

# Welcome!

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# Bringing Your Diligent Recruitment Plan to Life: Ideas and Tools to Support Comprehensive Diligent Recruitment Planning and Program Implementation

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*at AdoptUSKids*

# Welcome and introductions

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Jill Marshall May, Director

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# Housekeeping

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- This webinar is 90 minutes long, including time at the end for questions and answers.
- We will record this webinar and have it available on the NRCDR website.
- Your lines will be muted during the presentation.
- This webinar is interactive—you can ask questions and interact with us using the chat function and by participating in the polls.
- We are seeking your feedback—there will be an evaluation at the end of the webinar.

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# Agenda

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- Welcome and introductions
- Comprehensive diligent recruitment
- Diligent recruitment planning in Missouri
- Diligent Recruitment Plan development and program implementation in tribal child welfare systems
- Hearing more about diligent recruitment planning in Missouri
- Resources to support diligent recruitment
- Questions and answers

# Poll Question

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# Comprehensive Diligent Recruitment

Alicia Groh

Consultant

National Resource Center for Diligent Recruitment  
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# What we mean by “comprehensive diligent recruitment”

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- It goes beyond MEPA requirements
- Comprehensive approach for building and supporting a pool of families based on the needs of children
- Key idea: data-driven approaches to recruitment, development, and support of families
- Addresses important structural and system elements—data, training and capacity building of staff and stakeholders, capacity for interjurisdictional placements, etc.

# Poll Question

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# Elements of comprehensive diligent recruitment

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- Procedures for consistently updating the characteristics of children in care utilizing information and analysis of AFCARS data and other data available to the state, region, or county
- Procedures for ongoing analysis of the current pool of available foster and adoptive placement resources
- Collaboration and public-private partnerships with groups representative of the communities from which children come, to help identify and support potential foster and adoptive families
- General, targeted, and child-specific recruitment, including relationship mining for youth, to meet placement needs of children in care
- Recruitment and development of homes, including relative homes, that can provide placement as a part of concurrent planning for the child

# Elements of comprehensive diligent recruitment (cont.)

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- Recruitment and development of homes that can accommodate siblings in care so siblings can be placed together or reunited when they have been separated in care
- Recruitment of foster homes to ensure children and youth may be maintained in their schools when placed in foster care
- Procedures to ensure that all prospective parents, including relatives and people who have important existing relationships with youth in care, have access to the home study process, including foster and adoptive parent training at a local or community level, and that the home studies are initiated and completed in a timely manner
- Utilization of a “customer service” model to respond to prospective foster and adoptive parents and reduce the dropout rates

# Elements of comprehensive diligent recruitment (cont.)

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- Procedures or processes to address barriers presented by the agency in order to increase the rate of retention of prospective foster and adoptive parents and to reduce the dropout rates
- Procedures for training staff to engage effectively with diverse cultural, racial, and economic communities who are reflective of the children and youth in foster care
- Procedures for providing training to prospective foster and adoptive parents regarding the characteristics, needs, and issues of children who have experienced trauma, as well as adoption clinical issues
- Procedures to deal with linguistic barriers

# Elements of comprehensive diligent recruitment (cont.)

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- Procedures to ensure a non-discriminatory fee structure, including the use of purchase of service arrangements with public and private agencies (including community-based and other organizations) when necessary to facilitate and support placement
- Dual licensure of foster and adoptive homes
- Utilization of adoption exchanges, including [www.adoptuskids.org](http://www.adoptuskids.org) and/or regional or local exchanges
- Procedures and processes to eliminate barriers to the interjurisdictional placement of children
- Training strategies for staff and community partners

# Resource on elements of diligent recruitment

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*What is Diligent Recruitment?*

[http://nr cdr.org/\\_assets/files/NRCRRFAP/resources/what-is-diligent-recruitment.pdf](http://nr cdr.org/_assets/files/NRCRRFAP/resources/what-is-diligent-recruitment.pdf)

- Outlines MEPA's diligent efforts requirements
- Outlines elements of a comprehensive diligent recruitment program

# Benefits of comprehensive diligent recruitment

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- **Key benefit: better outcomes for children:**
  - Pool of families to meet the needs of children in foster care—helps improve placement stability and permanency and increase options for family-based care for children
- Other benefits for child welfare systems:
  - Increased choices for appropriate placement options
  - Less demand on workers to deal with crisis-level need for more families



# Comprehensive diligent recruitment—how do we get there?

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## Diligent Recruitment Navigator

- What is it?
  - Customizable tool to guide you through strategic, data-driven discussions, with extensive discussion questions
  - Suggestions on key stakeholders to include
  - Recognizes key factors that affect diligent recruitment

# Diligent Recruitment Navigator

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- Developed with extensive input from the child welfare field:
  - Significant revisions based on input and testing
  - Modeling stakeholder involvement to shape our work
- Flexible tool—can be used in multiple ways

# What we're seeing: examples from the field

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- Engaging broad groups of stakeholders:
  - Initial planning discussions
  - Ongoing assessment and adjustments
- Recurring diligent recruitment discussions
- Developing county-specific, short-term recruitment plans

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# Diligent Recruitment Planning in Missouri

Amy Martin  
Permanency Program Manager  
Missouri Children's Division



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# Missouri's diligent recruitment planning

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## Missouri facts:

- State administered system
- Foster care population of approximately 13,000 children
  - Of this population roughly 75% will be adopted by foster parents and approximately 12% of the population wait for a permanent placement through adoption or guardianship

# Missouri's diligent recruitment planning

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## Missouri facts:

- Approximately 26% of foster care cases are case managed by a private case management contractor
- The northwest corner of the state, which includes Kansas City metropolitan area, is privatized for recruitment, licensure and retention of foster and adoptive homes

# Missouri's diligent recruitment planning

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## Missouri facts:

- Missouri has an active adoption resource center network with centers in St. Louis, Kansas City, Springfield, and central Missouri
- Additionally Missouri has an active faith community with a statewide faith committee and faith partners throughout the state

# Missouri's diligent recruitment planning

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Missouri's approach to developing the recruitment plan and use of the Diligent Recruitment Navigator:

- Internal meeting with state managers in the areas of foster care, adoption, data, CQI/quality assurance
- Identified questions from the Diligent Recruitment Navigator that would provide the best opportunity for exploration with staff and partners



# Missouri's diligent recruitment planning

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- Private case management partners
- Missouri Child and Family Services Review Committee
- Recruitment and retention contractor
- Faith partners
- Adoption resource centers
- Children's Division regional resource meetings for public and private resource staff

# Missouri's diligent recruitment planning

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Data themes of information needed identified in the individual meetings included:

- Richer data on medical and emotional needs of children in care
- Sibling data for children seeking placement
- Zip code information for the community from which children were removed
- Demographic data on successful foster and adoptive parents
- Data on placements that disrupt
- Information on referral source for resource parents

# Poll Question

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# Missouri's diligent recruitment planning

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Projects as a result of the initial meetings include:

- Recruitment posters, brochures, and web-blast materials
- Development of a recruitment video
- Revision of the Heart Gallery process
- Expansion of relationship with the Adoption Exchange
- Maximization of use of the AdoptUSKids website
- Flexibility of training mediums used with prospective families, including in-person, online and self-study

# Hearing more about diligent recruitment planning in Missouri

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- Planning and implementation processes
- Partnering
- Collecting, analyzing, and using data
- Recruitment strategies
- What's next?

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# Diligent Recruitment Plan Development and Program Implementation in Tribal Child Welfare Systems

# Diligent Recruitment Plan development in tribal child welfare

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Ideas for comprehensive diligent recruitment plan development and program implementation in tribal child welfare:

- Customizing the Diligent Recruitment Navigator for your tribal child welfare system
- Engaging stakeholders (example: Tribal Council)
- Building in ways to assess what is working or not working
- Developing your criteria for success

# Diligent recruitment program implementation in tribal child welfare

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Ideas for comprehensive, ongoing diligent recruitment program implementation in tribal child welfare:

- Continually updating the plan as goals are met
- Using data to tell your story
- Using the plan to identify areas to build or grow in a way that reflects your tribe's culture and context
- Using the plan as a tool for communication



# Many ways the Diligent Recruitment Navigator can help you

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- Planning processes—developing or strengthening a diligent recruitment plan or program
- Guiding implementation of DR plans or programs
- Ongoing stakeholder engagement
- Structuring how you review and discuss data
- Assessing progress in various areas of diligent recruitment
- Building partners' understanding of comprehensive diligent recruitment and how they can contribute to its success

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# Resources to Strengthen Diligent Recruitment Planning and Program Implementation



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# Publications to support diligent recruitment

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- *Using the Diligent Recruitment Navigator to Support Implementation and Ongoing Program Improvement*  
[http://www.nrcdr.org/\\_assets/files/NRCDR-org/using-the-dr-navigator-to-support-implementation.pdf](http://www.nrcdr.org/_assets/files/NRCDR-org/using-the-dr-navigator-to-support-implementation.pdf)
- *Data-Driven Recruitment: Key Data Elements on Foster and Adoptive Families*  
[http://www.nrcdr.org/\\_assets/files/NRCDR-org/data-driven-recruitment-110514.pdf](http://www.nrcdr.org/_assets/files/NRCDR-org/data-driven-recruitment-110514.pdf)
- Resources on targeted recruitment for specific populations of children/for families from specific communities
- Resources on developing and supporting families

# Additional resources to support your efforts

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- Ideas from the field
- Documents and details from Diligent Recruitment grantees  
<http://nr cdr.org/diligent-recruitment/dr-grantees>
- Peer-to-peer connections and support

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# Questions and Answers



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