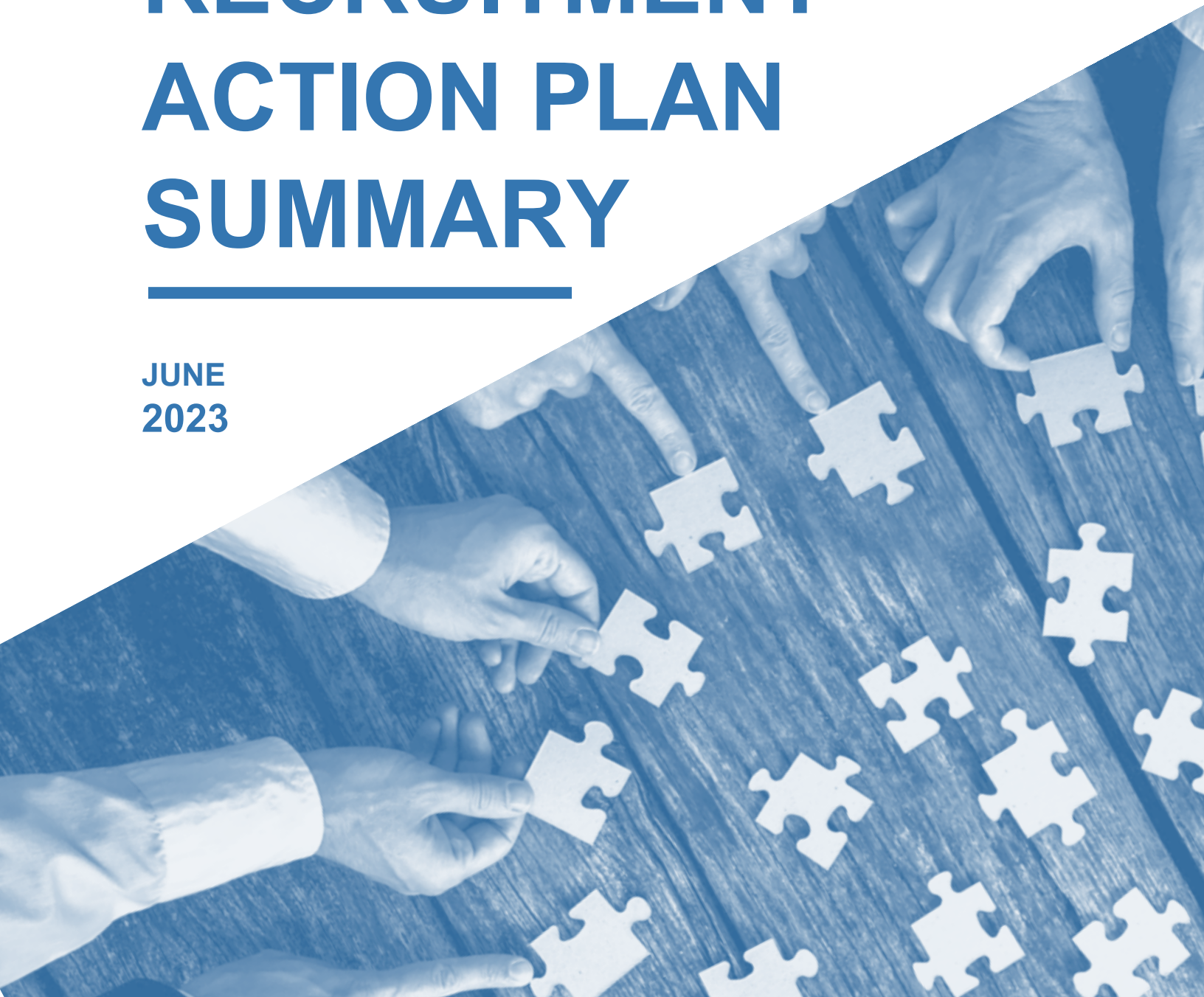


RESOURCE FAMILY RETENTION
RECRUITMENT CHAMPION TEAM

QUARTERLY RETENTION AND RECRUITMENT ACTION PLAN SUMMARY

JUNE
2023



D1 RECRUITMENT & RETENTION SUMMARY



Scott Roen
D1 Resource Family Retention & Recruitment Champion
 scott.h.roen@odhs.oregon.gov

Children Most in Need of Homes are:

- Children and young people expressing trauma-related behaviors
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people. Youth and young people ages 12-17

Resource Families Needed the Most Now/Future:

- Families and individuals to care for children and young people ages 12-17 years old.
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma.
- LGBTQIA2S+ families and individuals.

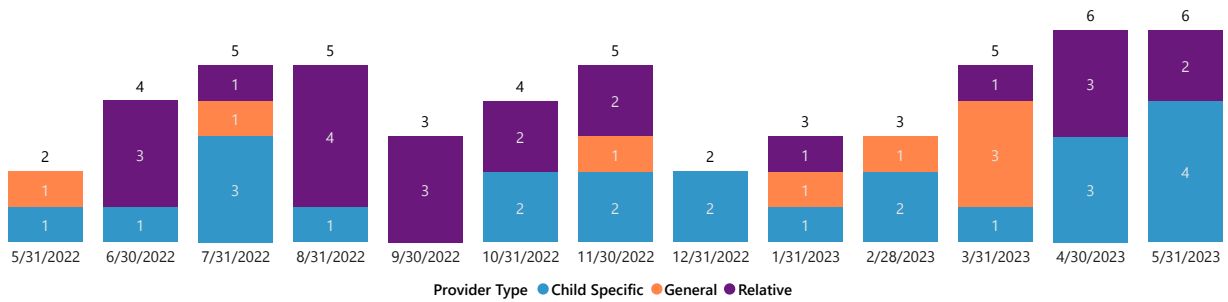
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 1 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Recruit 5 families or individuals who have a willingness to be equipped/trained, or who have an educational/professional background in caring for youth ages 12-17 by September 2023. | On Track | 01/01/23 | 09/29/23 |
| <i>Recruitment Expected Results:</i> • Decrease the number of placement changes for youth in this age group and see a decrease in the number of youth in this age group without placement. | | | |
| Recruitment Strategy #1: Partner with Youth ERA who supports, provides activities, and provides mentors to teens. | On Track | 01/01/23 | 09/29/23 |
| Recruitment Strategy #2: Prepare customizable ODHS recruitment material for teen recruitment. | Complete | 08/01/22 | 04/18/23 |
| Recruitment Strategy #3: Work with the local Every Child affiliate to hold a recruitment event specific to this goal. | On Track | 01/01/23 | 09/29/23 |
| Recruitment Strategy #4: Hold "Lunch and Learn" meetings at local high schools. | Future Task | 09/01/23 | 09/29/23 |
| Recruitment Measurable Goal #2: Recruit 5 families or individuals to care for children and young people with diverse sexual orientations, gender identities and expressions by September 2023. | On Track | 01/01/23 | 09/15/23 |
| <i>Recruitment Expected Results:</i> • Children and youth who enter foster care and who identify with the LGBTQIA2S+ community will have the ability to be matched with a resource home who identifies as LGBTQIA2S+. | | | |
| Recruitment Strategy #1: Partner with the local organizations to provide specific messaging regarding the need of LGBTQIA2S+ homes. | On Track | 01/01/23 | 08/15/23 |
| Recruitment Strategy #2: Work with the local Every Child affiliate to hold specific recruitment events for LGBTQIA2S+ families and individuals. | On Track | 01/01/23 | 09/15/23 |
| Recruitment Strategy #3: Prepare customizable ODHS recruitment material for LGBTQIA2S+ recruitment. | Complete | 08/01/22 | 04/18/23 |
| Recruitment Measurable Goal #3: Recruit 5 families or individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care by September 2023. | On Track | 01/01/23 | 09/29/23 |
| <i>Recruitment Expected Results:</i> • There will be an increase in culturally diverse resource homes which will improve placement matching for children and youth. | On Track | | |
| Recruitment Strategy #1: Build working relationships with diverse community partners throughout the district. | On Track | 01/01/23 | 07/15/23 |
| Recruitment Strategy #2: Work with families that are currently certified in the district. | On Track | 01/01/23 | 08/18/23 |
| Recruitment Strategy #3: Prepare customizable ODHS recruitment materials for families or individuals with diverse racial and cultural backgrounds. | Complete | 08/01/22 | 04/18/23 |

| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 1 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: By December 20, 2023, 90% of all Child Welfare staff in D1 will have received the Resource Family Customer Service Training. | Future Task | 12/20/21 | 12/20/23 |
| <i>Retention Expected Results:</i> • Retention of our resource families. Increased satisfaction of staff and resource families. | | | |
| Retention Strategy #1: Delivery of the training for all D1 staff. TBD | Not Started | 07/03/23 | 12/20/23 |
| Retention Strategy #2: Implementation of success rate measurement | Not Started | 12/20/21 | 07/03/23 |
| Retention Measurable Goal #2: D1 staff will provide an opportunity for Ice Breakers in all cases where it is deemed safe and appropriate by September 2023. | On Track | 12/01/22 | 09/29/23 |
| <i>Retention Expected Results:</i> • Resource parents and biological families will have a stronger support system and feel more connected. • The connection between families will help with the grief and loss associated with removal and reunification of children and youth. | | | |
| Retention Strategy #1: | Complete | 05/22/21 | 06/22/21 |

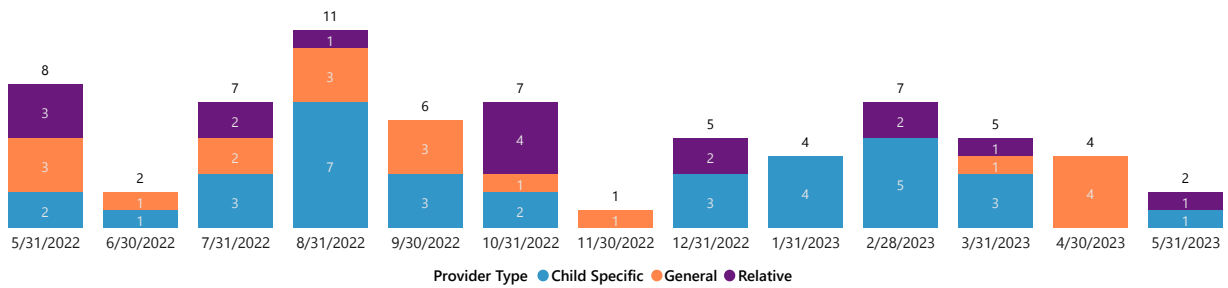
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| Retention Strategy #1: Create the business process guide | | | |
| Retention Strategy #2: Implementation and communication about the business process guide with local management. | Future Task | 02/01/23 | 07/28/23 |
| Retention Strategy #3: Create a tracking log to measure success of the goal. | Future Task | 07/28/23 | 09/29/23 |
| Retention Measurable Goal #3: By August 15, 2023, D1 will have trained all District 1 Child Welfare workers and supervisors in how to complete and track all reimbursements and payments to resource families. | On Track | 05/01/23 | 08/15/23 |
| <i>Retention Expected Results:</i> • Resource families in D1 will receive their reimbursements and payments timely and consistently. | | | |
| Retention Strategy #1: Create a business process guide that shows what reimbursements and payments families receive, who is tasked to complete these requests and what the process is to ensure they are timely and consistent. | On Track | 05/01/23 | 06/15/23 |
| Retention Strategy #2: Prepare the training for all staff and supervisors. | Not Started | 06/15/23 | 08/01/23 |
| Retention Strategy #3: Create a FAQ sheet for workers | Not Started | 08/01/23 | 08/15/23 |

District 01

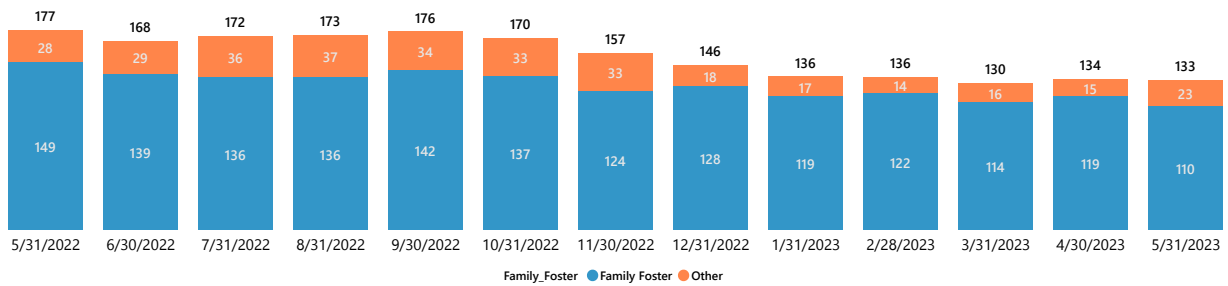
New ODHS Child Welfare Certified Resource Families by month



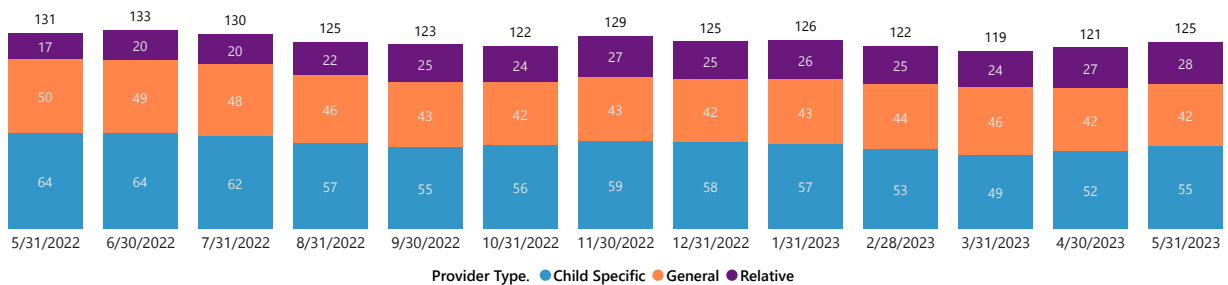
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D2 RECRUITMENT & RETENTION SUMMARY



Lucille Harper

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Monique Woods

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Children Most in Need of Homes are:

- Black children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- Black families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 2 - RECRUITMENT PLAN | On Track | 11/16/22 | 02/29/24 |
| Recruitment Measurable Goal #1: D2 will help develop and facilitate a collaborative targeted recruitment committee that centers the need to recruit providers for teen foster youth who have complex behavioral and/or mental health needs. This committee will include ODHS Champions from D2, D15 and D16, ODHS Resource Developers, members of the Foster Plus Network (GOBHI, Boys and Girls Aid, Connections 365, Family Solutions, Maple Star, Morrison, Oregon Community Programs, The Next Door, Youth Progress, and Youth unlimited), Resource Providers, and community partners. | | | |
| <i>Recruitment Expected Results:</i> | | | |
| <ul style="list-style-type: none"> Increase capacity and people power so actionable marketing and recruitment goals and projects can be accomplished. Resource sharing. Increased inquiries from prospective resource providers who can foster young adults with complex behavioral and/or mental health needs. Community awareness around the specific need to recruit resource providers for older youth. Collaborative and continuous marketing and recruitment campaigns. Increased collaboration between ODHS and the Foster Plus Network. Create an educational campaign to increase awareness regarding the different foster care options available to help the community navigate which foster care agency best fits their skillset and needs. | | | |
| Recruitment Strategy #1 Create the committee/project plan | Complete | 11/16/22 | 11/16/22 |
| Recruitment Strategy #2: Implementation. | Complete | 11/16/22 | 11/16/23 |
| Recruitment Strategy #3: Evaluation of the committee. | Future Task | 01/31/24 | 02/09/24 |
| Recruitment Strategy #4: Debrief with D2 leadership. | Future Task | 12/11/23 | 01/05/24 |
| Recruitment Measurable Goal #2: Create a recruitment tote for each Branch by the end of June 2023. Totes will provide culturally appropriate and inclusive materials to reflect the diversity of the resource providers that the agency is looking to retain. | On Track | 03/12/23 | 06/30/23 |
| <i>Recruitment Expected Results:</i> | | | |
| <ul style="list-style-type: none"> Increase capacity for agency staff to table at events easily and more frequently. Each Branch will have easy access to recruitment materials. Increases accountability around recruitment items not making it back to the main storage areas. Reduces disorganization of the main storage areas. Totes will be easy to move/carry. Managers can easily check to see if new materials are needed and they will have the ability to order new material for tabling as needed. Culturally specific totes will be customized to support the targeted recruitment of diverse populations. | | | |
| Recruitment Strategy #1: Procurement of materials for distribution | Complete | 03/24/23 | 04/01/23 |
| Recruitment Strategy #2: Ensure the materials are replenished and available. | Complete | 03/24/23 | 04/01/23 |
| Recruitment Measurable Goal #3: Plan and implement a strategic D2 Internal engagement campaign that will support bridgebuilding between service. | On Track | 08/01/23 | 10/10/23 |
| <i>Recruitment Expected Results:</i> | | | |
| <ul style="list-style-type: none"> Bridgebuilding with SS1s, SSAs, CATS and Managers to support future collaborative R&R efforts. Create space to receive feedback from ODHS CW service areas around resource provider R&R. Introduce a new pathway to educate D2 ODHS CW service areas on R&R efforts. Activate and encourage ODHS CW Staff to support R&R efforts. Offers a holistic understanding of R&R needs, gaps, and strengths. | | | |
| Recruitment Strategy #1: Project planning | Future Task | 08/01/23 | 08/15/23 |
| Recruitment Strategy #2: District leadership will reach out to D2 CW program managers to let them know that the D2 Champion will be attending meetings. | On Track | 08/15/23 | 08/31/23 |
| Recruitment Strategy #3: The D2 Champion will attend CW service area meetings. | On Track | 09/01/23 | 09/01/24 |
| Recruitment Strategy #4: The D2 Champion will create a sustainable communication plan to ensure the continued cultivation of relationships across the district. | On Track | 08/15/23 | 08/31/23 |

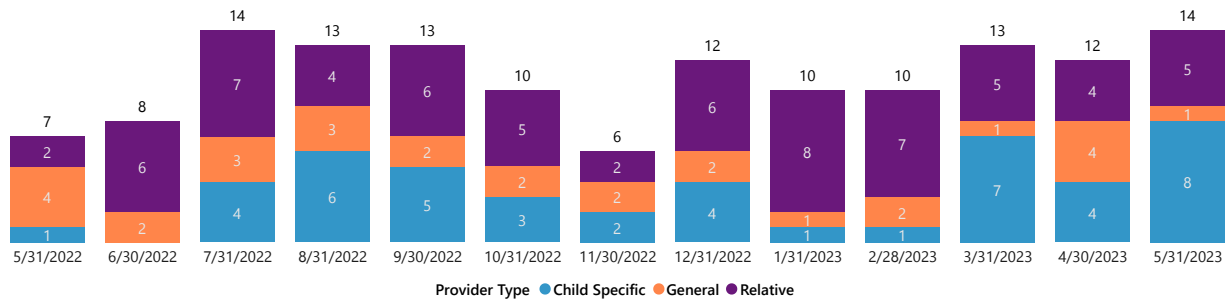
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| Recruitment Measurable Goal #4: D2 will plan and implement a referral incentive program and it will produce 5 new resource homes that are focused on providing care for older foster youth. | On Track | 03/12/23 | 06/15/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Five newly certified resource families interested in caring for foster youth age, 12-20 years old. • Referring resource families will be compensated for the work they often already do, supporting recruitment and engaging new families. • A new potential recruitment strategy that can support focused recruitment efforts in D2. | | | |
| Recruitment Strategy #1: Project Planning. | On Track | 03/17/23 | 05/31/23 |
| Recruitment Strategy #2: District dissemination of the project plan and directions about participating. | Future Task | 03/27/23 | 06/12/23 |
| Recruitment Strategy #3: Launch the project. | Future Task | 03/27/23 | 07/01/23 |
| Recruitment Strategy #4 Monitor the project: | Future Task | 07/01/23 | 06/01/24 |
| Recruitment Strategy #5 Evaluation of the project | Future Task | 02/01/24 | 02/29/24 |
| Recruitment Measurable Goal #5: D2 will have a recruitment workgroup by the end of October 2023. The workgroup will include ODHS CW employees across service areas, community partners, and resource providers. The workgroup will generate a 10% (5 general applicant homes) increase in general applicant and respite inquires. | Future Task | 08/01/23 | 10/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • A formal workgroup comprised of ODHS CW employees across service areas. • People power to lift D2 recruitment goals. • Encourages a cultural shift in D2 by making recruitment a focus in all service areas. • Increased inquiries. • Increased visibility and community engagement. • The workgroup will complete 2-4 recruitment campaigns each year. • The workgroup will maintain/promote the recruitment calendar. • Members of the workgroup will attend or facilitate volunteers to attend community recruitment events. • The Workgroup will support the development of recruitment toolkits for each CW service area in D2. | | | |
| Recruitment Strategy #1: Project Planning. | Future Task | 08/01/23 | 08/31/23 |
| Recruitment Strategy #2: Recruitment. | Future Task | 08/28/23 | 09/29/23 |
| Recruitment Strategy #3: Implementation. | Future Task | 10/01/23 | 10/31/23 |
| Recruitment Strategy #4: Project Monitoring. | Future Task | 11/01/23 | 10/31/24 |
| Recruitment Strategy #5: Evaluation. | Future Task | 11/01/24 | 12/01/24 |

| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 2 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: D2 will have a retention workgroup by the end of October 2023. The workgroup will include ODHS Child Welfare employees across service areas, community partners, and resource providers. The workgroup will strive for membership diversity to ensure plans are made for the successful retention of resource providers of all backgrounds. The workgroups initiatives will result 5% reduction in general applicant closures within the year. | Future Task | 08/01/23 | 12/01/24 |
| <i>Retention Goal #1 Expected Results:</i> <ul style="list-style-type: none"> • Planning and implementation of 2 retention events a year and an appreciation event for May 2024. • Support of the provider pod rollout. • Retention data analysis to better understand retention trends in D2 and project planning to support the findings. • Creating and disseminating a D2 resource provider newsletter. • Increase capacity and people power so actionable retention goals and projects can be accomplished. • Increase collaboration between Child Welfare service areas. • Increased retention and satisfaction of resource providers. • Increased knowledge of services and resources for our resource providers • Increase collaboration between resource providers, community partners, and ODHS staff. • Planning and implementation of a resource provider town hall or other method of getting feedback from providers. • Actualize in person/virtual exit interviews with providers. | | | |
| Retention Strategy #1: Project Planning. | Future Task | 08/01/23 | 08/31/23 |
| Retention Strategy #2: Recruiting committee members | Future Task | 08/28/23 | 09/29/23 |
| Retention Strategy #3: Implementation. | Future Task | 10/01/23 | 10/31/23 |
| Retention Strategy #4: Project Monitoring. | Future Task | 11/01/23 | 10/31/24 |
| Retention Strategy #5: Evaluation. | Future Task | 11/01/24 | 12/01/24 |
| Retention Measurable Goal #2: The inquiry process in D2 will be updated and will align with the statewide business protocols by the end of May 2023. | On Track | 02/01/23 | 05/31/23 |
| <i>Retention Goal #2 Expected Results:</i> <ul style="list-style-type: none"> • Excel formulas will be updated and functioning for easy data pulls and tracking. • Increased accountability and coverage plan. • Added data points (SOGI, Tribal affiliation etc). • Clear timeframes for contact. • Reduced bias in narratives. • Delegated roles/tasks. • Increased focus on customer service. | | | |
| Retention Strategy #1: Review of the current D2 and Statewide process with the D2 RP Training Unit. | Complete | 02/06/23 | 02/10/23 |
| Retention Strategy #2: Modifying the business process. | Complete | 04/07/23 | 04/28/23 |
| Retention Strategy #3: Create a shared email box business guide. | On Track | 02/14/23 | 05/31/23 |
| Retention Strategy #4: Upload and distribute the business protocol and shared email business guide to D2. | On Track | 04/01/23 | 05/31/23 |
| Retention Strategy #5: Work with Central Office to update the inquiry excel document (update formulas, trackers, and data collection points). | Complete | 02/20/23 | 02/20/23 |
| Retention Strategy #6: Add the inquiry excel document to the district Inquiry Log SharePoint page (moving it from the D2 shared file). | Complete | 02/20/23 | 02/20/23 |
| Retention Measurable Goal #3: D2 will develop and implement a culturally specific resource provider pod by the end of 2023. The pod will serve and support black resource providers who reside within the same zip code or neighborhood. ODHS and Every Child will wrap around the pods to offer support and programming that will promote meaningful peer connection and mutual aid amongst the providers in the pod. | Not Started | 10/01/23 | 12/31/24 |
| <i>Retention Goal #3 Expected Results:</i> <ul style="list-style-type: none"> • Quarterly social gatherings facilitated by ODHS and Every Child. • Tangible supports from Every Child. • Organized peer support. • Expansion of the resource provider and foster youths web of support. • Increased satisfaction of resource providers. • Reduce isolation by offering ways to provide meaningful engagement with other resource providers. | | | |
| Retention Strategy #1: Project planning. | Future Task | 10/01/23 | 10/31/23 |
| Retention Strategy #2: Implementation | Future Task | 12/01/23 | 12/31/23 |
| Retention Strategy #3: Monitoring. | Future Task | 12/01/23 | 12/01/24 |
| Retention Strategy #4: Evaluation | Future Task | 12/01/24 | 12/31/24 |

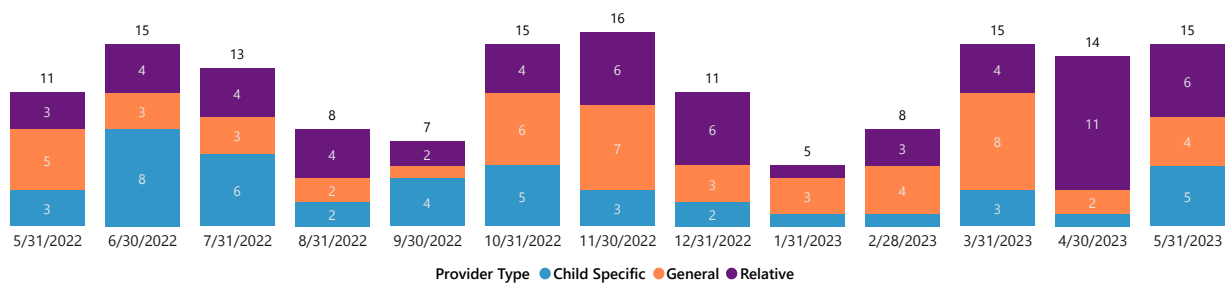
| Retention Measurable Goal #4: D2 will develop and implement a service area specific plan and toolkit for the retention of resource families by May 2024. | Not Started | 12/01/23 | 05/01/24 |
|--|--------------------|-----------------|-----------------|
| <i>Retention Goal #4 Expected Results:</i> <ul style="list-style-type: none"> • Promotes a culture-shift and understanding that retention requires effort and support from all service areas in Child Welfare. • Increase collaboration between Child Welfare service areas. • Increased participation from CW Managers across service areas. • Demonstrates that supporting Resource Providers is a branch priority and each service area is engaging in this effort. • Enhanced customer service for our providers from each service area. • Education and support for managers and their units across service areas. • Increased retention of resource providers. • Tangible items tailored for each service area to support retention efforts. | | | |
| Retention Strategy #1: Project planning. | Future Task | 12/01/23 | 01/31/24 |
| Retention Strategy #2: Create the toolkit. | Future Task | 12/01/23 | 04/30/24 |
| Retention Strategy #3: Implementation. | Future Task | 05/01/24 | 05/31/24 |
| Retention Strategy #4: Monitoring | Future Task | 05/01/24 | 05/31/24 |
| Retention Strategy #4: Evaluation. | Future Task | 05/01/25 | 05/31/25 |
| Retention Measurable Goal #5: D2 will host a resource provider appreciation and awards event in the Summer of 2023. | On Track | 03/01/23 | 06/30/23 |
| <i>Retention Goal #5 Expected Results:</i> <ul style="list-style-type: none"> • An event that serves and celebrates resource providers in Multnomah County. • Providers will get the opportunity to meet community partners to learn about the supports they offer. • Providers will receive awards and acknowledgement for their service. • Promotes a culture-shift and understanding that retention requires effort and support from all service areas in D2. | | | |
| Retention Strategy #1: Support/facilitate/attend the D2 event planning meetings | On Track | 03/06/23 | 06/30/23 |
| Retention Strategy #2: Meet with the D2 training team, the D2 volunteer services unit, and other ODHS staff to create a project plan and to develop a workgroup. | Complete | 03/27/23 | 03/27/23 |
| Retention Strategy #3: Meet with Cassandra from Parks and Rec about securing a space and partnering on this project. | Complete | 03/13/23 | 03/13/23 |
| Retention Strategy #4: Meet with Adam and Ellen from Parks and Rec about securing a space and partnering on this project. | Complete | 03/13/23 | 03/24/23 |
| Retention Strategy #5: Meet with D2s core leadership team to talk about project needs/support. | Off Track | 03/24/23 | 03/24/23 |
| Retention Strategy #6: Meet with Every Child to talk about collaboration/project needs/support. | Complete | 04/04/23 | 05/25/23 |
| Retention Strategy #7: Meet with donor about funding this project. | Complete | 04/03/23 | 04/14/23 |
| Retention Strategy #8: Meet with coloring outside of the lines to ask for support for the kids area of this event. | Complete | 04/03/23 | 04/03/23 |
| Retention Strategy #9: Create media, flyers, and registration. | Complete | 04/18/23 | 05/01/23 |
| Retention Strategy #10: Support getting pizza donors. | On Track | 04/18/23 | 06/25/23 |

District 02

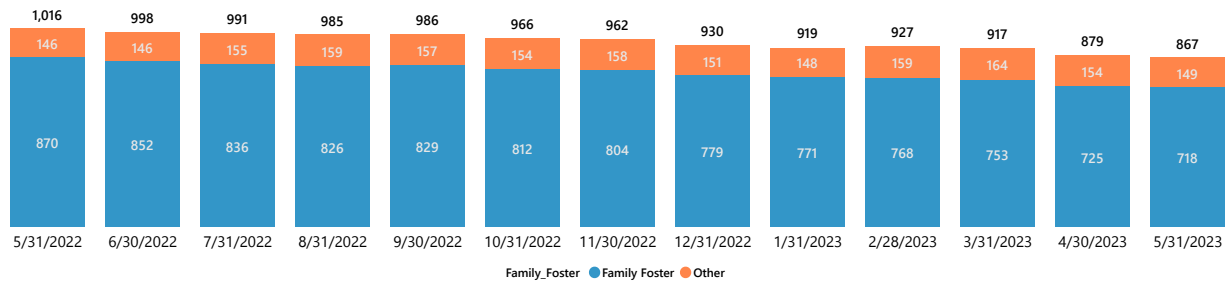
New ODHS Child Welfare Certified Resource Families by month



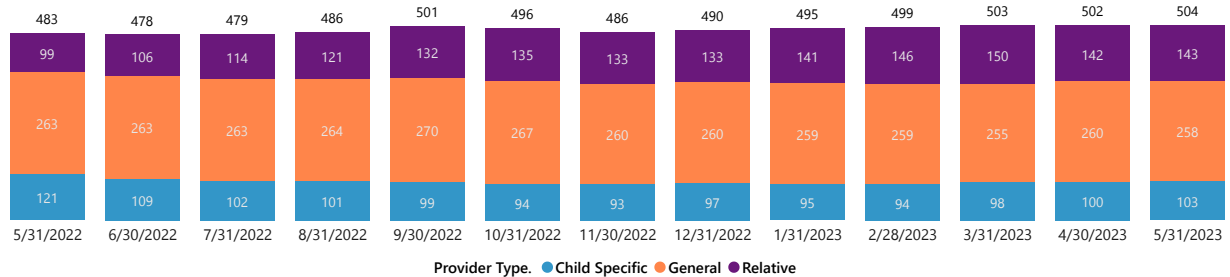
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D3 RECRUITMENT & RETENTION SUMMARY



Joseph Sarkez
D3 Resource Family Retention & Recruitment Champion
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Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people ages 6-18 years old
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people living with a medical condition
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 6-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|--|----------|----------|----------|
| DISTRICT 3 - RECRUITMENT PLAN - MARION COUNTY | | | |
| Recruitment Measurable Goal #1: Recruit and certify 2 resource families that have lived or professional experience caring for children who identify as LGBTQIA2S+, certified between July 2022 and July 2023 | On Track | 03/01/22 | 07/31/23 |
| <i>Recruitment Goal #1 Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions. • Decrease disparity between total number of LGBTQIA2S+ children and youth and number and LGBTQIA2S+ resource families and individuals. • Reduction in placement disruptions or placement in higher level of care • Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Create/ find recruitment materials that target LGBTQ+ resource parents and begin using on our social media pages and news letters etc... | Complete | | |
| Recruitment Strategy #2: Share about the need for LGBTQ+ resource families at all recruitment events/ opportunities | Complete | 08/01/21 | Ongoing |
| Recruitment Strategy #3: Develop or participate in target recruitment events for resource families that have lived or professional experience caring for children who identify as LGBTQ | On Track | 04/01/22 | ongoing |
| Recruitment Measurable Goal #2: Recruit and certify 3 resource families a) with educational background in or b) experience with parenting children and young people expressing trauma-based behaviors, or c) a willingness to be equipped/trained, who will take children and/or young people 6-18+, certified between July 2022 and July 2023 | On Track | 03/01/22 | 07/31/23 |
| <i>Recruitment Goal #2 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | | | |
| Recruitment Strategy #1: Targeted recruitment events or presentations for teens and/or children in care with trauma-based behaviors. | On Track | 12/15/22 | 07/31/23 |
| Recruitment Strategy #2: Create/ find recruitment materials that that target resource parents wanting teens and begin using on our social media pages and news letters etc... | On Track | 03/01/22 | 07/31/23 |
| Recruitment Strategy #3: Working with Foster Plus on joint mailer | Complete | 06/06/22 | 09/01/22 |
| Recruitment Strategy #4: Billboard advertisement focused on older children and siblings. | On Track | 11/01/22 | 04/30/23 |
| Recruitment Measurable Goal #3: Recruit and certify 2 Hispanic/ Latinx and Spanish-speaking families and individuals between July 2022 and July 2023 | On Track | 03/01/22 | 07/31/23 |
| <i>Recruitment Goal #3 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting which reflects more their own identity improving overall wellbeing. | | | |
| Recruitment Strategy #1: Create/ find recruitment materials that target Hispanic and Latino identifying resource parents and begin using on our social media pages and news letters etc... | On Track | 03/01/22 | 07/31/23 |
| Recruitment Strategy #3: Seek out Hispanic/Latino community events that we in Marion can recruit at and setup a booth or table with at least one Spanish speaking individual present. | On Track | 05/01/22 | 07/31/23 |
| Recruitment Strategy #4: Advertisements | On Track | 12/20/22 | 01/31/23 |

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| Recruitment Measurable Goal #4: Recruit and certify # resource families with an educational background in or experience with children and young people living with a medical condition. | Not Started | 01/01/24 | |
| <i>Recruitment Goal #4 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique medical needs. • Better meet a child's wellbeing needs in a resource home. • Help with reunification planning when addressing how to manage needs that children have in this area. | | | |
| Recruitment Strategy #1: Targeted recruitment events | Not Started | | |
| Recruitment Strategy #2: Targeted Recruitment messaging | Not Started | | |
| Recruitment Measurable Goal #5: Recruit and certify # families with educational background in or experience with parenting children and young people experiencing a mental health condition. | Not Started | 01/01/24 | |
| <i>Recruitment Goal #5 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique medical needs. • Better meet a child's wellbeing needs in a resource home. • Help with reunification planning when addressing how to manage needs that children have in this area. | | | |
| Recruitment Strategy #1: Targeted recruitment events | Not Started | | |
| Recruitment Strategy #2: Targeted Recruitment messaging | Not Started | | |
| Recruitment Measurable Goal #6: Recruit and certify at least 2 American Indian /Alaskan Native or tribal families and individuals by December 2024 | On Track | 12/01/22 | 01/01/24 |
| <i>Recruitment Goal #6 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting which reflects more their own identity improving overall wellbeing. | On Track | | |
| Recruitment Strategy #1: create joint community with different American Indian representation along with ODHS. That can identify best recruitment strategies. | On Track | | |
| DISTRICT 3 - RECRUITMENT PLAN - POLK AND YAMHILL COUNTIES | | | |
| Recruitment Measurable Goal #1: Recruit and certify 2 resource families that have lived or professional experience caring for children who identify as LGBTQIA2S+, certified between July 2022 and July 2023 | On Track | 03/01/22 | 07/31/23 |
| <i>Recruitment Goal #1 Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions. . • Decrease disparity between total number of LGBTQIA2S+ children and youth and number and LGBTQIA2S+ resource families and individuals. • Reduction in placement disruptions or placement in higher level of care • Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Create/ find recruitment materials that that target LGBTQ+ resource parents and begin using on our social media pages and news letters etc... | On Track | 04/26/21 | 07/31/23 |
| Recruitment Strategy #2: Share about the need for LGBTQ+ resource families at all recruitment events/ opportunities | On Track | 08/01/21 | 07/31/23 |
| Recruitment Strategy #3: Develop or participate in target recruitment events for LGBTQ+ affirming families | On Track | 10/01/21 | 07/31/23 |
| Recruitment Measurable Goal #2: Recruit and certify 3 resource families a) with educational background in or b) experience with parenting children and young people expressing trauma-based behaviors, or c) a willingness to be equipped/trained, who will take children and/or young people 6-18+, certified between July 2022 and July 2023 | On Track | 03/01/22 | 07/31/23 |
| <i>Recruitment Goal #2 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | | | |
| Recruitment Strategy #1: Targeted recruitment events/ with Every Child. | On Track | 03/01/21 | 07/31/23 |
| Recruitment Strategy #2: Create/ find recruitment materials that that target resource parents wanting teens and begin using on our social media pages and news letters etc... | On Track | 04/01/21 | 07/31/23 |
| Recruitment Strategy #3: Working with Foster Plus on joint mailer | Complete | 06/06/22 | 09/01/22 |
| Recruitment Measurable Goal #3: Recruit and certify 2 Hispanic/ Latinx and Spanish-speaking families and individuals between July 2022 and July 2023 | On Track | 03/01/22 | 11/30/23 |
| <i>Recruitment Goal #3 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting which reflects more their own identity improving overall wellbeing. | | | |
| Recruitment Strategy #1: Create/ find recruitment materials that target Hispanic and Latino identifying resource parents and begin using on our social media pages and news letters etc... | On Track | 03/01/22 | 07/31/23 |
| Recruitment Strategy #2: Create with Every Child a targeted recruitment event within this community and at least partially hosted by people within this community. | Off Track | 06/01/21 | 07/31/23 |
| Recruitment Strategy #3: Seek out Hispanic/Latino community events that D3 can recruit at and setup a booth or table with at least one Spanish speaking individual present. | Future Task | 05/01/23 | 06/30/23 |
| Recruitment Measurable Goal #4: Recruit and certify # resource families with an educational background in or experience with children and young people living with a medical condition and/or experiencing a mental health condition. | Not Started | 01/01/24 | |
| <i>Recruitment Goal #4 Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique medical needs. • Better meet a child's wellbeing needs in a resource home. • Help with reunification planning when addressing how to manage needs that children have in this area. | | | |
| Recruitment Strategy #1: Targeted recruitment events | Not Started | | |

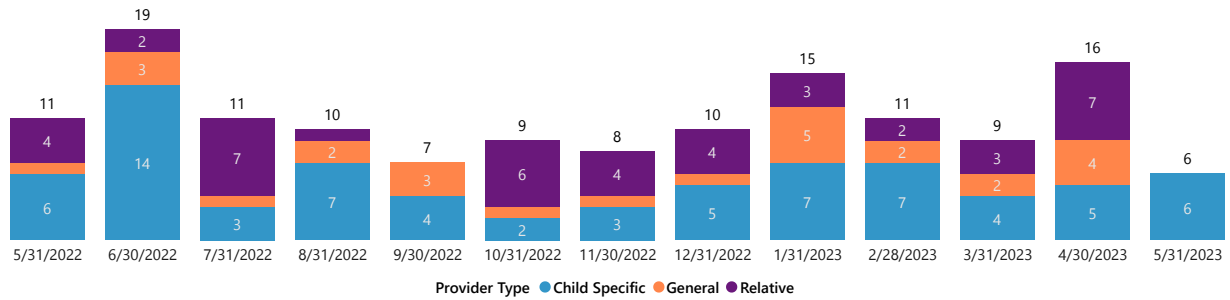
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| Recruitment Strategy #2: Targeted Recruitment messaging | Not Started | | |
| Recruitment Measurable Goal #5: Recruit resource families and individuals to care for sibling groups with varying ages and developmental ranges. | Not Started | 01/01/24 | |
| <i>Recruitment Goal #5 Expected Results: • Identifying families willing and able to take siblings into their homes will help children and youth in care keep connections to their family. It should promote a feeling of more security and support and help reduce trauma they may experience from such a separation.</i> | | | |
| Recruitment Strategy #1: Targeted recruitment events | Not Started | | |
| Recruitment Strategy #2: Targeted Recruitment messaging | Not Started | | |
| Recruitment Measurable Goal #6: Recruit and certify at least 1 American Indian /Alaskan Native or tribal families and individuals by December 2024 | On Track | 12/01/22 | 01/01/24 |
| <i>Recruitment Goal #6 Expected Results: • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting which reflects more their own identity improving overall wellbeing.</i> | On Track | | |
| Recruitment Strategy #1: create joint community with different American Indian representation along with ODHS. That can identify best recruitment strategies. | On Track | | |

| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 3 - RETENTION PLAN - MARION COUNTY | | | |
| Retention Measurable Goal #1: Provide Customer Service Approach Training to all branch Staff by Dec 2022 | On Track | 01/01/22 | 01/01/24 |
| <i>Retention Goal #1 Expected Results: • Increase resource parent retention through practicing the positive customer service approach, which will enhance effective and efficient communication, promote positive interactions, and create a collaborative, respectful and appreciative culture. Communication will be timely. ODHS staff will be encouraging and understanding of our resource parents.</i> | | | |
| Retention Strategy #1: Milestone 1- Create the customer service training | On Track | 01/01/22 | 01/01/24 |
| Retention Measurable Goal #2: Develop Community: Create opportunities for resource families to be connected to case planning and community service providers and allow for opportunities to share and provide input. | On Track | 01/01/21 | 12/31/23 |
| <i>Retention Goal #2 Expected Results: • Resource families should feel a part of a community, which would include CW staff and community service providers. Allowing resource parents to be a part of planning and feeling comfortable with reaching out, knowing they are a part of the team/community.</i> | | | |
| Retention Strategy #1: Check-in guided 180-day survey by certification | On Track | 02/01/23 | 09/01/23 |
| Retention Strategy #2: Newsletter highlighting staff and resource parents. | Future Task | 01/01/24 | |
| Retention Measurable Goal #3: Create a branch wide resource parent retention/engagement model that is shared with the branch. | On Track | 04/01/23 | 06/01/24 |
| <i>Retention Goal #3 Expected Results: Marion County Branch staff will have a resource parent retention/engagement model that will be presented and/or available to them. They will have a clear understanding based on the model as to what their role is in retention and engaging with resource parents, what the expectation are. Resource parents will experience consistency, professionalism, inclusion and support with how child welfare staff interact with them.</i> | | | |
| Retention Strategy #1: Create a retention/engagement model which is shared with the entire branch that outlines how/when interactions should take place with resource parents, whose role is to do what, and what are the general expectations. | On Track | 04/01/23 | 06/01/24 |
| Retention Strategy #2: Trainings | | | |
| Retention Measurable Goal #4: Support resource families in crisis with strategies, resources, services and/or information in a timely way. | On Track | 01/01/23 | 05/31/24 |
| <i>Retention Goal #4 Expected Results: • Resource Families will have more support in times of crisis that will be known and accessible to them</i> | | | |
| Retention Strategy #1: Every child mentorship program for new resource parents to be paired with a mentor who has fostering experience. | On Track | 01/01/23 | 01/01/24 |
| Retention Measurable Goal #5: Improve support for resource parents and children connected to American Indian and or Alaskan Native tribes. | On Track | 12/01/22 | 12/31/23 |
| <i>Retention Goal #5 Expected Results: • Provide opportunities for District 3 child welfare and American Indian and or Alaskan Native tribes to educate and share about each others histories, cultures, policies, procedures and routines to promote understanding between the two on how best to work together to support our resource parents and children in foster care when there is overlap.</i> | | | |
| DISTRICT 3 - RETENTION PLAN - POLK AND YAMHILL COUNTIES | | | |
| Retention Measurable Goal #1: Provide Customer Service Approach Training to all branch Staff | On Track | 01/01/22 | 01/01/24 |
| <i>Retention Goal #1 Expected Results: • Increase resource parent retention through practicing the positive customer service approach, which will enhance effective and efficient communication, promote positive interactions, and create a collaborative, respectful and appreciative culture. • Communication will be timely. • ODHS staff will be encouraging and understanding of our resource parents.</i> | | | |
| Retention Strategy #1: Milestone 1- Create the customer service training | On Track | 01/01/22 | 01/01/24 |
| Retention Measurable Goal #2: Increase and enhance communications methods and strategies between ODHS and Resource Families, | On Track | 01/01/21 | 12/31/23 |
| <i>Retention Goal #2 Expected Results: Resource Families should have consistent avenues of communicating needs, opportunities, and successes at different stages on a child's case. ODHS will have the ability to gather feedback from resource parents to identify the needs that are expressed and form future goals. Caseworkers will be better equipped at knowing what information they can and cannot share with resource families."</i> | | | |
| Retention Strategy #1: Case aid reaching out to resource families (phone,) at initial placement of a child's case and ask specific questions that allow for feedback and to check-in. | On Track | 08/01/21 | 12/31/23 |
| Retention Strategy #2: Resource Parent Listening tour | Complete | 04/12/22 | 08/31/22 |
| Retention Strategy #3: CANS Training for staff, MH providers and resource parents in Polk | | | |
| Retention Measurable Goal #3: Increase opportunities for engagement between bio families and resource families. | On Track | 09/01/21 | 12/31/23 |
| <i>Retention Goal #3 Expected Results: • Resource Families will have more opportunities to engage with bio families as they are comfortable with and make sense. Information</i> | | | |

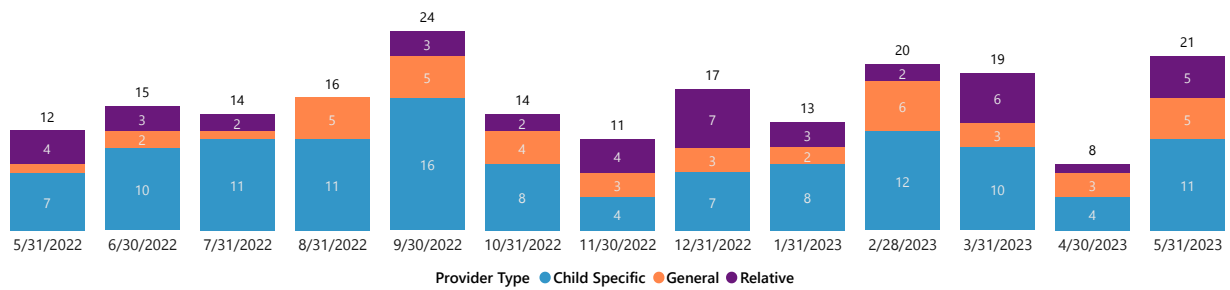
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| <p>will be shared between bio families and resource families that will help with the child's overall wellbeing, help with reunification, placement changes, transitions, and/or other factors that promote positive relationship building amongst all parties.</p> <ul style="list-style-type: none"> • Resource parents will have a better understanding of how to fulfill their role through these opportunities. This should also decrease possible frustration from a resource parent when a child returns home or is transitioned to their home. | | | |
| <p>Retention Strategy #1: CPS/ Perm will identify opportunities that will be presented to the resource parent and bio family for mutual engagement and information sharing when a child is first taken into custody and through reunification. Then decide on what opportunities to pursue and plan on executing.</p> | On Track | 09/01/21 | 06/01/22 |
| <p>Retention Measurable Goal #4: Create supports through trainings, support groups and/or materials for Resource Families with grief and separation when a child leaves their home and other common issues they face.</p> | On Track | 07/01/22 | 12/31/23 |
| <p><i>Retention Goal #4 Expected Results:</i></p> <ul style="list-style-type: none"> • Resource Families will be directed to trainings and/or support groups for guidance on how to cope with grief and loss from when a child leaves their home. These supports will be accessible before, during and after such a separation takes place. These supports will help keep resource parents from being overwhelmed by grief and separation from a child through a better understanding of what they are going through, how common it is, and tools to cope with the feeling of loss; help with transitions that occur due to reunification or placement changes by keeping resource parents in a more positive state of mind and more willing to help with the transition; and be a source of encouragement that should help retain resource parents in our system. | | | |
| <p>Retention Strategy #1: Resource parent mentors and mentees</p> | On Track | 07/01/22 | 12/31/23 |
| <p>Retention Strategy #2: Find and start at least one training/presentation that addresses grief and loss when a child is removed from a resource parent's home. It should address the commonality of the situation, what to expect, and offer coping tools and strategies. Training/ presentation should be available by March 2022</p> | Complete | 08/01/21 | |
| <p>Retention Strategy #3: Resource Parent Listening tour</p> | Complete | | |
| <p>Retention Strategy #4: Provide better communication among staff on when children are moved from a provider home. Develop procedures that outline these steps as well as how a certifier and/or caseworker can reach out and support the resource parent during this time.</p> | On Track | 07/01/22 | 01/01/23 |
| <p>Retention Measurable Goal #5: Better support and response time for resource parents whom are communicating they are having struggles caring for the child(ren) or teen(s) in their home.</p> | On Track | 06/01/22 | 12/31/23 |
| <p><i>Retention Goal #5 Expected Results:</i></p> <ul style="list-style-type: none"> • The result of this goal should help maintain children and teens in their placements and prevent disruption as well as help resource parents feel supported and partnered. CW staff will have a consistent and quick response time to expressed needs by the resource parent. We will also partner with resource parents to go over different options to address the needs in their homes. | | | |
| <p>Retention Strategy #1: Working with Foster Plus</p> | Future Task | 01/01/24 | |
| <p>Retention Strategy #2: Resource Parent Listening tour</p> | On Track | | |
| <p>Retention Strategy #3: Create consistent opportunities for certification and permanency to come together and discuss ways to help support resource parents.</p> | Complete | 08/01/22 | 06/01/23 |
| <p>Retention Measurable Goal #6: Improve support for resource parents and children connected to American Indian and Native Alaskan culture.</p> | On Track | 12/01/22 | 12/31/23 |
| <p><i>Retention Goal #6 Expected Results:</i></p> <ul style="list-style-type: none"> • Provide opportunities for district 3 child welfare and American Indian and or Alaskan Native tribes to educate and share about each others histories, cultures, policies, procedures and routines to promote understanding between the two on how best to work together to support our resource parents and children in foster care when their is overlap. | | | |
| <p>Retention Strategy #1: create joint community with different American Indian representation along with ODHS. That can identify best recruitment strategies.</p> | On Track | | |

District 03

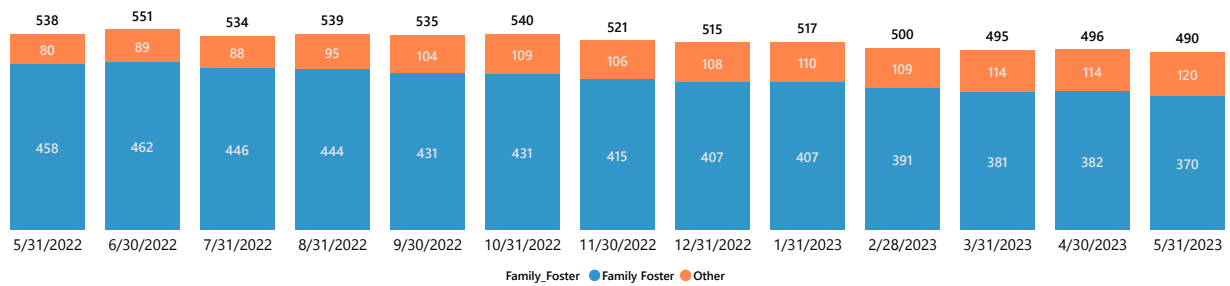
New ODHS Child Welfare Certified Resource Families by month



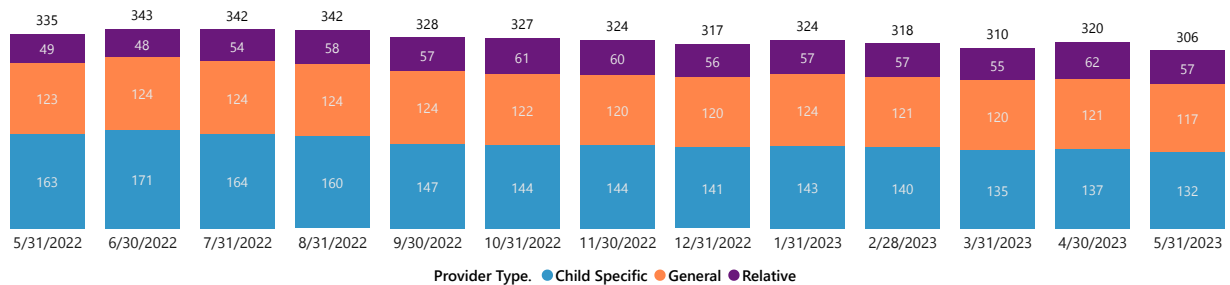
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D4 RECRUITMENT & RETENTION SUMMARY



Benjamin Potter
 D4 Retention & Recruitment Champion
 benjamin.potter@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Black children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families certified to provide respite
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

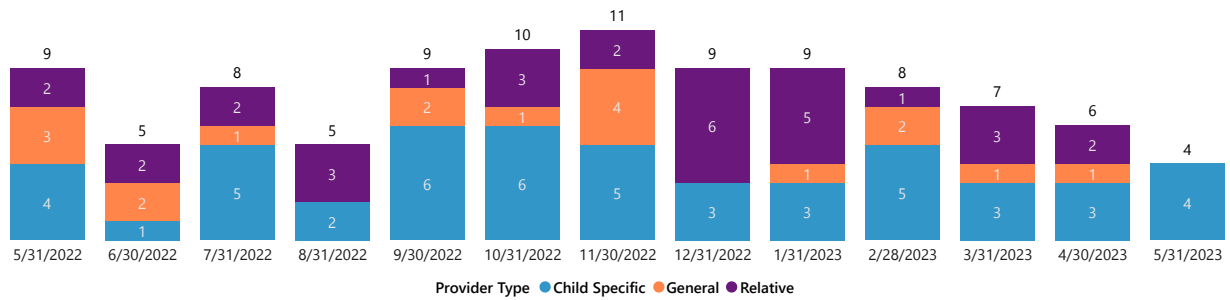
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 4 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Certify another 3 families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by June 2023 | On Track | 08/15/22 | 09/18/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA+ children and youth placed with willing families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA+ children and youth and number of resource families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Collaboration with Community Partners | On Track | 08/15/22 | 09/24/23 |
| Recruitment Measurable Goal #2: Identify and certify 3 families with interest in, passion for, and commitment to caring for youth ages 13-18+yr, by July 2023. | On Track | 03/01/21 | 09/30/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Need for temp lodging would decrease with the increased availability of teen homes and more teens would remain in a home setting. | | | |
| Recruitment Strategy #1: Collaboration with Every Child regarding recruitment ideas for this population. | | | 09/30/23 |
| Recruitment Strategy #2: Preshow advertising at local theaters (Newport and Albany) with targeted focus for teen homes. | Complete | 09/21/22 | 12/08/22 |
| Recruitment Measurable Goal #3: Identify and certify 4 families with interest in, passion for, and commitment to learning about children and youth who experience behavioral challenges/mental health issues, by December 2023. | On Track | 03/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes children and youth would experience. Children would maintain in a family setting and reduce the risk of children and youth being placed in a higher level of care. Reduction in secondary trauma as children and youth experience appropriate interventions related to their unique behavioral/mental health needs. Children stabilized at a younger age, resulting in improved mental health outcomes | | | |
| Recruitment Strategy #1: Collaboration with Every Child regarding recruitment & training ideas for this population. | | 03/01/21 | |
| Recruitment Strategy #2: Collaborate with Educational entities, Mental Health, Developmental Disability programs & services in District 4 | Complete | 03/01/21 | 01/31/24 |
| Recruitment Strategy #3: Hold a recruitment event for those interested in fostering children with mental health or behavioral issues. | Future Task | 03/01/21 | 01/31/24 |
| Recruitment Measurable Goal #4: Work with the tribal community to certify 3 Tribal connected resource families in this District | On Track | 03/01/21 | 03/29/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the ability to maintain the child's relational connections to family, community, school, culture and religion. Increase the number of Native children and youth placed with culturally appropriate families that can provide for their unique needs Decrease secondary trauma | | | |
| Recruitment Strategy #1: Partner with the Siletz tribe to coordinate efforts in recruitment of tribal resource homes. | | | |
| Recruitment Strategy #2: Determine what efforts are appropriate to make on a statewide level. | | | |
| Recruitment Strategy #3: Interview existing Native or ICWA certified resource homes to determine what their experience has been, ideas for recruitment, and how | | | |

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| best to support Native American families. *Should be strategy #1 | | | |
| Recruitment Measurable Goal #5: Certify 3 resource homes that are open to caring for sibling groups of 3+ which are comprised of children/young adults of different ages, development, and/or gender. | Future Task | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decreased sibling separation in placements Reduced trauma, create stability and improved mental health outcomes Reduce the risk of displacement or multiple placements | | | |
| Recruitment Strategy #1: Collaborate with Every Child and other entities to promote/advertise/recruit for this population. | | | |
| Recruitment Strategy #2: Longer Term advertisement for resource families interested in caring for sibling groups. | | | |
| Recruitment Measurable Goal #6: Determine the need for culturally specific homes (including language, ethnicity, geographical area/school) by September 2023, target recruitment in those cultural communities by February 2024, and certify 6 culturally specific homes by September 2024. | On Track | 07/05/22 | 09/29/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the ability to maintain the child's relational connections to family, community, school, culture and religion. Increase the number of children and youth placed with culturally appropriate families that can provide for their unique needs Decrease trauma due to placement outside the child's culture. | | | |
| Recruitment Strategy #1: Seek out quantitative and qualitative information related to the cultural and language of children and young adults in care in Linn, Benton and Lincoln counties. | Complete | | |
| Recruitment Strategy #2: Host a recruitment event emphasizing the importance of cultural connections. (happening 10/7/21) | Complete | | 10/07/21 |
| Recruitment Strategy #3: Run a spanish radio ad to recruit more Hispanic/Latinx and Spanish-speaking resource homes | Complete | 09/15/22 | 02/17/23 |
| Recruitment Measurable Goal #7: Certify new certified respite providers (2 for Lincoln County, 10 for Linn/Benton Counties) by July 2023. | On Track | | 07/31/23 |
| Recruitment Expected Results: Current resource families will have a pool of respite providers to call upon as needed or for receiving regular monthly breaks. With respite being utilized more we will have less resource home burn out, helping us retain home | | | |
| Recruitment Strategy #1: Promote the new program with community groups | | | |
| Recruitment Strategy #2: Add the respite option as an opportunity in the "next steps" inquiry email | Complete | | 05/01/23 |

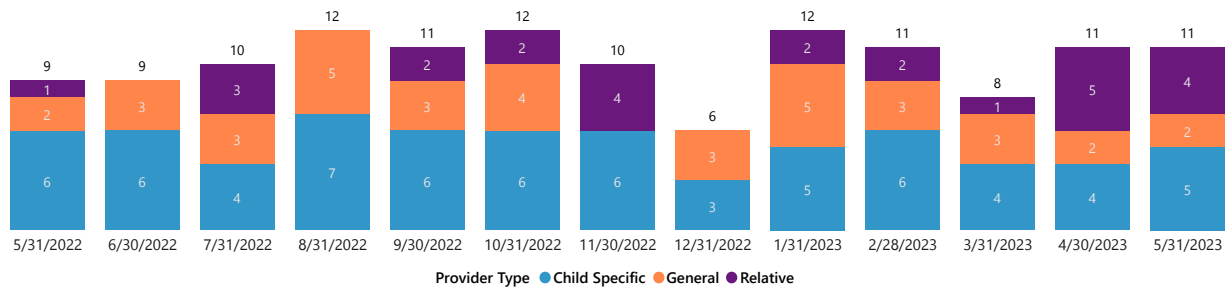
| Primary | Status | Start | Finish |
|---|----------|----------|----------|
| DISTRICT 4 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Caseworkers will have a clear understanding of the importance of (appropriate) communication with Resource Parents during an out of home abuse assessment. Workers will commit to having appropriate contact with families during out of home abuse assessments | On Track | 01/01/23 | 12/30/24 |
| <i>Retention Goal #1 Expected Results:</i> <ul style="list-style-type: none"> Resource Families will feel less isolated during an out of home abuse assessment, including having more understanding of what their certifier and permanency workers are able to talk to them about. Resource families will feel more partnership with ODHS during this difficult time, and will understand the roles of each worker better with increased and clear communication during the assessment. Caseworkers will not hesitate to reach out appropriately during out of home care assessments. | | | |
| Retention Strategy #1: Offer the D4 Out of Home Abuse training in partnership with Katrina Husbands two more times during 2023 and 2024. | | 01/01/23 | 12/30/24 |
| Retention Strategy #2: After an out of home abuse assessment, Benjamin Potter will reach out to the family to ask their experience of the assessment, including confirming what contact was like with Certification and Permanency (to determine if this goal is being met). | | | |
| Retention Strategy #3: Permanency and Certification supervisors will confirm with each of their workers their understanding of what appropriate contact is with resource parents during an out of home abuse assessment, and will ask for a commitment from each worker to reach out appropriately during an out of home abuse assessment. | | | |
| Retention Measurable Goal #2: Resource parents will be contacted via telephone within 24 hours of a new placement 90% of the time. Note: some managers were hoping for more contact than this | On Track | | 12/30/23 |
| <i>Retention Goal #2 Expected Results:</i> <ul style="list-style-type: none"> Resource parents will be able to get immediate support from ODHS after placement, including feeling like a partner, getting questions answered, and having an understanding of timelines and activities. | | | |
| Retention Strategy #1: Program Managers in each branch will determine who will be responsible for making this post-placement call. | | | |
| Retention Strategy #2: A business process guide will be created (and approved) related to this contact. | | | |
| Retention Measurable Goal #3: Complete an 'Elements of a Healthy Resource Parent Community' infographic to serve as a guiding document for retention activities. | On Track | 03/13/23 | 08/31/23 |
| <i>Retention Goal #4 Expected Results:</i> <ul style="list-style-type: none"> Retention efforts will be narrowed down into a concise D4 retention strategy giving us a criteria to prioritize all retention efforts. Retention efforts will be derived from individual branch units, data sourcing, and resource parent feedback giving us strategies that are timely and addressing current need. The guiding document will be widely distributed amongst D4 ODHS offices and community partners helping us to create a resource parent retention culture within our communities and ODHS staff. | | | |
| Retention Strategy #1: Brainstorm ideas on what are the Elements of a Healthy Resource Parent Community . | | | |
| Retention Strategy #2: Gather data to find repeated themes | | | |
| Retention Measurable Goal #4: Develop a statewide training module on providing effective resource parent customer service titled: Getting To Know Our Resource Parents | On Track | 05/05/23 | 08/31/23 |
| <i>Retention Goal #5 Expected Results:</i> <ul style="list-style-type: none"> ODHS - CW employees will gain an understanding of who resource parents are, what resource parents do each day, and build empathy. | | | |
| Retention Strategy #1: Find good video footage of resource parent experiences | | | |
| Retention Strategy #2: Include 2 activities to increase engagement | | | |
| Retention Strategy #3: Create PowerPoint with training notes | | | |

District 04

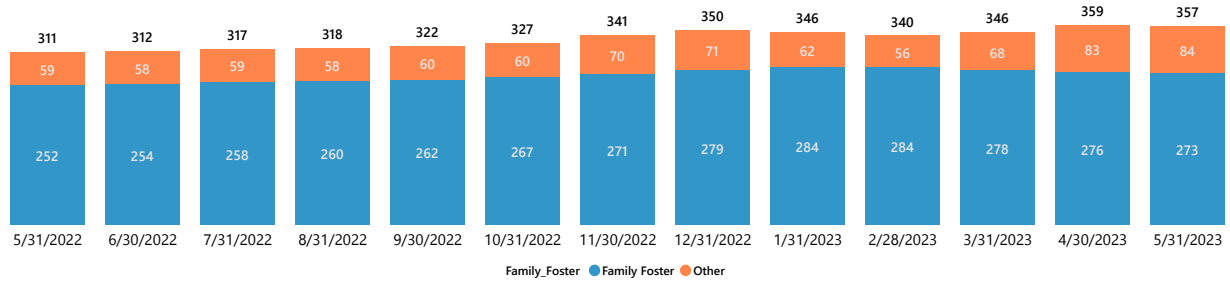
New ODHS Child Welfare Certified Resource Families by month



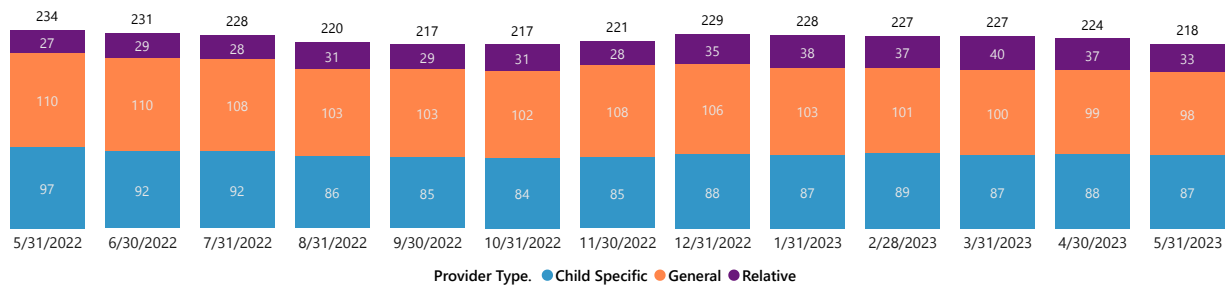
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D5 RECRUITMENT & RETENTION SUMMARY



Brandyn Rice
D5 Resource Family Retention Recruitment Champion
 brandyn.m.rice@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Black children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people transitioning from higher levels of care
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

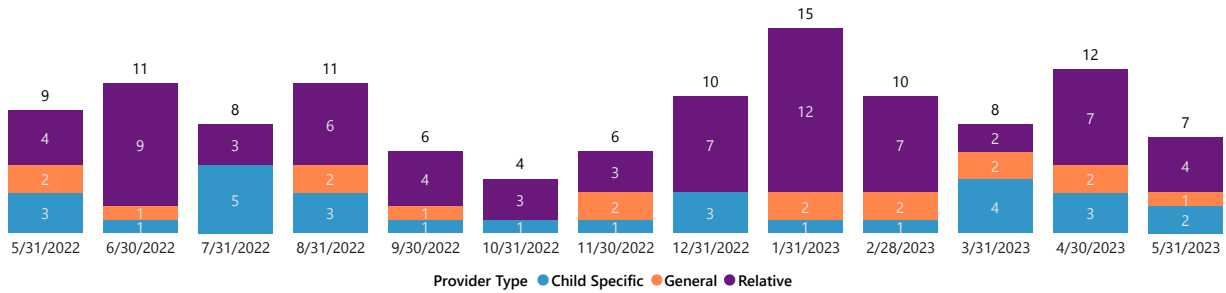
- American Indian/Alaska Native or Tribal families and individuals
- Black families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|---|-------------|-----------|----------|
| D5 RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Increase the diversity of resource homes by 5% by December 2023 | On Track | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ homes, black families and individuals, Spanish speaking homes and American Indian/Native American homes that can provide for childrens specific cultural needs. • Decreased secondary trauma because of appropriate placement matching | | | |
| Recruitment Strategy #1: Recruitment efforts focused on Resource Parents to care for children or youth that identify as LGBTQIA2S+ | On Track | 01/10/23 | 12/30/23 |
| Recruitment Strategy #2: Recruitment efforts focused on Resource Parents who are Spanish speaking or bilingual to best meet the cultural needs of children/youth in care that are Latinx | On Track | 02/01/23 | 12/30/23 |
| Recruitment Strategy #3: Recruitment efforts focused on resource parents who can meet the cultural needs of black children and young people | Future Task | 02/01/23 | 12/30/23 |
| Recruitment Strategy #4: Recruitment efforts focused on Resource Parents who can meet the cultural needs of American Indian and Native American children/youth in care | Future Task | 01/01/23 | 12/30/23 |
| Recruitment Measurable Goal #2: Identify and certify 4 families with experience and/or educational background parenting and supporting youth ages 12-18+yrs. who experience challenging behaviors and/or mental health crisis by October 2023 | On Track | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased number of placement changes a youth might experience • Quicker and more appropriate placement matching for youth in care • Increase the number of youth in a family setting and reduce the risk of being placed in a higher level of care. | | | |
| Recruitment Strategy #1: Partner with local mental health organizations to collaborate in efforts to recruit more homes that are able to care for children with challenging behavioral issues | On Track | 01/21/23 | 06/01/23 |
| Recruitment Strategy #2: Plan Lane county media recruitment | On Track | 02/04/23 | 12/30/23 |
| Recruitment Measurable Goal #3: Increase general recruitment advertising efforts to 2 initiatives per quarter | On Track | | |
| <i>Recruitment Expected Results:</i> Build community awareness about the need for resource homes in Lane County Provide consistency of general community advertising | | | |
| Increase general recruitment advertising efforts to 2 initiatives per quarter | On Track | 03/02/202 | 07/01/23 |
| Recruitment Strategy #2: purchase signage to put up at local events, games or schools | Future Task | 03/01/23 | 12/30/23 |
| Recruitment Measurable Goal #4: Certify 7 resource families in rural communities of District 5 by December 2023 | On Track | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school. • Decrease secondary trauma related to separation from concurrent supports/relationships related to out-of-home care. | | | |
| Recruitment Strategy #1: Assess numbers of kids in care in outlying communities in relation to number of homes in those areas | Future Task | 02/02/23 | 10/01/23 |
| Recruitment Strategy #2: Recruitment event targeting our rural communities | On Track | 01/05/23 | 05/03/23 |

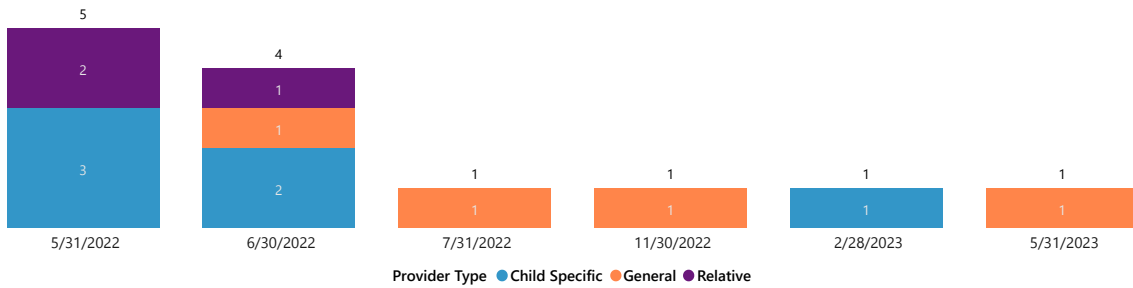
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 5 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Build 5 direct support networks for Resource Families that don't otherwise have strong support systems by June 2023 | On Track | | |
| <i>Retention Expected Results:</i> • Provide resource families with more access to supports that are directly related to the children in their home - | | | |
| Retention Strategy #1: Build support groups for local resource parents | On Track | 01/02/23 | 03/15/23 |
| Retention Strategy #2: Build individual supports around resource homes that need it or request it | On Track | 01/02/23 | 07/31/23 |
| Retention Strategy #3: Build Lane County's resource home mentor program | | | |
| Retention Measurable Goal #2: 85% of all CW staff will complete and apply the Resource Family Customer Service Training - date TBD | Future Task | | |
| <i>Retention Expected Results:</i> • Increase satisfaction of resource parents as well as build communication between staff and resource families. | | | |
| Retention Strategy #1: Offer Customer Service training | Future Task | 01/01/23 | 12/30/23 |
| Retention Strategy #2: customer service topics covered during unit meetings and in professional development discussions | Future Task | 01/02/23 | 12/30/23 |
| Retention Strategy #3: create a customer service 'follow up' protocol. | Future Task | 01/02/23 | 12/30/23 |
| Retention Measurable Goal #3: Reduce number of founded, out of home care assessments by August 2023 | On Track | | |
| <i>Retention Expected Results:</i> • D5 will have less overall out of home care assessments. This will increase retention of homes and provide greater preventative supports | | | |
| Retention Strategy #1: tracking allegation types | Future Task | | |
| Retention Strategy #2: More consistency around implementing placement support plans | | | |
| Retention Strategy #3: assess business protocol on 10 day contact with resource families | Future Task | 02/01/23 | 05/01/23 |
| Retention Measurable Goal #4: Provide regular training opportunities for local resource parents | | | |
| Retention Strategy #1: Create monthly opportunities for training | On Track | | |
| Retention Measurable Goal #5: Increase D5's staff involvement in R&R efforts by 5% by December 2023 | | | |
| <i>Retention Expected Results:</i> • D5 staff will be involved in and updated on R&R efforts. | On Track | | |
| Retention Strategy #1: Create small teams of ODHS staff to help contribute to R&R efforts | On Track | | |

District 05

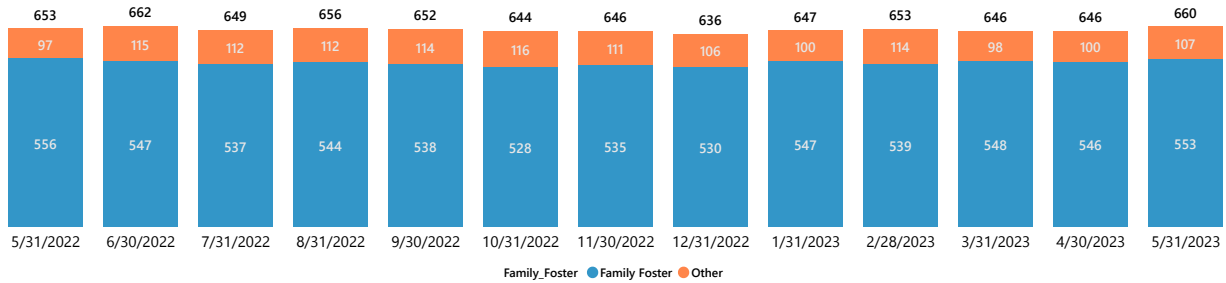
New ODHS Child Welfare Certified Resource Families by month



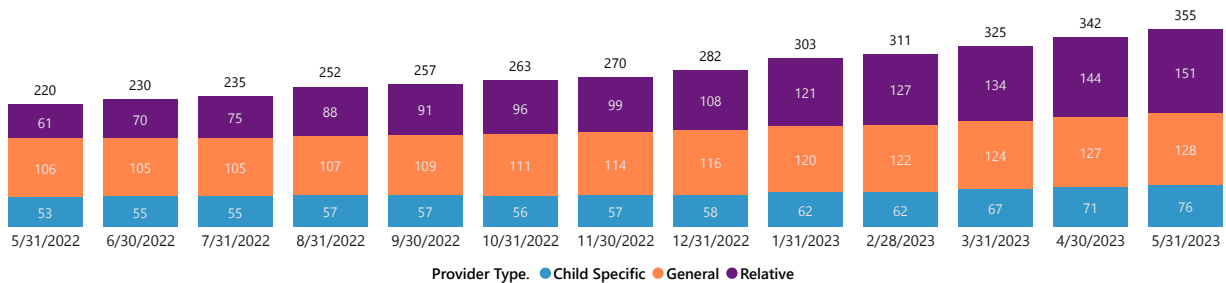
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D6 RECRUITMENT & RETENTION SUMMARY



Myressa Starnes
D6 Resource Family Retention & Recruitment Champion
 myressa.starnes@odhs.oregon.gov

Children Most in Need of Homes are:

- Children and young people ages 8-18
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people transitioning from higher levels of care
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range

Resource Families Needed the Most Now/Future:

- Families and individuals to care for children and young people ages 8-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- LGBTQIA2S+ families and individuals

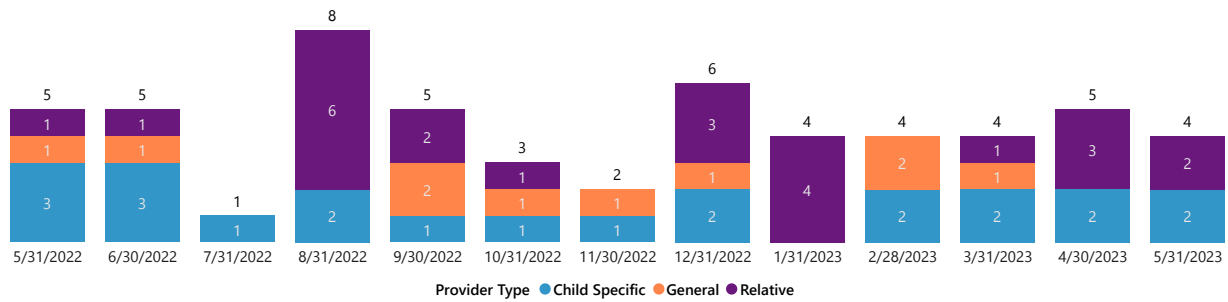
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 6 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Recruit and certify 2 resource families to care for children and young people with diverse sexual orientations, gender identities, and expressions by March 2024. | On Track | 01/04/23 | 03/01/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA2S+ children and youth placed with families that can provide for their unique needs Decrease disparity between total number of LGBTQIA2S+ children and youth and resource families who have experience and/or training to care for children or youth who identify as LGBTQIA2S+ Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Targeted recruitment efforts for LGBTQIA+ Families | On Track | 01/04/23 | 12/31/23 |
| Recruitment Strategy #2: Collect and distribute LGBTQIA2S+ recruitment material | On Track | 05/01/23 | 12/31/23 |
| Recruitment Strategy #4: Share LGBTQIA+ recruitment materials at recruitment events | On Track | 07/01/23 | 12/31/23 |
| Recruitment Measurable Goal #2: Recruit and certify 2 resource families with experience and/or educational background in parenting children with complex behavioral and or mental health needs by March 2024. | On Track | 01/04/23 | 03/01/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | | | |
| Recruitment Strategy #1: Develop partnership with local hospital and other medical facilities | Not Started | 07/01/23 | 03/01/24 |
| Recruitment Strategy #2: Solidify Leadership of Action Team | On Track | 07/01/23 | 11/01/23 |
| Recruitment Strategy #3: Prepare Child Welfare staff and resource parents for recruitment effort | On Track | 01/04/23 | 12/01/23 |
| Recruitment Measurable Goal #3: Recruit and certify 5 resource families/homes for boys and girls ages 9-18 by March 2024 | On Track | 01/04/23 | 03/01/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a child would experience. Decrease the risk for placement in a higher level of care. | | | |
| Recruitment Strategy #1: Solidify leadership of Action Team | On Track | 04/01/23 | 11/01/23 |
| Recruitment Strategy #2: Targeted recruitment campaign | On Track | 01/04/23 | 12/01/23 |
| Recruitment Strategy #4: Disseminate Recruitment material | On Track | 05/01/23 | 12/01/23 |
| Recruitment Measurable Goal #4: Recruit and certify 2 families with educational background in or experience with parenting children with developmental or emotional delays by March 2024 | Not Started | 01/04/23 | 03/01/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the risk for placement in a higher level of care. | | | |
| Recruitment Strategy #1: Solidify leadership of Action Team | On Track | 07/01/23 | 11/01/23 |
| Recruitment Strategy #2: Prepare Child Welfare staff and resource parents for recruitment effort | Not Started | 08/01/23 | 12/01/23 |

| | | | |
|---|-------------|----------|----------|
| Recruitment Measurable Goal #5: Recruit and certify 3 respite providers for children and youth ages 8-18 by January 2024. | On Track | 04/12/23 | 01/01/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased placement disruptions by giving resource parents respite as needed for a minimum 3 days each month or more if requested. • Decreased resource parent burnout and exiting resource families. Increased long-term placement stability. | | | |
| Recruitment Strategy #1: Targeted Recruitment Campaign | Not Started | 08/01/23 | 12/01/23 |
| Recruitment Strategy #2: Meet with partnering organizations and schools to discuss the need for respite and how to get involved. | Future Task | 08/01/23 | 12/01/23 |

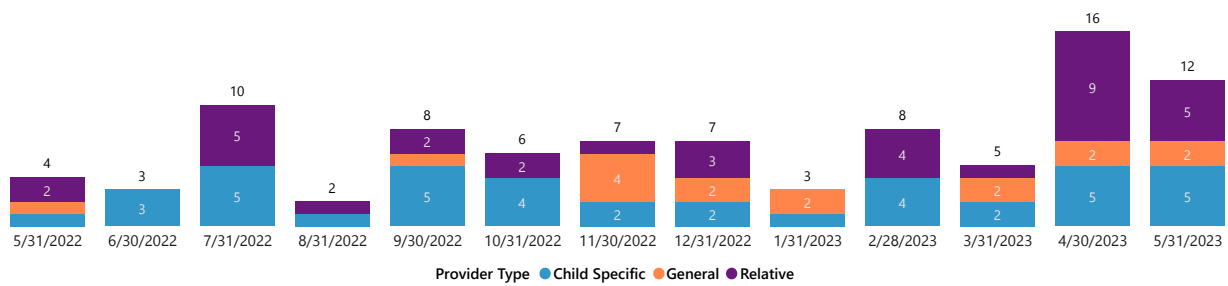
| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 6 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: D6 will increase and enhance communication methods and strategies between ODHS and Resource Families by December 2023 | On Track | 01/04/23 | 12/31/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Reduced placement disruptions • Increased length of foster service • Increased satisfaction as resource parents • More placement options • Improved communication between resource families and ODHS • Resource families will develop trust and confidence in ODHS processes as a direct result of improved communications. | | | |
| Retention Strategy #1: Develop a business process for required communications to resource families | Future Task | 08/01/23 | 12/31/23 |
| Retention Strategy #2: Solicit feedback from unit areas about what is working/not working in transitioning children | Future Task | 08/01/23 | 09/01/23 |
| Retention Strategy #3: Discuss and train employees on business process guide to enhance communication with resource parents . | Future Task | 12/01/23 | 12/31/23 |
| Retention Measurable Goal #2: By June 2024, 80% of all Child Welfare staff in D6 will have received the Resource Family Customer Service Training. | Future Task | 01/01/24 | 06/01/24 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Retention of our resource families • Increased satisfaction of staff and resource families. • Increased communication between Child Welfare staff and resource parents. • Increased resource family engagement during team meetings and decision-making processes. | | | |
| Retention Strategy #1: Champion trained to provide Customer Service Approach Training | Future Task | 11/01/23 | 01/01/24 |
| Retention Strategy #2: Share Training Information to CWP Managers | Future Task | 01/01/24 | 03/01/24 |
| Retention Strategy #3: Promote Customer Service Approach Training to All Staff, offering multiple times to cater to staff schedules | Future Task | 03/01/24 | 06/01/24 |
| Retention Measurable Goal #3: Partner with Every Child and write a grant in D6 to create support services "activities package" to be given to resource families at the time a youth experiencing complex behaviors are placed in their care by March 2024 | On Track | 02/06/23 | 03/01/24 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Fewer placement disruptions • Resource parents feel better equipped to serve the children in their care. • Families will have activities and support for youth requiring increased supervision. | | | |
| Retention Strategy #1: Survey local grants available for support services for teen resource homes | On Track | 04/01/23 | 12/01/23 |
| Retention Strategy #2: Identify community partners that we would be working with for the purchase of support services | At Risk | 04/01/23 | 01/01/24 |
| Retention Strategy #3: Write Grant(s) | Future Task | 01/01/24 | 04/01/24 |
| Retention Strategy #4: Develop business process for how staff will access these support service items through grant funds | Future Task | 01/01/24 | 06/01/24 |
| Retention Measurable Goal #4: Will have increased attendance to monthly resource family support group by 10 participants for 3 consecutive months by July 2023 | On Track | 02/01/23 | 07/31/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Resource families feel more supported in their service to our children in care and feel more connected to one another as well as to ODHS staff and community partners. | | | |
| Retention Strategy #1: Have members from community organizations speak at resource parent support groups with information that may be helpful to resource families and children placed in their homes. | On Track | 02/01/23 | 07/31/23 |
| Retention Strategy #2: Host support group in person and virtually for families in Reedsport who are unable to travel. | On Track | 02/01/23 | 07/31/23 |
| Retention Measurable Goal #5: Create accessible supports for all resource parents experiencing grief and separation when a child leaves there home including mindful and planned child transitions, trainings, support groups, and/or other materials by the end of 2023. | On Track | 03/16/23 | 12/31/23 |
| <i>Retention Goal Expected Results:</i> <ul style="list-style-type: none"> • ODHS will have a process in place for planned transitions for children returning home or moving to another resource family when appropriate to assist families through the grief and separation process and give closure for the child and family. • Trainings and supports will provide guidance for resource families experiencing grief due to child leaving their home and provide useful tools for resource parents to cope through each transition. These services will help retain resource families. | | | |
| Retention Strategy #1: Offer a grief and loss support group facilitated by a licensed therapist with local mental health organization. | Future Task | 08/01/23 | 12/31/23 |
| Retention Strategy #2: Create and implement business process guide for D6 for mindful and planned transitions for children returning home or moving to another resource home. | On Track | 03/20/23 | 12/31/23 |
| Retention Strategy #3: Offer at least 1 in person training and a pre-recorded training option for resource parents that addresses grief and loss when a child leaves a resource home that includes information on the stages of grief, and coping skills to work through each loss. | On Track | 03/20/23 | 08/01/23 |

District 06

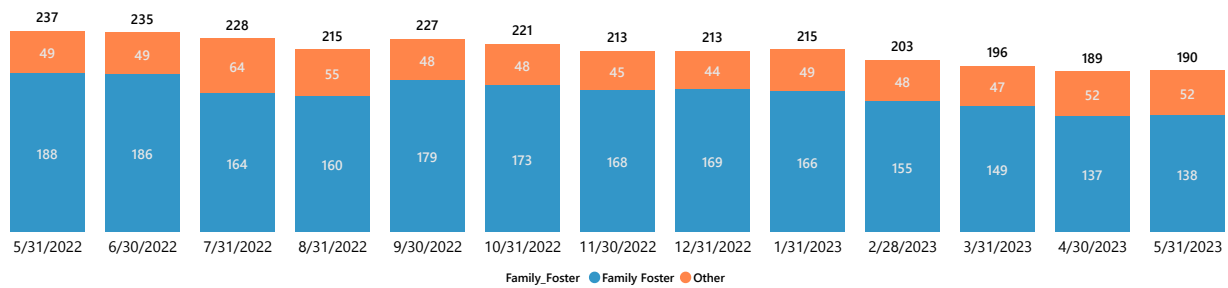
New ODHS Child Welfare Certified Resource Families by month



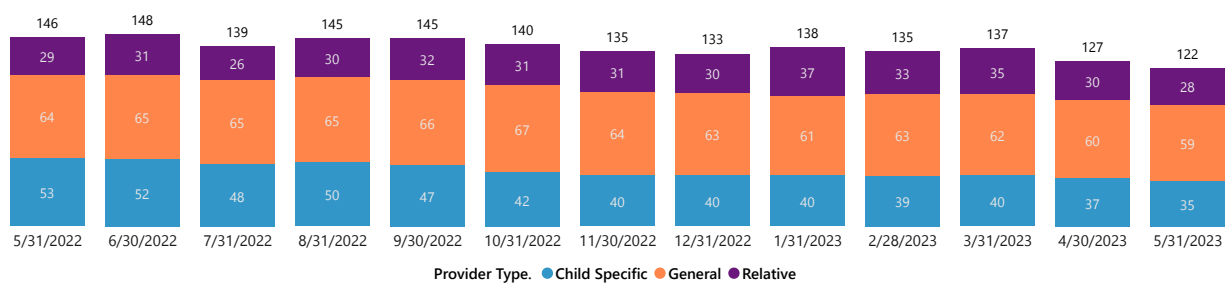
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D7 RECRUITMENT & RETENTION SUMMARY



Bonnie Ell
D7 Resource Family Retention & Recruitment Champion
 bonnie.ell@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people transitioning from high levels of care
- Children and youth residing in rural communities
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|---|----------|-----------------|-----------------|
| DISTRICT 7 (D7)- RECRUITMENT PLAN | | 09/15/22 | 09/15/23 |
| Recruitment Measurable Goal #1: Begin the certification process of 2 new families who have training or lived experience to care for children or young people who identify as LGBTQIA2S+ by Sept. '23 | On Track | 09/15/22 | 09/15/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of families or individuals who have experience and/or training to care for children or young people who identify as LGBTQIA2S+ that can provide for their unique needs Decrease the disparity between total number of children and young people who identify as LGBTQIA2S+ and the number of families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions Reduction in secondary trauma associated with out-of-home care Increased stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Continue/enhance community partner collaboration with groups such as Southern Oregon Coast Pride (SOCP), South Coast Equity Coalition (SCEC), as well as with our Oregon Department of Human Services (ODHS) Pride Employee Resource Group (Pride ERG) in D7 | On Track | 08/15/22 | 08/15/23 |
| Recruitment Strategy #2: Collaborate with Every Child to host Explore Fostering Coffee House events and specifically promote the event to groups who engage with LGBTQIA2S+ families and individuals (through social media groups such as Southern Oregon Coast Pride, South Coast Equity Coalition etc.) | On Track | 08/15/22 | 07/15/23 |
| Recruitment Strategy #3: Deliver new recruitment materials to community businesses, organizations, schools etc and boost new south coast recruitment video on social media | On Track | 08/15/22 | 05/15/23 |
| Recruitment Measurable Goal #2: Begin the certification process of 1 family with experience and/or educational background parenting children ages 13-18+ with mental health/behavioral challenges by Sept. '23 | Complete | 09/15/22 | 09/15/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decreased the number of foster placements a young person would experience Quicker and more appropriate placement matching for young people in care Increase the number of young people in a family setting and reduce the risk of being placed in a higher level of care. | | | |
| Recruitment Strategy #1: Community Partner Collaboration with Foster Coalition of Coos-Curry (FC-3) presentations and lunch 'n learn events, beginning with healthcare organizations and school districts | Complete | 10/15/22 | 08/01/22 |
| Recruitment Strategy #2: Presentation to All Staff Meetings at Middle School and High School in Coos and Curry | On Track | 10/15/22 | 06/15/23 |
| Recruitment Strategy #3: Have a presence at community events | On Track | 07/20/22 | 09/15/23 |
| Recruitment Measurable Goal #3: Begin the certification process of 1 new resource home that is experienced and open to caring for sibling groups of 3+ that may include a range of ages by Sept. '23 | Complete | 09/15/22 | 09/05/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decreased sibling separation in placements Create stability and improved mental health outcomes Decrease in secondary trauma and increased resiliency Reduced risk of displacement or multiple placements | | | |
| Recruitment Strategy #1: Community Partner Collaboration with Foster Coalition presentations and lunch 'n learn events- host at least 15 presentations by Sept. 15, '23. (As of June 1, '23, we have hosted 12 presentations.) | On Track | 10/15/22 | 09/15/23 |
| Recruitment Strategy #2: Have a presence at 12-15 community events and health fairs- 2 x month tabling at farmers markets in Coos Bay and Brookings, Health fairs/Expos at: SWOCC, BHHS, Health & Wellness fairs, Pride in the Park and SOC health fair. As of June 1, '23, we have had a presence at 12 since Sept. '22. | On Track | 09/15/22 | 09/15/23 |
| Recruitment Measurable Goal #4: Begin the certification process of 1 new resource home open to a teen placement by Sept. '23 | Complete | 09/15/22 | 09/15/23 |

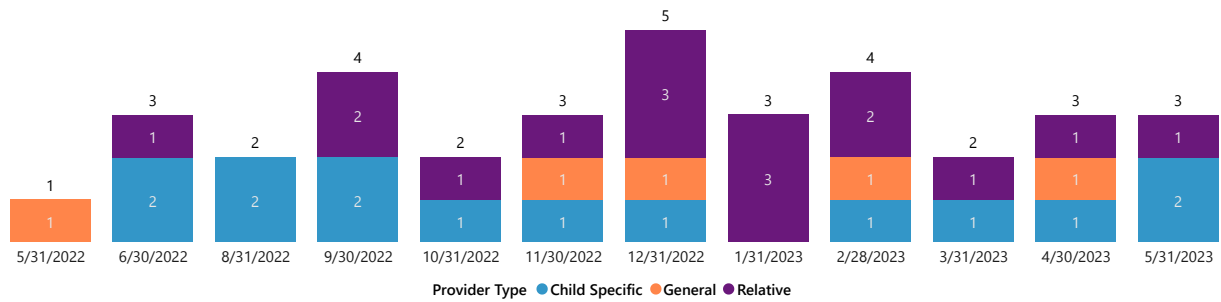
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| Recruitment Expected Results: • Increase the ability to maintain the child's cultural and relational connections to family, community, and school • Decrease secondary trauma related to out-of-home care | | 09/15/22 | 09/15/23 |
| Recruitment Strategy #1: Community Partner Collaboration with Foster Coalition presentations and lunch 'n learn events | On Track | 10/15/22 | 09/15/23 |
| Recruitment Strategy #2: Partner with the FC-3 to host presentations and/or share bulletin inserts at 5-7 communities of faith (Champion is partnering with Every Child on this at the Brookings Church of the Nazarene, First Presbyterian, First Baptist in Gold Beach, Hauser Community Church in Coos and has reached out to a few other communities of faith in D7.) | On Track | 10/15/22 | 09/15/23 |
| Recruitment Measurable Goal #5: Work with Tribal communities in D7 (Coquille Indian Tribe, CTCLUSI, Cow Creek, Tolowa Dee-ni' Nation (Tolowa), etc) to begin the certification process of 1 new Tribal Resource home by Sept. 15 '23 | Complete | 09/15/22 | 07/12/23 |
| Recruitment Expected Results: • Increase the ability to maintain the child's relational connections to family, community, and school, religion, and culture • Increased number of Tribal children and young people placed with culturally appropriate families that can provide for their unique needs. • Improved family outcomes due to the collaboration of culturally specific resources. | | | |
| Recruitment Strategy #1: Continue to cultivate/build upon relationships within the Tribal community and ICWA partners (D7 Champion, PM and ICWA Case Worker attended the luncheon at the CTCLUSI community center during the ICWA conference, and also attended the southern region ICWA bi-annual meeting to develop relationships. Champion also met with Tribal leaders from Tolowa- summer of '22 to learn more about their Tribal history and discuss the need for more local and culturally appropriate Resource homes.) | On Track | 09/15/22 | 09/15/23 |
| Recruitment Strategy #2: Host informational booths at events hosted by the Tribes (Coquille Indian Tribe, CTCLUSI and Tolowa) and/or submit monthly entries to the various Tribal newsletters. D7 ICWA Case Manager and Champion have discussed this opportunity with the Tribes mentioned above and are waiting for them to identify upcoming event opportunities. We will begin submitting monthly newsletter updates beginning July 1, '23. | On Track | 11/15/22 | 07/01/23 |
| Recruitment Strategy #3: Share new Tribal recruitment materials with community partners and Tribal partners | Complete | 05/01/23 | 09/15/23 |
| Recruitment Measurable Goal #6: Begin the certification process of 1 new resource home to care for infants, toddlers or elementary aged child by Sept. 15, '23 | Complete | 09/15/22 | 09/15/23 |
| Recruitment Expected Results: • Quicker and more appropriate placement matching for young children • Increase the ability to maintain the young person's relational connections to family, community, and school • Help ensure providers are waiting for strategic placements that will be the best fit for the provider and child to help decrease secondary trauma and promote increased resiliency | | | |
| Recruitment Strategy #1: Be a guest presenter at civic clubs and business connection groups like the Rotary, MOPS, Bay Area Chamber of Commerce, etc. | On Track | 09/15/22 | 09/15/23 |
| Recruitment Strategy #2: Have a presence at 12-15 community events and health fairs- 2 x month tabling at farmers markets in Coos Bay and Brookings, Health fairs/Expos at: SWOCC, BHHS, Health & Wellness fairs, Pride in the Park and SOC health fair. As of June 1, '23, we have had a presence at 12 since Sept. '22. | Complete | 08/15/22 | 09/15/23 |
| Recruitment Strategy #3: Community Partner Collaboration with Foster Coalition presentations and lunch 'n learn events (host at least 15 presentations by Sept. 15, '23. As of June 1, '23, we have hosted 12 presentations- at some of our largest D7 employers- healthcare organizations and school districts.) | On Track | 10/15/22 | 09/15/23 |
| Recruitment Strategy #4: Post new recruitment materials in the community and boost new south coast recruitment video on social media by 9/15/23 (signage posting challenge implemented with D7 Child Welfare staff and new certified respite program boosts on social media begin 9/6/23) | On Track | | |
| Recruitment Measurable Goal #7: Certify 1 new resource home to care for a Middle School aged child by Sept. '23 | Complete | 09/15/22 | 09/15/23 |
| Recruitment Expected Results: • Quicker and more appropriate placement matching for young people • Increase the ability to maintain the young person's relational connections to family, community, and school • Help ensure providers are waiting for strategic placements that will be the best fit for the provider and young person to help decrease secondary trauma and promote increased resiliency | | | |
| Recruitment Strategy #1: Presentation to community partners (As of June 1, '23, we have hosted 12 presentations- at some of our largest D7 employers- healthcare organizations and school districts.) | On Track | 09/15/22 | 09/15/23 |
| Recruitment Strategy #2: Have a presence at 12-15 community events and health fairs- 2 x month tabling at farmers markets in Coos Bay and Brookings, Health fairs/Expos at: SWOCC, BHHS, Health & Wellness fairs, Pride in the Park and SOC health fair. As of June 1, '23, we have had a presence at 12 since Sept. '22. | On Track | 10/15/22 | 09/15/23 |
| Recruitment Measurable Goal #8: Establish relationships with the largest employers in D7 to host lunch 'n learn events in partnership with the FC-3 | Complete | 09/15/22 | 07/15/23 |
| Recruitment Expected Results: • Host monthly lunch 'n learn events and/or presentations throughout Coos and Curry to help recruit needed Resource parents and Respite providers | | | |
| Recruitment Strategy #1: Connect with Healthcare organizations | Complete | 10/15/22 | 09/15/23 |
| Recruitment Strategy #2: Connect with School Districts | Complete | 10/15/22 | 09/15/23 |

| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 7 - RETENTION PLAN | On Track | | |
| Retention Measurable Goal #1: 75% of all District 7 CW Staff will complete and apply the Resource Family/Parent customer Service Training by the assigned date (currently TBD) | Not Started | TBD | TBD |
| Retention Expected Results: • Increased retention and satisfaction of resource parents • Increased staff job satisfaction • Increased communication between staff and resource families and individuals • Better understanding of process and procedures, expectation, by the resource family/parent | | | |
| Retention Strategy #1: Meet with PM to discuss plan for training delivery and timeframe for completion | Future Task | 01/15/23 | 12/15/23 |
| Retention Strategy #2: Implementation of Customer Service Practice | Future Task | 01/15/23 | 12/15/23 |
| Retention Measurable Goal #2: District 7 will have an active Community Action Team (CAT) by Jan. 2022 | Complete | 09/01/20 | 12/15/21 |
| Retention Expected Results: • Enhanced district level community engagement • Shared vision for children/young people and families in the D7 community • Increased collaboration between community partners and ODHS | | | |

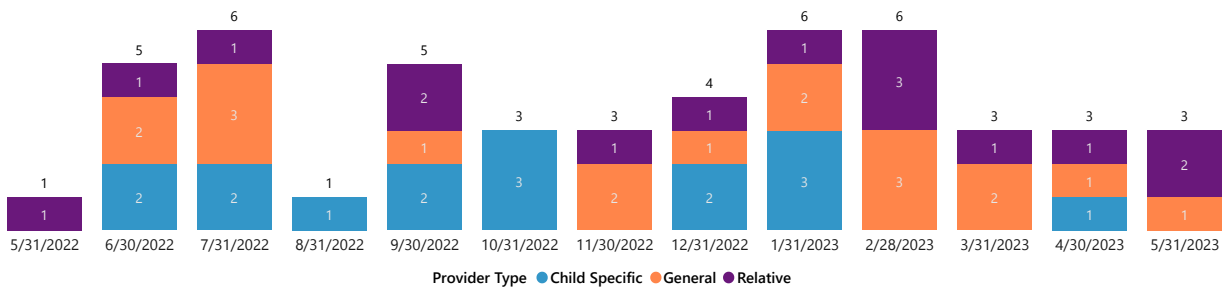
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| Retention Strategy #1: Meet monthly with Foster Coalition of Coos-Curry (FC-3) (hosted by UWSWO) | On Track | 01/10/23 | 12/12/23 |
| Retention Strategy #2: Increase tangible and intangible mutual benefits of collaboration between community partners | On Track | 01/10/23 | 12/12/23 |
| Retention Measurable Goal #3: Work in collaboration with Every Child, FC-3 and community partners to launch the new respite program at events by March 15, 2023 and recruit 5 new respite providers by Sept. 15, 2023 | On Track | 01/15/23 | 09/15/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Increased length of fostering for Resource parents • Increased retention of Resource Parents as they will receive extra support in caring for the children in their home and receive a needed break • Increased support for children and young people as they form relationships with safe and caring adults | | | |
| Retention Strategy #1: Work with D7 Certification team to roll out plan for certifying new respite providers | Complete | 01/15/23 | 03/15/23 |
| Retention Strategy #2: Develop Communication Plan to inform resource parents about this resource and benefits | Complete | 03/15/23 | 05/15/23 |
| Retention Measurable Goal #4: D7 will develop and implement a consistent staff-to-resource family/parent communication plan by Aug. 30, 2023 | On Track | 03/15/23 | 08/30/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Improved communication between resource families/parents and ODHS staff • Dissemination of information will be more effective and efficient • Improved communication between ODHS staff and resource families/parents equals improved relationships and retention of resource parents when they feel supported and provided with tools/trainings, information and resources/connection events to help them be successful • Resource families/parents will develop trust and confidence in ODHS processes as a direct result of improved communication | | | |
| Retention Strategy #1: Implement of certification unit goal- provide new placement packets to PS units | Complete | 03/21/23 | 08/30/23 |
| Retention Strategy #2: Champion to connect with D7 Resource Parents monthly via the newsletter | Complete | 03/21/23 | 08/30/23 |
| Retention Measurable Goal #5: D7 will work to increase quarterly participation in the KEEP support group for families/parents with children aged 4-12 in their homes | On Track | 02/01/23 | 08/30/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Resource Parents will feel they have a community of support in the work they are doing • Resource Parents will be equipped with helpful parenting tools • Resource families will be supported in a way that will promote child well-being and prevent placement breakdowns. | | | |
| Retention Strategy #1: Work with Certification team to ensure Resource Parents are being invited to attend the KEEP program | Complete | 02/01/23 | 09/15/23 |
| Retention Strategy #2: Include information about KEEP in the monthly newsletter | Complete | 02/01/23 | 06/30/23 |
| Retention Strategy #3: Work with ODHS KEEP Coordinator to track D7 participation | On Track | 02/01/23 | 09/15/23 |
| Retention Measurable Goal #6: D7 will partner with the FC-3 and Every Child to ensure that Resource Families/Parents are thanked, appreciated and/or invited to connection events quarterly | On Track | 01/15/23 | 12/15/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Help Resource families/parents feel supported and appreciated- leading to decreased rates of closed homes • Greater satisfaction rates • Resource parents expressing acknowledgement of increased customer service | | | |
| Retention Strategy #1: Champion will include event and program updates from Every Child Coos and Curry in the monthly newsletter that is sent out to all Resource Parents | Complete | 01/01/23 | 12/01/23 |
| Retention Strategy #2: Partner with Every Child and the D7 Certification team to ensure Resource Parents receive personalized appreciation notes and/or acknowledgment during Foster Care month and during the holidays | On Track | 03/01/23 | 012/15/23 |
| Retention Strategy #3: Ensure Resource Parents are invited to Foster Parent Night Out (Curry) or are circulated on the Foster Parent Night In (Coos) rotation | Complete | 01/10/23 | 06/15/23 |
| Retention Measurable Goal #7: D7 leadership will partner with the FC-3 to provide Resource Parents with opportunities to gain feedback/input from them at least quarterly through town halls, listening sessions or one on one visits by Sept. 15 '23 | On Track | 03/15/23 | 09/15/23 |
| <i>Retention Goal #10 Expected Results:</i> <ul style="list-style-type: none"> • Help Resource Parents feel heard and valued- reflected in feedback surveys • Implementation of new supports and practices that will aid in the retention of Resource Parents • Help Resource families feel supported and appreciated- leading to decreased rates of closed homes • Greater satisfaction rates • Resource parents expressing acknowledgement of increased customer service | | | |
| Retention Strategy #1: Partner with the FPA and Every Child to host quarterly Town Halls (in person and/or virtual) | | | |
| Retention Strategy #2: Work with the FPA and Every Child to host social hours (information listening sessions) quarterly | | | |
| Retention Measurable Goal #8: D7 will Develop an Internal Child Welfare Resource Parent Retention Workgroup by March '23, which will be informed by Exit Survey Results and input from the FC-3 | Complete | 01/15/23 | 02/21/23 |
| <i>Retention Goal #8 Expected Results:</i> <ul style="list-style-type: none"> • Decreased rates of gen app Resource Parents closing | | | |
| Retention Strategy #1: Ensure a representative from each CW Unit is invited to take part in workgroup | Complete | 1/15/ | 03/15/23 |
| Retention Strategy #2: Ensure family planning meetings include resource and bio families - will help Resource families/parents feel like part of the team to help reunify the children with the first families they are partnering with. | On Track | 1/15/ | 09/15/23 |
| Retention Measurable Goal #9: Establish processes to connect Every Child to new placements to help provide extra layers of support for Resource families through The Neighborhood program , FPNO, Tutoring etc. | Complete | 01/15/23 | 03/01/23 |
| <i>Retention Goal #9 Expected Results:</i> <ul style="list-style-type: none"> • Resource families/parents will feel supported by the community, appreciated for the efforts and will be more likely to remain open for placements. | | | |
| Retention Strategy #1: Contact Every Child upon notification of new placement | | | |
| Retention Strategy #2: Work with Every Child to help ensure resource parents receive an appreciation letter when children leave their home. | | | |
| Retention Measurable Goal #10: Develop Business Process Guide (BPG) for Exit Surveys and use information to inform the efforts of the Retention Workgroup | Complete | 11/01/22 | 12/01/22 |
| <i>Retention Goal #10 Expected Results:</i> <ul style="list-style-type: none"> • To ensure that all exiting resource parents have the opportunity to provide feedback via a survey and that feedback is collected for quality improvement. • Increase Exit Survey response rates in order to create a current and stronger baseline of information to inform the reasons why resource families/parents leave service and to receive feedback about their experience with the agency. | | | |
| Retention Strategy #1: Send Exit Surveys monthly to closed providers | On Track | 11/01/22 | 12/15/23 |

District 07

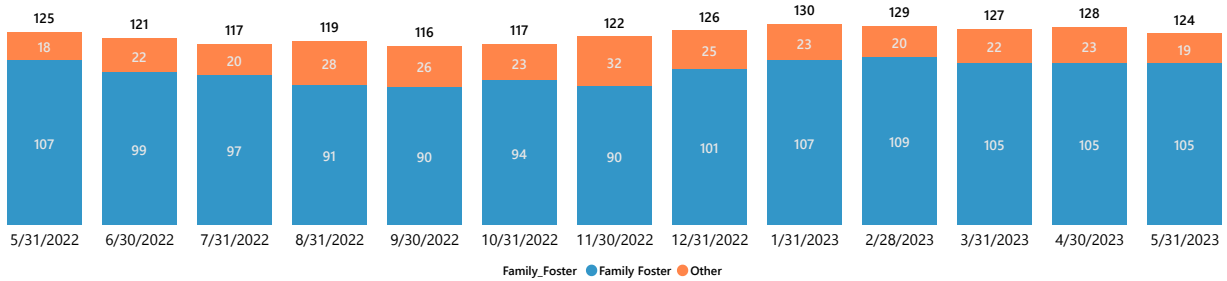
New ODHS Child Welfare Certified Resource Families by month



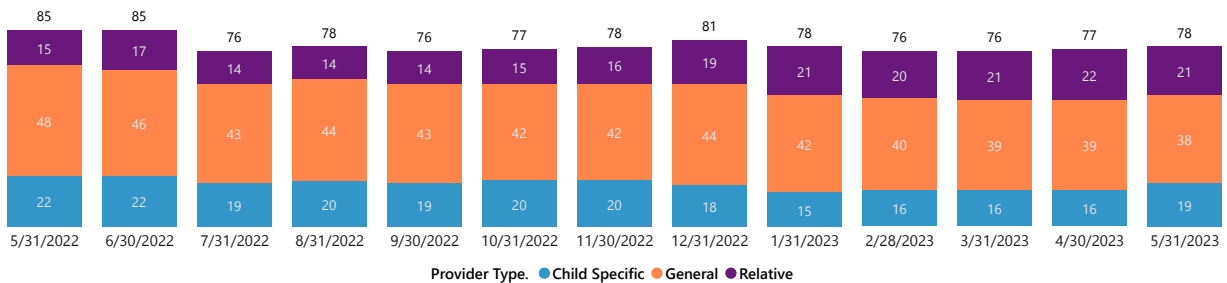
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D8 RECRUITMENT & RETENTION SUMMARY



Duncan Machen
D8 Resource Family Retention & Recruitment Champion
 duncan.machen@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

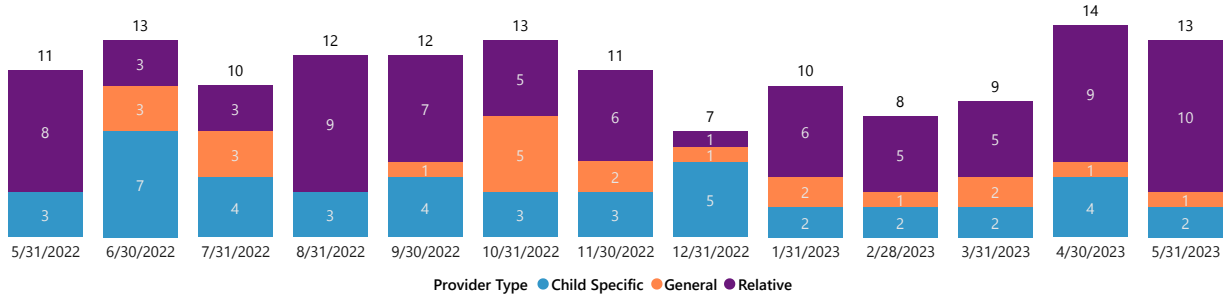
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 8 - RECRUITMENT PLAN | | 03/01/23 | 10/01/23 |
| Recruitment Measurable Goal #1: Certify 7 families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by July 2023 | On Track | 03/01/23 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA2S+ children and youth placed with families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA2S+ children and youth and families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions. Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Community partner collaboration | On Track | | |
| Recruitment Measurable Goal #2: Identify and certify 3 families with experience and or educational background parenting youth ages 13-18+yrs with mental health/behavioral challenges by September 2023 | Future Task | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of placement changes a youth may experience Create stability and improved mental health outcomes Children would maintain in a family setting and reduce the risk of being placed in a higher level of care. | | | |
| Recruitment Strategy #1: Collaboration with Every Child and other community Partners | On Track | | |
| Recruitment Strategy #2: Develop after-hours support line | On Track | | |
| Recruitment Strategy #3: Plan Josephine and Jackson County recruitment events | At Risk | | |
| Recruitment Strategy #4: Implement built-in supports/trainings ahead of time for teen homes | On Track | | |
| Recruitment Measurable Goal #3: Work with the Tribal community to certify 3 American Indian/ Alaska Native or Tribal resource families by Sept 2023 | Future Task | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of Tribal children and youth placed with culturally appropriate families that can provide for their unique needs. Decrease secondary trauma associated with out-of-home care. Increase the ability to maintain the child's relational connections to family, community, school, culture, and religion. | | | |
| Recruitment Strategy #1: Collaborate with Community Partners | Future Task | | |
| Recruitment Strategy #2: Attend Tribal Events to introduce myself | Future Task | | |
| Recruitment Strategy #3: Find opportunities for recruitment booths | Future Task | | |
| Recruitment Measurable Goal #4: Certify 8 resource families that are experienced and open to caring for sibling groups with children of varying ages by July 2023 | On Track | 02/01/23 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decreased sibling separation in placements Reduced risk that a child might experience displacement or multiple placements Decrease secondary trauma experienced due to loss of connection with siblings | | | |
| Recruitment Strategy #1: Outreach to empty nester/families with HS graduates | On Track | | |
| Recruitment Strategy #2: Enhance social media presence | Future Task | | |

| | | | |
|---|-------------|--|--|
| Recruitment Strategy #3: Collaborate with Every Child on outreach efforts. | On Track | | |
| Recruitment Measurable Goal #5: Certify 3 families who do not have children, vulnerable individuals or pets living in the home, who are educated or willing to gain knowledge and skills necessary to parent a child with sexualized and/or assaultive behavior by Oct 2023 | Future Task | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the risk of displacement • Decrease the risk for placement in a higher level of care • Reduction in temporary lodging • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Collaborate with Community Partners | On Track | | |

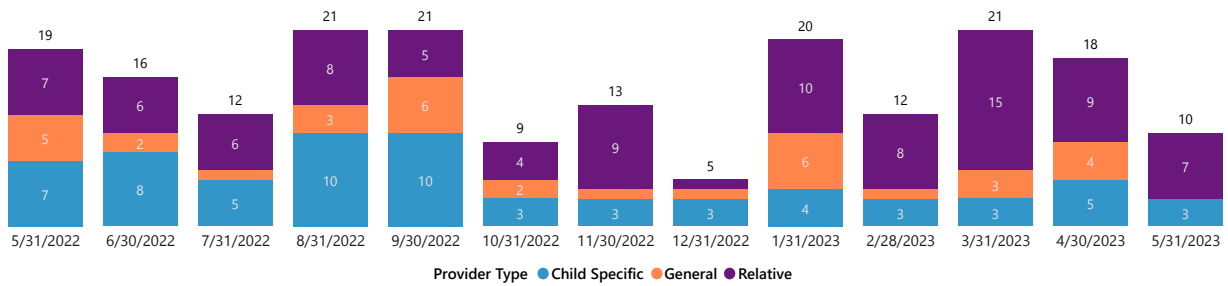
| Primary | Status | Start | Finish |
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| DISTRICT 8 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Schedule a series of resource family focus groups in our district by May 2023 | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Gain a clearer idea of the needs of resource parents in our community | | | |
| Retention Strategy #1: Consistent customer service-based communication/partnership with our resource families | | | |
| Retention Measurable Goal #2: 75% of all District CW staff will complete and apply the Resource Family Customer Service Training by September 2023 | Future Task | | |
| <i>Retention Expected Results:</i> | | | |
| Retention Strategy #1: Consistent customer service-based communication with our resource families | | | |
| Retention Strategy #2: Certification unit to be trained on Permanency Committees to increase understanding of their and the resource families' roles at Permanency Committee | Future Task | | |
| Retention Measurable Goal #3: District 8 will have an active Community Action Team | Complete | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • District 8 will be able to create/connect resource families to needed supports within their communities. • District 8 will be able to analyze feedback from resource parents and create methods/practices to best meet their needs. | Future Task | | |
| Retention Strategy #1: Identify key stakeholders for CAT | On Track | | |
| Retention Strategy #2: Identify culturally appropriate supportive services for our resource families | Future Task | | |
| Retention Measurable Goal #4: District 8 will increase supportive services to resource families | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • District 8 resource families will have an increased satisfaction in the level of support and partnership they have from ODHS. | | | |
| Retention Strategy #1: District 8 will have an active resource parent mentor program | On Track | | |
| Retention Strategy #2: District 8 will mobilize communities to support an Adopt a Family program | On Track | | |
| Retention Strategy #3: District 8 will create/recruit a pool of crisis-based respite families | Future Task | | |
| Retention Strategy #4: District 8 will connect resource families to a 24-hour support line | Future Task | | |

District 08

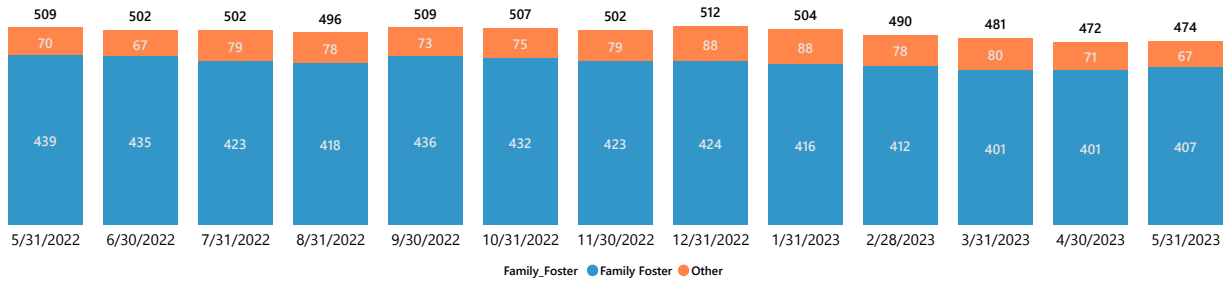
New ODHS Child Welfare Certified Resource Families by month



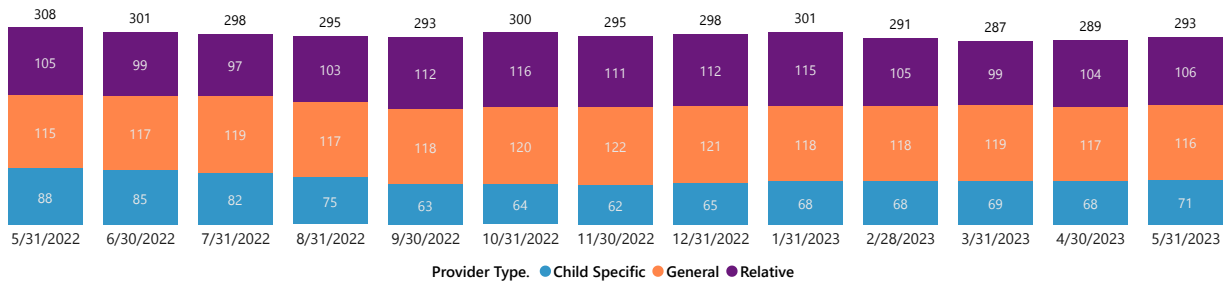
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D9 RECRUITMENT & RETENTION SUMMARY



Karlee Wallace
D9/D12 Resource Family Retention & Recruitment Champion
 karlee.wallace@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

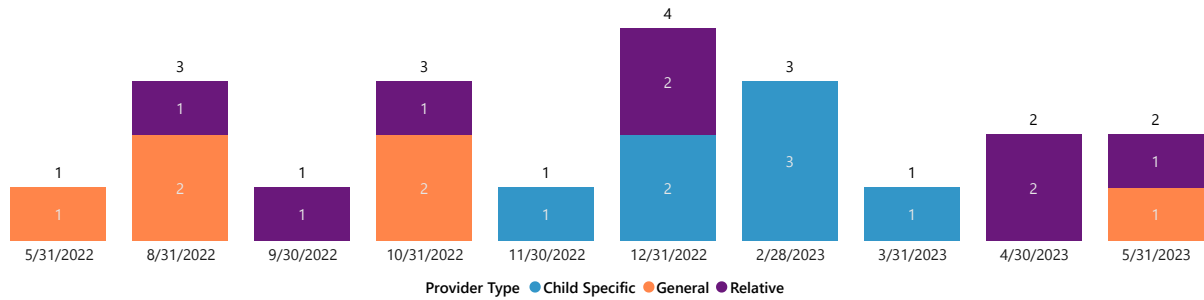
- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 9 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Recruit and certify 1 resource home who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by December 2023 | On Track | 01/03/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA2S+ children and youth placed with affirming families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA2S+ children and youth and number and affirming resource parents Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Reach out to LGBTQIA2S+ groups in the community or groups that support the LGBTQIA2S+ community | On Track | 05/17/23 | 06/25/23 |
| Recruitment Strategy #2: Canvas area's with literature about LGBTQIA2S+ children and the need for more homes. | On Track | 06/01/23 | 06/30/23 |
| Recruitment Measurable Goal #2: Recruit and certify 1 family with educational background in or experience with parenting children ages 7-18+ with behavioral challenges and or mental health needs, or has a willingness to be equipped/trained in caring for these youth by December 2023. | On Track | 01/03/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience. Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | On Track | | |
| Recruitment Strategy #1: Partner with local churches to promote the need for homes for teen children in care | On Track | 02/01/23 | 09/01/23 |
| Recruitment Strategy #2: Contact local schools to promote the need for foster care in the area | On Track | 04/11/23 | 12/31/23 |
| Recruitment Measurable Goal #3: Recruit and certify 1 resource home with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care by December 2023. | On Track | 01/11/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster placement changes a youth would experience cultural differences . Children would maintain in a culturally appropriate. family setting and reduce the risk of youth being placed in a higher level of care. Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | | | |
| Recruitment Strategy #1: Partner with local churches to relay the message of the need | On Track | 02/01/23 | 09/01/23 |
| Recruitment Strategy #2: Create community work group who have an interest in recruiting families in the area. | Future Task | 09/01/23 | 12/31/23 |
| Recruitment Strategy #3: Engage with local tribal groups and Polynesian groups | Future Task | 07/01/23 | 12/31/23 |
| Recruitment Measurable Goal #4: Recruit and certify 1 resource home with the ability to take in sibling groups of children larger than 4 and up to 7 with various ages by December 2023. | On Track | 01/03/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Decrease the number of foster sibling separations that would otherwise be separated if it was too large of a sibling group. Children would remain together in the same home and maintain in a family setting with their siblings. Reduction in secondary trauma as youth experience when separated from their siblings. | | | |
| Recruitment Strategy #1: Partner with local church groups who understand the importance of keeping the children together in the same home. | On Track | 04/19/23 | 09/01/23 |
| Recruitment Strategy #2: Attend local events to promote the need | On Track | 04/22/23 | 12/31/23 |
| Recruitment Measurable Goal #5: Recruit 2 resource homes in Wheeler, Gilliam and Sherman county by December 2023. | On Track | 01/03/23 | 12/31/23 |

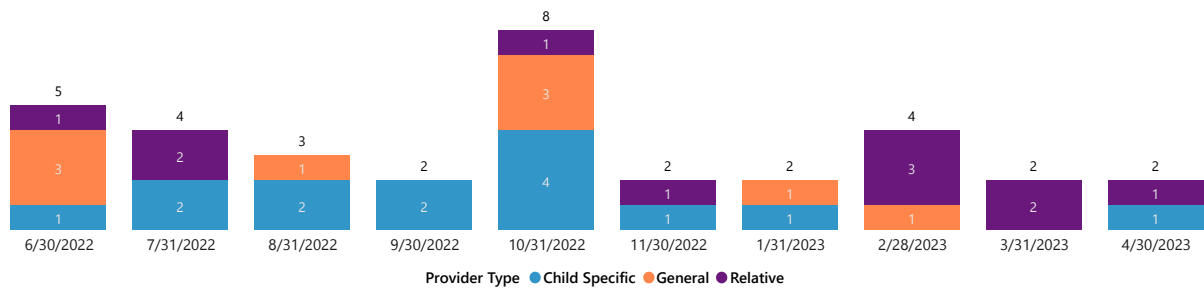
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| Recruitment Expected Results: <ul style="list-style-type: none"> • Increase the number of homes in outlying counties. • Decrease the amount of children having to change schools due to no home being available in the area. | | | |
| Recruitment Strategy #1: Attend community events to promote the need | On Track | 04/17/23 | 12/31/23 |
| Recruitment Strategy #2: Reach out to community connections to become more familiar with the area and for the community to become more aware of staff | On Track | 01/25/23 | 12/31/23 |
| Primary | Status | Start | Finish |
| DISTRICT 9 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Successfully retain 2 child specific and relative certified providers as general certificates rather than closing after first placement by December 2023. | On Track | 01/03/23 | 12/31/23 |
| Retention Expected Results: <ul style="list-style-type: none"> • Increase pool of trained and stable general applicants • Increase retention of the emergency certifications of general applicants. | | | |
| Retention Strategy #1: Increase case worker engagement with resource family. | On Track | 05/20/23 | 12/31/23 |
| Retention Strategy #2: Create resource parent support/networking groups. | Future Task | 07/01/23 | 12/31/23 |
| Retention Strategy #3: Inform resource families about what services and training is available for pain behaviors for the children in the home. | On Track | 01/03/23 | 12/31/23 |
| Retention Strategy #4: Check in with child specific and relative providers within 24 hours of placement. | On Track | 01/03/23 | 12/31/23 |
| Retention Measurable Goal #2: 90% of district staff will complete Customer Service Training within 6 months of the training being available. | Future Task | 09/01/23 | 12/31/23 |
| Retention Expected Results: <ul style="list-style-type: none"> • Increased resource family retention • Increased satisfaction of resource families • Increased staff moral as a result of more stable homes being available thus reducing stress of looking for a home. | | | |
| Retention Strategy #1: Facilitate training to staff as directed by Central office. | Future Task | | |
| Retention Strategy #2: Future Strategy TBD- A designated platform for documenting communication with resource families is determined and utilized by all staff. | | | |
| Retention Strategy #3: Appreciation for resource families will be demonstrated through gifts and events. | | | |
| Retention Measurable Goal #3: Staff will provide an opportunity for ice breakers in all cases where it is deemed safe and appropriate by December 2023. | Off Track | 09/01/21 | 12/31/23 |
| Retention Expected Results: <ul style="list-style-type: none"> • Resource Families will have increased communication with birth families about the child(ren) in their care. • Resource Families will receive information needed to care for child(ren) in their care early in a case. • Relationships with birth families and Resource Families will be improved. | | | |
| Retention Strategy #1: Hire facilitator to oversee implementation and set protocol for icebreakers | Complete | 09/01/21 | 07/01/23 |
| Retention Strategy #2: Develop or use existing protocols for icebreaker | On Track | 12/06/21 | 03/07/22 |
| Retention Strategy #3: Schedule ice breaker to happen within 5 business day of child coming into care. | Future Task | 09/01/23 | 12/31/23 |
| Retention Measurable Goal #4: Beginning November of 2021 30% of all open child care cases will have a transition planning meeting with resource families at the first discussion of a potential move. | Off Track | 11/01/21 | 12/31/23 |
| Retention Expected Results: <ul style="list-style-type: none"> • Resource Families will feel valued and have the opportunity to give input into the transition plan for the child. • Communication with the Resource Families will be improved and Families will understand the plan and timeline for the child. • Resource Families will be better equipped and supported by ODHS staff to assist in preparing the children/ youth for transitions. • Children/ youth will have more positive experiences, be better supported and secondary trauma will be decreased. | | | |
| Retention Strategy #1: Facilitate transition meeting. | Future Task | 09/01/23 | 12/31/23 |
| Retention Strategy #2: Follow up with resource home within 5 business days. | Future Task | 09/06/23 | 12/31/23 |
| Retention Measurable Goal #5: Increase local supports for resource parents by December 2023 | On Track | 01/03/23 | 12/31/23 |
| Retention Expected Results: <ul style="list-style-type: none"> • To create a larger pool of local community supports that would be able to support the children in care and resource families. • Decrease resource family frustration with child behaviors in the home. • Decrease child relocations from home to home. • Increase resource parent experience with children in care. | | | |
| Retention Strategy #1: Determine what community partners are in the area. Create a list of providers D9 already has a partnership with | On Track | 01/03/23 | 09/01/23 |
| Retention Strategy #2: Create community action team | Future Task | | |
| Retention Strategy #3: Create a list of resource providers and supports in the area | Future Task | | |

District 09

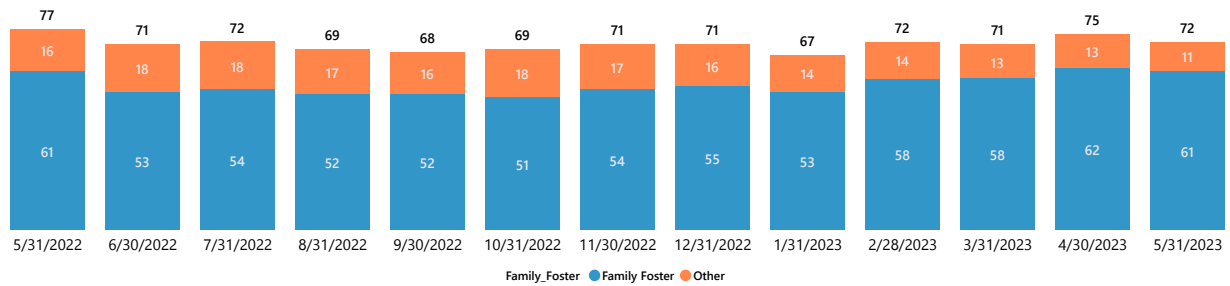
New ODHS Child Welfare Certified Resource Families by month



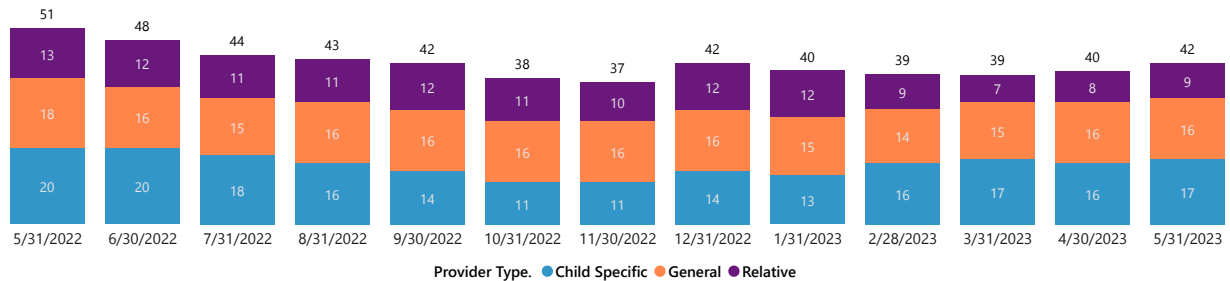
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D10 RECRUITMENT & RETENTION SUMMARY

Position is in transition

Children Most in Need of Homes are:

- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

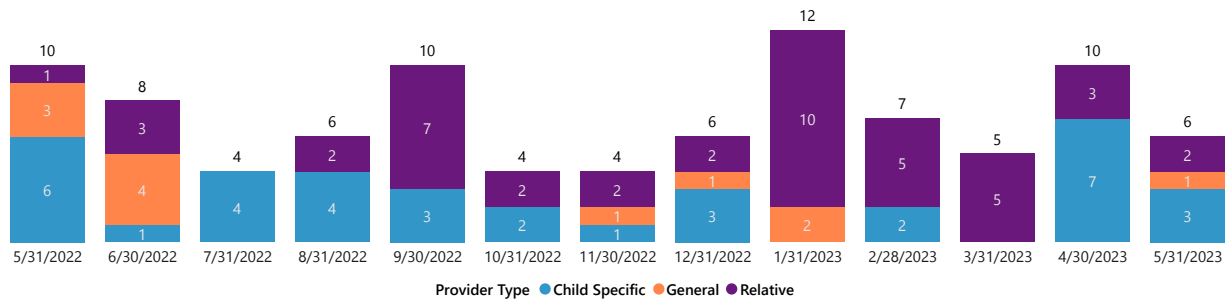
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 10 - RECRUITMENT PLAN | | 03/01/21 | 03/30/21 |
| Recruitment Measurable Goal #1: Certify 2 families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ June 2022 | Complete | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions. • Reduction in placement disruptions or placement in higher level of care • Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Community Partner Collaboration | On Track | 03/20/21 | 09/30/22 |
| Recruitment Strategy #2: Faith community connections | | | |
| Recruitment Measurable Goal #2: Certify 3 general resource homes in rural Jefferson County by June 2022. | Complete | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the general resource homes in Jefferson County from 0 to 3. • Allow for increased local placement of Jefferson county children who come into care. • Increase ability to maintain child's relational connections to family, community and school. • Decrease secondary trauma related to out of home care. | | | |
| Recruitment Strategy #1: Collaboration with Every Child | On Track | | |
| Recruitment Strategy #2: Presence at Jefferson County Faith Based Network (JCOFBN) Meetings | On Track | | |
| Recruitment Strategy #3: Plan Jefferson County recruitment event | Future Task | | 08/05/21 |
| Recruitment Strategy #4: Support Jefferson County applicants through the training and application process | On Track | | |
| Recruitment Measurable Goal #3: Identify and certify 2 Hispanic/ Latinx identifying general resource families by August 2022. | On Track | 01/01/21 | 08/31/22 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Enhanced placement matching to culturally responsive homes for Latino/ Hispanic children and youth. • An increase in general resource families who identify as Hispanic/ Latino. • A reduction in disparity between the total number of Hispanic/ Latino children and number of culturally appropriate resource parents. | | | |
| Recruitment Strategy #1: Work with Every Child Board of Directors to plan targeted outreach | On Track | 07/13/21 | 12/31/21 |
| Recruitment Strategy #2: Translate recruitment materials into Spanish | Future Task | | |
| Recruitment Strategy #3: Create connections with Latino organizations and faith-based networks | On Track | | |
| Recruitment Strategy #4: Radio PSAs | Complete | | |
| Recruitment Measurable Goal #4: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+yrs. who experience challenging behaviors and/or mental health crisis, by January 2022. | On Track | 01/01/21 | 03/31/22 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Quicker and more appropriate placement matching for adolescents in care. • Decrease the number of foster placements a youth would experience. • Increase the number of youth in a family setting and reduce the risk of being placed in a higher level of care. | | | |
| Recruitment Strategy #1: Teen Provider Recruitment Video | Complete | | |
| Recruitment Strategy #2: Recruitment Roundtable collaboration | On Track | 11/01/21 | |
| Recruitment Strategy #3: Local High School collaboration | On Track | 05/01/22 | |
| Recruitment Measurable Goal #5: Certify 1 resource home that is experienced and open to caring for sibling groups of 3 or more, representing a range of ages/gender by June 2022. | Not Started | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decreased sibling separation in placements. • Decrease in secondary trauma experienced in out of home care. • Create stability and improved mental health outcomes. • Reduced risk of displacement or multiple placements. | | | |

| | | | |
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| Recruitment Strategy #1: Targeted outreach | | | |
| Recruitment Strategy #2: Recruitment collaboration with Every Child | | | |
| Recruitment Strategy #3: Prepare Child Welfare staff and foster parents for recruitment effort | | | |
| Recruitment Strategy #4: Disseminate Recruitment material | | | |

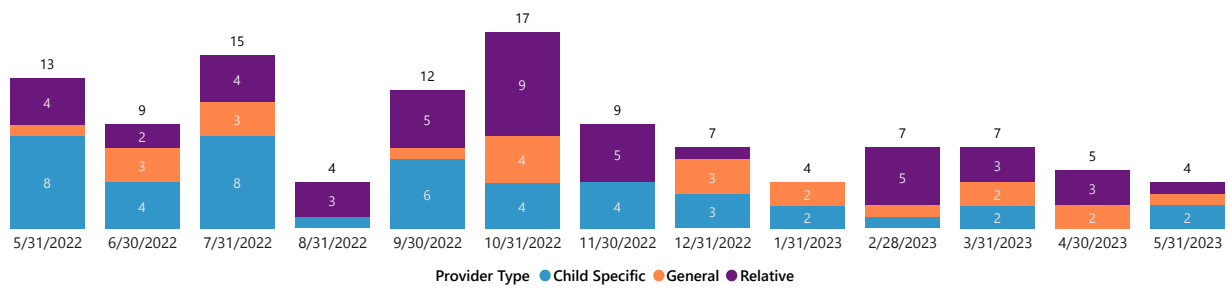
| Primary | Status | Start | Finish |
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| DISTRICT 10- RETENTION PLAN | | | |
| Retention Measurable Goal #2: 100% of cases will be assessed as appropriate for birth parent and resource parent icebreakers and 50% of cases will have icebreakers scheduled within 7 days of placement by July 2022. | Off Track | | 07/01/22 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Increased communication and trust between resource families and families of origin Improvements in child(ren) receiving adequate supports, medical care, connection to culture etc. Better cooperation with case plan and improved outcomes for reunification. Reduction in staff time dedicated to managing communication between parties. | | | |
| Retention Strategy #1: Create a planning committee | Complete | 07/01/21 | 08/20/21 |
| Retention Strategy #2: Convene a Focus group for feedback and work with management to finalize model | Complete | | 09/16/21 |
| Retention Strategy #3: Protocol revision & Business Process Guide Creation | Complete | 10/01/21 | |
| Retention Strategy #4: Implementation | Complete | | |
| Retention Strategy #5: Evaluation and tracking | Future Task | | |
| Retention Measurable Goal #3: A new monthly proactive/ preventative case consultations will be initiated by Champion and Community Development Coordinators to support caseworkers and certifiers in resource home/ placement challenges by February 2022. | Not Started | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Increased placement stabilization and decreased placement uncertainty due to "blowing out" of resource homes. Improved certifier and caseworker collaboration on resource family support and satisfaction. Improved internal communication regarding resource family and children's needs. | | | |
| Retention Strategy #1: Design and plan for consultations. | | 08/01/21 | 09/01/21 |
| Retention Strategy #2: Create Business Process Guide and related materials | Future Task | | |
| Retention Strategy #3: Track data | | 09/01/21 | |
| Retention Strategy #4: Implementation | | | |
| Retention Strategy #5: Build Google site to include resource family resources | | | |
| Retention Strategy #6: Evaluation | | | |
| Retention Measurable Goal #4: 75% of all District CW staff will complete and apply the Resource Family Customer Service Training by Jan 2022. | Future Task | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Increased retention and satisfaction of resource parents Increased communication and mutual respect between staff and resource families Resource families will have a better understanding of policies, procedures, and expectations of agency | | | |
| Retention Strategy #1: Delivery of Training (TBD) | | 10/01/21 | 11/01/21 |
| Retention Strategy #2: Creation of email feedback inbox | | 10/01/21 | |
| Retention Strategy #3: Evaluation and Share out | | | |
| Retention Measurable Goal #5: PS caseworkers will call resource families to check in about behaviors, appointments or provide other updates within one week of placement for 80% cases by November 2021. | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Improve resource family preparedness and support early on in placements. Increase retention and customer satisfaction of resource families. | | | |
| Retention Strategy #1: Update removal protocol | Complete | 09/01/21 | 09/01/21 |
| Retention Strategy #2: Share training and expectation with workers | On Track | 09/01/21 | 11/01/21 |
| Retention Strategy #3: Tracking | On Track | | |
| Retention Strategy #4: Evaluation of check-in calls | | | |
| Retention Measurable Goal #6: ODHS and community partners will develop a new after-hours support program for resource families. | Future Task | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Improved resource parent support Increased placement success and stability | | | |
| Retention Strategy #1: Facilitate a subgroup of the Collaborative Youth Alliance System of Care focused on the development of supports for resource families. | On Track | | |
| Retention Strategy #2: Create and facilitate resource family focus group | | | |
| Retention Strategy #3: Analyze findings | | | |
| Retention Strategy #4: Implement findings into Central Oregon response program | | | |

District 10

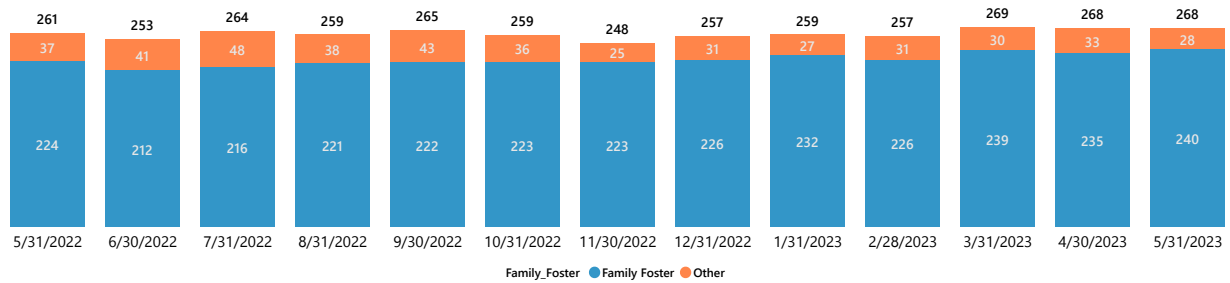
New ODHS Child Welfare Certified Resource Families by month



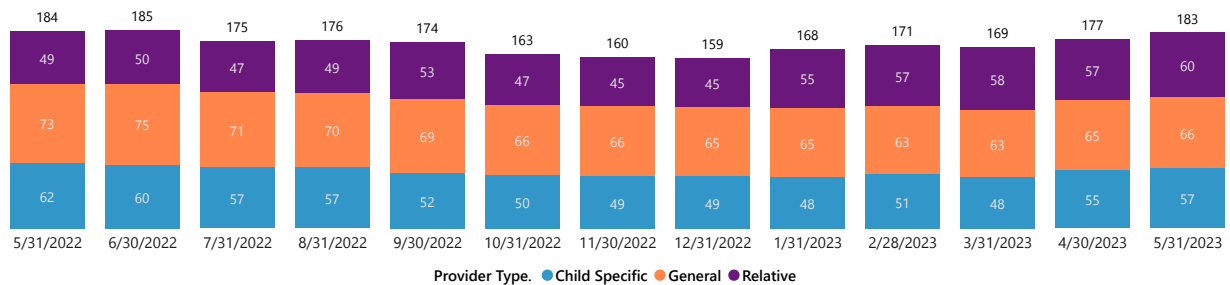
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D11 RECRUITMENT & RETENTION SUMMARY



BRIDGET KING
 D11 Resource Family Retention Recruitment Champion
 bridget.king@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people living with a medical condition
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- Children and young people with sexualized and assaultive behaviors
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma

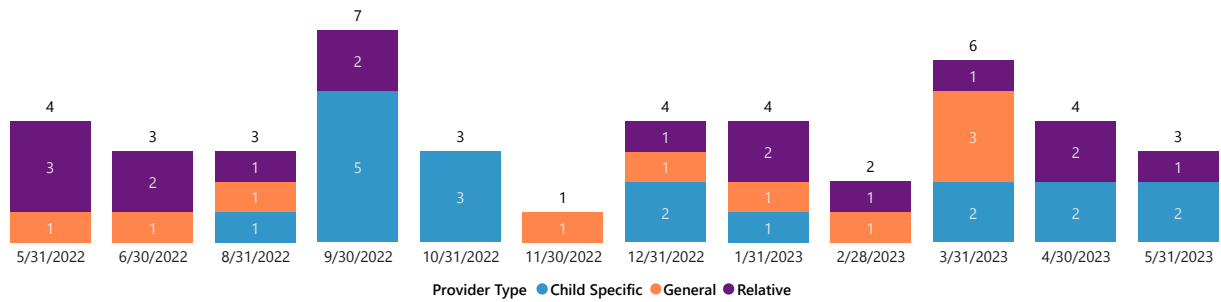
| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 11 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Identify and certify 3 families and/or individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care families with experience and/or educational background parenting children ages 5-18yr with behavior and/or mental health challenges, or who are willing to learn the needed skills, by Sept 2023. | On Track | 01/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of placements a youth would experience during case • Increase the number of youths in a family setting and reduce the risk of placement in a higher level of care. • Quicker and more appropriate placement matching for teens in care. • Decrease risk of temporary lodging | | | |
| Recruitment Strategy #1: Collaboration with Every Child Lakeview | Future Task | 01/01/21 | |
| Recruitment Strategy #2: Presence at Faith based organization meetings | On Track | 01/01/21 | |
| Recruitment Strategy #3: Community Recruitment Booth | On Track | 01/01/21 | |
| Recruitment Strategy #4: Klamath County recruitment event | On Track | | |
| Recruitment Strategy #5: Establish R&R Committee by May 2023 | Complete | 01/01/23 | |
| Recruitment Measurable Goal #2: Receive 10 inquiries referred by resource parents by September 2023 | On Track | 01/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of general resource home inquiries. • Increase collaboration between providers and ODHS staff. | | | |
| Recruitment Strategy #1: Catered dinner for resource parents | Complete | 02/01/23 | 03/29/23 |
| Recruitment Strategy #2: Send incentivized recruitment ask by mail for all who don't attend in person | On Track | 03/20/23 | |
| Recruitment Measurable Goal #3: Work with the tribal community to certify 1 American Indian/Alaska Native or Tribal family or individual in this District by February 2024 | Future Task | 01/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of American Indian/Alaska Native or Tribal families and individuals who can provide for the unique needs of American Indian/Alaska Native or Tribal children . • Increase the ability to maintain the child's relational connections to family, community, school, culture and religion • Increase collaboration between providers and families of origin • Decrease secondary trauma related to out-of-home care | | | |
| Recruitment Strategy #1: Collaboration | Future Task | | |
| Recruitment Strategy #2: Visual Marketing | On Track | | |
| Recruitment Strategy #3: Community Messaging | Future Task | | |
| Recruitment Strategy #4: Recruitment events | Future Task | | |
| Recruitment Measurable Goal #4: Certify 3 families and/or individuals with existing skills or willingness to obtain skills through education and experiences to | On Track | 01/01/21 | |

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| equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma who do not have children, vulnerable individuals or pets living the home by September 2023 | | | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Quicker and more appropriate placement matching for children and youth with sexualized and assaultive behaviors. • Decrease the number of placement changes a child would experience. • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Community Messaging to target homes without children, pets or vulnerable individuals | On Track | | |
| Recruitment Strategy #2: Recruitment Events- Attendance at Community Partner Events | On Track | | |
| Recruitment Strategy #3: Explore other ways to reach out to people who do not have children or pets | Future Task | | |
| Recruitment Measurable Goal #5: Establish consistent recruitment presence in all educational establishments in Klamath and Lake counties by June 2024. | On Track | 01/01/23 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase in certified resource families and individuals who have parenting or educational experience • Increase in recruitment by word-of-mouth referral | | | |
| Recruitment Strategy #1: Meeting with Klamath County, Lake County and Klamath Falls City schools' leadership | Complete | 01/12/23 | 02/28/23 |
| Recruitment Strategy #2: Meeting with Klamath Community College and Oregon Institute of Technology | Future Task | 01/12/23 | 02/28/23 |
| Recruitment Strategy #3: Attend Klamath Promise meetings to stay up to date with other opportunities for recruitment. | On Track | | ongoing |
| Recruitment Strategy #4: Regular use of PeachJar school notification system to send recruitment information monthly to all registered parents of both county and | On Track | | |
| Primary | Status | Start | Finish |
| DISTRICT 11 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: 95% of D11 CW staff will complete Customer Service Training by April 2023 | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Caseworkers will have a better understanding of resource parent challenges, • Resource parents will feel more supported by DHS staff | | | |
| Retention Strategy #1: Delivery of Training TBD | Not Started | | |
| Retention Strategy #2: Feedback from resource parents regarding CS interactions | On Track | | |
| Retention Strategy #3: interview/applications (customer service focus) | On Track | | |
| Retention Strategy #4: Staff recognition of positive customer service | Not Started | 03/01/23 | 04/30/23 |
| Retention Measurable Goal #2: Prevent 50% of general resource families from leaving beyond 1st placement due to negative experience with DHS by January 2024 | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Higher retention rates • Increased positive experiences for resource parents • Increase resource parent supports | | | |
| Retention Strategy #1: Local training opportunities | Complete | 06/17/21 | Ongoing |
| Retention Strategy #2: Resource Parent Support groups | Future Task | | |
| Retention Strategy #3: Welcome Package | On Track | 04/01/23 | |
| Retention Strategy #4: Check in calls | On Track | 12/17/21 | ongoing |
| Retention Strategy #5: Events for resource families | On Track | | |
| Retention Measurable Goal #3: Increase local supports for our Resource Parents by 20% by December 2023 | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Resource parents will have a better and larger pool of support to rely on when needed • Decrease resource parent frustration with child behaviors • Decrease placement changes for children, Increase satisfaction of resource parent overall experience of fostering | | | |
| Retention Strategy #1: Create local action team | Complete | 01/12/23 | 06/30/23 |
| Retention Strategy #2: Incentivize participation in resource family activities and trainings | On Track | 01/01/23 | ongoing |
| Retention Strategy #3: Create a local data base or list of all and new resources/supports available to resource families | On Track | | |
| Retention Measurable Goal #4: Placement packet will be complete and given to resource parents within 24 hrs of all placement transitions by October 2023 | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Increased knowledge of the needs of the child(ren) being placed • Increased satisfaction of resource parents • Children would be better served based off of their unique characteristics and needs • Reduction in staff interruptions • Reduction in informational inaccuracies | | | |
| Retention Strategy #1: 261 Business Process for PS and Perm | Complete | 12/16/21 | 01/15/22 |
| Retention Strategy #2: Update placement packet paperwork | On Track | | |
| Retention Strategy #3: 261 Placement form to be updated at all transitions and given to resource parent | On Track | | ongoing |
| Retention Strategy #4: Family Engagement Meetings to be open to resource families to attend | On Track | | |
| Retention Measurable Goal #5: | On Track | | |

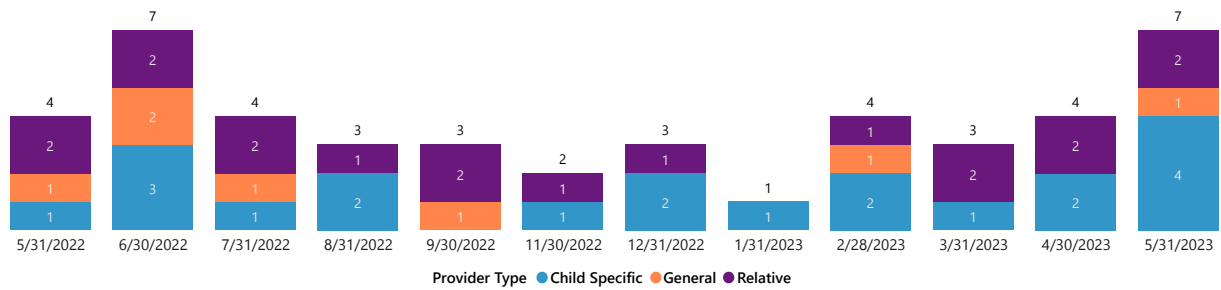
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| Reduce child placement time in foster care by 2% by December 2023 | | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Strengthen resource family and family of origin relationship • Decrease child and family trauma, increase reunification outcomes • Increase resource family retention due to satisfaction of case outcome | | | |
| Retention Strategy #1: Offer resource and origin family contact called 'Ice Breakers' to introduce the families | On Track | 12/01/22 | 12/31/22 |
| Retention Strategy #2: Encourage resource and origin family outings to doctor appts, school functions etc, when deemed appropriate | On Track | | ongoing |
| Retention Strategy #3: Explore visitation options outside of DHS visit center | Future Task | | |
| Retention Strategy #4: Offer origin family phone calls to their children in foster care before bed and other times | Not Started | | |
| Retention Strategy #5: Create connection with Transformations Wellness Center parent mentors program to work with parents who have had their children removed from their care. | Complete | 05/01/21 | 06/04/21 |
| Retention Strategy #6: Gather touch point data to track impact of strategy | Future Task | 09/09/21 | |
| Retention Measureable Goal #6: All resource homes in District 11 will have current and accurate email for each person certified in the home by September 2023. | On Track | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • Accurate list of contact information for all current resource homes. • More consistent communication with all resource homes. | | | |
| Retention Strategy #1: Update Orkids and local master list | On Track | 05/15/23 | |
| Retention Strategy #2: New inquiries will have complete contact information for all applicants. | On Track | 05/01/23 | |

District 11

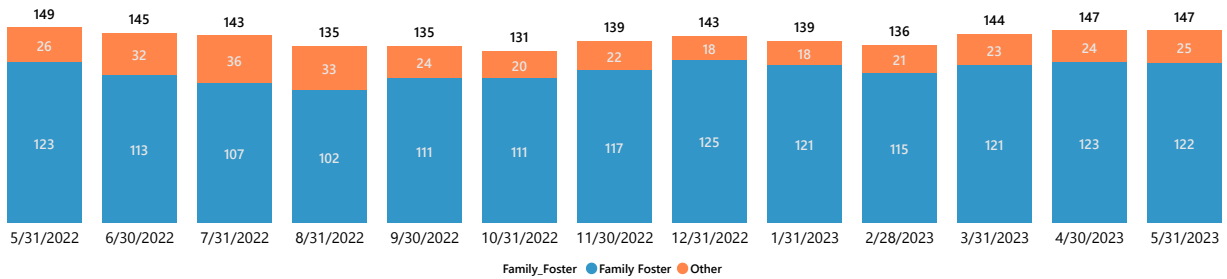
New ODHS Child Welfare Certified Resource Families by month



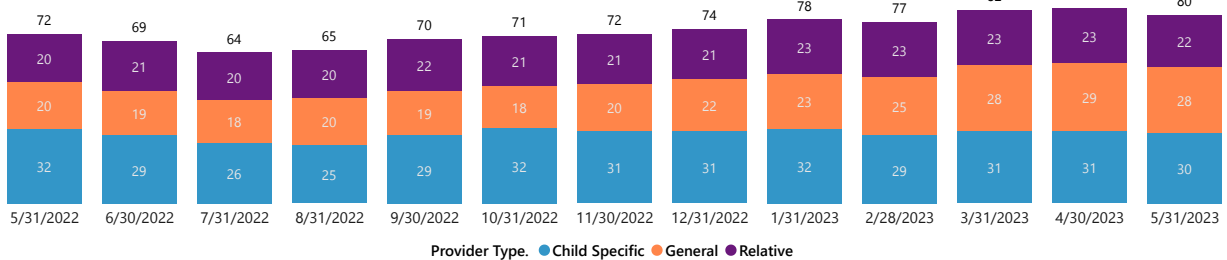
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D12 RECRUITMENT & RETENTION SUMMARY



Karlee Wallace
 D9/12 Resource Family Retention & Recruitment Champion
 karlee.wallace@odhs.oregon.gov

Children Most in Need of Homes are:

- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

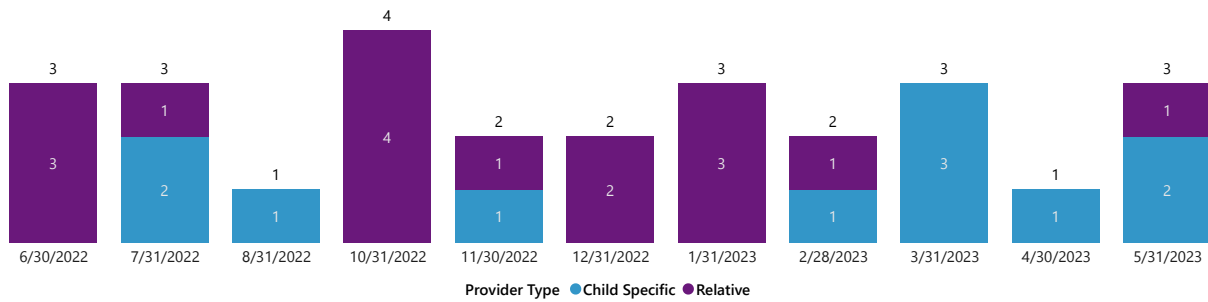
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| Recruitment Measurable Goal #1: Recruit and certify 1 resource home who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by December 2023 | On Track | 01/04/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with affirming families that can provide for their unique needs. • Decrease disparity between total number of LGBTQIA+ children and youth and number and affirming resource parents • Reduction in placement disruptions or placement in higher level of care Create stability and improved mental health outcomes | | | |
| Recruitment Strategy #1: Engage with LGBTQIA2S+ group/s in the area to promote awareness | On Track | 10/22/22 | 07/01/23 |
| Recruitment Strategy #2: Use media, newspaper and radio, etc to promote an awareness of the need for LGBTQIA2S+ children | On Track | 01/03/23 | 12/31/23 |
| Recruitment Strategy #3: Use fair county booth to promote awareness. | Future Task | 08/01/23 | 08/15/23 |
| Recruitment Measurable Goal #2: Recruit and certify 1 family with educational background in or experience with parenting children with behavioral challenges and/or mental health needs or have a willingness to be equipped/trained to take children and/or youth experiencing these traits between the ages of 13-18+ by December 2023. | On Track | 01/04/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Children would maintain in a family setting and reduce the risk of youth being placed in a higher level of care. • Reduction in secondary trauma as youth experience appropriate interventions related to their unique behavioral/mental health needs. | | | |
| Recruitment Strategy #1: Partner with faith communities to promote the need for homes for teenage children in care | On Track | 01/01/23 | 09/01/23 |
| Recruitment Strategy #2: Engage with hospital and mental health staff who have established education of working with children | Future Task | 07/01/23 | 12/31/23 |
| Recruitment Measurable Goal #3: Recruit and certify 1 family reflective of or are familiar with Hispanic and Guatemalan culture by December 2023 | On Track | 01/03/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care. • Improved placement matching for Hispanic/ Latinx, Guatemalan and Spanish-speaking children and youth • Increase ability to keep children who come into foster care within their own county or community | | | |
| Recruitment Strategy #1: Partner with churches who offer specific services of those who are Hispanic or Spanish speaking | On Track | 05/18/23 | 09/01/23 |
| Recruitment Strategy #2: Work with Every Child to check on their recruitment efforts of diverse cultural families. | Future Task | 07/01/23 | 12/31/23 |
| Recruitment Strategy #3: Engage with local diversity groups to promote the need | On Track | 05/18/23 | 12/31/23 |
| Recruitment Measurable Goal #4: Recruit and certify 1 resource home with the ability to take in sibling groups of children larger than 4 and up to 7 with various ages by December 2023. | On Track | 01/03/23 | 12/31/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster sibling separations that would otherwise be separated if it was too large of a sibling group. • Children would remain together in the same home and maintain in a family setting with their siblings. • Reduction in secondary trauma as youth experience when separated from their siblings. | | | |
| Recruitment Strategy #1: Partner with local church groups who understand the importance of keeping the children together in the same home. | On Track | 05/18/23 | 09/01/23 |
| Recruitment Strategy #2: Engage with community events for recruitment of families needed | On Track | 01/03/23 | 12/31/23 |

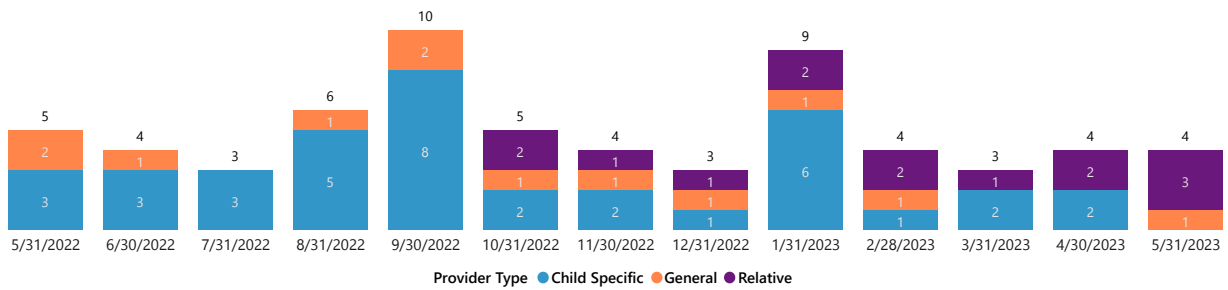
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|---|-------------|----------|----------|
| Recruitment Strategy #3: Work with Every Child on a recruitment event. | Future Task | 09/01/23 | 12/31/23 |
| Primary | Status | Start | Finish |
| DISTRICT 12 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Successfully retain 2 child specific and relative certified providers as general certificates rather than closing after first placement by December 2023. | On Track | 01/03/23 | 12/31/23 |
| <i>Retention Expected Results:</i> • Create and maintain an experienced pool of general applicants. This would increase retention of families that would normally leave after only having one child in the home. | | | |
| Retention Strategy #1: Increased case worker and resource family engagement. | On Track | 04/01/23 | 12/31/23 |
| Retention Strategy #2: Establish and facilitate quarterly Resource Parent Support/networking groups | Off Track | 04/14/21 | 12/31/23 |
| Retention Strategy #3: The district will develop committees to plan resource parent events for retention | On Track | 09/08/21 | 12/31/23 |
| Retention Strategy #4: OS2 staff will be utilized to provide resource families comfort calls to gather feedback and determine needs. | On Track | 04/01/23 | 12/31/23 |
| Retention Measurable Goal #2: 90% of district staff will complete Customer Service Training within 6 months of the training being available. | Future Task | 09/01/23 | 12/31/23 |
| <i>Retention Expected Results:</i> • Increased resource family retention • Increased satisfaction of resource families • Increased staff moral as a result of more stable homes being available thus reducing stress of looking for a home. | | | |
| Retention Strategy #1: Facilitate training as directed by Central Office | | | |
| Retention Strategy #2: Future Strategy TBD- A designated platform for documenting communication with Resource Families is determined and utilized by all staff. | | | |
| Retention Strategy #3: Appreciation for resource families will be demonstrated through gifts and events. | | | |
| Retention Measurable Goal #3: Deliver Initial placement paperwork and all follow up forms (i.e. Medical, mental health etc.) to resource parents within 24 hrs. of placement | Off Track | 10/04/21 | 12/31/23 |
| <i>Retention Expected Results:</i> • Increased immediate child information to the resource family. • Increased knowledge of the needs of the child(ren) being placed in the home as well as all medical, mental health and dietary needs of the child. | | | |
| Retention Strategy #1: CF0261 and initial paperwork business process | On Track | 10/04/21 | 01/10/22 |
| Retention Strategy #2: Child Medical book process and delivery. | Future Task | 01/03/22 | 02/07/22 |
| Retention Measurable Goal #4: Increase local supports for resource parents by December 2023 | Off Track | 12/10/21 | 12/31/23 |
| <i>Retention Expected Results:</i> • Resource parents will have a greater group of local supports to rely on when in need. This will decrease resource parent frustration and increase satisfaction in homes with behaviorally challenged children. | | | |
| Retention Strategy #1: Create a local data base or list of all and new resources/supports available to resource families | Future Task | 07/01/23 | 12/31/23 |
| Retention Strategy #2: Create local action team | Off Track | 02/28/22 | 03/14/22 |
| Retention Strategy #3: Provide incentives for participation in resource family activities and trainings | On Track | 05/30/23 | 12/31/23 |
| Retention Measurable Goal #5: Icebreakers will be offered in 95% of cases when children have come into foster care. Icebreaker between workers, resource parents and bio parents will take place when required due to the life of the case. | Off Track | 11/01/21 | 12/31/23 |
| <i>Retention Expected Results:</i> • Resource Families will have increased communication with birth families about the child(ren) in their care. • Resource Families will receive information needed to care for child(ren) in their care early in a case. • Relationships with birth families and Resource Families will be improved. | | | |
| Retention Strategy #1: Develop business process for icebreaker (resource family/bio family) | Complete | 12/10/21 | 05/17/23 |
| Retention Strategy #2: Preparation of implementation of icebreaker. | Off Track | 02/02/22 | 06/01/22 |
| Retention Strategy #3: Implementation of icebreaker | Off Track | 06/01/22 | 12/31/22 |
| Retention Strategy #4: Data analysis of icebreaker | Future Task | | |

District 12

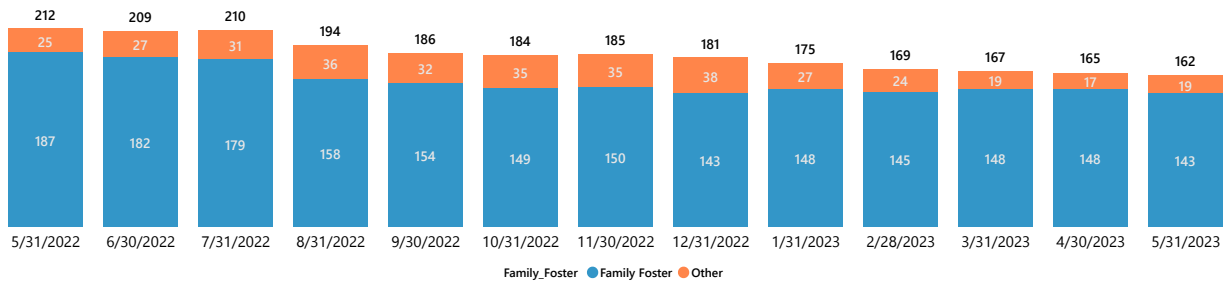
New ODHS Child Welfare Certified Resource Families by month



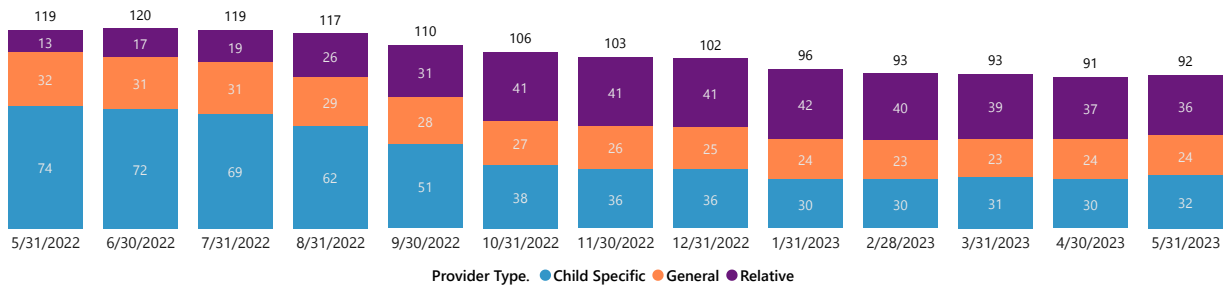
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D13 RECRUITMENT & RETENTION SUMMARY



Tammie Blessing
D13 Resource Family Retention & Recruitment Champion
 tammie.r.blessing@odhs.oregon.gov

Children Most in Need of Homes are:

- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- Children and young people with sexualized and assaultive behaviors
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- LGBTQIA2S+ families and individuals

| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 13 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Certify 2 families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by January 2024. | On Track | 07/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families equipped to provide for their unique needs. • Decrease disparity between total number of LGBTQIA2S+ children and youth and number of resource parents with experience and training to meet their needs. • Reduced risk of displacement and/or placement in higher level of care. • Decrease secondary trauma related to placement in foster care. | | | |
| Recruitment Strategy #1: Explore and identify partners supporting LGBTQIA2S+ persons in the district. | Complete | 07/01/21 | 08/30/21 |
| Recruitment Strategy #2: Recruit for resource families from identified community partners and allies serving LGBTQIA2S+ persons. | On Track | 07/01/21 | 12/31/23 |
| Recruitment Strategy #3: Develop families prepared to care for youth from existing pool of resource families. | Not Started | 07/03/23 | 10/31/23 |
| Recruitment Strategy #4: Certifiers will work with resource families on training plans that reflect the needs of the children in their care. | On Track | 01/15/23 | 09/29/23 |
| Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+ who have trauma-based behaviors and/or mental health diagnoses by January 2024. | On Track | 07/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families | On Track | 08/31/23 | 12/31/23 |
| Recruitment Strategy #2: Marketing of targeted recruitment needs through Foster Community Action Team in Wallowa Co. | Not Started | 08/02/21 | 12/01/23 |
| Recruitment Strategy #3: Community wide dissemination of new publication recruitment materials. | Not Started | 08/01/23 | 01/31/24 |
| Recruitment Strategy #4: Certifiers will work with resource families on training plans that reflect the needs of the children in their care. | On Track | 03/01/23 | 01/31/24 |
| Recruitment Measurable Goal #3: Identify and certify 1 family with experience and/or educational background parenting children ages 6-12 who have trauma-based behaviors and/or mental health diagnoses by January 2024. | On Track | 01/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a child would experience. • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Develop families prepared to care for youth from the existing pool of resource families. | On Track | 07/29/22 | 12/29/23 |
| Recruitment Strategy #2: District-wide marketing of targeted recruitment needs. | On Track | 05/01/23 | 12/29/23 |
| Recruitment Strategy #3: Community wide dissemination of recruitment materials. | Complete | 07/01/21 | 09/01/22 |
| Recruitment Strategy #4: Certifiers will work with resource families on training plans that reflect the needs of the children in their care. | On Track | 03/01/23 | 11/30/23 |
| Recruitment Measurable Goal #4: | On Track | 12/01/21 | 01/31/24 |

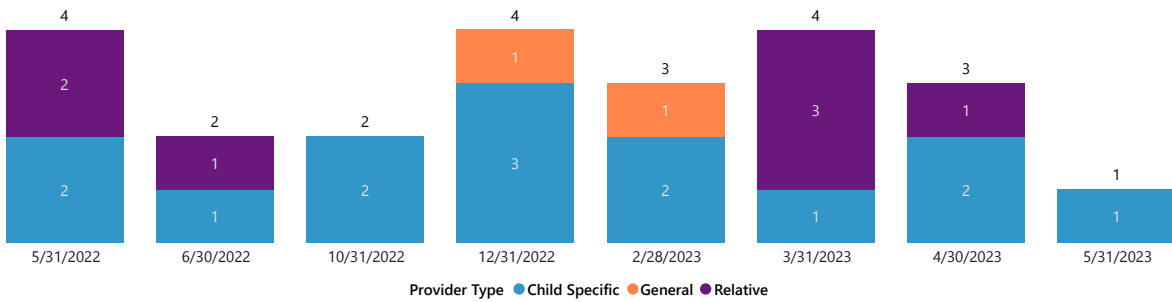
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| Recruitment Measurable Goal #4: Increase the number of resource homes in rural communities of the District by 3 certified families by January 2024. | | | |
| <i>Recruitment Expected Results:</i> • Increase the ability to maintain the child's relational connections to family, community, and school. • Decreases secondary trauma related to out of community care. | | | |
| Recruitment Strategy #1: Do active outreach in rural communities. | On Track | 08/01/22 | 10/31/23 |
| Recruitment Strategy #2: Partner with Every Child Northeast Oregon to provide Explore Fostering events. | On Track | 03/01/22 | 10/31/23 |
| Recruitment Measurable Goal #5: Certify 1 family who does not have children, vulnerable individuals or pets living the home, and is educated or willing to gain knowledge and skills necessary to parent a child with sexualized and/ or assaultive behaviors by January 2024. | At Risk | 07/01/22 | 01/31/24 |
| <i>Recruitment Expected Results:</i> • Decrease the number of foster placement changes a child may experience. • Decrease the risk for placement in a higher level of care. | | | |
| Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families | Future Task | | |
| Recruitment Strategy #2: Seek community partners who can support these placements with additional resources, and staffing needs. | Future Task | | |
| Recruitment Strategy #3 Certifiers will work with resource families on training plans that reflect the needs of the children in their care. | On Track | 03/01/23 | 11/30/23 |

| Primary | Status | Start | Finish |
|---|--------------------|-----------------|-----------------|
| DISTRICT 13 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: 100% of all district staff will complete Customer Service Training within 6 months of the training being available. | Not Started | | |
| <i>Retention Expected Results:</i> • Resource parents will feel respected, will be viewed and included as part of the child's team, and feel valued. • Communication between ODHS staff and resource parents will improve. • General applicant resource parents will be retained over time and will not report closing due to poor communication with ODHS staff. | | | |
| Retention Strategy #1: Facilitate training as directed by central office. | Not Started | | |
| Retention Strategy #2: Future Strategy TBD- A designated platform for documenting communication with resource families is determined and utilized by all staff. | Not Started | | |
| Retention Strategy #3: Resource families will have access to tangible goods needed to care for children in their home. | Complete | 03/01/23 | 03/31/23 |
| Retention Strategy #4: Appreciation for resource families will be demonstrated through gifts, and events. | Complete | 03/01/23 | 05/31/23 |
| Retention Measurable Goal #2: Beginning on 1/01/2024 Icebreakers will be offered in 95% of cases when children have come into foster care. | On Track | 07/01/21 | 12/31/23 |
| <i>Retention Expected Results:</i> • Resource families will have increased communication with birth families about the child(ren) in their care. • Resource families will receive information needed to care for child(ren) in their care early in a case. • Relationships with birth families and resource families will be improved. • Children/ youth will receive more consistent and higher quality care. | | | |
| Retention Strategy #1: Create a work group to facilitate the district Icebreaker Plan. | Complete | 07/01/21 | 07/28/21 |
| Retention Strategy #2: Create a District protocol including data tracking for implementing Icebreakers across the District. | Complete | 09/01/21 | 10/01/21 |
| Retention Strategy #3: Train SSA's in Icebreaker model. | Complete | 08/01/21 | 08/31/21 |
| Retention Strategy #4: Educate caseworkers, certifiers, case aides, resource families, and community partners including courts, CASA's and attorneys about Icebreakers model and implementation. | On Track | 10/01/21 | 12/31/23 |
| Retention Measurable Goal #3: Beginning 12/01/2023 In 90% of cases, permanency worker and certifier will collectively facilitate a transition planning meeting with resource families at the first discussion of a potential move of a child from a resource home. | On Track | 04/01/22 | 11/30/23 |
| <i>Retention Expected Results:</i> • Resource families will feel valued and have the opportunity to give input into the transition plan for the child. • Communication with resource families will be improved and families will understand the plan and timeline for the child. • Resource families will be better equipped and supported by ODHS staff to assist in preparing the children/ youth for transitions. • Children/ youth will have more positive experiences, be better supported and secondary trauma will be decreased. | | | |
| Retention Strategy #1: Determine a representative workgroup to facilitate implementation of transition planning. | Complete | 04/01/22 | 04/01/22 |
| Retention Strategy #2: Identify or develop a District protocol that includes measurable data points and best practices guide for implementing transition plans. | Complete | 04/01/22 | 04/22/22 |
| Retention Strategy #3: Train caseworkers, certifiers and court on district protocol and transition practice guide. | Future Task | 09/01/23 | 11/30/23 |
| Retention Strategy #4: Inform resource families on district transition planning. | Future Task | 12/01/23 | 12/31/23 |
| Retention Measurable Goal #4: Beginning 08/01/23 Certifiers will offer to meet with resource families in 100% of cases when children are leaving their care to review their experience and offer support for separation, grief and loss. | On Track | 03/01/22 | 07/31/23 |
| <i>Retention Expected Results:</i> • Resource parents will receive needed support for separation, grief and loss. • Resource parents will feel valued. • Resource parents will not close due to grief and loss of relationships with children they have fostered. • ODHS will become more responsive to individual needs of resource families by receiving regular feedback from resource families. | | | |
| Retention Strategy #1: Create representative workgroup for implementing contact plan with resource families after children leave their home. Not applicable. | Complete | | |
| Retention Strategy #2: Develop a district protocol that includes measurable data points and tracking. | Complete | 03/01/22 | 03/18/22 |
| Retention Strategy #3: Develop best practice guides for leading conversations on separation, grief and loss and gathering feedback for process improvement with certifier and resource family. | Complete | 07/01/22 | 07/11/22 |
| Retention Strategy #4: Create a resource parent resource list on available support for separation, grief & loss. | Complete | 01/01/23 | 01/20/23 |
| Retention Measurable Goal #5: Starting 3/01/23 the permanency worker and child protective service worker will meet together with the resource parents no later than 5 days after the preparation meeting to clearly identify the permanency worker as the on-going worker for the case in 90% | Complete | 08/01/22 | 03/31/23 |

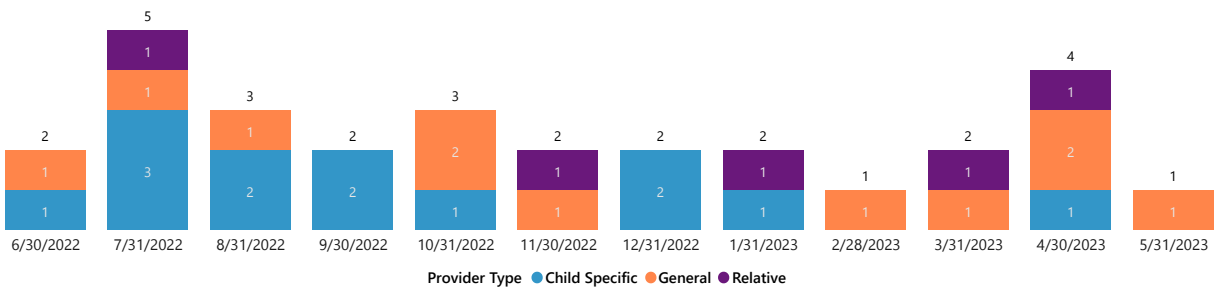
| of cases. | | | |
|---|----------|----------|----------|
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> • <i>Resource parents will know which caseworker to communicate with and ask for information and resources.</i> • <i>Resource parents will report improved communication with caseworkers and higher level of satisfaction.</i> • <i>Resource parents will be able to meet the needs of the children/ youth in their care quickly and efficiently.</i> | | | |
| Retention Strategy #1: Develop a representative work group. Not applicable see comments/ updates. | Complete | | |
| Retention Strategy #2: Develop a district protocol. | Complete | 08/01/21 | 09/03/21 |
| Retention Strategy #3: Train resource families in transfer protocol | Complete | | |
| Retention Strategy #4: Train protective service, permanency caseworkers and certifiers in the transfer protocol. | Complete | | |

District 13

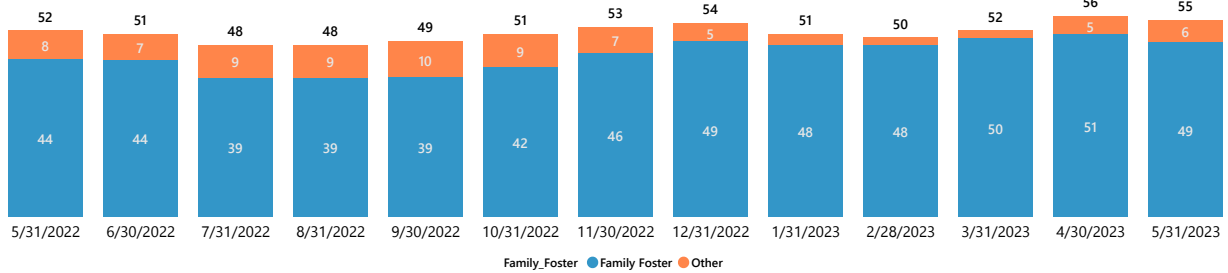
New ODHS Child Welfare Certified Resource Families by month



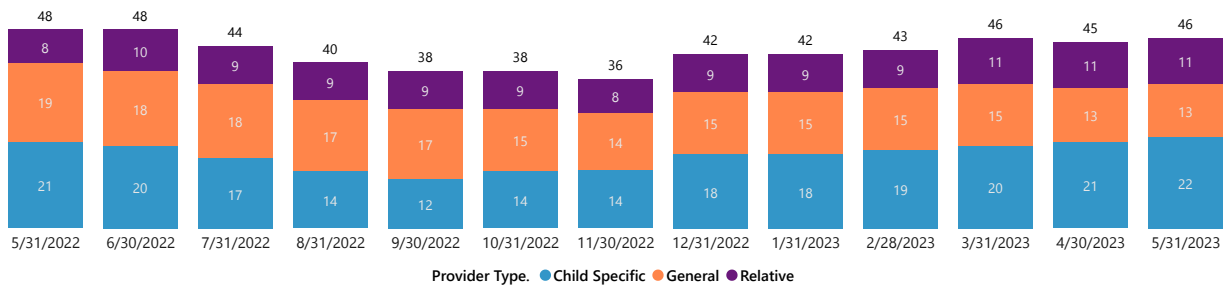
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D14 RECRUITMENT & RETENTION SUMMARY



Tammie Blessing
D14 Resource Family Retention & Recruitment Champion
 tammie.r.blessing@odhs.oregon.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Children and young people expressing trauma-related behaviors
- Children and young people residing in rural communities
- Children and young people transitioning from higher levels of care
- Children and young people with sexualized and assaultive behaviors
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

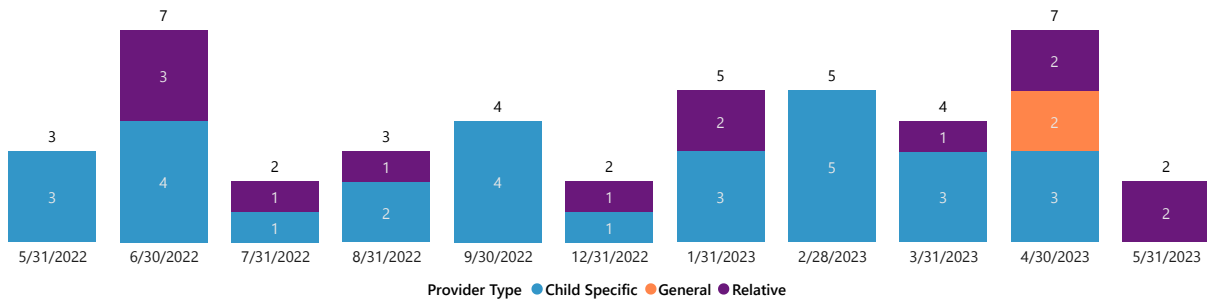
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 14 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Certify 3 families who have experience and/ or training to care for children or youth who identify as LGBTQIA2S+ by January 2024. | On Track | 07/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families with experience and training to provide for their needs. • Decrease disparity between total number of LGBTQIA2S+ children and youth and number of resource parents equipped to meet their needs. • Reduced risk of displacement and/or placement in higher level of care • Decrease secondary trauma related to placement in foster care. | | | |
| Recruitment Strategy #1: Explore and identify partners supporting LGBTQIA2S+ persons in the district. | Complete | 07/01/21 | 07/31/21 |
| Recruitment Strategy #2: Recruit for resource families from identified community partners and allies serving LGBTQIA2S+ persons. | On Track | 10/01/22 | 01/31/24 |
| Recruitment Strategy #3: Partner with existing resource parents to identify new persons interested in fostering LGBTQIA2S+ children/ youth. | Complete | 07/01/21 | 08/31/21 |
| Recruitment Measurable Goal #2: Identify and certify 2 families with experience and/or educational background parenting youth ages 13-18+ who have trauma based behaviors and/or mental health diagnoses by January 2024. | On Track | 07/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth experiences. • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families. | Complete | 07/01/22 | 06/30/23 |
| Recruitment Strategy #2: Marketing of targeted recruitment needs during National Foster Care Month. | Complete | 05/01/23 | 05/31/23 |
| Recruitment Strategy #3: Community-wide dissemination of recruitment materials. | On Track | 12/01/21 | 01/31/24 |
| Recruitment Measurable Goal #3: Work with the tribal community to certify 2 tribe affiliated resource families in this district by June 2024. | On Track | 01/10/23 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the ability to maintain the child's relational connections to family, community, and school (culture and religion). • Decrease secondary trauma related to out of home care. • Increase the number of children and youth from the Burns Paiute tribe placed with culturally appropriate families that can provide for their unique needs. • Decrease disparity between total number of tribal children and youth and the number of culturally appropriate resource parents. | | | |
| Recruitment Strategy #1: Partner with Burns Paiute Tribe to collaborate on recruitment. | Future Task | | |
| Recruitment Strategy #2: Develop cultural companions to support children/ youth in foster care with remaining connected to culture. | Future Task | | |
| Recruitment Measurable Goal #4: Identify and certify 2 families with experience and/or educational background parenting children ages 6-12 who have trauma based behavior and/or mental health diagnoses by January 2024. | On Track | 07/01/21 | 01/31/24 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a child may experience. • Create stability and improved mental health outcomes. | | | |
| Recruitment Strategy #1: | Complete | 05/01/22 | 05/15/22 |

| | | | |
|--|-------------|----------|----------|
| Recruitment Strategy #1: Develop families prepared to care for youth from existing pool of resource families. | Complete | 05/01/22 | 05/31/22 |
| Recruitment Strategy #2: Marketing of targeted recruitment needs during National Foster Care Month. | Complete | 05/01/22 | 05/31/23 |
| Recruitment Strategy #3: Community wide dissemination of recruitment materials. | Future Task | | |

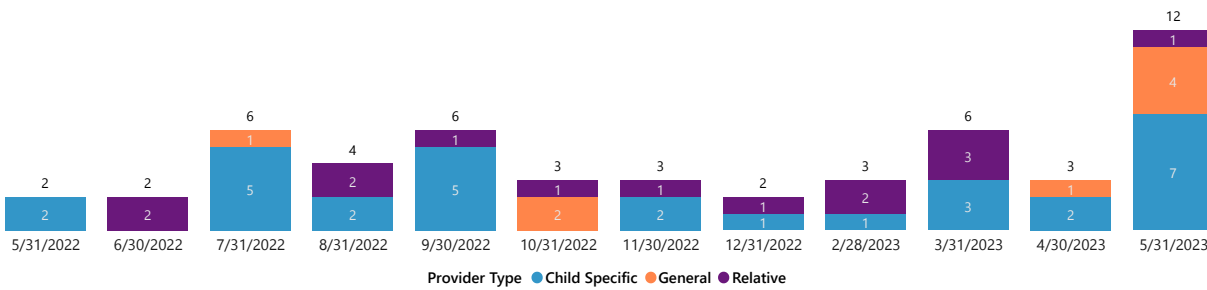
| Primary | Status | Start | Finish |
|---|-------------|----------|----------|
| DISTRICT 14 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Create and implement comprehensive Resource Family Communication Plan to include child protective service, permanency and certification unit specific duties by 1/01/2024. | On Track | 07/01/21 | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Resource parents will have the information they need to provide for the children in their care. Resource parents will feel respected and valued. Resource parents will be an active part of the team. Children will receive high quality care. | | | |
| Retention Strategy #1: Create workgroup with representation from each unit (child protective services, permanency, certification) to develop communication plan with district protocols, business process guides, staff training and measurable data points. | Complete | 03/01/22 | 04/01/22 |
| Retention Strategy #2: 90% of resource parents are contacted after the shelter hearing by 11/30/23. | On Track | 01/10/23 | 01/01/24 |
| Retention Strategy #3: Resource families will be provided a 261 at placement 95% of the time. | Not Started | | |
| Retention Strategy #4: Staff will return contacts to resource parents within 24 hours 90% of the time beginning (date). | Not Started | | |
| Retention Strategy #5: Social Service Assistant will assure that visitation form 831 is provided to Resource Families 95% of the time within the timeline directed per policy. | Not Started | | |
| Retention Strategy #6: Beginning (date) permanency worker will engage the resource parent 90% of the time prior to returning the child home to include information from the resource parent in the transition plan by 11/30/23. | On Track | 01/10/23 | 01/31/24 |
| Retention Strategy #7: In 90% of court hearings, Permanency worker will contact resource parents to provide information and answer questions beginning (date). | Not Started | | |
| Retention Strategy #8: Resource families will be invited to participate in (%) of Family Engagement Meetings beginning (date). | Not Started | | |
| Retention Strategy #9: 90 % of caseworkers and certifiers will attend training on how to have difficult conversations with resource families by July 2023. | Not Started | | |
| Retention Strategy #10: Beginning (date) Supervisors will discuss resource family communication with caseworkers in 90% of contacts, asking them about their last engagement at the resource family's home during supervision. | Not Started | | |
| Retention Strategy #11: Beginning (date) Program manager will contact 1 resource family in the district every month to do a quality assurance check-in and assure that a resource parent in each county is contacted quarterly. | Not Started | | |
| Retention Measurable Goal #2: By 06/30/23 provide after hours crisis support to 100% of resource families who are caring for a child/ youth at risk of temporary lodging . | On Track | 08/01/21 | 06/30/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Resource parents will feel more confident and supported in caring for children with mental health diagnosis and trauma-related behaviors. Children and youth will have fewer moves in foster care decreasing secondary trauma. More children/ youth will be able to remain with resource families and fewer will move to congregate care. | | | |
| Retention Strategy #1: Create a district practice guide for crisis after hours support that includes development and maintenance of on-call rotation, expected response and service to families, training, how practice will be communicated to both staff and resource families, and measurable data points. | On Track | 01/10/23 | 06/30/23 |
| Retention Strategy #2: Train certification staff on implementing district after hours crisis support practice by 6/30/23. | On Track | 06/01/23 | 06/30/23 |
| Retention Strategy #3: Inform resource families about after hours crisis support. | Future Task | | |
| Retention Measurable Goal #3: 75% of staff in District 14 will complete and apply Customer Service Training within 6 months of the training becoming available. | Future Task | | |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Resource parents will feel respected, will be included as part of the child's team, and feel valued. Communication between ODHS staff and resource parents will improve. General applicant resource parents will be retained over time and will not report closing due to poor communication with ODHS staff. | | | |
| Retention Strategy #1: Deliver Training (TBD) | | | |
| Retention Strategy #2: Honor and recognize resource families through events and support activities. | On Track | 04/01/22 | 06/30/23 |

District 14

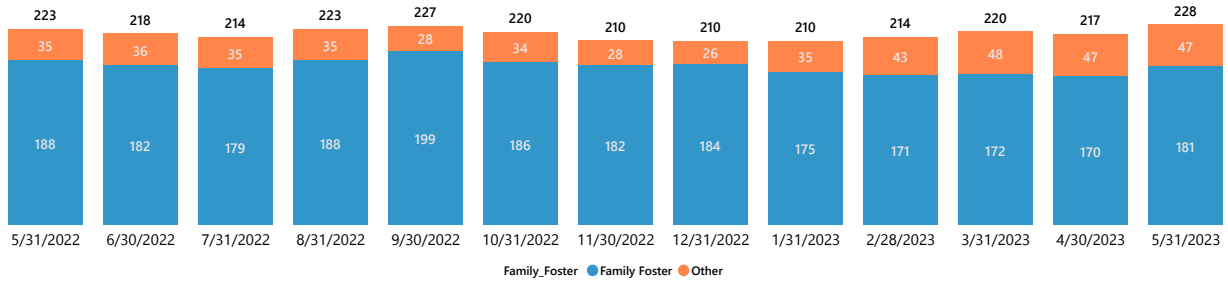
New ODHS Child Welfare Certified Resource Families by month



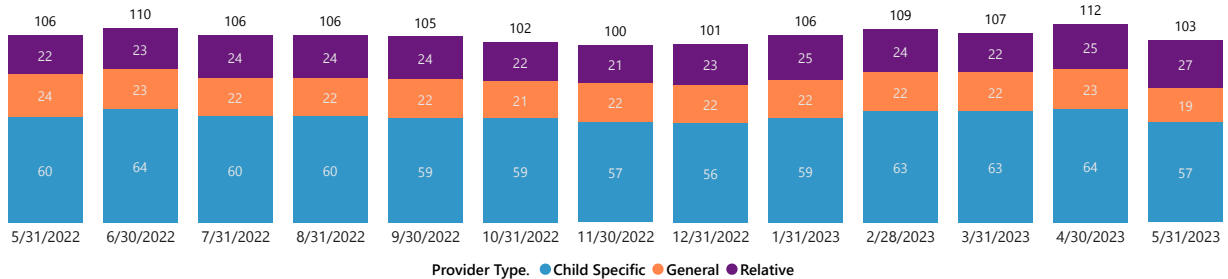
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D15 RECRUITMENT & RETENTION SUMMARY



MaryAnne Miller
D15 Resource Family Retention & Recruitment Champion
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Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Children and young people experiencing a mental health condition
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

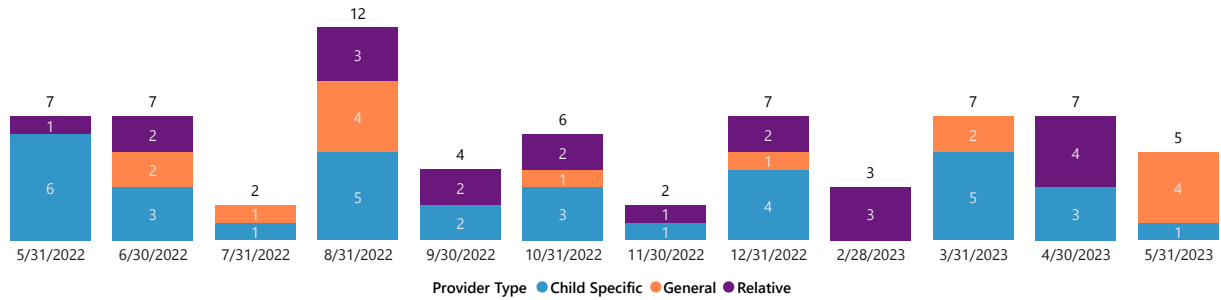
| Primary | Status | Start | Finish |
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| DISTRICT 15 - RECRUITMENT PLANS | | | |
| Recruitment Measurable Goal #1: Certify 4 families who have experience and/ or training to care for LGBTQIA2S+ children and young people most in need of homes by December 2023 | On Track | 03/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Increase the number of LGBTQIA2S+ children and youth placed with families that can provide for their unique needs. • Decrease disparity between total number of LGBTQIA2S+ children and youth and number of resource parents • Decrease secondary trauma related to out-of-home care. | | | |
| Recruitment Strategy #1: Community Partner Collaboration | On Track | 06/01/21 | |
| Recruitment Strategy #2: Work with local school districts | | | |
| Recruitment Strategy #3: Develop an internal workgroup to discuss recruitment events and brainstorming | | | |
| Recruitment Measurable Goal #2: Identify and certify 4 families with experience and/or educational background parenting youth ages 13-18+ and who may have mental health/behavioral challenges by December 2023 | On Track | 03/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Decrease the number of foster placement changes a youth would experience. • Create stability and improved mental health outcomes. • Decrease secondary trauma related to out-of-home care. | | | |
| Recruitment Strategy #1: Collaboration with Every Child | On Track | 09/01/21 | |
| Recruitment Strategy #2: Awareness through local social media | Complete | 10/01/21 | |
| Recruitment Strategy #3: Work with local Clackamas County community providers to outreach the need for this population | On Track | 09/01/21 | |
| Recruitment Strategy #4: Work with neighboring districts 2 and 16 to collaborate on outreach | On Track | 06/01/21 | |
| Recruitment Measurable Goal #3: Identify and certify 3 Hispanic/Latinx and provide Spanish speaking as a language families and individuals by December 2023 | On Track | 03/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • Enhanced placement matching to culturally responsive homes for Latino/ Hispanic children and youth. • An increase in general resource families who identify as Hispanic/ Latino. • reduction in disparity between the total number of Hispanic/ Latino children and number of culturally appropriate resource parents. | | | |
| Recruitment Strategy #1: Contact Mi Gente to assist with networking/ Equity Inclusion Committee | On Track | 11/01/21 | |
| Recruitment Strategy #2: Ensure we have culturally appropriate recruiting materials for our community | On Track | 06/01/21 | |
| Recruitment Strategy #3: Hold recruitment events | On Track | 06/01/21 | 05/06/22 |
| Recruitment Strategy #4: Hispanic/Latino mix and mingle in February in D2 with D15 and D16 | Complete | 01/11/22 | 02/28/22 |
| Recruitment Measurable Goal #4: Certify 2 resource families sibling groups with a broad age and developmental ranges by Sept 2023 | On Track | 11/01/21 | |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> • reduction of secondary trauma related to separation of siblings • decreased risk of placement changes | | | |
| Recruitment Strategy #1: | On Track | 09/02/21 | |

| | | | |
|--|----------|----------|----------|
| Recruitment Strategy #1: Recruitment event at local school sporting events, fairs, etc. | | | |
| Recruitment Strategy #2: Speak at PTA meetings and local school events | Complete | 03/28/22 | 06/01/23 |
| Recruitment Strategy #3: Have in person events to answer questions and speak directly towards the need | | | |
| Recruitment Measurable Goal #5: Certify 2 resource families that are enrolled with an American Indian/Alaska Native for children and young people by October 2023 | On Track | 11/01/21 | |
| <i>Recruitment Expected Results:</i> • Increase the number of children placed in culturally appropriate homes • Decrease the disparity between total number of tribal children and culturally affirming resource parents | | | |
| Recruitment Strategy #1: Work with the state and local active efforts specialists to promote in the community | | | |
| Recruitment Strategy #2: Speak at local PTO meetings | On Track | 03/28/22 | |
| Recruitment Strategy #3: Attend local events and school events | On Track | 09/01/22 | |

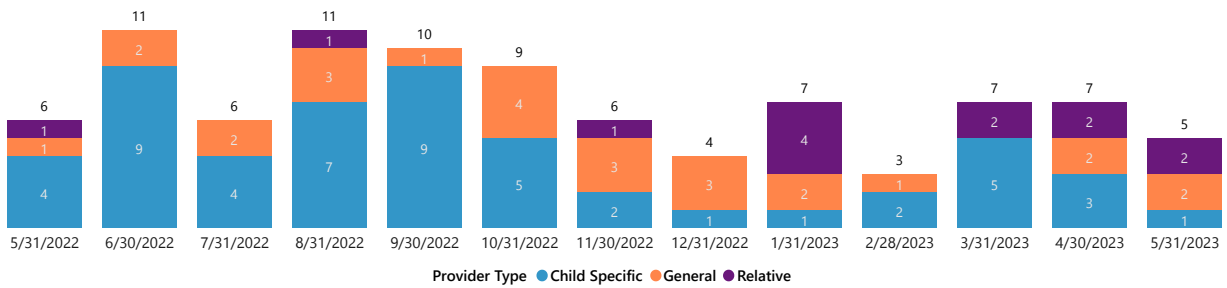
| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 15 - RETENTION PLANS | | | |
| Retention Measurable Goal #1: The Customer Service Training will be provided to the district by 60 days after it becomes available with a 75% attendance rate. | Not Started | | |
| <i>Retention Expected Results:</i> • The members of the district will be able to provide a new level of customer service to our resource parents and community. | | | |
| Retention Strategy #1: Provide customer service training (TBD) | Future Task | | |
| Retention Measurable Goal #2: The agency will provide the resource parent with all relevant information and a comfort call within 24 hours of placement 75% of the time by June 2023 | On Track | | |
| <i>Retention Expected Results:</i> • The resource parents will be given all relevant information about the children and/or youth placed in their home in order to provide adequate care as they have reported not being provided adequate information for the children/youth in their home causing them to not be able to provide necessary care. | | | |
| Retention Strategy #2: Placement packets will be sent electronically including medical card and who the insurance provider assigned | On Track | 08/12/21 | |
| Retention Strategy #3: Feedback from resource parents | On Track | | |
| Retention Strategy #4: Comfort calls will occur between biological parent and resource family within 24 hours of placement | On Track | | |
| Retention Step #2: An action will be decided on how the call will be initiated. | Complete | | 02/28/22 |
| Retention Measurable Goal #3: Icebreakers will be offered between the resource family and biological parents within 3 weeks of placement 75% of the time by June 2023 | On Track | 08/01/21 | |
| <i>Retention Expected Results:</i> • There will be a better outlook for the case by establishing a relationship between the resource family and biological family | | | |
| Retention Strategy #1: Establish Icebreaker | | | |
| Retention Strategy #2: Provide management feedback on how icebreakers are going | | | |
| Retention Measurable Goal #4: Resource families will be invited to the Family Time decision meetings to participate 75% by June 2023 | Off Track | 06/01/21 | 04/30/22 |
| <i>Retention Expected Results:</i> • The resource parent will be able to participate with the case planning around visitation of the child in their home. | | | |
| Retention Strategy #1: Invitation to Resource Family | | | |
| Retention Strategy #2: Follow up with resource parent | | | |
| Retention Measurable Goal #5: Resource families will be receiving a written 831 (visitation plan) within 48 hours of the child/youth placement in their home 75% of the time by June 2023 | On Track | 02/01/23 | |
| <i>Retention Expected Results:</i> • Resources families will have stability and support to prepare and arrange their family for upcoming visitation for the children/youth in their homes. | | | |
| Retention Strategy #1: Written 831 will be provided to the resource family | On Track | 02/01/23 | |
| Retention Strategy #2: Provide management with monthly data reports | On Track | | |

District 15

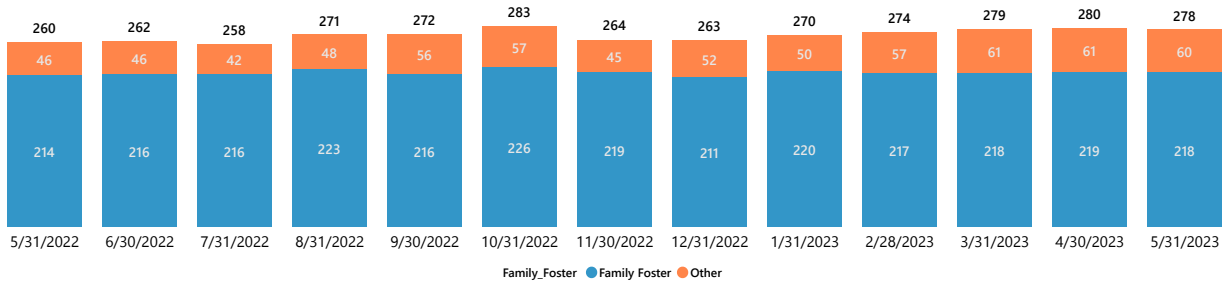
New ODHS Child Welfare Certified Resource Families by month



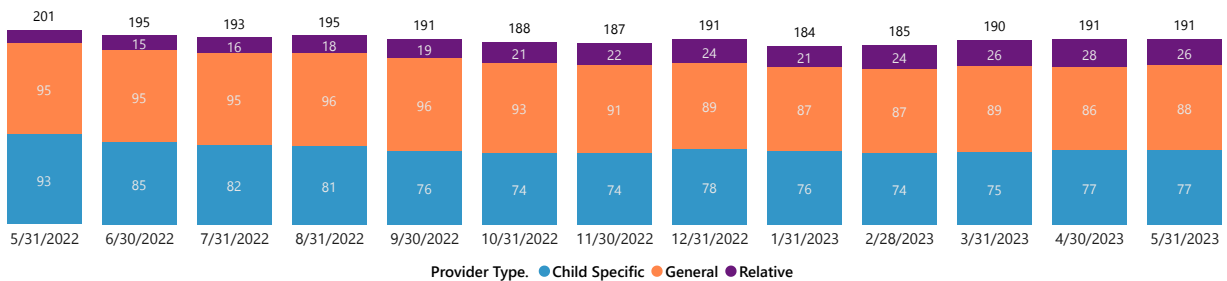
Closed ODHS Child Welfare Certified Resource Families by month



Children and Young Adults Served in Foster Care



Active ODHS Child Welfare Certified Resource Families on the last day of the month



D16 RECRUITMENT & RETENTION SUMMARY



Nicole Hall
 D16 Resource Family Retention & Recruitment Champion
 nicole.hall@oregon.odhs.gov

Children Most in Need of Homes are:

- American Indian/Alaska Native or tribal children and young people
- Black children and young people
- Children and young people experiencing a mental health condition
- Hispanic/ Latinx and Spanish-speaking children and young people
- LGBTQIA2S+ children and young people
- Sibling groups with a broad age and developmental range
- Young people ages 13-18 years old

Resource Families Needed the Most Now/Future:

- American Indian/Alaska Native or Tribal families and individuals
- Black families and individuals
- Families and individuals to care for children and young people ages 13-18 years old
- Families and individuals to care for children and young people with diverse sexual orientations, gender identities and expressions
- Families and individuals to care for sibling groups with varying ages and developmental ranges
- Families and individuals with diverse racial and cultural backgrounds to match the diversity of children and young people in foster care
- Families with existing skills or willingness to obtain skills through education and experiences to equip them to care for children and young people who are experiencing a mental health condition, and/ or expressing behaviors related to surviving trauma
- Hispanic/ Latinx and Spanish-speaking families and individuals
- LGBTQIA2S+ families and individuals

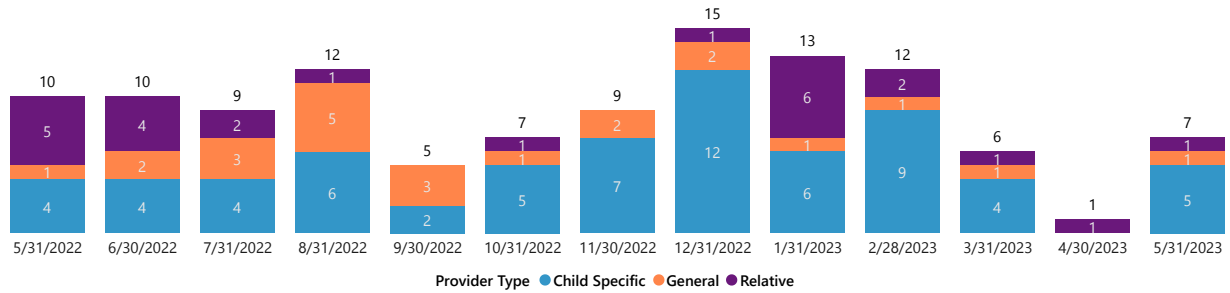
| Primary | Status | Start | Finish |
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| DISTRICT 16 - RECRUITMENT PLAN | | | |
| Recruitment Measurable Goal #1: Recruit 10 individuals or families with diverse racial or cultural backgrounds to match the diversity of children and young adults in foster care by December 2023 | On Track | 05/25/23 | 12/01/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Improve placement matching for children and young adults who enter general foster care by increasing the number of resource parents from diverse racial or cultural identities. | | | |
| Recruitment Strategy # 1: Build relationships within the Tribal community. | On Track | 06/01/23 | 12/22/23 |
| Recruitment Strategy #2: Build relationships within our Hispanic, Latinx, and Spanish-speaking community. | On Track | 05/05/23 | 12/22/23 |
| Recruitment Strategy #3: Build relationships with our Black community | On Track | 05/31/23 | 12/22/23 |
| Recruitment Measurable Goal #2: Tri-county Roundtable will develop and implement an actionable plan to recruit resource parents who are able to foster children and young adults with complex behavioral and mental health needs. The plan will be developed by July 2023 | On Track | 03/17/23 | 07/23/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increased collaboration between ODHS and community partners. Increase the community's understanding of the different foster care options. Increase placement options for children and young adults with complex behavioral and mental health needs. | | | |
| Recruitment Strategy #1: Data collection to help guide recruitment strategies. | | | |
| Recruitment Strategy #2: Work as a team to develop a joint recruitment presentation to help raise awareness about the need for resource parents and to help the community understand the difference between general foster care and treatment foster care programs. | On Track | 03/20/23 | 07/20/23 |
| Recruitment Strategy #3: Develop materials for tabling events to share information about each organization. | Future Task | 07/20/23 | |
| Recruitment Strategy #4: Meet monthly to develop a plan for joint recruitment presentations, tabling events, and other opportunities. | On Track | 03/21/23 | |
| Recruitment Measurable Goal #3: Recruit 10 individuals or families from the LGBTQIA2S+ community to provide foster care by December of 2023. | On Track | 06/05/23 | 12/01/23 |
| <i>Recruitment Expected Results:</i> <ul style="list-style-type: none"> Increase the number of LGBTQIA2S+ individuals and families inquiring about foster care. Increase the number of LGBTQIA2S+ children and youth placed with families that can provide for their unique needs. Decrease disparity between total number of LGBTQIA2S+ children and youth and the number of resource parents trained and dedicated to caring for them. | | | |
| Recruitment Strategy #1: Co-facilitate a collaborative workgroup that will host quarterly virtual statewide recruitment events to raise awareness about the need for LGBTQIA2S+ identifying individuals and families to become resource parents. The second virtual event will occur on June 20, 2023. | On Track | 01/09/23 | 01/08/24 |

| Primary | Status | Start | Finish |
|--|-------------|----------|----------|
| DISTRICT 16 - RETENTION PLAN | | | |
| Retention Measurable Goal #1: Utilize a multi-level communication strategy to gain feedback from resource parents about the support and training necessary for them to remain certified. Feedback will be collected through October of 2023. | On Track | 04/11/23 | 10/01/23 |
| <i>Retention Expected Results:</i> <ul style="list-style-type: none"> Future recruiting strategies will be informed by the data collected. ODHS Child Welfare staff will be better informed of resource parent's needs for support and training | | | |
| Retention Strategy #1: Review previous surveys and workgroup efforts to establish trends, activities, outcomes, challenges. | Complete | 05/01/23 | |
| Retention Strategy #2: Review listening session results with certification management team to develop a plan to address themes and next steps. | Complete | 05/08/23 | 05/08/23 |
| Retention Strategy #3: set next listening session date | Future Task | 10/01/23 | |

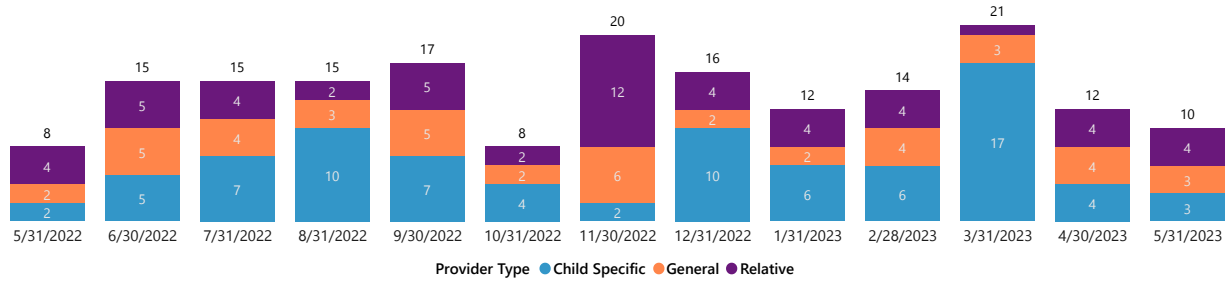
| Retention Strategy #3: Set next listening session date | On Track | 10/20/22 | 12/01/23 |
|--|-------------|----------|----------|
| Retention Measurable Goal #2: 75% of all district 16 CW staff will complete and be able to apply the Resource Family customer service training by TBD | Future Task | | |
| <i>Retention Expected Results: Increased retention and satisfaction of resource parents • Increased retention and satisfaction of resource parents • Increased staff job satisfaction • Increased communication between staff and resource families • Better understanding of process and procedures, expectation, by the resource family</i> | | | |
| Retention Strategy #1: Deliver the customer service training | | | |
| Retention Strategy #2: MAPS incorporating customer service followup on regular basis when doing one on one w/ staff | | | |
| Retention Strategy #3: Regular trickle of customer service info - making a monthly email or trickle to keep workers engaged) incentivize it bring up in staff meetings staff who have made customer service a big deal like the permanency blast) | | | |
| Retention Strategy #4: Comment box to allow resource families a non-punitive way to leave both positive and negative feedback | | | |
| Retention Measurable Goal #3: Host monthly in-person resource parent support groups for English and Spanish speaking providers through December of 2023 | On Track | 10/20/22 | 12/01/23 |
| <i>Retention Expected Results: • Resource Parents will have a consistent space to connect, receive training, and provide feedback to Child Welfare.</i> | | | |
| Retention Strategy #1: Set up support group | On Track | 06/15/23 | 12/21/23 |
| Retention Measurable Goal #4: Host four summer meetups for resource parents and their children between July and September 2023. | On Track | 06/01/23 | 09/29/23 |
| <i>Retention Expected Results: • Create opportunities for resource parents to develop connections. • Improved retention of resource families through the creation of community supports. • Enhanced communication with ODHS through regular contact.</i> | | | |
| Retention Strategy #1: Gather information to set dates, times, and locations for summer meet-ups | On Track | 06/01/23 | 06/07/23 |
| Retention Measurable Goal #5: By August 2023, at the time of placement, every child entering foster care will receive a placement book that contains the placement information sheet, medical card, commonly used resources, and frequently used forms. | On Track | 06/01/23 | 07/12/23 |
| <i>Retention Expected Results: • Resource parents will receive the medical card and placement information within 24 hours of a child's placement in foster care. • Resource parents will have access to the forms and resources they will need during the course of a child's placement in foster care. • Resource parents will report improved communication with ODHS Child Welfare.</i> | | | |
| Retention Strategy #1: Share placement book contents with resource parents to receive feedback. | On Track | 06/01/23 | 06/22/23 |
| Retention Strategy #2: Utilize resource parent feedback to update the placement book contents. | Future Task | 07/10/23 | 08/01/23 |

District 16

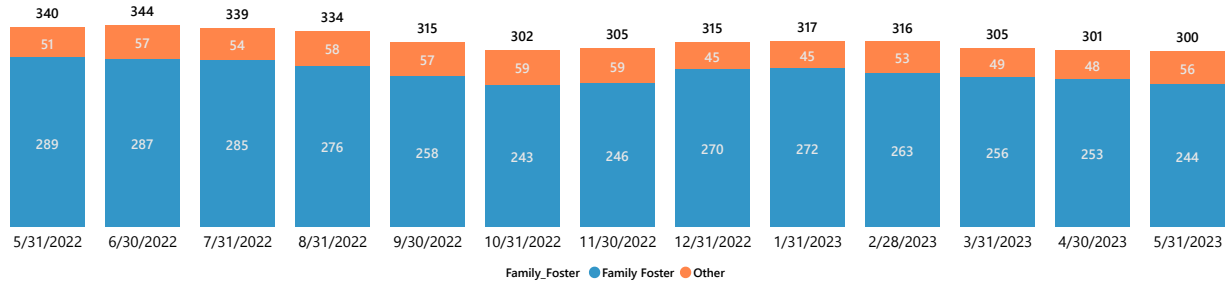
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