



SFY 20 Statewide Plan for Recruitment and Retention of Resource Families

Goals/Action Steps		Start	Finish	Percent Complete	Staff Responsible	Quarterly Progress Review
1	Resource Family Recruitment: Identify and license Resource Families to care for the children in custody.					
a	Identify ORCA Reports to gather data to include but not limited to: Race/ethnicity of children in care, race/ethnicity of resource families, geographic location of children coming into care and location of resource families.	6/1/2019	9/1/2019	30%	Statewide Licensing Managers, Social Services Program Officer (SSPO) and ORCA Research Unit	QTR 1: QTR 2: QTR 3: QTR 4:
b	Train Regional Community Care Licensing Specialist II (CCLS II) on usage of the data provided by State Office.	8/1/2019	10/31/2019	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
c	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families <u>willing to care for youth with medical needs.</u>	7/1/2019	On-Going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
d	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families who are <u>willing to care for 3 or more foster children and large sibling groups.</u>	7/1/2019	On-Going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
e	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families who are <u>willing to care for teenage foster children.</u>	7/1/2019	On-Going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
f	Assess and evaluate PARKA (Preparing Alaska Resource Families for Special Needs Adoption) as a recruitment effort. Make recommendations for expansion or changes to increase recruitment efforts.	7/1/2019	On-Going	0%	Service Array SSPO	QTR 1: QTR 2: QTR 3: QTR 4:

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f	Provide training (ACRF or CWA) to CCLS II on Sexual Orientation and Gender Identity & Expression (SOGIE) to assist with the Licensing of foster care providers willing to care for LGBTQ foster youth.	7/1/2019	10/1/2019	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
g	Draft FY 20 Regional Recruitment and Retention plans will be reviewed and finalized prior to submission to CCLS III's.	6/21/2019	7/15/2019	0%	CCLS II	QTR 1: QTR 2: QTR 3: QTR 4:
h	Regional Recruitment and Retention plan and budgets will be received, reviewed, and requested through State Office for final approval.	7/15/2019	8/1/2019	0%	Statewide Licensing Managers, Adoption Unit Program Coordinator and their SSPO's	QTR 1: QTR 2: QTR 3: QTR 4:
i	Track regional goal progress on quarterly basis w/ established baselines.	7/1/2019	On-going	0%	CCLS II's and Regional Recruitment and Retention Teams.	QTR 1: QTR 2: QTR 3: QTR 4:
j	Identify new and innovative recruitment strategies such as; resource family recruitment advertisements including magazines, community/agency newsletters, banners and flyers.	7/1/2019	On-going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
k	Track and evaluate recruitment achieved through the adoption exchanges and how inquiries to the exchanges are handled to license new foster families interested in adopting children from foster care.	7/1/2019	On-Going	0%	Adoption Unit SSPC and SSPO's	QTR 1: QTR 2: QTR 3: QTR 4:
2	Resource Family Retention: Support and maintain resource families statewide.					
a	Support the Resource Family Board (RFAB) with its initiatives and statewide representation.	7/1/2019	On-going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:

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b	Support the continued development of the Foster Wear program throughout Alaska and increase the number of vendors from 14 to 20.	7/1/2019	On-going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
c	Develop resource family exit survey and youth survey to assess placement disruptions of older youth.	7/1/2019	12/31/2019	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
d	On going support for existing resource families to include; funding and distribution of thank you cards, annual resource family appreciation letter from the Director of Office of Children's Services, mandatory new staff training on communicating and supporting resource families.	7/1/2019	On-going	0%	Statewide Licensing Managers and SSPO	QTR 1: QTR 2: QTR 3: QTR 4:
e	Continued implementation and support of the Emergency Relief Support Program in all 5 regions including a program analysis of ERS to determine overall effectiveness both regionally and statewide, as well as areas of need to improve the program.	7/1/2019	On-going	0%	CCLS II's, Statewide Licensing Managers, SSPO and Provider Payments	QTR 1: QTR 2: QTR 3: QTR 4:
f	Support and advertise retention efforts of ACRF, such as adoption month events and other appreciation activities.	7/1/2019	On-Going	0%	Adoption Unit SSPC and SSPO's	QTR 1: QTR 2: QTR 3: QTR 4: