

Division of Child and Family Services

State of Nevada Foster Parent and Adoptive Parent Diligent Recruitment Plan 2020-2021

Updated SFY 2022

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Introduction

The Foster Parent and Adoptive Parent Diligent Recruitment Plan is one component of Nevada's Child and Family Services Plan for FFY 2020 to FFY 2024. This plan incorporates overarching statewide goals and encompasses the following themes:

- Increased recruitment efforts for sibling groups, teens, and youth who have special health care needs or are considered medically fragile.
- Increased use of marketing strategies through a multitude of media outlets.
- Increased efforts to educate, build relationships and partner with local businesses, organizations and interfaith communities.
- Increased involvement of current foster parents in the recruitment and training process.
- Non-discriminatory fee structure.
- Continued implementation of the Quality Parenting Initiative (QPI).

The following Foster and Adoptive Parent Diligent Recruitment Plan reflects activities and goals that will be conducted over the next five years to support recruitment and retention of Nevada's foster and adoptive homes that meet the needs of the infants, children, youth and young adults served by the State of Nevada Child Welfare Agencies.

The mission of the Nevada Division of Child and Family Services (DCFS) is that together in genuine partnership with families, communities and other governmental agencies, DCFS provides support and services to Nevada's children and families in reaching their full human potential. DCFS recognizes that Nevada's families are our future and children, youth and families thrive then they:

- Live in safe, permanent settings.
- Experience a sense of sustainable emotional and physical well-being.
- Receive support to consistently make positive choices for family and the common good.

Characteristics of children for whom foster and adoptive homes are needed

Data of characteristics of children for whom foster and adoptive homes are needed is provided both regionally and at the statewide level. The state of Nevada will focus their efforts to recruit foster and adoptive families on activities to meet the needs of sibling groups, children with behavioral health/mental health needs, identifying and serving populations of a specific race or ethnicity, geographical areas with the highest removal rates, and efforts at keeping children who have been placed in foster care living in the same geographical area they were removed from.

2021 Update: Foster homes are needed for all children 0-18; larger sibling groups, medically fragile and severely emotionally disturbed children/youth throughout the state of Nevada. As a result of the pandemic, numerous homes across the state went on hold, leaving even less placement options than there were before COVID. Additionally, diligent recruitment events and activities, for the most part, were

temporarily put on hold. In March of 2020, and throughout the rest of the year, the state’s focus was set on simply keeping children safe and keeping siblings together.

Nevada recognizes the need to increase the racial and ethnic diversity of adoptive homes to meet the needs of children who are older, have experienced disrupted adoptions, have special needs, and are part of sibling groups. As a result, the ACTA Team will be working monthly with Raise the Future to improve the recruitment activities and data collection for children identified as needing additional recruitment support.

Foster Youth Population by Jurisdiction as of 2/28/2021		March 8, 2021 Foster Population Race/Ethnicity PUR: as of 2/28/2021 Source: AFCARS Report (RPT785) Prepared by: Office of Analytics – DCFS Branch						
Clark County	3275							
Washoe County	721							
Rural Counties	365							
Statewide	4,361							
Foster Youth Population Race/Ethnicity by Jurisdiction as of 2/28/2021								
Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity	
Clark County	1.3% 41	1.8% 60	42.0% 1,374	1.4% 46	30.4% 995	22.2% 727	1.0% 32	
Washoe County	3.3% 24	1.0% 7	11.7% 84	2.2% 16	54.8% 395	22.9% 165	4.2% 30	
Rural Counties	7.9% 29	0.3% 1	4.4% 16	0.3% 1	74.5% 272	11.8% 43	0.8% 3	
Statewide	2.2% 94	1.6% 68	33.8% 1,474	1.4% 63	38.1% 1,662	21.4% 935	1.5% 65	
*NHPI - Native Hawaiian or other Pacific Islander Explanation of race/ethnicity methodology: Although youth may be multiracial/multiethnic, they are only counted once using methodology provided by the DHHS State Biostatistician based on guidance from the National Center for Health Statistics. Additionally, all race/ethnicities in the table above other than Hispanic are Non-Hispanic.								
Foster Youth Population Age Group by Jurisdiction as of 02/28/2021								
	0-5		6-10		11-13		14+	
	n	%	n	%	n	%	n	%
Clark County	1,651	50%	756	23%	343	10%	525	16%
Washoe County	352	49%	177	25%	74	10%	118	16%
Rural Counties	169	46%	80	22%	53	15%	63	17%
Statewide	2,172	50%	1,013	23%	470	11%	706	16%

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Foster Parent Population by		March 8, 2021 Foster Parent Race/Ethnicity at Licensed Homes PUR: as of 2/28/2021 Source: AFCARS Report (RPT785) Prepared by: Office of Analytics – DCFS Branch
Clark County	5,725	
Washoe County	1,176	
Rural Counties	614	
Statewide	7,515	

Foster Parent Population ¹ Race/Ethnicity by Jurisdiction as of 2/28/2021							
Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity
Clark County	1.3% 41	1.8% 60	42.0% 1,374	1.4% 46	30.4% 995	22.2% 727	1.0% 32
Washoe County	3.3% 24	1.0% 7	11.7% 84	2.2% 16	54.8% 395	22.9% 165	4.2% 30
Rural Counties	7.9% 29	0.3% 1	4.4% 16	0.3% 1	74.5% 272	11.8% 43	0.8% 3
Statewide	2.2%	1.6%	33.8%	1.4%	38.1%	21.4%	1.5%

*NHPI - Native Hawaiian or other Pacific Islander

Explanation of race/ethnicity methodology: Although youth may be multiracial/multiethnic, they are only counted once using methodology provided by the DHHS State Biostatistician based on guidance from the National Center for Health Statistics. Additionally, all race/ethnicities in the table above other than Hispanic are Non-Hispanic.

¹ The foster parent population reflects caregivers for Family Foster Homes (identified via AFCARS data element #41 - value 2) and/or Relative Family Foster Homes (identified via AFCARS data element #41 - value 3). These foster placements may be licensed or unlicensed. Some homes may have only one caregiver while others may have two caregivers. In this analysis, the race/ethnicity data for all caregivers for these placements are combined in the summary table.

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	Foster Youth Placed with Foster Parent Population² by Jurisdiction as of 2/28/2021	March 8, 2021 Foster Parent Race/Ethnicity at Licensed Homes PUR: as of 2/28/2021 <i>Source: AFCARS Report (RPT785)</i> Prepared by: Office of Analytics – DCFS Branch
Clark County	2,846	
Washoe County	306	
Rural Counties	588	
Statewide	3,740	

Foster Youth Placed with Foster Parent Population² by Jurisdiction as of 2/28/2021							
Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity
Clark County	1.2% 35	2.0% 58	40.4% 1,149	1.3% 36	31.1% 886	23.0% 655	0.9% 27
Washoe County	5.6% 17	1.3% 4	20.3% 62	3.6% 11	106.2% 325	45.8% 140	9.5% 29
Rural Counties	4.8% 28	0.2% 1	1.7% 10	0.2% 1	37.9% 223	6.8% 40	0.5% 3
Statewide	2.1%	1.7%	32.6%	1.3%	38.3%	22.3%	1.6%

*NHPI - Native Hawaiian or other Pacific Islander

Explanation of race/ethnicity methodology: Although youth may be multiracial/multiethnic, they are only counted once using methodology provided by the DHHS State Biostatistician based on guidance from the National Center for Health Statistics. Additionally, all race/ethnicities in the table above other than Hispanic are Non-Hispanic.

² See footnote 1 above for details that define the foster parent population. The foster youth placed with the foster parent population are a subset of the overall foster care population previously described.

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<p style="text-align: center;">June 7, 2019 Foster Youth Characteristics PUR: as of 2/28/2021 Source: AFCARS Report (RPT785) Prepared by: Office of Analytics – DCFS Branch</p>		Free for Adoption¹			
		Clark County	597	Clark County	993
		Washoe County	95	Washoe County	223
		Rural Counties	34	Rural Counties	96
		Statewide	726	Statewide	1,312
<p style="text-align: center;"># of Siblings*</p>		Significant Mental or Physical Health Needs			
		Clark County	2,375	Clark County	993
		Washoe County	435	Washoe County	223
		Rural Counties	264	Rural Counties	96
		Statewide	3,074	Statewide	1,312
*Unable to determine specific sibling groups within data					
Free for Adoption and part of a sibling group OR have significant mental/physical health needs.²		Free for Adoption and part of a sibling group AND have significant mental/physical health needs.³			
Clark County	478	Clark County	224		
Washoe County	79	Washoe County	42		
Rural Counties	27	Rural Counties	11		
Statewide	584	Statewide	277		

¹ Free for Adoption - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased).

² Free for Adoption and part of a sibling group or have significant mental or physical health needs - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased). Additionally, these are youth who also have siblings in foster care and/or they have a clinically diagnosed disability that would be counted in one of the following categories: mental retardation, visually or hearing impaired, physically disabled, emotionally disturbed, or other medically diagnosed condition requiring special care, as defined by the Adoption and Foster Care Analysis and Reporting (AFCARS) system.

³ Free for Adoption and part of a sibling group and have significant mental or physical health needs - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased). Additionally, these are youth who also have siblings in foster care and they have a clinically diagnosed disability that would be counted in one of the following categories: mental retardation, visually or hearing impaired,

physically disabled, emotionally disturbed, or other medically diagnosed condition requiring special care, as defined by the Adoption and Foster Care Analysis and Reporting (AFCARS) system.

<p>March 8, 2021 Foster Youth in Paid Placements of AFC, SFC and Med Fragile PUR: 02/28/2021 <i>Source: Foster Care Placement Summary (RPT704)</i> Prepared by: Office of Analytics - DCFS Branch</p>		Foster Youth in Paid Placements of AFC, SFC and Med Fragile		
		AFC	SFC	Med Fragile
	Clark County	50	277	13
	Washoe County	1	95	0
	Rural Counties	16	7	5
	Statewide	67	379	18

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Strategies to reach out to all parts of the community

Statewide efforts are made to reach out to all parts of the community for recruitment of foster and adoptive families. Each Child Welfare Agency in Nevada utilizes specific strategies to meet the needs of their communities. Strategies include:

- Outreach to churches in targeted communities through programs such as Every Church, Every Child, where printed materials are provided to churches and information is provided about varying levels of participation from the community, including, information sessions, donation collection, providing areas to post materials, hosting trainings, and allowing for support groups for foster and adoptive families.
- Providing information at local events, to public employers, through media and social media outlets, and public service announcements.
- Targeted recruitment strategies in communities with higher removal rates and areas with higher rates of families of certain race/ethnicity that are overrepresented in the child welfare system.
- Coordination and collaboration with various local agencies, including but not limited to the University of Nevada, Reno Wolfpack, the Reno Aces, area schools and preschools, local businesses, Parent Teacher Associations, the Discovery Museum and the Society for the Prevention of Cruelty to Animals (SPCA).
- Utilize marketing to produce movie theater, billboard, newspaper and radio ads.

2021 Update: Nevada conducted multiple different strategies to reach many facets of the local community, both rural and urban, as part of our Diligent Recruitment Plan. Due to the continued COVID-19 restrictions in-person foster and adoptive parent recruitment was temporarily placed on hold. The child welfare agencies were able to continue recruitment for both urban and rural areas by utilizing billboards, ads via radio, magazine, and news outlets (English and Spanish). Nevada targeted recruitment for teens, highlighted current licensed Hispanic families and provided news features highlighting youth who are 100% free for adoption. Electronic media, such as social media and website advertisement was used as well as advertisements on buses, shopping carts, and banners located throughout towns. Recruitment was also conducted by collaborating with local businesses and sporting events to pass out flyers and provide additional information on how to become a foster parent. In the upcoming year, child welfare agencies will review their internal process for tracking and monitoring the specific outcomes for diligent recruitment strategies. Furthermore, the child welfare agencies will identify diverse recruitment strategies that reflect the ethnic and racial diversity of children and youth in care.

Diverse methods of disseminating both general information about being a foster/adoptive parent and child specific information

Nevada utilizes diverse methods of disseminating general and child specific information about being a foster and adoptive parent through various means. General information is disseminated through:

- Printed materials such as program brochures, application process booklets and educational literature are utilized for recruitment events attended by the Child Welfare Agencies.
- Features on local television, radio, newspaper, billboards and social media outlets on the need for prospective homes, human interest stories, how to get information and upcoming foster parent trainings.
- Websites that are advertised, on informational materials and accessible for prospective foster and adoptive parents.
- Recruitment telephone lines with consistent messaging and an ability to follow up with prospective foster and adoptive parents through email, information dissemination, and training.
- Tracking of prospective foster parents.

Child specific information is disseminated through:

- AdoptUSKids campaign.
- Raise the Future website/services.
- Wendy's Wonderful Kids targeted recruitment.
- RaisetheFuture.org.
- Hispanic/Spanish adoption campaign.
- The Forgotten Initiative which presents a photo slideshow of children in recruitment at church services and other indoor events and includes a newsletter with information about specific children who are available for adoption distributed to local churches.
- DCFS' website links to each Child Welfare Agency website, which has biographies and current photos of children who are available for adoption.

2021 Update: Nevada continues to recruit through the use of virtual platforms, with strategies such as, media outlets like radio, outdoor billboards, Public Service Announcements (PSA), virtual information sessions twice a week through countmein.vegas, (in English and Spanish) social media and other print mediums were used to stand in place of the recruitment events that would typically occur across the state. Fortunately, during the pandemic, the state was able to access funds to enlist a marketing company to recruit for foster homes, in the local communities, and partner with Foster Kinship to provide information sessions for kinship caregivers.

Strategies for assuring that all prospective foster and adoptive parents have access to agencies that license and approve foster and adoptive parents, including location and hours of services so that the agencies can be accessed by all member of the community

Nevada ensures foster and adoptive parents have access to agencies that license or approve foster and adoptive parents through access to the DCFS website, Child Welfare Agency websites, QPI Nevada website and additional targeted approaches used by the Child Welfare Agencies. Specific strategies include:

- QPI Nevada website provides information on trainings, events, information sessions, and Child Welfare Agency information.
- Licensing staff are available Monday through Friday from 8am-5pm to provide information along with dedicated telephone and email to reach licensing workers at.
- Raise the Future takes information from prospective foster and adoptive parents and provides it to the Child Welfare Agencies or refers families to the Child Welfare Agencies.
- Flexible work schedules for staff to meet the needs of prospective foster and adoptive families.

2021 Update: During the pandemic, agencies immediately moved to a virtual training platform for orientation and training in English and Spanish, both of which are offered on weekdays and weekends. The virtual training began in April 2020 and has been and remains occurring via the online platform. Potential foster and adoptive applicants are able to access licensing information through all child welfare agency websites, as well as the Nevada Quality Parenting Initiative (QPI) Just in Time (JIT) website. Additionally, agencies have developed a QPI liaison position to ensure routine contact is made with all foster parents needing support or connection. This includes social media posts and newsletters provided to caregivers and agency staff to provide updates on agency changes, including COVID-19 restriction changes, community resources, events, and information about support groups. Furthermore, in 2020 funding for the BINTI software program was approved for recruitment and licensing purposes, in rural areas. This software program will allow foster care applicants the ability to learn more about the foster care licensing process and will be able initiate the process when it is right for them, 24/7.

Strategies for training staff to work with diverse communities including cultural, racial, and socioeconomic variations

Nevada provides ongoing training for staff through the Nevada Partnership for Training (NPT), which includes courses such as LGBTQ, Bridges out of Poverty, Commercial Sexual Exploitation of Children, Trauma Informed Care, and other courses that target working with traumatized adults, cultural humility and working with fathers. The Nevada Quality Parenting Initiative (QPI) website provides a survey opportunity to determine what barriers and customer service concerns prospective and actual foster and adoptive parents have. The Nevada QPI website provides online training. These ongoing training opportunities prepare staff to work with diverse communities, including cultural, racial and socio-economic variations.

2021 Update: Nevada has continued to provide ongoing training for staff through the Nevada Partnership for Training (NPT). In an effort to keep staff up to date on working with diverse communities during the pandemic, trainings were made available through virtual conference platforms like Zoom and Microsoft Teams. The Training Academy provides the groundwork for addressing diversity, cultural, racial, LGBTQ and socioeconomic issues. Agencies also utilizes The Nevada Quality Parenting Initiative (QPI) website to provide a survey opportunity to determine what barriers and customer service concerns prospective and actual foster and adoptive parents have. Over the past year Nevada has added 68 trainings to the QPI website, which can be accessed 24/7 by foster parents and agency staff, families, and youth. These

ongoing training opportunities prepare staff to work with diverse communities, including cultural, racial, and socio-economic variations.

Strategies for dealing with linguistic barriers

Nevada employs multiple strategies to overcome linguistic barriers and allow for people who speak a language other than English or who are hearing impaired to become a foster and or an adoptive parent. Specific strategies used include: employment of Spanish speaking staff within the recruitment team and licensing units; Spanish speaking pre-service and ongoing training classes; Spanish speaking information sessions; use of private and agency interpreters and language line; materials that are translated into Spanish; Spanish language TIPS to meet the needs of relatives becoming licensed for a specific child; and provide accommodations for applicants who have a disability to remove barriers to complete training and home study process. Some barriers for dealing with linguistic barriers include that the QPI Nevada website does not offer online Spanish training or closed captions in Spanish during trainings.

2021 Update: The state continues to use multiple strategies to communicate with people that speak other languages. Spanish speaking staff are available to assist with recruitment interpretations needs. The child welfare agencies are providing orientations in both Spanish and English in an effort to retain more Spanish speaking families. Nevada has started to implement in person information sessions and will continue to implement more throughout the upcoming year. The QPI website was able to post 2 Spanish trainings and Nevada is developing contracts to ensure licensing materials and trainings are being translated to Spanish and the trainings are being posted to the QPI Nevada website. Attendance and participation continue to be steady throughout the year and Nevada was able to secure several new mentors and foster homes, and 12 relative and family foster Spanish/Bilingual speaking homes were secured in Washoe County. Child welfare agencies utilize translation services as needed.

Non-discriminatory fee structures

Nevada participates in a non-discriminatory fee structure. Foster and adoptive parents may be asked to pay the cost of their FBI criminal background check but are not charged any other fees.

Procedures for a timely search for prospective parents for a child needing an adoptive placement, including the use of exchanges and other interagency efforts, provided that such procedures ensure that placement of a child in an appropriate household is not delayed by the search for a same race and ethnic placement

Nevada utilizes various procedures to ensure timely search for prospective parents for a child who needs an adoptive placement. Nevada utilizes diligent search, as outlined by [Statewide Policy 1001 Diligent Search Process and Notice](#), and concurrent planning, as outlined by [Statewide Policy 0204 Case Planning](#), early on and throughout the life of a case to assist with achieving timely permanency for children.

Wendy's Wonderful Kids through the Raise the Future is a statewide targeted recruitment and Adoption Call to Action Plan strategy aimed at the following populations: children aged nine (9) and older who may be part of a sibling group, children with special needs and children who do not need a permanency plan of adoption. They have a goal to serve 25% of Another Planned Permanent Living Arrangement (APPLA) population and are focused on children who have been waiting the longest, who do not have an identified placement, and who will not be reunifying. The Wendy's Wonderful Kids model has the following specific model components:

- Small caseloads (12-15 children to start and can grow up to 20-25 children once children are matched).
- Recruiter builds the relationship with the child to help the child be more open to becoming part of a family, this work is assisted by the smaller caseload and focused work.
- Complete a comprehensive case file review, looking for connections early on in years that may have been overlooked, with people such as teachers, coaches, siblings, etc.
- Develop a recruitment plan based on case review then work with case worker and permanency team to build plan and share recruitment plan with case worker and team.
- Conduct diligent search based on information found and make cold calls in attempts to re-engage connections found.
- Throughout the process, which is not linear, Wendy's Wonderful Kids recruiters spend time talking with the child, engaging them, helping prepare them for adoption/permanency, and to be a part of a family.
- During the process they provide monthly reporting using a Child Trends system and report on the number of connections found, the number of connections reached, and progress and the outcomes on their cases.

Wendy's Wonderful Kids recruiters stay involved until a case finalizes or permanency is reached. They do not remove youth from their caseloads because of a failure to reach permanency and they do not believe any child is unadoptable.

Other strategies utilized include: focus on matching children with prospective adoptive homes; match parties; profile parties; posting the child's photo in the waiting children books; posting the child's photo to websites (AdoptUSKids, Raise the Future, Adoptex, and Agency websites); child participation in Wednesday's child, which presents the child's story on a local news outlet; child assessment and preparation activities; flexible family concept, which begins at pre-service training with the caregiver's acknowledgment and signature on a "flex" letter and then continues throughout the life of the case; and marketing for television spots on local television programs. All families are considered without consideration to their race or ethnicity and placement is not delayed due to race; however, families are asked to respond to how they can best meet the needs of a child, including any cultural needs. The Indian Child Welfare Act (ICWA) regulations are followed.

2021 Update: Nevada utilizes various procedures to ensure timely search for prospective parents for a child who needs an adoptive placement. Nevada utilizes diligent search and concurrent planning, early on and throughout the life of a case to assist with achieving timely permanency for children and

placement with a relative or fictive kin if reunification is not possible. Furthermore, Nevada utilizes Wendy's Wonderful Kids, Adoptex.org, Raise the Future, Hispanic/Spanish adoption campaign, and each child welfare agency's website contains biographies and current photos of children who are available for adoption. Furthermore, through the PIP process Nevada has reviewed and improved the diligent search process which will help to identify relative placements sooner and continue searching for relatives throughout the life of the case.

Efforts to support and retain foster caregivers

Nevada believes that supporting and retaining foster caregivers leads to better outcomes for Nevada children. The state's child welfare agencies employ various strategies aimed at providing support to foster caregivers, one of which is QPI Nevada and all the resources provided within that movement. These resources include: training, information, comfort calls for children and birth families at removal, implementation of the Ice Breaker process between foster families and birth families, and the Caregiver Courier quarterly newsletter which provides information to caregivers on topics such as caregiving, community events, activities and other types of meetings. QPI Nevada strives to provide messaging and create a culture in which the foster parents are an integral part of the child welfare team.

Additional efforts to support and retain foster caregivers include:

- Foster Parent Champion Program where foster caregivers are employed by the child welfare agency to assist other foster caregivers by taking calls Monday through Friday from 9:00 am to 7:00 pm and lend experience about situations with infants, teens, large families, medically fragile children, relative caregivers, children with special needs, and Spanish speaking families.
- Foster caregivers are encouraged to participate in workgroups that focus on topics such as communications, community partnerships, training, support and retention, recruitment, child welfare initiatives and to co-lead team meetings.
- Employment of foster parent liaison positions devoted to supporting the foster and adoptive parents and ensuring quality placement and communication between foster parents and the Agency. One such foster parent liaison position specifically focuses on assisting relative placement development.
- Employ foster parents to recruit other foster parents by giving them business cards to hand out whenever anyone inquires with them about foster parenting. The foster parent may choose to include their name and telephone number on the back of the card if they choose to do so.
- Continued work with foster families in minority populations to better access and improve recruitment and the support of foster parents in these minority populations.
- Maintain and utilize an email database to communicate information with foster parents in an effective and efficient manner.
- Foster parent appreciation events where foster parents are recognized and awarded and events that bring foster families and agency staff together such as picnics, Wild Waters events, Halloween parties, etc.
- Provide virtual access for foster parents to attend Family Solution Team meetings and Child and Family Team meetings when they are unable to attend in person.

- Redesigned foster care application process to promote a simpler more streamlined process for potential foster parents.

2021 Update: Nevada has continued to employ strategies outlined in this plan as able within COVID restrictions. Moving to a virtual platform has been successful in Nevada. Washoe licensed 72 new family foster homes and 52 relative/fictive kin foster homes. Clark County licensed 265 family foster homes and 179 relative/fictive kin foster homes. The Rural Region licensed 8 family foster homes and 20 relative/fictive kin foster homes. Since COVID, Nevada has initiated in rural counties a process to issue provisional licenses to relatives and fictive kin, so that they can begin to receive the monthly foster care payment while completing the licensure process. Since initiating this program, there have been 13 relative and fictive kin provisional licenses issued. Nevada has provided additional supports to foster parents by provided all foster families with local office on call numbers in the event of an emergency and providing licensed therapists and/or Intensive Family Services who work to stabilize placements and provide trauma informed training, Additionally Nevada has refocused efforts to infuse the QPI paradigm shift into how the agency works with birth families and foster families, utilizing the QPI liaison, and provided support meetings. Furthermore, Nevada continues to use Foster Parent Champions for caregiver support and has implemented the Foster Kinship Navigator Program to provide services and resources for kinship families. Nevada has determined both the Foster and Adoptive Parent Diligent Recruitment Plan and Adoption Call to Action Plan may need to be updated to be more data driven. Nevada has engaged with the Capacity Building Center for Technical Assistance to do this work, which will take place over the upcoming year. *Left intentionally blank.*