



Foster/Adoptive Parent Recruitment and Retention Plan 2021-2022

August 1, 2022

This is a report identifying the Foster/Adoptive Parent Recruitment and Retention Plan 2021-2022. It is required pursuant to Nevada Revised Statutes 424.087, which specifies that child welfare agencies project the number of foster homes each community will need each year to meet the safety, permanency, and well-being of youth in foster care. This Foster/Adoptive Parent Recruitment and Retention Plan identifies the foster parent needs for the Division of Child and Family Services – Rural Region (DCFS – RR) and identifies goals for how the Child Welfare Agency plans to meet those needs. Furthermore, this report identifies the youth who have been placed outside of Nevada for more than 15 days and goals to improve placement options to maintain foster care youth in Nevada.

The DCFS – RR will develop and update this plan annually, on or before August 1. The updates will include an evaluation of the implementation of the plan, procedure for placing children in foster homes meet the needs of the children, ensure resources are being used efficiently, and address any gaps in services or barriers to placing children in foster care.

This plan for recruitment and retention of foster homes outlines the requirements pursuant to Nevada Revised Statutes [424.087](#):

NRS 424.087 Plan for the recruitment and retention of foster homes.

1. An agency which provides child welfare services shall adopt, publish on an Internet website maintained by the agency and update annually a plan for the recruitment and retention of foster homes which must include, without limitation:

(a) A determination of the number of foster homes needed in the area served by the agency. When making that determination, the agency must consider the needs of children in foster care in the area served by the agency with respect to:

- (1) The ages of the children;
- (2) Accommodating siblings to remain together;
- (3) Serving children who have intellectual or developmental disabilities and who have other special needs; and
- (4) Addressing the needs of children in foster care to receive care provided in a racially and culturally competent manner.

(b) Specific goals for the number of foster homes needed in the geographic area served by the agency.

(c) If the agency failed to meet the goals established pursuant to paragraph (b) for the immediately preceding year, a description of the measures that the agency plans to take to ensure that the agency meets those targets during the immediately following year.

(d) A plan to ensure that, to the extent possible, a foster home in which a child is placed pursuant to [NRS 432B.550](#) is located in:

- (1) The same community as the home from which the child was removed; and

(2) The zone of attendance of the public school that the child was attending when he or she was removed from that home, if applicable.

(e) Strategies for recruiting foster homes in geographic areas with a high rate of placement of children in protective custody.

(f) An identification of resources available to support foster parents.

2. An agency which provides child welfare services shall appoint one or more employees to:

(a) Develop and carry out the plan adopted pursuant to subsection 1.

(b) Evaluate the implementation of the plan, the degree to which existing procedures for placing children in foster homes meet the needs of those children and use resources efficiently, any gaps in services for children placed in protective custody or foster care and any barriers to placing children in accordance with paragraph (d) of subsection 1.

3. On or before August 1 of each year, an agency which provides child welfare services shall publish on an Internet website maintained by the agency a report which includes, without limitation:

(a) Information relating to whether the agency achieved the goals established pursuant to paragraph (b) of subsection 1 for each quarter of the immediately preceding year;

(b) The number of children placed outside this State for more than 15 days during the immediately preceding year, including, without limitation, the number of children placed in residential treatment facilities outside this State for more than 15 days during the immediately preceding year;

(c) The reasons for the placements described in paragraph (b);

(d) A summary of changes that could prevent the placements described in paragraph (b); and

(e) A summary of changes or actions necessary to allow children who are currently placed outside this State to return to this State.

(Added to NRS by [2019, 2183](#))

NRS 424.087 1. (a) requires 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, Eureka and Lander, White Pine. District 2 covers Carson, Douglas, Lyon, and Storey Counties. District 3 covers Pershing, Mineral, Churchill, and Humboldt Counties, while District 4 covers Nye, Lincoln, and Esmeralda Counties. The following data elements were considered with creating goals for the DCFS – RR foster youth population.

- As of 7/1/2022 there are 388 foster youth within the DCFS - RR population.

Foster Youth Population Age Group

	0-5		6-10		11-13		14+	
	n	%	n	%	n	%	n	%
<i>Rural Counties</i>	172	43%	94	24%	60	15%	73	18%

- As of 5/5/2022 there are 287 sibling groups within the DCFS – RR population.
- As of 5/5/2022 there were 98 youth with significant mental or physical health needs, 12 of whom are free for adoption and part of a sibling group. Additionally, considerations for youth who have intellectual or developmental disabilities, physical impairments, or other special needs such youth are in placements of Advanced Foster Care (AFC), Specialized Foster Care (SFC), and Medically Fragile youth.

**Foster Youth in Paid Placements of
AFC, SFC and Med Fragile as of 7/1/22**

	AFC	SFC	Med Fragile
Rural Counties	16	3	2

4. When considering race/ethnicity within the DCFS-RR population as of 5/5/2022. 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 below other than Hispanic are non-Hispanic.

Foster Youth Population Race/Ethnicity by Jurisdiction

Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity
Rural Counties	6.5%	0.8%	6.0%	0.5%	70.9%	15.3%	0.5%
	26	3	24	2	283	61	2

*NHPI - Native Hawaiian or other Pacific Islander

Foster Parent Population¹ Race/Ethnicity by Jurisdiction

Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity
Rural Counties	2.4%	0.0%	3.9%	0.4%	81.8%	10.9%	0.6%
	13	0	21	2	441	59	3

*NHPI - Native Hawaiian or other Pacific Islander

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.

5. The agency identified the current recruitment of family foster, relative, kinship homes in each district via a hand count 7/1/22:

Office Locations	Homes	#beds	#Vacant Beds
District 1 (Elko, Winnemucca, Ely)	10	32	6
District 2 (Carson)	22	68	26
District 3 (Fallon, Fernley, Yerington)	14	42	21
District 4 (Pahrump)	13	44	9

***Vacant beds may be due to family request, respite, adoption only, Interstate Compact for the Placement of Children (ICPC) holds or restrictions on ages of children who can be placed in a home due to licensure, sex of children who can be placed per request of family and Nevada Administrative Code.**

NRS 424.087 1. (b) requires the agency to create specific goals for the number of foster homes needed in the geographic area served by the agency. These specific foster home attainment goals for each District is based on current placements, out of county placements, ICPC, adoption and removal trends.

District Office	Goal for new homes
District 1 (Elko, White Pine, Lander, Eureka, Counties)	<p style="text-align: center;">66 total homes</p> <ul style="list-style-type: none"> <li style="text-align: center;">5 homes for large sibling groups <li style="text-align: center;">3 homes for medically fragile children <li style="text-align: center;">2 homes for sexually reactive children <li style="text-align: center;">3 homes for males with mental health/Severe Emotional Disturbance <li style="text-align: center;">2 homes for females with mental health/ Severe Emotional Disturbance
District 2 (Carson, Douglas, Lyon, Storey Counties)	<p style="text-align: center;">70 total homes</p> <ul style="list-style-type: none"> <li style="text-align: center;">3 homes for large sibling groups <li style="text-align: center;">3 homes for sexually reactive children <li style="text-align: center;">2 homes for medically fragile children <li style="text-align: center;">3 homes for males with mental health/ Severe Emotional Disturbance <li style="text-align: center;">2 homes for females with mental health/ Severe Emotional Disturbance
District 3 (Pershing, Mineral, Churchill, and Humboldt Counties)	<p style="text-align: center;">40 total homes</p> <ul style="list-style-type: none"> <li style="text-align: center;">5 homes for large sibling groups <li style="text-align: center;">3 homes for medically fragile children <li style="text-align: center;">2 homes for sexually reactive children <li style="text-align: center;">3 homes for males with mental health/ Severe Emotional Disturbance <li style="text-align: center;">2 homes for females with mental health/ Severe Emotional Disturbance
District 4 (Nye, Lincoln, and Esmeralda Counties)	<p style="text-align: center;">30 total homes</p> <ul style="list-style-type: none"> <li style="text-align: center;">6 homes for large sibling groups <li style="text-align: center;">5 homes for sexually reactive children <li style="text-align: center;">4 homes for males with mental health/ Severe Emotional Disturbance <li style="text-align: center;">3 homes for females with mental health/ Severe Emotional Disturbance

NRS 424.087 1. (c) specifies if the agency failed to meet the goals for the immediately preceding year, the agency must describe the measures the agency plans to take to ensure the agency meets those targets during the immediately following year. Last year the agency had the identified goals (NRS 424.087(3)(a)).

- 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 rural communities; have partnered with local radio stations to play public service announcements to stress the need for foster homes in their community. DCFS began using social media to reach a younger demographic through Facebook and Twitter. DCFS has held in-person panel discussions in the individual counties.
- BINTI database is being used to streamline the overall licensing process from start to finish while reducing drive time for workers and postage costs.
- Redesign of licensing website to provide interested parties information on upcoming training, access to materials about fostering and access to inquiry with recruiters.
- A budget request was submitted for additional licensing workers to meet increased demand and need for timeliness of licensure.
- Development of new training materials and times to address clients' needs
- Development of a handbook for foster/relative and caseworkers on placement to help support families with easily accessible information when they do receive a placement.
- Utilize the University of South Florida QPI website to develop, film and post additional training topics.
- Working with Human Resources to address open positions that impact customer services to foster/relative placements.

NRS 424.087 1. specifies the agency plan, to the extent possible must, must ensure that a foster home in which a child is placed is located in:

- (1) The same community as the home from which the child was removed; and
- (2) The child remain in the public school that the child was attending when he or she was removed from that home, if applicable.

- Targeted recruitment through marketing to the individual counties on radio and through discussion panels for need to keep children and youth together and in their home school.
- Working with Aging and Disability Services to create a dual licensure program for youth with disabilities to have an option of placement or respite in Assisted Living Homes which currently will not accept under age 18.
- Working with individual school districts to discuss any connections that child may have to keep them within the community.

NRS 424.087 1. (e) includes strategies for recruiting foster homes in geographic areas with a high rate of placement of children in protective custody. The agency has in place targeted recruitment in specific counties by social media, radio and in-person panels.

- Targeted Carson, Elko and Fallon surrounding counties to meet with community providers such as local government, schools, court and DA to hold panel discussions on fostering children from their counties.

NRS 424.087 1. (f) requests the agency identify the agency's current resources available to support foster parents.

- Use of Quality Parenting Initiatives to help support pending and/or new foster homes through 1-1 assignments with Advanced Foster Care Mental Health Counselors.

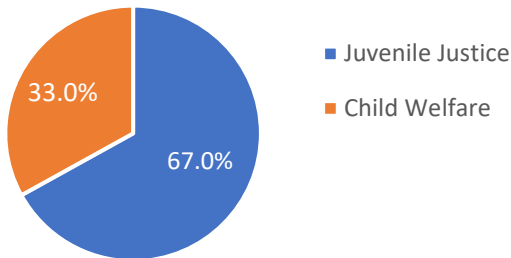
- Referrals to specific trainings if needed to address behaviors.
- Referral to Kinship Navigator for additional resources.
- Developed and refined initial training and are in the process of developing trainings in Trauma Informed Care after foster homes are license
- Created foster home and relative home handbooks with easily accessible information on providing care and support to children.

NRS 424.087 3. (b) requests the agency identify the number of children placed outside the state of Nevada for more than 15 days during the immediately preceding year. This included the number of youths placed in residential treatment facilities.

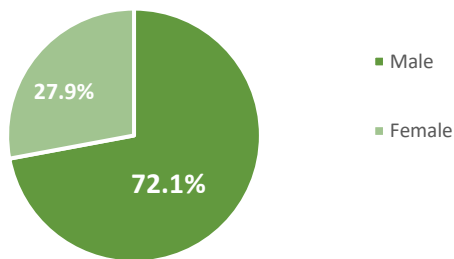
As of August 1, 2022, Nevada Juvenile Justice and Child Welfare had 115 youth in an out of state placement longer than 15 days. Of this population, 33% of youth were place through DCFS – RR Child Welfare Agency, and 67% were placed through DCFS – Juvenile Justice Agency. Of the 115 youth, 27.9% were female and 72.1% were male.

Nevada Juvenile Justice & Child Welfare - Out of State Placements >15 days	
Count of Placements	
SFY	n
2019	170
2020	131
2021	134
2022	115

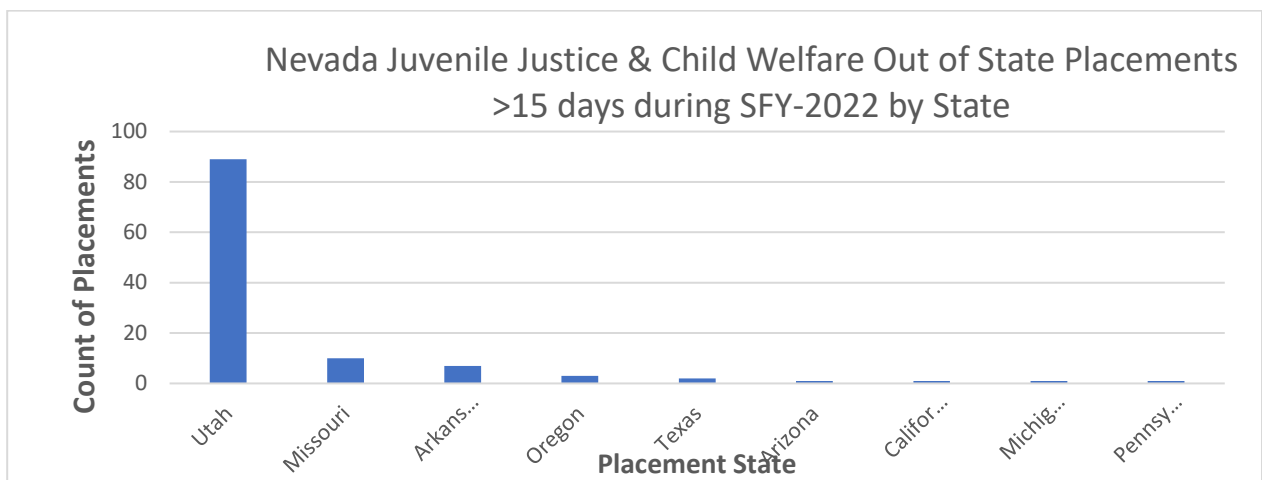
Nevada Juvenile Justice & Child Welfare Out of State Placements
>15 days during SFY-2022 by
Placing Agency Type

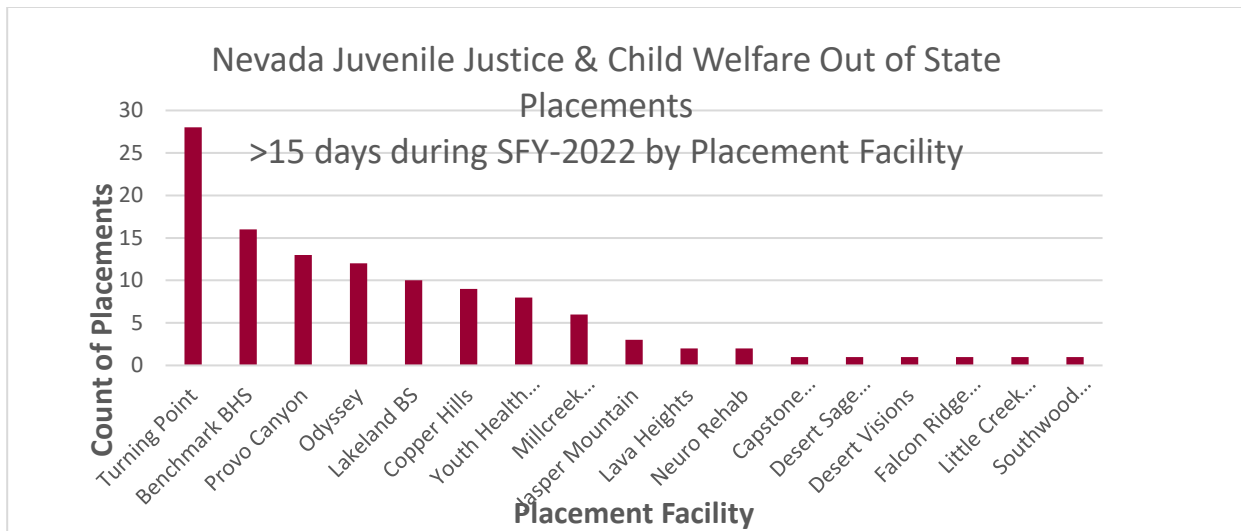


Nevada Juvenile Justice & Child Welfare Out of State Placements
>15 days during SFY-2022 by Gender



Currently the youth who are placed out of state are placed in the following states and are located within the identified placement.





Pursuant to **NRS 424.087 3 (c)** the child welfare agency identified the following reason(s) for the out of state placements. Division of Child and Family Services has identified 53 youth who are receiving supports and services in out of state residential placements. These numbers do not account for children/youth placed by parents/family members accessing private pay and/or insurance. Neither does it account for children/youth placed by Department of Family Services in Clark or Human Service Agency in Washoe. The reasons for out of state placements have been due to lack of therapeutic interventions or providers at the community level to provide adequate treatment facilities to address self-injurious and suicide behaviors, aggressive/assaultive and violent behaviors, severe developmental disabilities, those youth with dual diagnosis and mood disorders.

The DCFS – RR Child Welfare Agency identified the following needs/changes that could prevent the out of state placements pursuant to **NRS 424.087 2 (d)**.

Needed interventions include but are not limited to, Intensive Outpatient Programs (IOP). Partial Hospitalization Program (PHP) and/or access to short-term intermediate care facilities which would be utilized to provide stabilization for children/youth’s behavior through assessment, medication management and intensive behavioral interventions. This clinical intervention combined with immediate access to High Fidelity Wraparound (intensive care coordination) would allow the child/youth supports necessary to remain in the state and in their communities.

The DCFS – RR Child Welfare Agency identified the following actions are necessary to allow children who are currently placed outside this State to return to this State pursuant to **NRS 424.087. 3 (e)**.

Development of sufficient IOP, PHP and crisis services to address the initial instability and provide time for a more in-depth understanding of the child/youth and family needs to provide the most appropriate supports. Contracting or developing more specialized placement homes for severely disabled children or those with self-injurious and suicide behaviors, aggressive/assaultive and violent behaviors, severe developmental disabilities, those youth with dual diagnosis and mood disorders. These homes could also function as a step down for children/youth who are returning from out of state placements to help provide a period of transition. As indicated in in section 3 (a) of the bill the number of foster homes is at a crisis level.

The Children & Youth at Out-of-State RTC Facilities dashboard updated for June 2022 is available at: <https://dcfs.nv.gov/Programs/Data/DCFSDataPage/>, under the Dashboards header