Clark County Department of Family Services
Recruitment QPI

Monday, March 2nd, 2015 – 12:00 p.m. – 1:00 p.m.

Storey Room

Attendees

Mike Pochowski (Foster Parent), Jessica Roe (The Adoption Exchange)

DFS- Sha'Londa Adams, Marti Derouin- Rayner, Tara Donohue, Cynthia Metzger, Denise Parker, Shannon Rooney

Agenda

1. Welcome / Introductions
2. Update Market Segmentation
   - Next steps
3. Parallel process recruitment
4. Data
5. Development of Goals focused on Market Segmentation
6. QPI Recruitment goals for year
7. Other

Agenda

1. Welcome / Introductions

   - Introductions were conducted.

2. Data

   - Denise handed out a spreadsheet with Licensing data. The data informed group discussion about intended next steps, and Market Segmentation goals.

     o It was noted that this data should include amendments.

     o The group needs to investigate reasons for closures included in this data (i.e. homes closed for adoption).

       ▪ This is a complicated issue. Some homes could potentially stay open after adoption, and may be open to this, but are not necessarily given the option.

3. Update Market Segmentation

   - Update

     o All of the group members were present at the Market Segmentation meeting with Jackie and John, so a recap was not necessary.

   - Next steps

     o A sub-workgroup meeting regarding goal setting was held, which included John and Jackie.

     o The goal for this meeting is to discuss what our goals will be moving forward, which will be sent to Jackie and John with the National Resource Center for Diligent Recruitment at AdoptUSKids.

       ▪ The NRC's next trip to Clark County will be scheduled during next week's phone conference.

       ▪ The goals need to be set by this phone meeting, as the Diligent Recruitment (DR) Grant administrators will be

sitting in on this meeting, so it will be important to have our next steps and goals laid out.

- Main question: Do we have enough homes for the children we have?
  - For example, do we have enough homes that take teens or large sibling groups compared to the total number of homes we have?
  - One goal of our Recruitment Efforts may be to look at families who can take sibling groups, and increase the number.
    - Recruiting families for sibling groups can be problematic. The current placement process involves calling homes with open beds for children as they come into foster care, and not holding open beds for large sibling groups. This philosophy comes from multiple arenas, such as management and the courts, which emphasize getting children out of Child Haven, as well as families with open beds wanting to take children immediately instead of holding their beds for large sibling groups.
      - Marti shared that, for example, she would take sibling groups in theory, but she typically only has one bed open. This is a common situation with our foster families.
    - Partnering with Pathways HLOC Agency is something to consider toward achieving this goal, as they typically work with young sibling groups.

- Another goal would be to inform foster parents, via marketing, of ages and the number of siblings that are typical of children coming into care.
  - Denise will ask QA/QI to write a report about how many sibling groups came in and how many homes take sibling groups.
- Another goal is to increase the number of homes that take teens.
  - We need data on the number of teens that agencies take.
- Other General Recruiting Goals:
  - Recruiting a more diverse pool of foster parents.
  - Recruit foster parents who are specifically able to care for children with autism.
    - One way to get a rough estimate of our current capacity would be to pull behavioral and medical rate setting to see what our needs are for this group.
  - Increase the total number of beds available.
    - A goal for the number of beds we wish to have licensed in 2015 could be set. To determine a reasonable number, we would need previous data.
      - Request a report from QA/QI that includes data that goes further five (5) years, which can help the group set a goal of how many beds/homes to license in 2015.

- It is important to also take in to consideration when calculating this information, whether some homes are being lost due to an increased focus on quality. If some homes are closing because they are not quality homes, this may be a good thing, and may lead to lower closure rates in the future.
- Populations of which the group will focus Recruiting efforts for:
  - Sibling groups
  - Medically fragile (behavioral)
  - Teens
  - Overall increase in number of homes licensed/beds
- If the group thinks of additional reports that should be ran, they should reach out to Denise to get these reports pulled.

4. Parallel Process Recruitment
- Is there anything that Recruitment needs from the group and the community in general to do this?
  - Initially, Recruitment was struggling to get events in for the month of March. They requested help thinking outside the box to get recruitment events going.
    - If a group member hears of an event that DFS should be involved in, please send out an email to the group about it.
  - There are a large number of events scheduled for April.
- The Casey Foundation has allocated funding to DFS to be used for Recruitment. This is separate from the DR Grant. If we need funding for something that doesn't fit with the DR grant, this can potentially come

from Casey. Part of what Casey is looking for is to improve our Market Segmentation strategy and make it an even more successful process.

5. QPI Recruitment Workgroup goals for year
   - Need to update our initiatives.
     - Need 2- 3 to work on to start the new year:
       1. Using market segmentation to develop a Recruitment Plan.
       2. Maintaining and supporting the parallel recruitment process.
          - It was noted that the above two initiatives are important and ambitious, and that it may be best to keep it to two (2) and focus on achieving a high level of success with these initiatives.

6. Other
   - The group members expressed that the current meeting time does not work for most members, and an alternate time would be preferred.
     - Meetings will be held on the first Tuesday of every month from 12:00 PM – 1:30 PM.