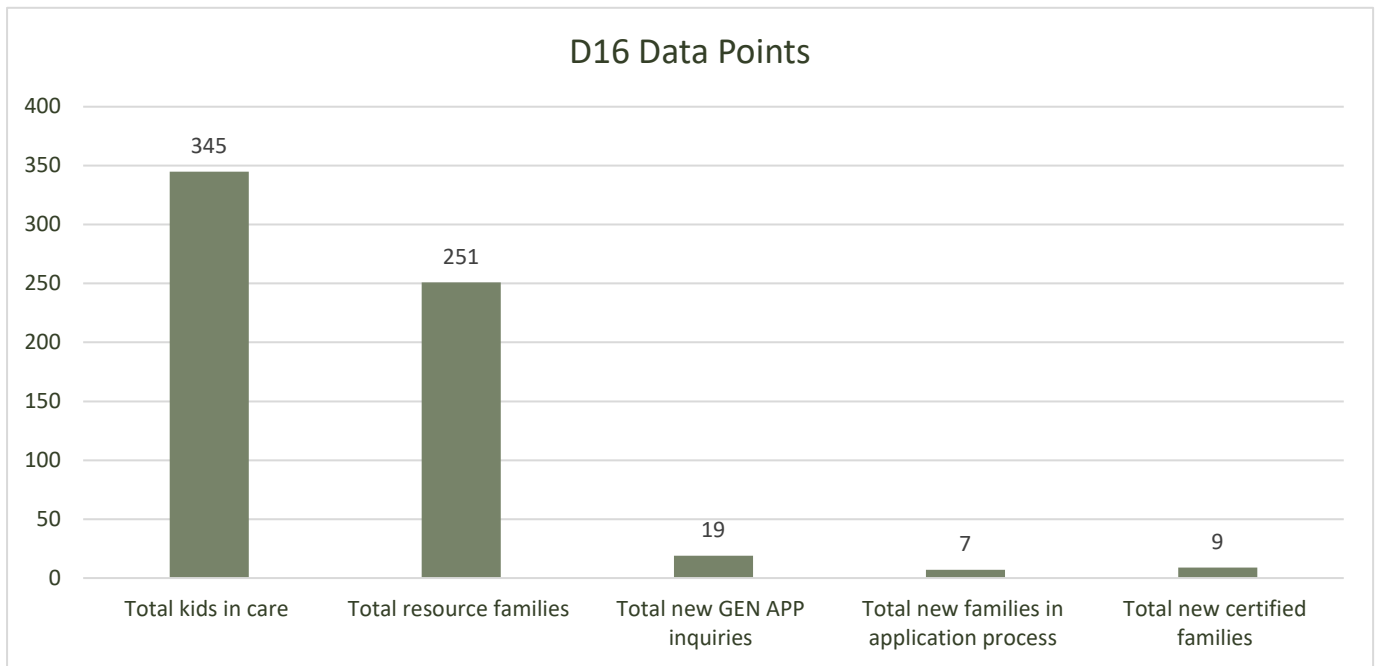
DISTRICT 16

DATA

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Please reach out to Dishanta.Kim@dhsosha.state.or.us with any questions.



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OUTCOMES

- Connecting with different groups such as Tribal Affairs, service providers, and other local organizations to share information about Washington County’s foster care system. Providing data and being transparent in the workings of the agency. Connecting to PACs and local city council members.

COMMUNITY CONNECTIONS

- Individual/ small group meetings with: Every Child and FCC/D2 Champions
- Co-Facilitate Resource Parent Support Groups held monthly on Saturday mornings
- Community meetings: Every Child Explore Fostering Coffeehouse (10/14)