



Bridge to the Future: Survey for County Directors

We are required to have a Statewide Recruitment Plan that defines and targets the resources needed to address the placement needs for children in OKDHS custody. Community partners, including but not limited to Tribes, Resource Parents, youth, service providers, are to be included in the development of this plan. The Program Improvement Plan (PIP) requires both the recruitment plan and regular meetings to include community partners. In order to assist you, we would like to know what you need from Children and Family Service Division (CFSD) in developing a targeted recruitment plan for your county. Oklahoma's two goals for the Recruitment and Retention Plan are: (1) Collaborative Recruitment of Resource Families to meet the diverse needs of our children and (2) Collaborative Retention of Resource Families through customer service and supports. To begin planning, please answer the following questions.

- 1) Which Area do you work in? Please select from the following drop-down menu.
 - 1) Area I
 - 2) Area II
 - 3) Area III
 - 4) Area IV
 - 5) Area V
 - 6) Area VI
- 2) Did your county develop a **recruitment and retention plan** last year?
 - 1) Yes
 - 2) No
- 3) Does your staff understand how the **requirements of MEPA-IEP and ICWA** guide recruitment of families?
 - 1) Yes
 - 2) No
- 4) As the County Director, will you
 - 1) take the lead in ensuring that the plan is developed
 - 2) delegate the development of the plan to a Resource Supervisor or another person in your county
- 5) Name of the person you delegated this task to: _____
- 6) Does your Resource Supervisor know how to develop a **targeted** recruitment plan?
 - 1) Yes
 - 2) No
- 7) Do you or your staff want assistance in **identifying what reports are needed** to begin the process to set goals on your county's need for Resource Families?
 - 1) Yes
 - 2) No

8) Do you have a **description** (demographic and needs) of children in your county to help you identify your recruitment needs?

- 1) Yes
- 2) No

9) Do you want assistance in creating the **description**?

- 1) Yes
- 2) No

10) Has the need for development of a recruitment and retention plan been **communicated** to your community partners?

- 1) Yes
- 2) No

11) Is the community **aware of the racial and ethnic diversity** of the children from your county and the need to have families that reflect the same?

- 1) Yes
- 2) No

12) Do you know **what community partners are needed** to be part of the team to help recruit and retain families?

- 1) Yes
- 2) No

13) Do your community partners **reflect the diversity** of the children in your county?

- 1) Yes
- 2) No

14) Please check which items you would **like assistance from CFSD**:

Check all that apply.

- 1) Develop a targeted recruitment and retention plan
- 2) Implement your plan
- 3) Monitor the outcomes of the plan

15) On a scale from 1 to 10, how would you **rate your county's implementation of Bridge?*** The value must be between 1 and 10, inclusive.

16) What other ways can CFSD assist you?

Thank you for your participation!