



July 18, 2020

TO: Alexis Tucey, Deputy, Community Services
FROM: Laurie Jackson, Social Services Manager V
SUBJECT: AB 298 Foster Home Recruitment and Retention Plan
LEGAL REFERENCE: 80TH Nevada Legislative Session
PURPOSE: Required Foster Care Recruitment and Retention Plan

The 80th Session of the Nevada State Legislature passed Assembly Bill 298 that requires the Division of Child and Family Services to provide a recruitment and retention plan for foster homes that is to be posted on the Divisions Website annually. The bill also requires that the Division provide a description of the measures that the agency plans to take to ensure the agency can meet the target goals outlined in the plan for the following year. The 2019-2020 plan specifically outlined the number of homes that would be necessary to meet the needs of the agency; however, these goals were not attained. The ability to hire personnel faced several barriers from understaffing in human resources resulting in delays as well the hiring freeze resulting from the COVID19 shut down.

Currently the licensing unit for the **fifteen (15)** rural counties **consists of 3 licensing** workers and a licensing recruiter who is dividing her time between recruitment efforts and licensing duties and the unit has two vacancies; one licensing worker and the Unit supervisor, both will be recruited for when we receive approved Justifications to Fill.

The Division has a current contract with FM Marketing to develop an overall marketing strategy for recruitment. The Division has billboards placed strategically on main thoroughfares in our rural communities; have partnered with local radio stations to play public service announcements to stress the need for foster homes in their community. We began using social media to reach a younger demographic through Facebook and Twitter. Our future plan is to hold in-person panel discussions in the individual counties once COVID19 restrictions are lifted.

A review of the licensing process was undertaken which resulted in consolidation of the **required Licensing paperwork** to limit postage costs **and** shortens the time to receive **fingerprinting** results. We also developed a procedure to provisionally license applicants, without compromising safety, so **placement families** can begin receiving payment while the paperwork is completed. Additionally, during this time period we have developed a new foster care curriculum to use virtually, provided virtual trainings and plan to develop additional training to be placed on the QPI website for post licensure which we hope will decrease placement disruptions.

The Division of Welfare and Supportive Services and the Division of Child and Family Services have partnered in developing a process to implement AB 498 to provide assistance to fictive kin who provide placement ~~care~~ for a child(ren) involved in the child welfare system. This is to provided support while fictive kin are undergoing the foster care licensing process.

For the last nine months we have worked with the Nevada State Purchasing's Cloud Services contractors to obtain a foster care database which would provide an online portal for applicants to upload or complete documents and see in real-time where they are in the licensing process; it would permit foster home applicants to start the licensing process online at a time that is convenient for them; provide Division staff a dashboard for each applicant to see where they are in the process and eliminate the cumbersome paper file/tracking process. Data entered into the portal can produce reports to show recruiting success overtime, status change in homes and their locations, or how many children are placed outside their

community of origin. It would also provide caseload reporting to show the caseload of each worker broken down by initial applications, renewals coming the next 60 days, and renewals coming up in more than 60 days.

Also Advanced Foster Care (AFC) staff are providing stabilization to new relative and foster homes with initial placements; monitor and facilitate higher level of care placements and oversee visitation contracts and inspections of out of state facilities.

In the coming year, the Division plans to address our foster home recruitment and retention deficient thru the following actions:

1. Develop a foster parent handbook.
2. Utilize the University of South Florida QPI website to develop, film and post additional training topics.
3. Utilize the foster care database to obtain real time data to inform decisions.
4. Hold panel discussions with each of the 15 rural counties for recruitment with local District Attorney's, judges, and associated personnel to recruit local foster homes.
5. Recruiting ~~to~~ private foster care agencies in Washoe and Clark counties to invest/create homes in rural communities.
 - A. Collaborate with Clark and Washoe Human Services Agencies to allow the DCFS to place into group and higher level of care homes in their counties to obtain services and reduce the children out of state in higher level care facilities.
6. Increase presence on various social media platforms to reach a younger audience.
7. Continue to reach out to foster homes who chose not to foster any longer for information to improve the system via individual interviews and surveys.

Foster/Adoptive Parent Recruitment and Retention Plan 2020-2021

Agency: Division of Child and Family Services

Date: 8/1/20 Due Annually

Data elements to consider in determining the number of foster homes needed by District.

There are 4 District Offices which are comprised of multiple counties for each. District 1 covers Elko, Humboldt, Eureka and Lander, White Pine and Lincoln. District 2 covers Carson, Douglas and Storey Counties. District 3 covers Pershing, Mineral, Churchill and Lyon Counties, while District 4 covers Nye and Esmeralda.

1. Foster Youth Population as of 7/1/20: 414
2. Identify Current Recruitment Family Foster, Relative, Kinship homes in each District via hand count 7/1/20:

Office Locations	Homes	#beds	#Vacant Beds
District 1 Elko, Winnemucca, Ely	17	37	2
District 2 Carson	23	59	16
District 3 Fallon, Fernley, Yerington	20	46	22
District 4 Pahrump	17	49	13

Vacant beds may be due to family request, respite, or adoption only, ICPC holds or restrictions on ages, sex of children who can be placed per request of family and Nevada Administrative Code.

3. Foster youth population race/ethnicity as of 7/13/20

American Indian	Asian	Black	NHPI*	White	Hispanic
6.4%	0.8%	6.4%	0.3%	73.8%	12.5%
25	3	25	1	290	49

4. Foster youth in placement with emotional, intellectual or physical impairments as of 7/1/20

Advanced Foster Care homes 14

Specialized Foster Care homes 5

Medically Fragile placements 5

[Residential Treatment out of state here?](#)

Foster/Adoptive Parent Recruitment and Retention Plan 2020-2021

Specific Foster Home attainment homes by District based on current placements, out of county placements, ICPC, adoption and removal trends.

District Office	Goal for new homes
District 1 (Elko, Humboldt, White Pine, Lander, Eureka, Lincoln Counties)	66 total homes 5 homes for large sibling groups 3 homes for medically fragile children 2 homes for sexually reactive children
District 2 (Carson, Douglas, Storey Counties)	54 total homes 3 homes for large sibling groups 3 homes for sexually reactive children 2 homes for medically fragile children
District 3 (Pershing, Mineral, Churchill and Lyon Counties)	40 total homes 5 homes for large sibling groups 3 homes for medically fragile children 2 homes for sexually reactive children
District 4 (Nye and Esmeralda Counties)	24 total homes 6 homes for large sibling groups 5 homes for sexually reactive children