

Public Forum
Recruitment & Retention of Foster & Adoptive Homes



**PRIVATIZATION PILOT
DRAFT CONCEPTS – URBAN &
RURAL MO LOCATION**

HB 431 and 604

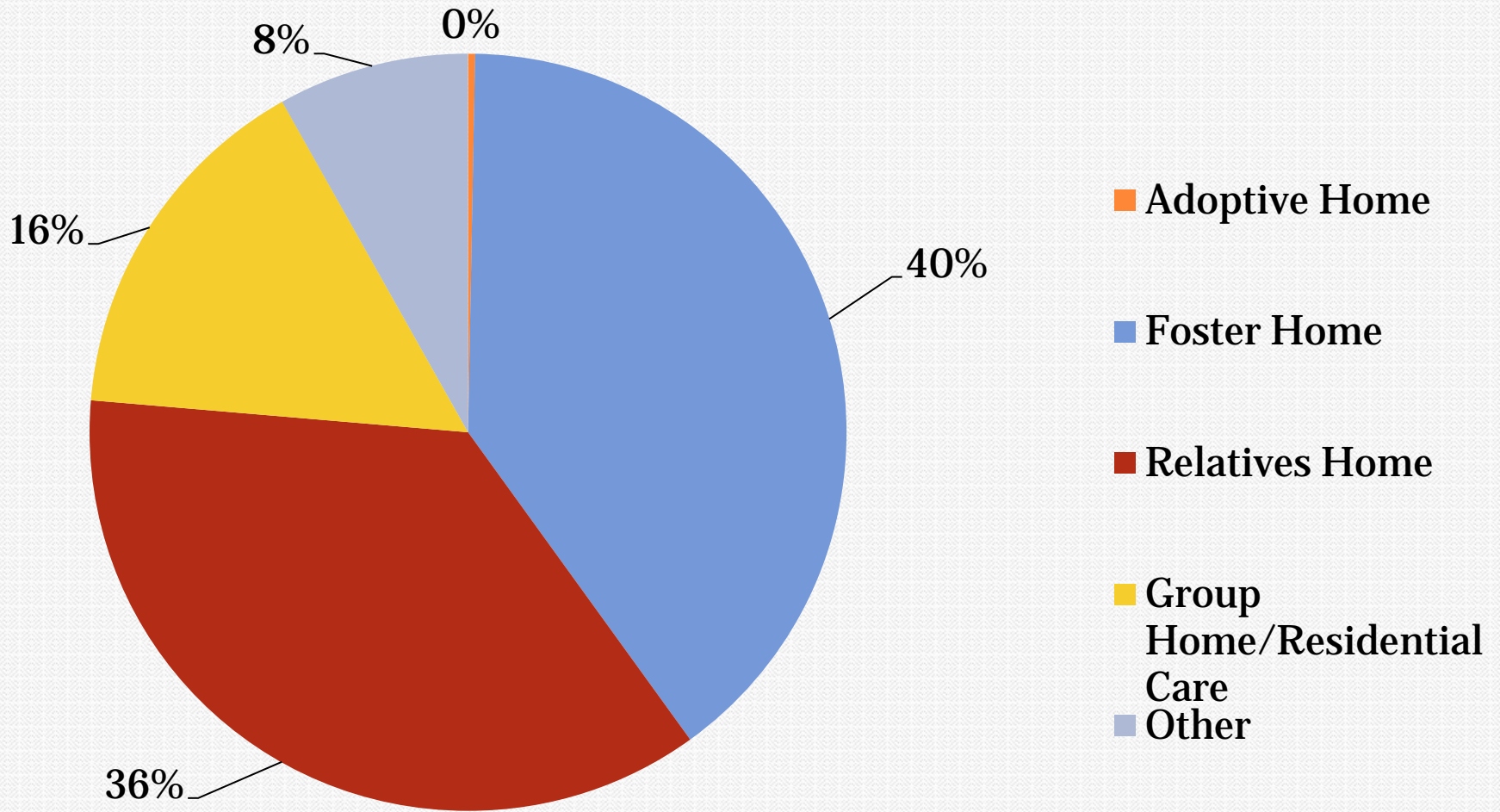
2011 Legislative Session



- Established a fund dedicated to foster and adoption recruitment and retention activities
- Created a State Foster and Adoption Advisory Board
- Established a Task Force to study ways to improve the system of recruitment, retention and support of resource homes

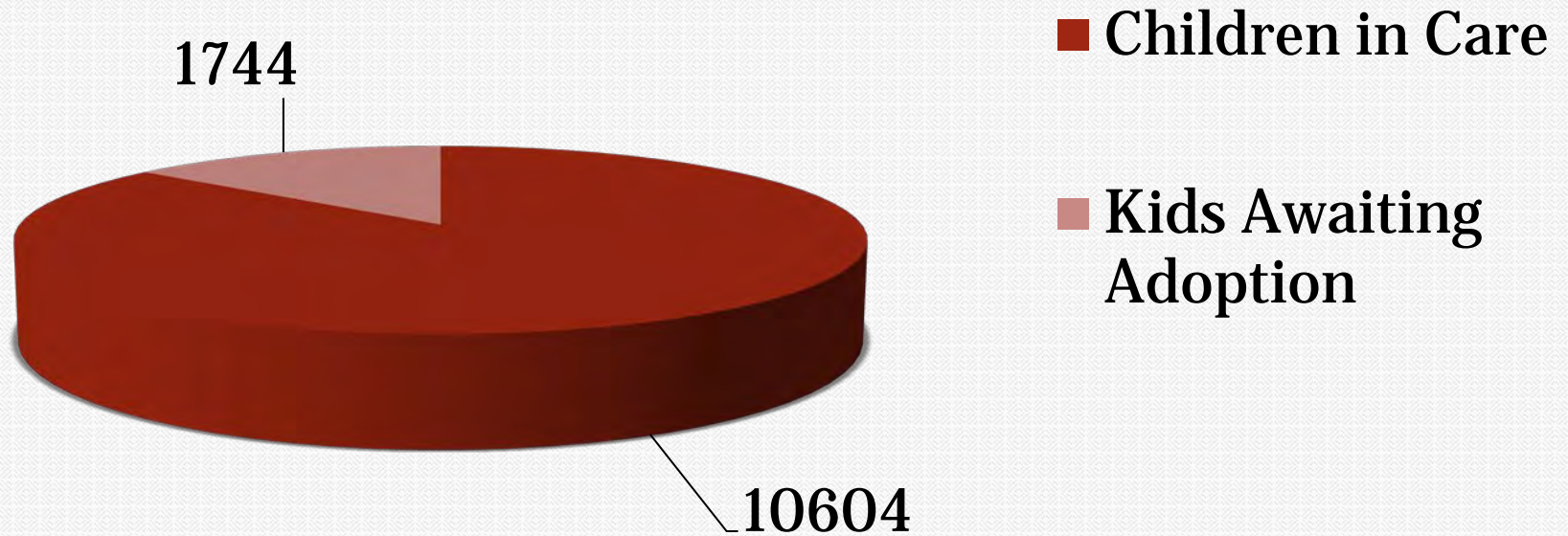


Alternative Care by Placement Type Statewide





Children/Youth in Care



Available Foster Homes 2,770

Task Force Recommendations



- Expand resource family support, enhance training and professional development and recognize as part of the professional team.
- Increase focus on use of relatives & kin
- Deploy a broad range of recruitment strategies
- Review reimbursement approaches

Task Force Recommendations



- Streamline licensure requirements
- **Innovative approaches such as privatization**
- Realignment of existing financing structure

Role of public and private entities in recruitment & retention



- Establish pilot in 2 areas of state
- Ensure smooth transition into pilot locations
- Use data to set and measure results
- Allow resource families to choose affiliation

Core Principles



- **Develop a system that best meets the needs of children & families today**
- **Make early efforts to locate family/kin**
- **Place children close to home, with siblings, ensuring family connections as well as educational stability**
- **Build on what works, with an openness to change system to enhance results**
- **Evidence based models for recruitment and retention**

System Effectiveness



- Improved matching of children and resource homes
- Maintaining family & community connections
- Better child well being outcomes
- Expedient movement to permanency
- Enhanced supports for resource families
- Increased foster family retention

Recruitment and Retention Pilot Concepts



- **Qualifications of providers**
- **Outcomes to be Achieved**
- **Designation of Pilot Area**
- **Services to be provided by contractor and the Children's Division**

Contractor Qualifications



- **Missouri licensed child placing agency**
- **Public or not-for-profit children's service agency with proven record of child welfare services**
- **Accredited by one or more of three governing bodies**
 - Council on Accreditation (COA)
 - The Joint Commission (TJC)
 - Commission on Accreditation of Rehabilitation Facilities (CARF)

Population to be Served:



- Children/Youth in the Custody of Children's Division served by CD
 - **Special attention to children and youth who are:**
 - ✦ 10 years and older
 - ✦ Teens
 - ✦ Members of sibling groups
 - ✦ Children of minority heritage
 - ✦ Children who exhibit difficult behaviors such as sexually acting out, physical aggression, mental health issues, moderate to severe developmental disabilities, and who are medically fragile.

Required Assurances



- Assuring placements are in close proximity to family and preserve educational stability
- Assuring placements with relatives/kin are identified according to Missouri law and placement preference hierarchy
- Assuring placements reflect the diversity of the community and an understanding of child's culture.

Outcomes:



- **90% of all Legal Status 1 population placed in a family like setting within 9 months of implementation**
- **90% of all Legal Status 1 population is placed with the same resource 4 months after placement or are:**
 - On a trial home visit
 - In a pre-adoptive placement
 - Achieved permanency through guardianship

Outcomes



- **Timely access to suitable placements or re-placements**
- **Continuous /progressive improvement with children having 2 or fewer placements in their first 12 months of care**
- **Continuous/progressive improvement in retention of foster and adoptive homes**

Service Areas Under Consideration for Pilot



- Urban area of Kansas City Metro
- Rural area with little to no Foster Care Case Management presence
 - ✦ Southeast Region
 - ✦ Northwest Region

Services to be Provided by Recruitment and Retention Contractor:



- **Recruitment and development of resource homes to provide Foster Care and Adoptive services**
 - Contractor to provide names of viable placement resources, who have agreed to accept the child for placement, to Children's Division within 2 hrs. of request for resource placement
 - ✦ Names of non-relative resource placements to be provided to CD 24 hours a day 7 days per week

Services to be Provided by Recruitment and Retention Contractor:



- Exploration of relative or kin placements in response to CD providing the names of resources
 - Contractor to identify viable relative or kin placement, who have agreed to accept the child for placement, within 4 hours of request.
 - Requests to be received by the contractor during regular working hours

Services to be Provided by Contractor:



- **Completion of Home Assessments received through Out of County Home Assessment or Interstate Compact on the Placement of Children Requests**
- **Pre-service, in-service and elevated needs training for providers of care.**

Services to be Provided by Contractor:



- **Development of a mechanism to collect and provide real time information about available placement resources**
- **Support and retention services provided to families recruited by the contractor**

Services to be Provided by Contractor:



- Management of resources currently managed by CD in the defined service area
 - ✦ Management of resources to assure availability of placements, supports to minimize disruptions and prevent alternative placements
- Development of innovative strategies for recruitment and retention of resources.

Services to be Provided by Contractor



- Retention activities to support and retain resource providers
- Development of a process for feedback between the contractor and CD

Services Provided by Children's Division:



- Ensure contractors receive training certifications necessary to provide pre-service training prior to start up date
- Notification to existing resource providers of change in licensing oversight organization to be accomplished within 90 days of contract award
 - Providers to be given the option of working with resource contractor or other FCCM contractor in the service area

Services Provided by Children's Division:



- All currently licensed/approved cases transferred to contractor 90 days from date of contract award.
- Complete all home assessments in progress and re-licensure/re-approvals due within 90 days of contract award

Services Provided by Children's Division:



- All cases transitioned to contractor 150 days from date of contract award
- Contract oversight, monitoring of outcomes and support to contractors
- Assurance of placement stability for foster youth during transition

Services Provided by Children's Division:



- Share re-licensure/re-approval activities as well as resource identification during days 91-150
- License and approval issuance to resource providers
- Maintenance of and processing of fingerprint results
- Final Grievance Resolution

CHILDREN'S DIVISION

- Training Certification
- Prepare for transfer of cases beginning day 91
- Notification to resource providers of option of service provider
- Work with contractor to develop transition protocol

Phase 1 START UP Day 1-90 Begins at Contract Award

- Share with contractor re-licensure and placement identification
- Transition cases and new applications according to protocol
- Complete out of county and ICPC requests

Phase 2 TRANSITION Day 91-to

Recruitment and Retention Pilot Draft Timeframe Transition

- Refer new foster/adopt applicants to contractor
- Interface with contractor to obtain child specific placement options
- Contract oversight and evaluation
- Re-licensing approvals
- Final Grievance Resolution

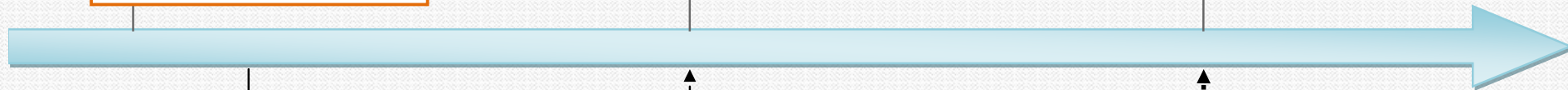
Phase 3 RESOURCE IDENTIFICATION Day 150 -Ongoing

CONTRACTOR

- Establish physical presence
- Staff hiring
- Mechanism for collection of information
- Transition protocol
- Partnership agreements developed with other stakeholders

- Share with CD re-licensure and placement identification
- Contractor assumes recruitment and **new** resource development

- Contractor assumes full responsibility for identification of placement resources, recruitment, support, retention and re-licensure activities
- Out of County and ICPC home assessment requests



Processing Questions



- What questions of clarity do you have?



Processing Questions



- What intrigues you about this approach?



Processing Questions



- What worries you about this approach?



Processing Questions



- **What implications does the pilot have for the children we serve or the system stakeholders?**



Processing Questions



- Are there additional points of consideration as Children's Division develops the Request for Proposal(RFP)?



Follow Up Comments



- Additional Comments should be forwarded to:
CD.RECRUITMENT&RETENTION@dss.mo.gov
- Workforce Report and Workplan and PowerPoint available at:
<http://dss.mo.gov/cd/fostercare/recruitment-retention-foster-adoptive-parents/>