

**Alabama Department of Human Resources  
Foster & Adoptive Parent Diligent Recruitment Plan**

**2020-2024 CFSP**

<b>Goal 1:</b>	
Identify the population characteristics of the children needing fostering in Alabama.	
<ul style="list-style-type: none"> <li>• Older youth (those youth over the age of 10);</li> <li>• Children with a history of chronic emotional neglect, physical and sexual trauma;</li> <li>• Children with history or exposed to drugs and alcohol at birth;</li> <li>• Youth with special needs (ex. Autism; IDD);</li> <li>• Children with a history of poor nutrition/healthcare needs (those children who have not been seen by doctor or behind on shots and require more doctor appointments to “catch” up as well as pre-existing medical needs that had not been resolved-supposed to have follow up appointments that were not made);</li> <li>• Children who are routinely redirected (those children who have trauma related to abuse or neglect that have a difficult time adjusting to being in a stable home).</li> </ul>	
<b>Objective 1:</b>	Collaborate with the Office of Data Analysis to produce reports to provide accurate statistics of the current population of foster children.
<b>Objective 2:</b>	Produce quarterly reports of barriers to foster care placement from County DHR offices.
<b>Objective 3:</b>	Develop/implement recruitment activities for the characteristics of children needing fostering in Alabama.
<b>Goal 2:</b>	
Identify strategies to reach out to all parts of the community.	
<b>Objective 1:</b>	Collaborate with state LGBTQ organization to increase the awareness for fostering LGBTQ and other children in Alabama.
<b>Objective 2:</b>	Collaborate with state Hispanic organizations to increase awareness of fostering in Alabama.
<b>Objective 3:</b>	Identify leaders within local ethnic/racial groups to increase collaboration.
<b>Objective 4:</b>	Expand Wendy’s Wonderful Kids Recruiters in Alabama to recruit for older teens and sibling groups.
<b>Objective 5:</b>	Collaborate with One Child, One Church to increase African American participation in fostering/adoption.
<b>Objective 6:</b>	Delegate workforce (staff) with job duties, R/Rs specific to recruitment training and retention of foster care providers.
<b>Objective 7:</b>	Delegate staff to partner with the faith-based community and other community agencies that work with children needing placement.
<b>Goals 3:</b>	
Diverse methods of disseminating both general information about being a foster/adoptive parent and child specific information.	
<b>Objective 1:</b>	Continue to promote fostering by TV and radio broadcasting partnerships.
<b>Objective 2:</b>	Promote fostering through Web advertising from current partners.

<b>Objective 3:</b>	Delegate trained SDHR staff to communicate and disseminate foster/adoptive parent and child specific information to the public via all safe social media outlets managed by delegated SDHR staff.
<b>Objective 4:</b>	Develop/implement a SDHR recruitment website managed delegated SDHR staff that will announce and capture statewide recruitment activities throughout the year. The website will announce and capture statewide recruitment activities throughout the year by working closely with county offices to ensure local community based recruitment/retention activities are received and disseminated timely to the public.
<b>Goal 4:</b>	
Strategies for assuring that all prospective foster/ adoptive parents have access to agencies that license/approve foster/adoptive parents, including location and hours of services so that the agencies can be accessed by all members of the community.	
<b>Objective 1:</b>	Develop/implement recruiting documents that include the location, dates, times of TIPS classes.
<b>Objective 2:</b>	Collaborate with licensed foster parents and agencies to identify community partners to increase recruiting efforts.
<b>Objective 3:</b>	See Goal 3, Objective 4.
<b>Goal 5:</b>	
Strategies for training staff to work with diverse communities including cultural, racial, and socio-economic variations.	
<b>Objective 1:</b>	Provide additional training to foster families and staff concerning issues fostering LGBTQ children.
<b>Objective 2:</b>	Provide additional training to foster families and staff concerning issues fostering children from diverse cultures (i.e., Hispanic, Latino, Native American, etc.).
<b>Objective 3:</b>	Provide cultural sensitivity training to foster/adoptive parents and staff.
<b>Objective 4:</b>	Partner with county offices by working with delegated recruitment staff to identify diverse training sites/locations within communities (i.e., beauty salons, barber shops, places of worship, Wal-Mart, etc.).
<b>Goal 6:</b>	
Strategies for dealing with linguistic barriers.	
<b>Objective 1:</b>	Collaborate with state Hispanic organizations to increase awareness of fostering.
<b>Objective 2:</b>	Provide pamphlets and other information in Spanish and other identified languages.
<b>Objective 3:</b>	Provide Spanish language radio spots.
<b>Objective 4:</b>	Provide Spanish language lessons face-to-face or online for foster parents.
<b>Objective 5:</b>	Continue to remove language barriers by offering language translation services.
<b>Objective 6:</b>	Partner with DHR local offices to identify language barriers.
<b>Objective 7:</b>	The Department will explore more resources as it relates to non-English/Spanish cultures, identify what needs the counties have in this area and explore more language assistance for needed populations within the State.
<b>Objective 8:</b>	The Department will continue contracts for face-to-face and telephone interpreter services for non-English speaking individuals to remove language barriers. The telephone service is available 24 hours a day 7 days a week.
<b>Goal 7:</b>	
Alabama DHR has a non-discriminatory fee structure (e.g., there are no fees related to foster parents initial training as well as ongoing training to maintain their license. This includes CPR as well as water safety).	
<b>Objective 1:</b>	Alabama DHR offers non fee services to prospective family (i.e.TIPS).

<b>Goal 8:</b>	
Procedures for a timely search for prospective parents for a child needing an adoptive placement, including the use of exchanges and other interagency efforts, provided that such procedures ensure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.	
<b>Objective 1:</b>	Children will continue to have photos and biographical information on AdoptUSKids and Alabama Heart Gallery Web sites for prospective adoptive parents to review.
<b>Objective 2:</b>	Develop/implement monitoring methods to ensure placements are not delayed based on race or ethnicity, and that all prospective adoptive parents are considered equally. Address any issues that are identified.
<b>Goal 9:</b>	
Ensure all jurisdictions are applying standards equally to all provisionally licensed and/or approved foster homes throughout the state.	
<b>Objective 1:</b>	Ensure provisionally licensed foster homes approvals are completed in compliance with state policy by obtaining queries from the Office of Data Analysis and training county resource workers regarding data entry for providers. (ERD REPORTS PVDR210A, PVDR220, PVDR230)
<b>Objective 2:</b>	Ensure that requirements for foster parents' continuing education are met by obtaining queries from the Office of Data Analysis and training county resource workers regarding data entry for providers. (ERD REPORTS PVDR210A, PVDR220, PVDR230)
<b>Goal 10:</b>	
Ensure that home study requests from other states are processed timely.	
<b>Objective 1:</b>	Collaborate with the Office of Data Analysis and ICPC to ensure home studies are captured in FACTS appropriately.
<b>Objective 2:</b>	Review queries to ensure all pending home study requests are processed timely. (ERD REPORT FMSV030).
<b>Goal 11:</b>	
Ensure all counties are trained in the use of market segmentation data.	
<b>Objective 1:</b>	FSD will develop/implement a plan for the remaining counties who have not received training.
<b>Goal 12:</b>	
Ensure the safety of children in foster/adoptive placements.	
<b>Objective 1:</b>	SDHR will ensure county staff are trained and follow policy/procedures for reporting safety concerns of foster/adoptive children in their placements.