

Maryland's Statewide Recruitment and Retention Goals

Goal 1: Increase the number of resource parents in Maryland to meet the needs of the state.		Objective 1: Recruit and retain resource families appropriate for local department children in care.		
Strategy 1: DHS will provide technical assistance to local departments to assist with recruitment and retention efforts.				
#	Action step	Person or people responsible	Start date	Complete date
1	Reach out to Baltimore City who has the highest number of children in care and highest number of African American children to provide technical assistance as needed.	SSA Resource Home Supervisor	August 2016	June 2017 Revised Date: September 2017
2	Reach out to all local departments to ensure their racial demographic data is correct and their recruitment efforts for their population are appropriate.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	July 2016	August 2016 Continuous Update FY2017: SSA reviewed the data and there appears to be an equal racial distribution across the state. SSA will continue to monitor and provide technical assistance.
Goal 2: Increase certification rate of eligible applicants by 20% statewide.		Objective 1: Promote timely and diligent recruitment efforts		
#	Action step	Person or people responsible	Start date	Complete date

1	Establish tracking sheet to monitor and update websites and publication/marketing materials monthly with information for LDSS Resource Home Staff, Foster Parent Ombudsman and Licensing and Monitoring.	LDSS Resource Home Worker SSA Resource Home Supervisor	July 2016	Ongoing
2	Provide adapted language publication materials based on demographic region.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	July 2016	Ongoing
Strategy 2: Engage current/experienced Resource Parents in developing the intake process and attending recruitment events.				
#	Action step	Person or people responsible	Start date	Complete date
1	Identify experienced resource parents and connect them to prospective parents for support groups and peer to peer support options.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	July 2016	Ongoing
2	Arrange for quarterly Resource Parent panel presentations	LDSS Resource Home Caseworker SSA Resource Home Supervisor	July 2016	Ongoing
Strategy 3: Facilitate focus groups with prospective parents to discuss barriers to willingness and completing certification.				
#	Action step	Person or people responsible	Start date	Complete date
1	Schedule focus groups at the end of each PRIDE or MAPP training session.	LDSS Resource Home Caseworker	July 2016	Ongoing
Strategy 4: Offer trainings at times and locations that are convenient to prospective families.				
#	Action step	Person or people responsible	Start date	Complete date
1	Gather and analyze demographic data on prospective parents	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September 2016	Ongoing

2	Identify marketing materials to be revised	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September 2016	Ongoing
Strategy 5: Provide timely and family oriented responses to inquiries.				
#	Action step	Person or people responsible	Start date	Complete date
1	Cross train foster and adoption staff with talking points on how to respond to inquiries.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September 2016	Ongoing
2	Establish standards for immediate response to inquiries.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September 2016	Ongoing
3	Document follow up calls to interested persons who have not initiated the certification process.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September, 2016	Ongoing
4	Conduct exit interviews of prospective parents that do not complete the process.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	September 2016	Ongoing
Goal # 3: Children in foster homes will have greater placement stability.		Objective: Preserve willingness and strengthen the abilities of current foster parents.		
Strategy 1: Enhance visibility of resources and accessibility of training and support services to foster parents.				
#	Action step	Person or people responsible	Start date	Complete date
1	Provide resource parents with ongoing training calendars and send them invitations to other agency events.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	July 2016	Ongoing

2	Provide resource parents with the contact information for the Foster Parent Ombudsman	LDSS Resource Home Caseworker SSA Resource Home Supervisor	June 2016	Ongoing
3	Arrange for panel presentations by the State Youth Advisory Board of trainings and events	LDSS Resource Home Caseworker SSA Resource Home Supervisor State IL Coordinator	June 2016	Ongoing

Strategy 2: Implement a training protocol for foster parents and child welfare staff on cultural competence and trauma informed care.

#	Action step	Person or people responsible	Start date	Complete date
1	Research evidenced based training resources	SSA Resource Home Supervisor Child Welfare Organizational Development & Training Program Manager OHP Program Manager	July 2016	September 2016 Update FY2017: LDSS was provided with the updated PRIDE material on trauma informed care. SSA is in the process of providing updated pride training to all 24 local departments via Child Welfare League of America. Revised Date: December 2017

2	Select content and curriculums to be trained on	SSA Resource Home Supervisor Child Welfare Organizational Development & Training Program Manager OHP Program Manager	September 2016	October 2016 Update FY2017: This has been completed and DHS will focus more on trauma. Completed
3	Partner with Maryland Resource Parent Association and Maryland Association of Resources for Families and Youth to facilitate an annual Resource Parent Conference	SSA Resource Home Supervisor SSA Resource Home Policy Analysts	September 2016	November 2016 Update FY2017: 2 resource parent conferences were held this year. SSA plans to involve the State Independent Coordinator to solicit youth participation for the Fall Conference. Revised Date: November 2017
4	Collaborate with Child Welfare Academy to provide supplemental and mandatory training on LGBTQ and Human Trafficking for resource parents and child welfare staff	SSA Resource Home Supervisor OHP Program Manager SSA Resource Home Policy Analysts	June 2016	Ongoing
5	Reach out to LGBTQ task force and communities to talk about recruitment and retention for LGBTQ resource parents and link to local activists and groups.	SSA Resource Home Staff	August 2016	Ongoing
Strategy 3: Host annual Resource Parent appreciation events.				

#	Action step	Person or people responsible	Start date	Complete date
1	Put together a coordination team	SSA Resource Home Supervisor	March 2016	April 2016 Update FY2017: Completed
2	Procure budget appropriations	SSA Resource Home Supervisor	March 2016	April 2016

Strategy 4: Promote permanency and placement stability through Family Involvement Meetings & Family Finding Practices

#	Action step	Person or people responsible	Start date	Complete date
1	Assess the current resource parent pool for potential kinship providers and/or prospective adoptive homes to develop concurrent planning families.	LDSS Resource Home Caseworker SSA Resource Home Supervisor	June 2016	August 2016 Update FY2017: SSA is assessing and monitoring to ensure compliance. Revised Date: Ongoing
2	Meet with FCP Oversight Committee to discuss on training opportunities on partnerships with foster parents, birth parents, agency staff, service providers.	SSA Resource Home Supervisor SSA Resource Home Policy Analysts SSA OHP Supervisor	June 2016	December 2016 Update FY2017: SSA has merged committees and this is being addressed in the Oversight Steering Committee Revised Date: Ongoing

3	Hold quarterly facilitated discussions with Family Finders and FIM Trainers	SSA OHP Policy Analyst	June 2016	December 2016 Update FY2017: The Family Finders meet quarterly and we have a SSA Adoption Team member who is now facilitating the meetings. The Family Finding policy is in the process of being re-written. Date for Revision of Family Finding Policy: August 2017
Goal # 4: Increase number of resource homes by 20% to reflect the demographics of children entering foster care.		Objective: Build positive perception of foster care.		
Strategy 1: Public Awareness Campaign				
#	Action step	Person or people responsible	Start date	Complete date
1	Gather demographic data of youth in care and their communities of origin.	LDSS Resource Home Caseworker SSA Resource Home Supervisor SSA Resource Home Policy Analysts	July 2016	December 2016 Update FY2017: SSA plans to provide TA on updated data and share with the local departments quarterly. Revised Date: Ongoing

2	Attend community events and make presentations in targeted regions.	LDSS Resource Home Caseworker SSA Resource Home Supervisor SSA Resource Home Policy Analysts	July 2016	December 2016 Update FY2017: SSA monitors these events quarterly. Revised Date: Ongoing
3	Broadcast need for foster parents through select newspaper/radio advertising in targeted regions	LDSS Resource Home Caseworker SSA Resource Home Supervisor SSA Resource Home Policy Analysts	July 2016	December 2016 Update FY2017: Several jurisdictions are currently utilizing this recruitment method. SSA plans to provide technical assistance to the local departments around target recruitment efforts. Revised Date: Ongoing

4	Photo list children via adoption exchanges	LDSS Resource Home Caseworker SSA Resource Home Supervisor SSA Resource Home Policy Analysts	July 2016	December 2016 Update FY2017: SSA is in the process of purchasing an Adoption Exchange Association Membership for all 24 local jurisdictions to assist with photo listing and matching of youth Revised Date: August 2017
5	Ensure short film created on the recruitment and retention of older youth is accessible to local departments and used in recruitment of older youth.	SSA Resource Home Staff	July 2016	August 2016 Completed

Strategy 2: Develop public-private partnerships with Child Placement Agencies and groups representative of or that demonstrate the capacity to serve in the communities from which children come.

#	Action step	Person or people responsible	Start date	Complete date
1	Compile list of current CPA providers in targeted communities.	LDSS Resource Home Caseworker SSA Resource Home Supervisor SSA Resource Home Policy Analysts	July 2016	July 2016 Update FY2017: SSA plans to hold its first Provider Strategy Meeting with Private Providers on 06/13/17. Revised Date: Ongoing

2	Place topic on agenda at Mass Director Meeting, Affiliates Meeting, Family Centered Practice Oversight Committee and the Provider's Advisory Council	SSA Resource Home Supervisor	July 2016	September 2016 Update FY2017: SSA communicates the needs of youth at these various meetings. Revised Date: Ongoing
3	Put out an RFP for specialized foster care services SSA has placed an RFP for in-state congregate care.	SSA Contracts Supervisor	TBD	Completed
4	Partner with the Heart Gallery Update: SSA currently has a Heart Gallery opening scheduled for 06/16/16. SSA plans to place a digital display at the Gallery and possibly have the display throughout the year at DHS.		July 2016	Ongoing
5	Seek placements through inter-jurisdictional matching		July 2016	Ongoing