

Healthy Children and Youth
Strong Families
Diverse Caring Communities

DCYF

Rhode Island Department of Children, Youth & Families

Resource Family Recruitment, Development and Support
Provider Summit
September 21, 2016

Welcome & Agenda

- Welcome, summit objectives and overview
- Why do we need a resource family recruitment, development and support strategy?
- Foster parent panel
- New vision for Rhode Island resource families
- Proposed system to achieve recruitment, development and support (RDS) outcomes
- Best practices in RDS
- Wrap up and next steps

Responding to a poll

- Respond to a poll using a laptop, tablet, smartphone, or any other device that can access the internet via the web browser



Step 1: Access the facilitator's Poll Everywhere web page:

<http://www.pollev.com/blowry>

Step 2: Respond to the poll, by selecting the appropriate option or entering in your own (when requested) and selecting the "Submit" button.

Question

What type of organization are you representing today?

- a. Provider
- b. Parent
- c. DCYF Staff
- d. Advisor/Consultant/Advocate
- e. Media

Question

What role do you play in your organization?

- a. Executive Director/CEO
- b. Finance staff/ CFO
- c. Recruitment initiatives
- d. Foster care/program manager
- e. Clinical staff
- f. Other

Objectives for today

Articulate DCFY's vision for recruiting, supporting and developing all resource families

Generate input on how DCYF should deliver, manage, and procure a system to implement the RDS vision

Identify the capacity building assistance and supports needed by our partners to effectively deliver comprehensive supports and resources to Rhode Island's resource families

Question

What are you hoping to get out of today's session?

[Open text]

DCYF Strategic Priorities

Last year

This year

Match children to the right care and services to decrease overreliance on congregate care

- Director's Approval Process
- Expedited Permanency Meetings
- Central Referral Unit

Expand high-quality family- and home-based services to care for children in families

- Newly procured service array
- RDS Strategy
- Structured Decision Making



Goal: By August 2017: 85% of children in care placed with kin or foster families

DCYF is improving internal structures to align with RDS objectives

Streamlined processes and data-supported decision-making

- Central Referral Unit
- Level of Need assessment tool
- Licensing improvements

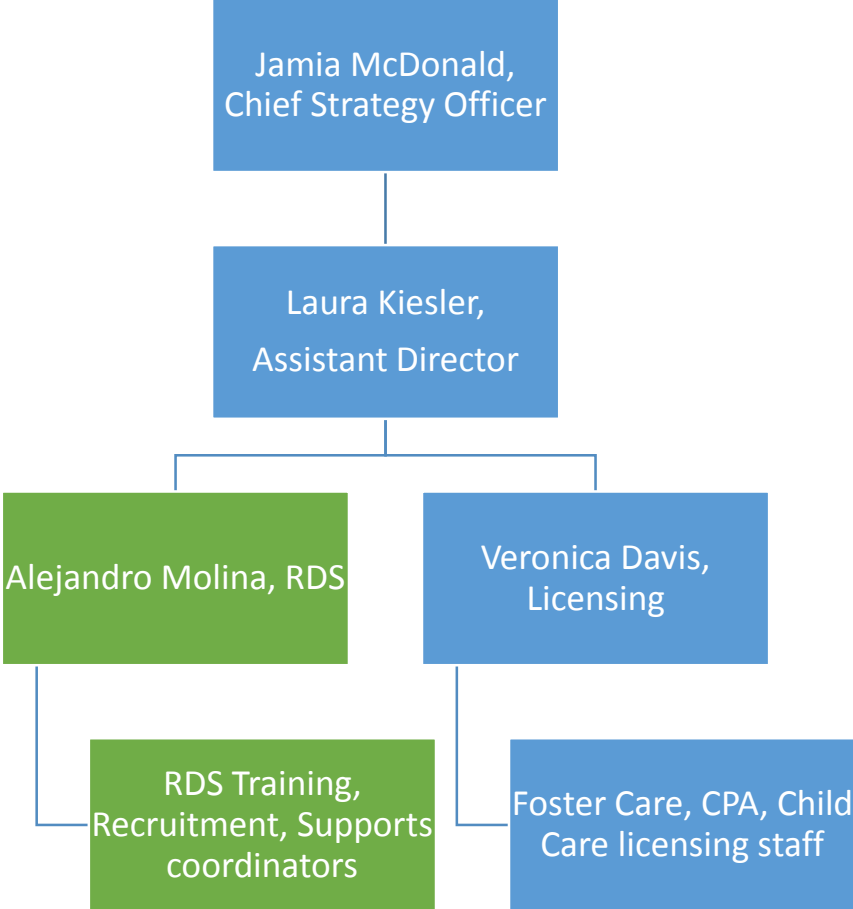
Appropriate staffing and unified recruiting strategy

- New staff at DCYF
- Statewide family recruitment materials and other resources

Collaborative performance improvement

- More active contract management
- Access to technical assistance and expertise

DCYF is adding staff to support the implementation and operation of resource family RDS



DCYF needs more service capacity for kinship and foster family recruitment, development, and support

	Proposed capacity	Population in care
Kinship and foster family supports	325	829 (kin) 255 (foster family)
Private foster care	425	241
Child-specific family finding	50+	195 (group) 202 (residential) 34 (shelter)

We need to build a system that will...

- Increase the availability of resource families for children and youth who need out of home placements– especially for teens
- Decrease placement disruptions and promote permanency
- Offer individualized and targeted supports to kin and non-kin families that facilitate the development of culturally-relevant resources and services
- Increase access to universal and tailored supports to families throughout the placement
- Support families through the licensing process
- Improve individual resource family's retention and satisfaction

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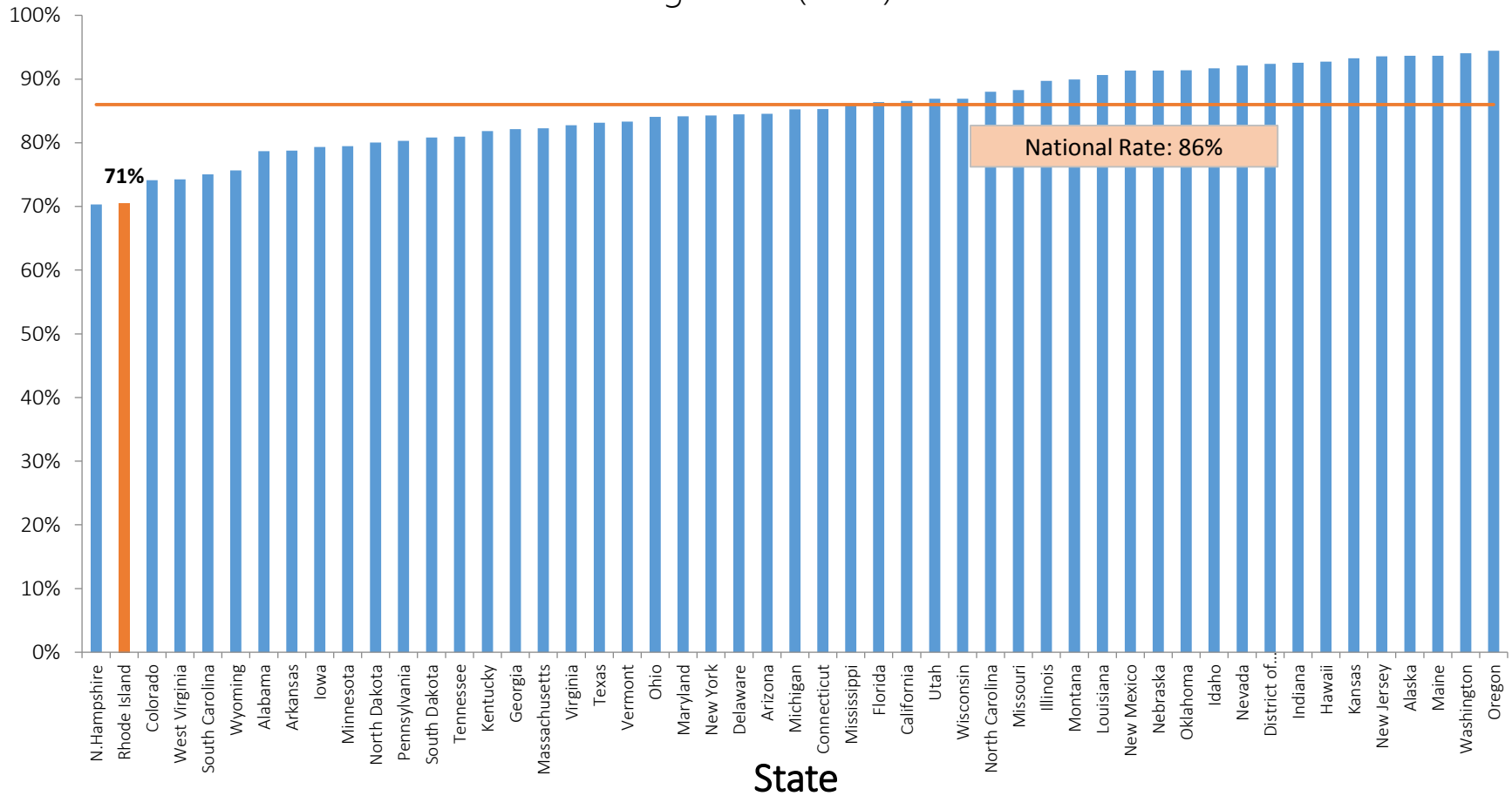
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Why do we need a resource family recruitment, development and support strategy?

Susan Lindberg
September 21, 2016

The majority of children in out of home care live in a family setting

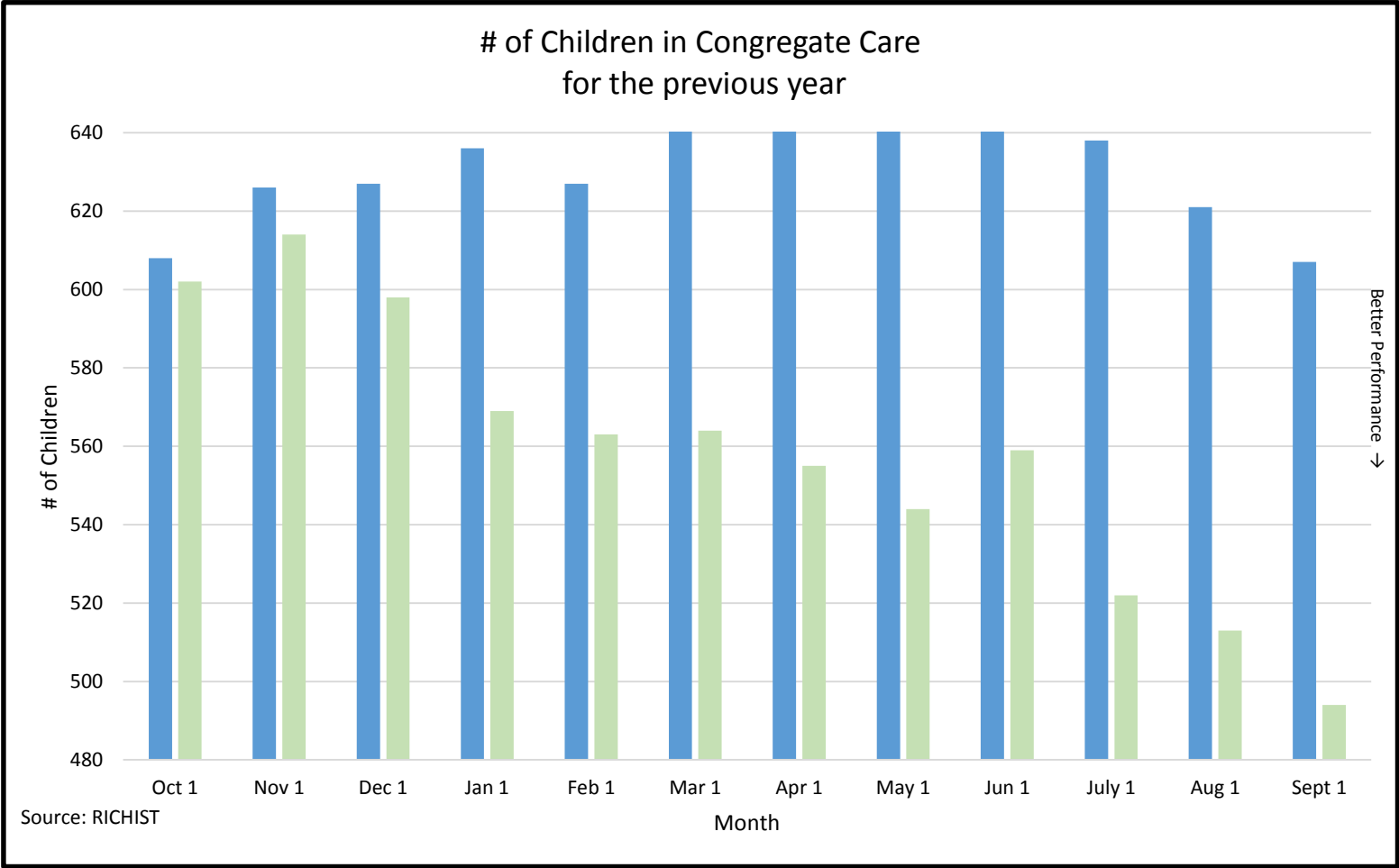
Children in Family Placements by State
Age 0-17 (2014)



Our Goal: Resource Families For 2000 Youth

Source: Analysis completed by CWSG using AFCARs FFY2014 data

The number of children and youth placed in congregate care in RI has decreased dramatically



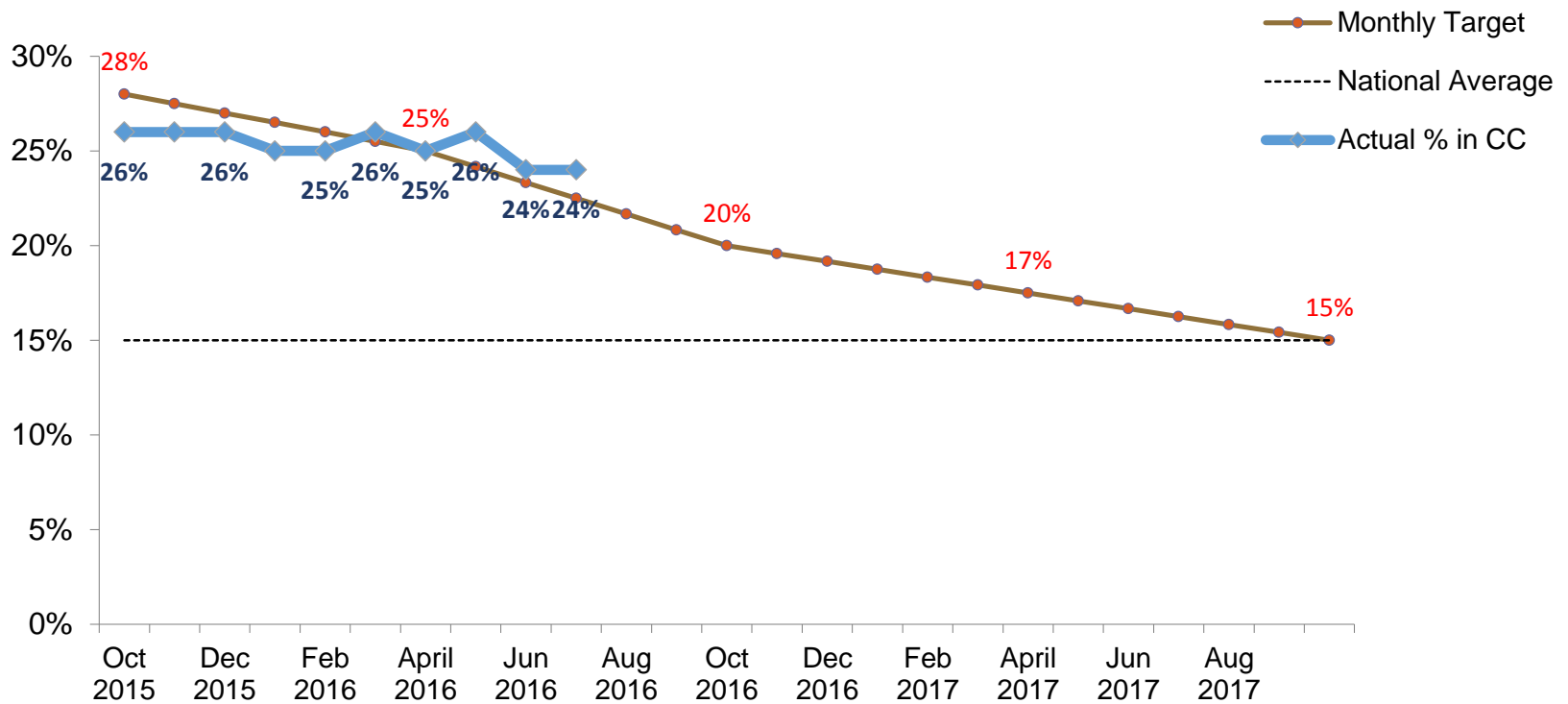
Current Year

Previous Year

Our Goal: Resource Families For 2000 Youth

However, results are beginning to plateau due to lack of kin and foster families

Reductions in Usage of Congregate Care in RI

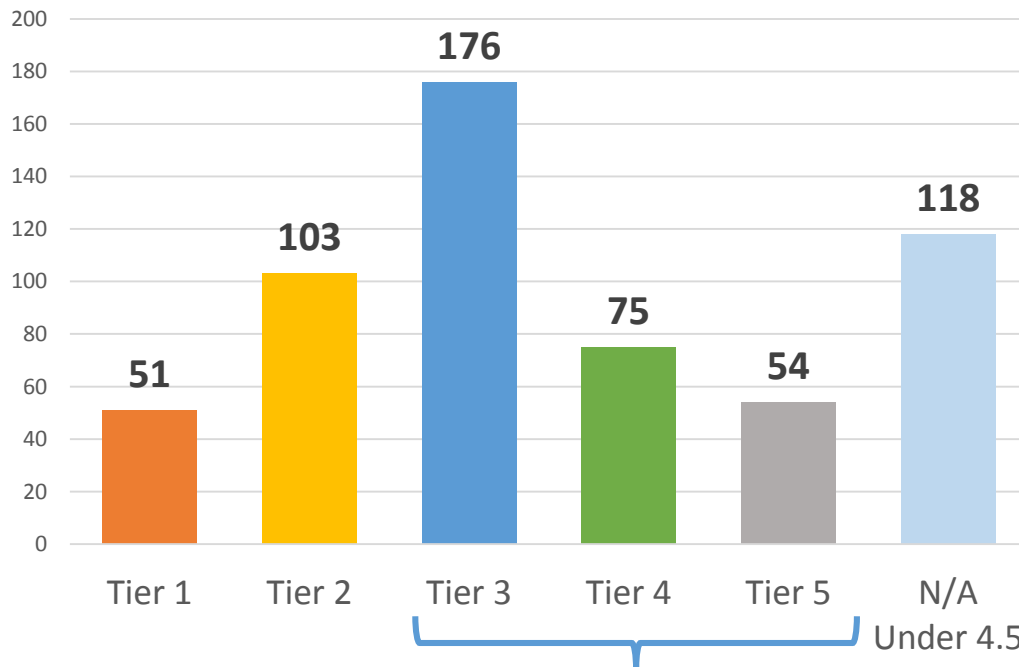


Many children requiring placement could have their needs met in a family setting

Level of Need Results

March 14 to August 31, 2016

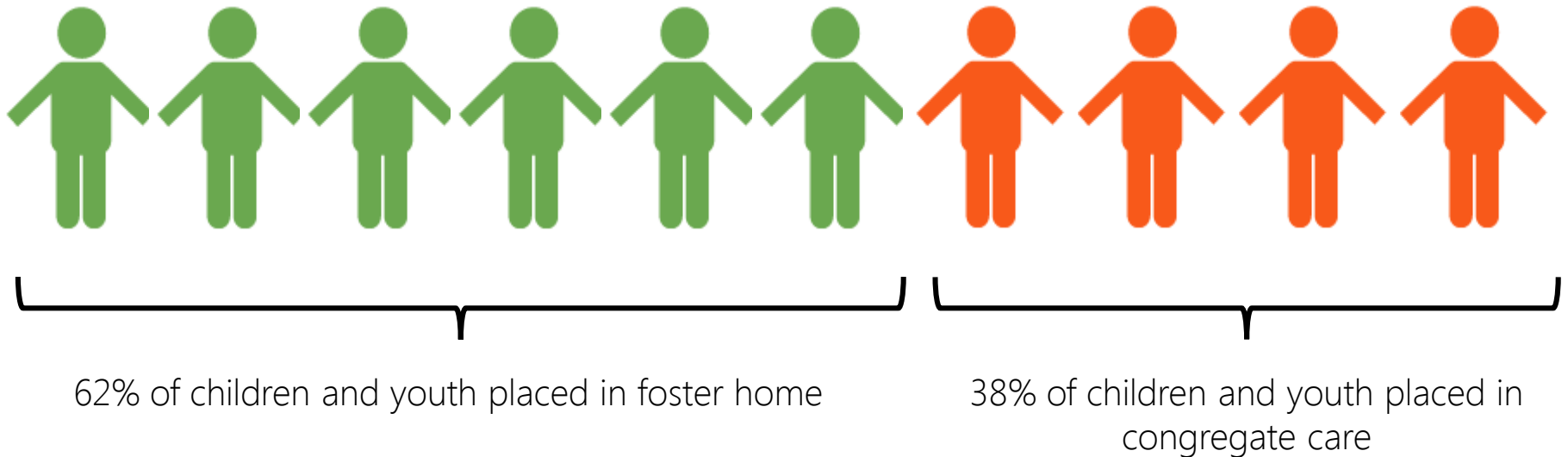
577 assessments completed



Level	Placement Type
Tier 1	Psychiatric Hospital
	ARTS
	Residential Treatment with on campus school
	Juvenile Justice Residential Treatment
	Specialized Residential Treatment
Tier 2	Staff Secure
	Residential Treatment
	Juvenile Justice Residential Treatment
Tier 3	Specialized Residential Treatment
	Specialized Foster Home
	Group Home
Tier 4	Specialized Group Homes
	Kinship Placement w/supportive services
	DCYF Foster Care Home w/supportive services
	Independent Living w/supportive services
	Specialized Foster Home
Tier 5	Semi-Independent Living
	Kinship Placement
	DCYF Foster Home
	Independent Living

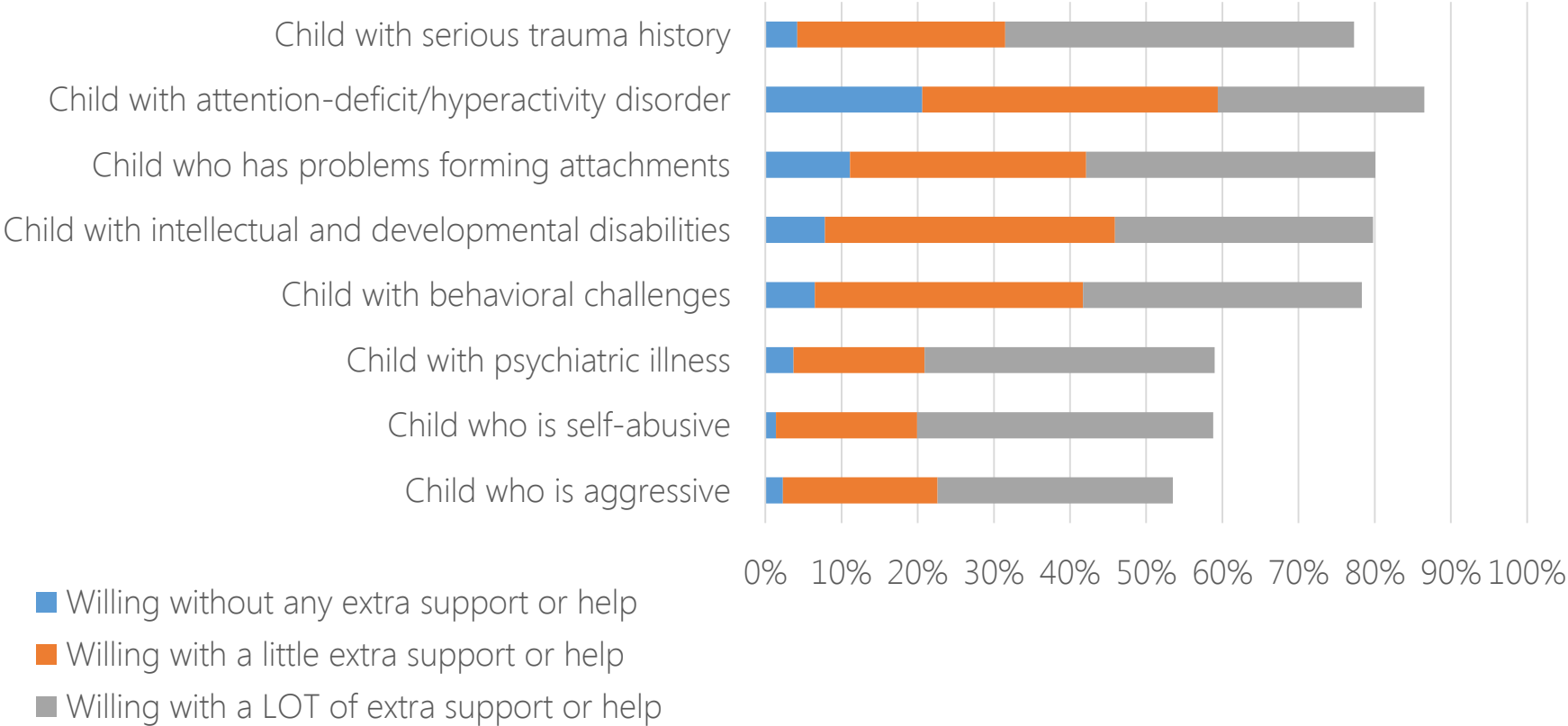
There is an urgent need for more kin and foster homes

Only 6 of 10 children and youth identified as appropriate for foster home placement are placed with a family



With the right supports, many families are willing to accept children with higher-level needs

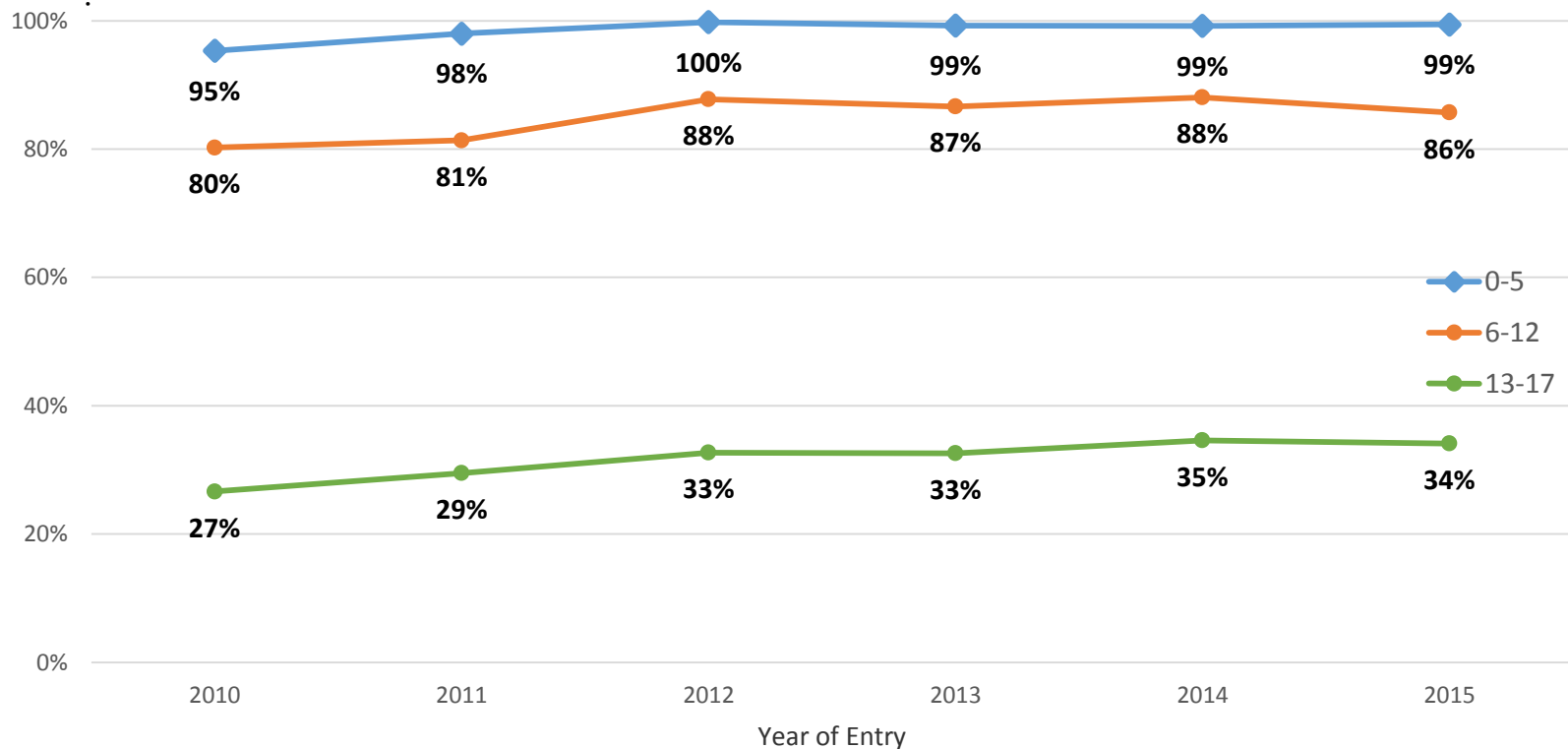
Proportion of resource parents willing to accept children and youth with significant needs



Source: Diligent Recruitment Brief #3 (2016), Resource Parent Survey: Children with Behavioral and/or Mental Health Needs (N=227) Prepared by The Consultation Center of the Yale University School of Medicine

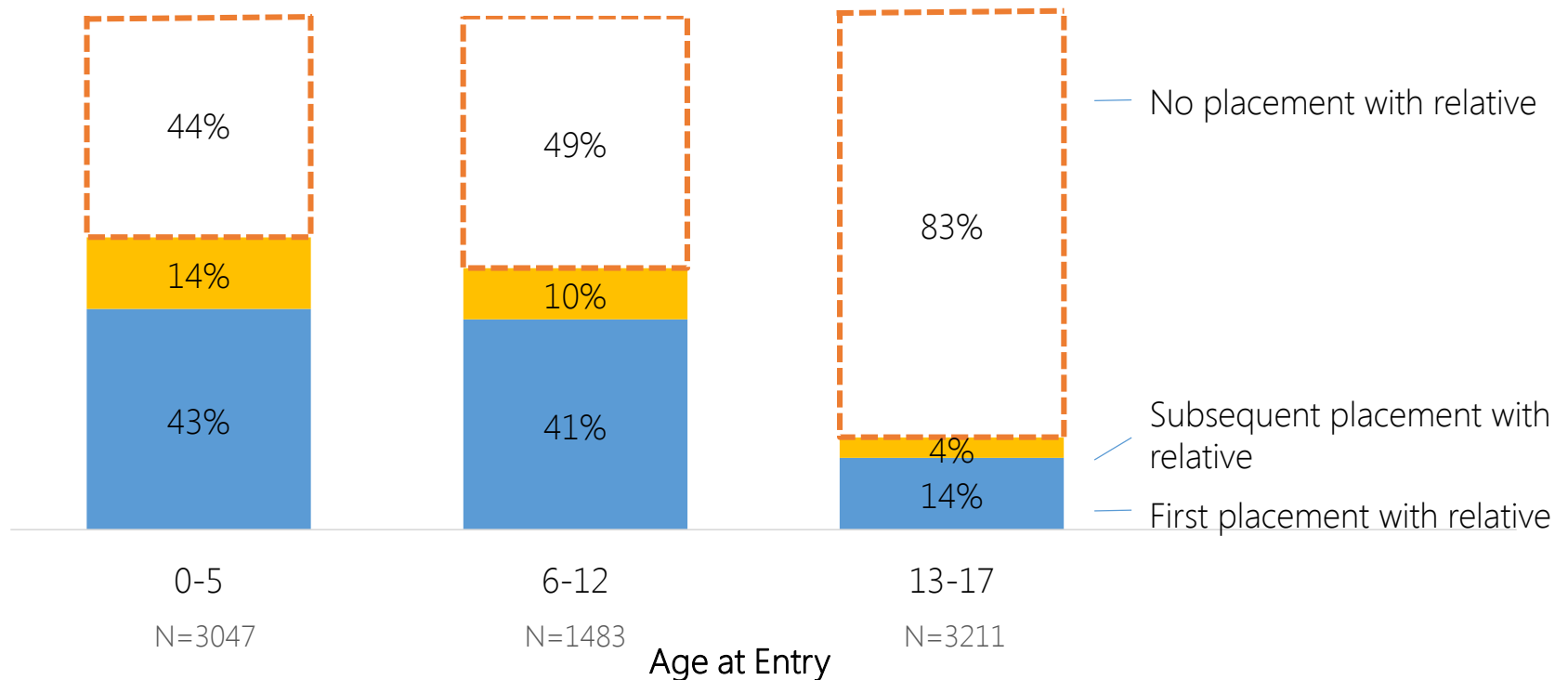
Teenagers have the greatest need for family-based care

Percent of Children Experiencing at Least One Family Placement, by Age at Entry (2010-2015)

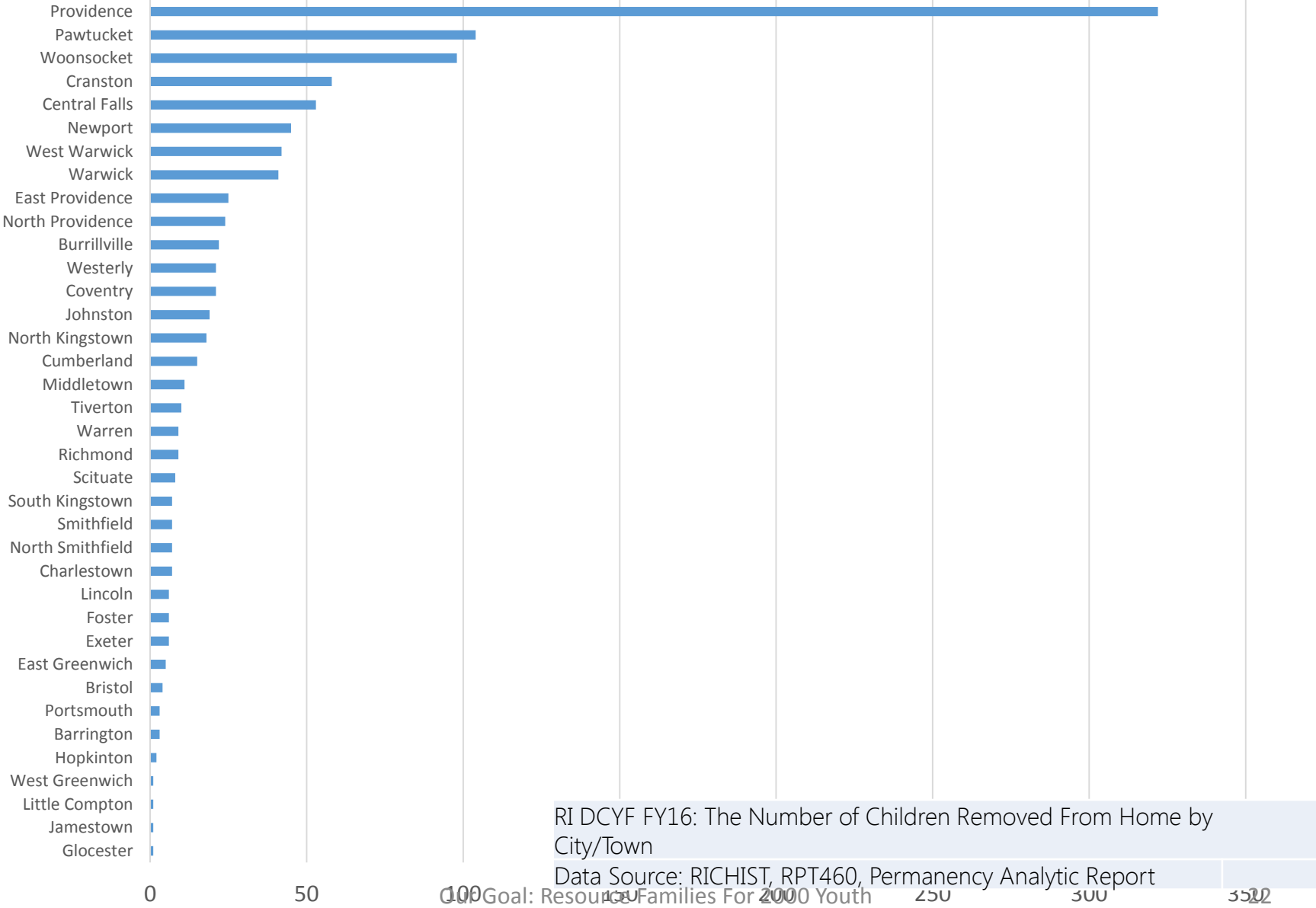


If a child's first placement is not with a relative, it is highly unlikely they will ever be placed with kin

Relative pathways for children entering care
2010 – 2015

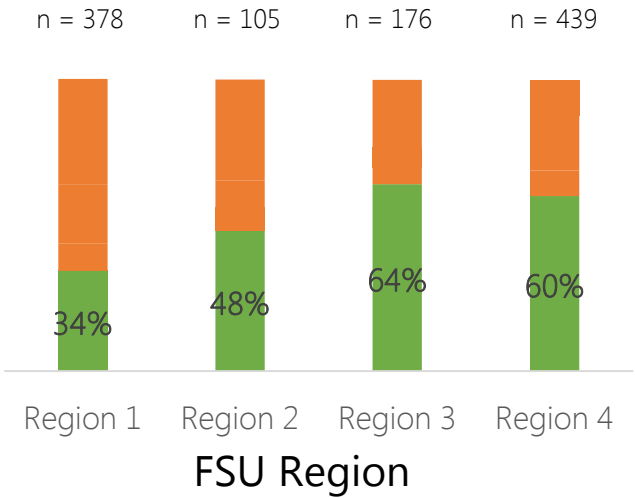


Recruitment and supports should align geographically with where our children, youth, and families live

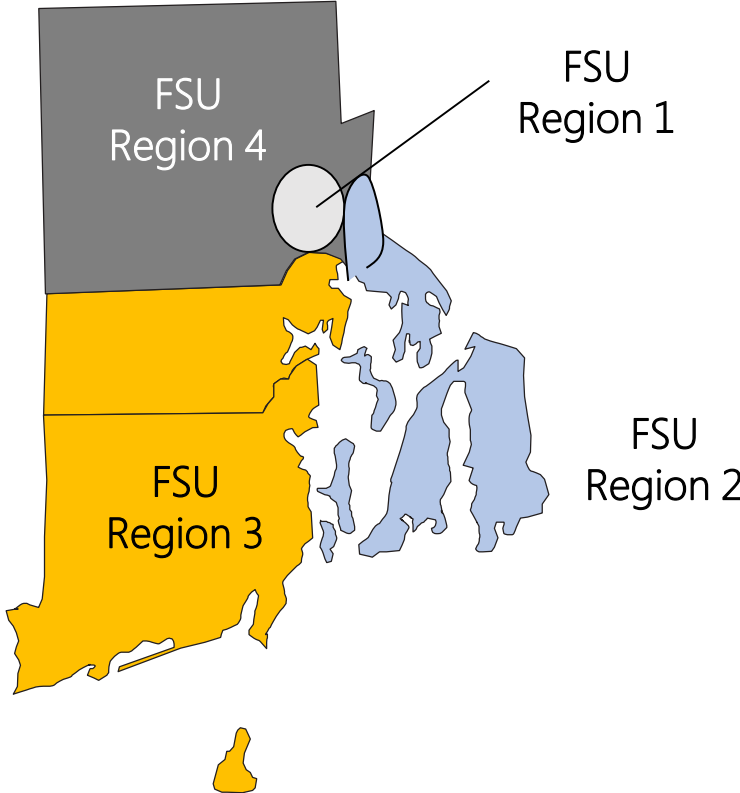


Recruitment and supports should align geographically with where our children, youth, and families live

Percentage of Children Placed by Regions, Sept. 2016

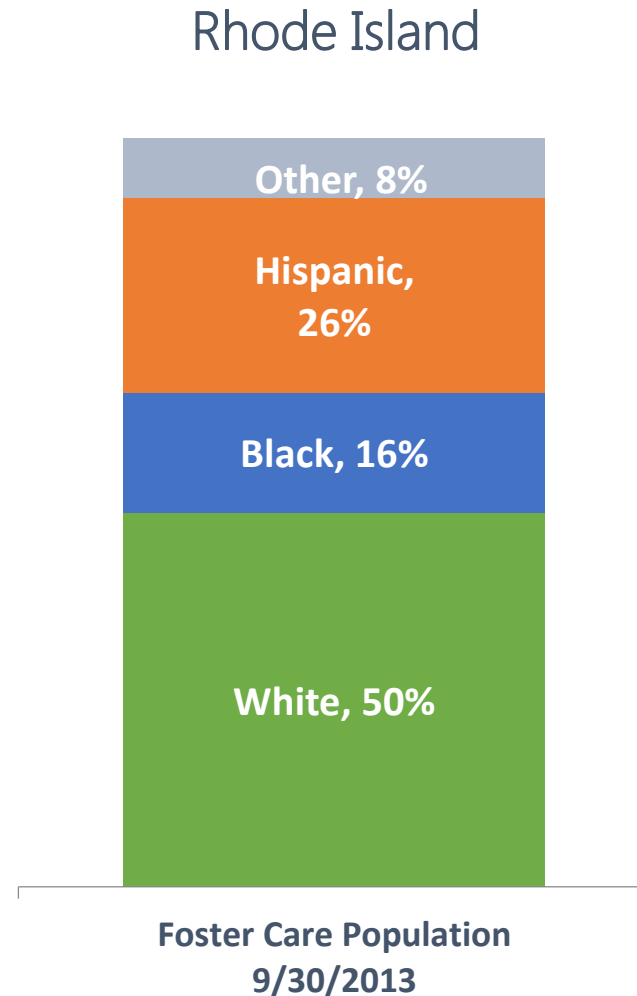


- Children Placed in Home Region
- Children Placed in Other Region



* Highlighted cells represent % of children placed within their home region.

Our recruitment efforts should reflect the population of the children and youth we serve



Question

- What do you think are the most pressing areas for improvements?
(open text)

Question

- What are the three most important areas to focus on initially? Multiple choice, pick top 3:
 - a. Recruiting families for teens
 - b. Supporting all families (kin and non-kin) based on the needs of the child
 - c. Increasing initial kinship care placements
 - d. Supporting kin through the licensing and placement process
 - e. Family finding for children and youth placed in congregate care
 - f. Recruiting more families in high-need areas of the state
 - g. Supporting families to take youth with higher level needs

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Foster Parent Panel

September 21, 2016

Facilitation Question 6

- Table discussion: What did you learn from this panel? What was your most significant take away? Did anything surprise you?

15 minute break

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New Vision for Rhode Island
Resource Families

Jamia McDonald

Laura Kiesler

September 21, 2016

Building RDS to achieve these goals

Recruitment

- Need more family-based settings for youth in care
- Targeted recruitment is needed for some populations
- Recruitment should align with where children are coming from

Development

- Reduce the time to licensing
- Increase opportunities for pre-service and in-service trainings

Support

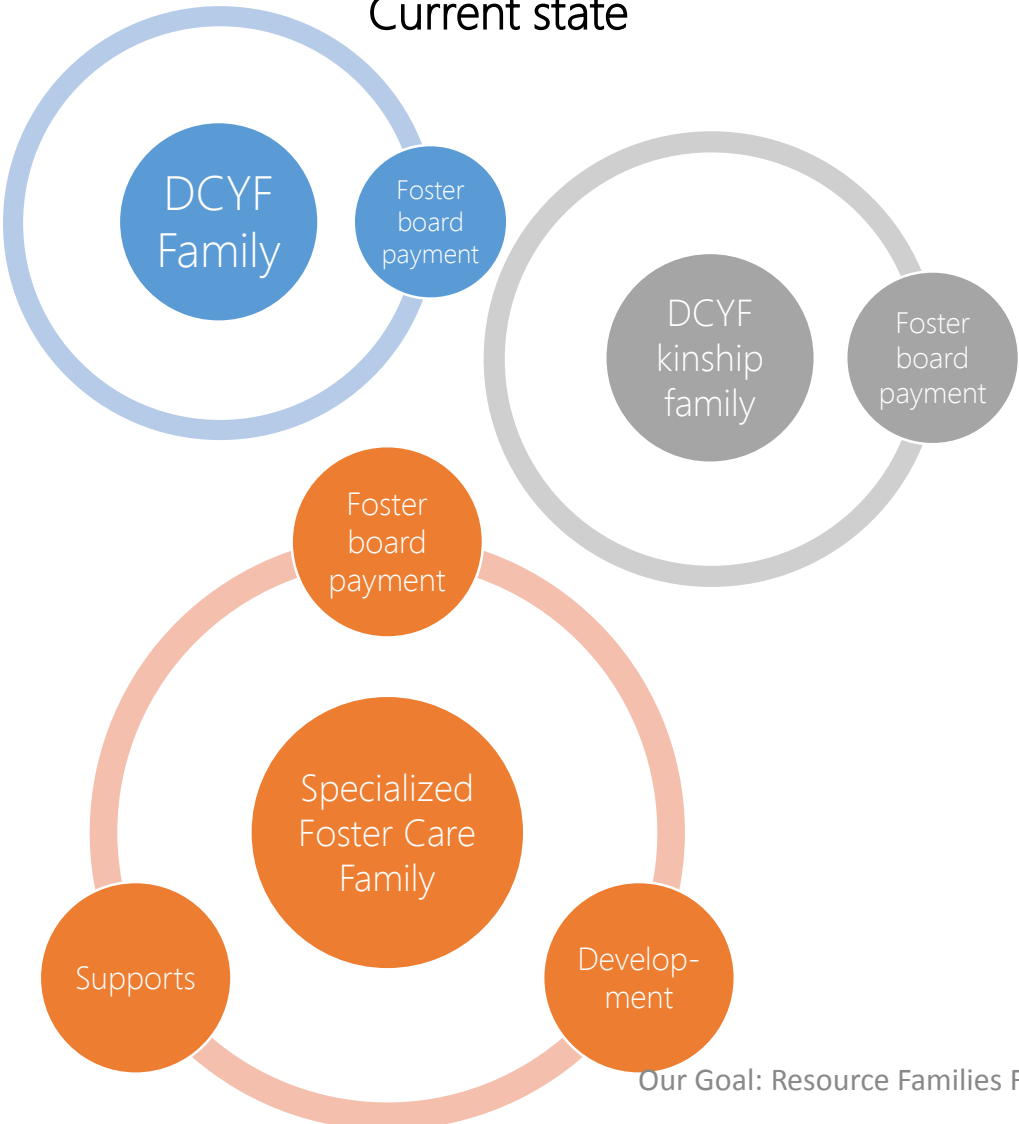
- Expand support to include all kinship and non-kinship families
- Supports based on the level of need of the child and the family's experiences
- Support families who are willing to serve children with higher needs in a family-based setting

Proposed system

- Access to tailored and universal services for all families
- Centrally coordinated recruitment
- Services and supports based on the need of the child or family, not on the license type
- Ongoing development of resource families
- Geographically aligned services

Services and supports will be based on child and family needs

Current state



Future state



Resource families will experience seamless access to services from Support Centers



Examples of support services being operationalized

Family 1: Kinship Placement

- Licensing Navigator
- Kinship support group
- Logistics support (transportation, furniture, etc.)

Family 2: Infant Emergency Placement

- Targeted recruitment
- After-hours emergency phone line
- Post-placement support

Family 3: LGBTQQ Teen

- In-service training: Fostering LGBTQQ Youth
- Fostering teen support group
- Respite-care coordination

Question

- What are you most excited about in this vision?
 - a. Access to tailored and universal services for all families
 - b. Centrally coordinated recruitment
 - c. Services and supports based on the need of the child or family, not on the license type
 - d. Ongoing development of resource families
 - e. Geographically aligned services
 - f. Other

Question

- Where are the biggest challenges?
(open text response)

Successful implementation will require clear roles and responsibilities

DCYF Responsibilities

- Recruitment oversight
- Licensing
- Training coordination
- Active contract management
- Placement and referral to behavioral health services
- Case management of the child

Support Center Responsibilities

- Recruitment
- Licensing navigation
- Support workers
- Peer support groups
- Pre-service and in-service training
- Case management of resource families

Examples of compensation structures

Cost reimbursed activities	Unit/fee activities	Allowance activities
<ul style="list-style-type: none">• Outreach, recruitment, screening and pre-qualification• In-service support workers and services	<ul style="list-style-type: none">• Home studies• Qualification/re-qualification and documentation• In-service supervision• General administration/operations	<ul style="list-style-type: none">• Pre-service and in-service training allowance payment per training hour per trainee• Pre-service and in-service training stipend payment per training hour per trainee to recompense trainee for cost attending training

Question

- What are the key tradeoffs – benefits and risks – of aligning these services geographically across the state? (open text)

Question

- To what extent should agencies be given opportunities for customization and innovation versus standardized across the state?
 - a. Very standardized across the state
 - b. Standardized with some room for customization and innovation
 - c. Services are customized by each agency with some standardization
 - d. No standardization across the state

Question

- How do we address the distinct needs of kinship families across the state?
(open text)

Question

- Should resource families serving children with special medical needs or developmental disabilities be served through geographic agencies or is there a structure that might better meet their unique challenges?
 - a. Yes, these families should be served by the agencies in their geographic area.
 - b. These families should be served by a centralized, state-wide agency specializing in services for children with special medical needs or developmental disabilities.

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Best Practices

Christopher Behan
Annie E. Casey Foundation
September 21, 2016

Successful implementation will require clear roles and responsibilities

Risks	Best practice
1. Overwhelmed provider capacity and learning curve and failure to invest in changing culture	<ul style="list-style-type: none">• Phased roll-out with benchmarks• Ample training and technical assistance• Regular collaboration meetings with public and private agencies during implementation for problem-solving and accountability• Platform for resource families to share concerns and recommendations
2. Lost focus on permanency resulting increased lengths of stay	<ul style="list-style-type: none">• Train, support and challenge kin and foster families to work with bio-parents towards reunification• Customize support for kin and for foster families• Combined efforts towards permanency between FSU case manager and family support worker

Successful implementation will require clear roles and responsibilities (part 2)

Risks	Best practice
3. Failure to recruit the type and number of families needed	<ul style="list-style-type: none">• Robust, actionable recruitment plans, including targeted and child-specific recruiting• Monitor and manage recruitment performance• Kinship search and engagement across the life of the case
4. Not providing needed support to resource families and failing to recognize the distinct needs of kin	<ul style="list-style-type: none">• Attentive kinship navigation• Timely, helpful response to requests for help, including for crises• Access to behavioral health services and peer support

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Wrap-up and Next Steps

Jamia McDonald
September 21, 2016

Question

- What policies, procedures, and operational infrastructure will need to be in place – at DCYF or the support centers – prior to full-scale service delivery? (open text)

Question

- Which of these leading indicators are the most important metrics for tracking the success of the coordinating agencies in recruitment, development, and support?
 - a. Recruitment of new families
 - b. Decrease in placement disruptions
 - c. Family retention and satisfaction
 - d. Access to supports for all families

Question

- What other metrics are important to measure the success of an RDS strategy?

Question

- How might this new system be piloted or implemented in stages to ensure success upon full-scale rollout? (open text)

Question

- What additional technical expertise, resources, or DCYF staff support will be required to ensure the sustained success of this strategy? (open text)

Resources

Technical assistance

- Annie E. Casey Foundation Child Welfare Strategy Group
- Provider Exchange
- Casey Family Programs
- National Resource Center for Diligent Recruitment (AdoptUSKids)
- Court Appointed Special Advocates (CASA/RI CASA)
- Child Welfare Peer Kinship Network

Publications

- *Practitioners Guide: Getting More Parents for Children from Your Recruitment Efforts* (AdoptUSKids)
- *Every Kid Needs a Family: Giving Children in the Child Welfare System the Best Chance for Success* (AECF)
- *Building Successful Families Resource Guide* (AECF)
- *Relatives Raising Children: An Overview of Kinship Care* (Dr. Joseph Crumbley)

For additional information, please contact AECF at
MPernas01@aol.com or MariaValasquez12@gmail.com

Next steps

- Issue awards on open RFP for home- and placement-based services
- Review and integrate input offered at today's Summit
- Disseminate solicitation for RDS strategy in fall 2016

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Wrap up

Question

What is one new thing you learned today?

Question

What specific information would you want from DCYF in order to respond to a procurement for RDS support centers? (open text)

Question

What is still unclear or do you have questions about? Is there anything else you wish you had an opportunity to share?

Thank you!