

# State of Nevada Foster Parent and Adoptive Parent Diligent Recruitment Plan

**2020 - 2024**

The Foster and Adoptive Parent Diligent Recruitment Plans for each of the three child welfare agencies are different due to the different needs within each community that is served. The locales are diverse from each other, each having their separate needs for the youth and families for which they serve. While each plan is individualized for the child welfare agency, the plans have similarities. The common themes in each of the plans include:

- Increased recruitment efforts for sibling groups, teens, and youth who have special health care needs or are considered medically fragile
- Increased use of marketing strategies through a multitude of media outlets
- Increased efforts to educate, build relationships and partner with local businesses, organizations and interfaith communities
- Increased involvement of current foster parents in the recruitment and training process
- Non-discriminatory fee structure
- Continued implementation of the Quality Parenting Initiative (QPI)

The following Foster and Adoptive Parent Diligent Recruitment Plans reflect activities and goals that will be conducted over the next five years to support recruitment and retention of Nevada's foster and adoptive homes that meet the needs of the infants, children, youth and young adults served by the State of Nevada child welfare agencies.

**2020–2024 CFSP  
FOSTER AND ADOPTIVE PARENT DILIGENT RECRUITMENT PLAN**

<b>Requirement</b>	<b>CCDFS</b>	<b>WCHSA</b>	<b>DCFS Rural Region</b>
<p><b>A description of the characteristics of children for whom foster and adoptive homes are needed;</b></p>	<p>We determined from CCDFS data the current population of foster children and licensed homes</p> <ul style="list-style-type: none"> <li>• 35% of children in care are African American. 27% of families licensed are African American.</li> <li>• 24% of children in care are Hispanic. 18% of families licensed are Hispanic</li> <li>• 46% of children in care are between the ages of 0-6 years old</li> </ul> <p>Identified barriers of children entering into our shelter system</p> <ul style="list-style-type: none"> <li>• Sibling groups</li> <li>• Behavior/mental health needs</li> <li>• Identifying family/fictive kin options</li> <li>• QPI continues to assist with having task forces / workgroups to discuss matching</li> <li>• Casey had licensing and placement taskforce to discuss placement/licensing collaborations</li> <li>• Based in the information collected and established over the last 5 years, the recruitment plan focuses on those populations and recruitment plans to increase the foster parent availability to match children and families</li> </ul>	<p>The ethnic diversity of children in foster care is matched by the diversity in our licensed foster care providers. <b>Ethnic characteristics:</b></p> <ul style="list-style-type: none"> <li>• 12% are African American</li> <li>• 3.2% are Native American</li> <li>• 0.3% are Asian</li> <li>• 1.6% are NHPI</li> <li>• 29% are Hispanic</li> <li>• 54% are White</li> </ul> <p><b>Ages:</b></p> <ul style="list-style-type: none"> <li>• 40% are 0-5</li> <li>• 25% are 6-10</li> <li>• 9% are 11-13</li> <li>• 17% are 14+</li> </ul> <p>Most recruitment activities are focused at recruiting for specific types of children, i.e. Sibling groups and teens, for which we have more difficulty finding placements. We are also focused on working with the Reno/Sparks Indian Colony to offer the required foster parent training for families that they license to increase homes located on Indian land for native children.</p> <p>Additionally, targeted recruitment will continue to focus on schools with the highest removal rates is conducted to help ensure children can be maintained in their communities, keeping ties to their school of origin and other community connections (church, after school programs, peers, etc.).</p>	<p>The licensing recruiter receives monthly reports from SACWIS (UNITY) that have been compiled by the Quality Assurance Unit that reflect the race and ethnicity of children in custody, as well as, the age-range of children removed, in addition to AFCARS. Recent Rural data reports the following breakdown in ethnicity of the 416 children in the Rural Regions’ custody are:</p> <ul style="list-style-type: none"> <li>• 7% are African American</li> <li>• 7% are Native American</li> <li>• 2% are Asian</li> <li>• 2% are Native Hawaiian Pacific Islander,</li> <li>• 13% identifying as Hispanic</li> <li>• 69% White</li> </ul> <p>In terms of ages, most children removed are ages zero to four with the next largest group being five to nine years of age.</p> <p>While recruitment efforts are made to enlist families of all ethnicities, the core of the effort centers on recruiting quality foster homes across rural Nevada just to keep children in the same community and with siblings as this is seen as less traumatizing.</p> <p>To further enhance our efforts for recruitment, the Rural Region will:</p> <ul style="list-style-type: none"> <li>• Identify the number of licensed foster homes in each of the 15 counties and compare to the number of children placed out of home in those counties to identify target area of need within the counties.</li> <li>• Gather demographics of licensed foster parents and compare the demographics of the children placed</li> </ul>

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			<p>out of home (non-relative or kinship) to identify gaps.</p> <ul style="list-style-type: none"> <li>Data gathered will be used for Target recruitment of foster homes.</li> <li>Create data collection that is easily utilized and maintained.</li> <li>Hold brainstorming sessions with each of the four District Offices to help identify local ethnic organizations and leaders within those communities for the purpose of targeted recruitment efforts</li> </ul>
<p><b>Specific strategies to reach out to all parts of the community;</b></p>	<p>Community Collaboration</p> <ul style="list-style-type: none"> <li>Outreach to identified churches in the African-American and Hispanic communities</li> <li>Efforts at providing information sessions at churches</li> <li>Establish Every Church, Every Child</li> <li>This is an on-going community effort among community churches throughout the valley.</li> <li>There are print materials that are provided to the churches</li> <li>Different levels of opting in – information sessions, donation collection, provide area to post materials, host training, support groups for foster families</li> <li>Assessed recruitment activities and level of continued follow through</li> <li>Recruitment plan targets those areas that have been identified – African – American families and Hispanic Families. Recruitment will be identified in the communities through church and community events.</li> <li>Identified 0-6 as a population of need and reach out to preschools and CCSD. The recruiters will able to provide information to teachers</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with the University of Nevada Reno (UNR) on “Have a Heart Nevada” awareness campaign, September through May. Campaign focuses on the concept of supporting foster children in ways other than fostering such as mentoring, transportation assistance, etc. has been added to this campaign to increase the availability of long-term connections for children who are in foster care.</li> <li>UNR Wolf Pack team sponsored home game in November and other activities through UNR sports events that support foster care recruitment.</li> <li>Collaborate with Reno Aces professional baseball team and 1868 professional soccer team to promote fostering in Washoe County.</li> </ul> <p><b>Business Connection</b></p> <ul style="list-style-type: none"> <li>Explore working with and cultivating relationships with businesses to support the fostering community.</li> <li>Creation of an informational video to educate businesses on how to</li> </ul>	<p>The Rural Region currently targets homes within the communities we serve and utilizes the data available to target other ethnicities through radio ads, billboards and targeted community events but it is still a struggle finding homes that are open to fostering. In the future the plan is:</p> <ul style="list-style-type: none"> <li>Hold brainstorming sessions with each of the four District Offices to help identify local ethnic organizations and leaders within those communities for the purpose of targeted recruitment efforts.</li> <li>The agency will provide PSA statements, commercials and media stories through radio, television and print medium to multiple media outlets in the Rural Region. The agency will also incorporate new advertising mediums</li> <li>Utilize social media (Facebook and Instagram) to promote training and recruitment of foster homes</li> <li>The agency has also been able to employ a marketing company to assist with producing movie theater, billboard, newspaper and radio ads to recruit homes.</li> </ul>

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	<p>through information sessions during in-service days. The data collected has identified targeted areas of high removal rates and recruitment efforts will be targets to those areas</p>	<p>support and participate with foster parenting in the community.</p> <ul style="list-style-type: none"> <li>• Work with public employers (State, County, City).</li> <li>• Network throughout the community to promote ways that individuals and businesses can support foster care.</li> </ul> <p><b>Agency Collaboration</b></p> <ul style="list-style-type: none"> <li>• Connect with PTA/PTO and teacher associations.</li> <li>• Establish collaborations with other agencies, such as the Children's Cabinet and Washoe County Leadership Committee, as appropriate.</li> <li>• Collaborate with the Discovery Museum and the SPCA to hold events that support fostering and adoption in Washoe County.</li> <li>• Provide access to online meeting platform to enable agencies to attend.</li> </ul>	
<p><b>Diverse methods of disseminating both general information about being a foster/adoptive parent and child specific information;</b></p>	<p>There have been different recruitment campaigns that have had exposure to the community</p> <ul style="list-style-type: none"> <li>• There are consistent printed materials utilized for recruitment events in the community</li> <li>• Recruitment line is active and there is consistent messaging by any staff that is responsible for answering the lines</li> <li>• Training on current recruitment, ability to send information via email, access to provide any current events and information sessions was established</li> <li>• Family Intake Tracking Tool (FITT) program is utilized to assist with tracking the possible caregivers through the recruitment process</li> </ul>	<p><b>Information and Marketing Strategies:</b></p> <ul style="list-style-type: none"> <li>• There is an informational web link on the county foster/adoption website that answers several FAQ's and includes testimonials.</li> <li>• Provide program brochures for foster parent/special needs adoptive parents, application process booklets and educational literature.</li> <li>• Develop inquiry packets and brochures in both English and Spanish.</li> <li>• Maintain a program display booth, during community recruitment events and displays.</li> </ul> <p><b>Media Strategies:</b></p>	<p>Different methods of dissemination general information will include:</p> <ul style="list-style-type: none"> <li>• Use of media consultant, DCFS has placed billboards on major roadways in Elko/Winnemucca/Battle Mountain and Carson.</li> <li>• Fall of 2019 billboards will be added in Fallon and Pahrump communities.</li> <li>• Radio: utilize contract with Ruby Radio</li> <li>• Fall of 2019 add KPVM (Pahrump) and Reno stations (Lotus, Cumulus and RMG)</li> <li>• For every foster parent training scheduled across Rural Nevada, notifications are sent to all identified media outlets available to the Recruiter.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Count Me In Campaign will be exposed to the community through social media utilizing our new website Countmein.vegas (count me in Vegas). This will allow for updated information to be accessible to the public who is looking for information on being a foster parent.</li> <li>• Community Recruitment Events will be developed based on the information of children's needs, areas of removal, and previous successes.</li> </ul>	<ul style="list-style-type: none"> <li>• Channel 8 KOLO:</li> <li>• Features foster children in need of adoption on "Have a Heart" feature, also on Channel 8 website.</li> <li>• Commercial airtime.</li> <li>• Local Spanish Newspaper:</li> <li>• advertisement promoting the need for foster and adoptive homes to include:</li> <li>• Placement of article and photograph of each Spanish language foster parent graduating class to honor them in their community.</li> <li>• Local Radio stations and Spanish language radio:</li> <li>• Interviews about foster care and need for families</li> <li>• Public Service Announcements which include activities and events related to foster care and special needs adoption.</li> <li>• The Heart Gallery rotates locations every three months to family friendly locations such as, County buildings, Discovery Museum, airport, etc. using a media screen.</li> <li>• WCHSA website – adoption photo listings; contact information; orientation schedules for foster parent training and FAQ video.</li> <li>• The Forgotten Initiative (TFI) - TFI will assist with recruitment activities in the community. Area churches collaborate with TFI to recruit foster and adoptive homes and to find homes for specific children in Washoe County.</li> <li>• Partnership with Christian Alliance for Orphans and National Orphan Sunday through TFI.</li> <li>• Foster Parents as part of the Recruitment and Training Team</li> </ul>	<ul style="list-style-type: none"> <li>• Media stories have also been created around Child Abuse Prevention Month in April and National Foster Care Month in May.</li> <li>• Video interviews and special-interest stories were recently done both with the Carson City School District and with a published author who was in foster care as a child in Rural Nevada. These stories were done through a larger media market that reaches multiple rural areas all at once.</li> <li>• Adoption recruiter works with AdoptUSKids and Adoption Exchange to post biographies and current photos of children</li> </ul>

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		<ul style="list-style-type: none"> <li>• Include Foster Parents as part of the annual Recruitment Planning Committee</li> <li>• Provide Foster Parents with business cards to hand out to people inquiring about foster care.</li> <li>• Include Foster Parent trainers in pre-service and ongoing training.</li> <li>• QPI activities which address finding and maintaining quality Foster Parents.</li> <li>• Employ Foster Parent as peer supports to coach and mentor new Foster Parents.</li> <li>• Conduct community orientations targeted at schools where there are high rates of removal is presented to recruit foster homes which can maintain children in their school of origin.</li> <li>• Include a focus on mentoring and other ways to help a child in foster care in all recruitment activities and materials to increase involvement that may eventually lead to fostering/adopting.</li> </ul> <p><b>Child Specific</b></p> <ul style="list-style-type: none"> <li>• The Forgotten Initiative presents a photo slideshow of children in recruitment at church services and other indoor events. A newsletter, including information about specific children available for adoption, is distributed by TFI to local churches.</li> <li>• ADOPT US KIDS Campaign</li> <li>• Colorado Adoption Exchange</li> <li>• Hispanic/Spanish Adoption campaign</li> <li>• Adoptex.org</li> </ul>	
<p><b>Strategies for assuring that all prospective</b></p>	<ul style="list-style-type: none"> <li>• QPINV website has the foster parent phonebook for all employee information</li> </ul>	<p>WCHSA licensing staff are available Monday through Friday from 8-5pm at 350 South Center Street, Reno, NV for</p>	<ul style="list-style-type: none"> <li>• DCFS website has contact information for foster care and adoption recruiters.</li> </ul>

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<p><b>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></p>	<ul style="list-style-type: none"> <li>Materials are reviewed and updated with correct information of events and information sessions</li> <li>Trainings and information are posted and uploaded to the site</li> <li>CCDFS made changes to the messaging out to the public and current foster parents regarding adoption and efforts to change the focus to reunification and fostering.</li> <li>There is a clear adoption track for any families that would like to adopt, they are referred to our adoption unit.</li> <li>Website with current and updated information on any upcoming events and information sessions. There is Facebook page that allows for real time updates on information for prospective families and any upcoming recruitment events/locations. Clear messaging on foster parents supporting children and families to reunification.</li> </ul>	<p>all members of the community to receive information about becoming a licensed foster/adoptive parent. Additionally, WCHSA employs the following strategies to assure that all prospective foster/adoptive parents have access to agencies that license/approve foster/adoptive parents:</p> <ul style="list-style-type: none"> <li>Hold quarterly Foster/Adoption Fairs.</li> <li>Employ three full time Recruiters/Trainers for foster and special needs adoptive parents.</li> <li>Utilize Trauma-Informed Pre-Service (TIPS) foster parent training to better meet pre-service training needs of applicants.</li> <li>Utilize the SAFE universal home study process and new application on a state-wide level to improve licensing home study quality and consistency and to ensure unbiased assessment of interested applicants.</li> <li>Utilize the “live scan” fingerprint process to expedite background checks for applicants.</li> <li>Provide ongoing TIPS Trainings. These trainings consist of 30 hours of classroom education and are offered on a flexible schedule which includes evenings and Saturdays.</li> <li>Allow for flexible work schedules for staff to meet the needs of foster parents and applicants.</li> <li>Contract with outside providers to conduct home studies with applicants, which occur in the applicant’s home at a time agreed upon by the applicant.</li> </ul>	<ul style="list-style-type: none"> <li>1-800 number allows for toll free calling</li> <li>QPI Nevada</li> <li>Dedicated email: fostercare@dcfs.nv.gov</li> <li>Facebook page that posts training information</li> <li>Adoption Exchange takes information calls from potential adoptive parent and tracks inquiries.</li> </ul>
<p><b>Strategies for training staff to work with diverse communities including cultural, racial, and socio-</b></p>	<ul style="list-style-type: none"> <li>QPI had surveys to identify barriers and customer service concerns</li> <li>CCDFS Training Team and UNLV - Nevada Partnership for Training</li> </ul>	<p>The WCHSA Continuing Education Policy requires that case workers complete 30 hours of continuing education every two years and paraprofessional staff complete 10 hours</p>	<p>Child welfare staff training requirements:</p> <ol style="list-style-type: none"> <li>LGBTQ</li> <li>Trauma informed care</li> <li>CSEC</li> <li>Academy for new workers</li> <li>Specialized training classes for:</li> </ol>

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<b>economic variations;</b>	<ul style="list-style-type: none"> <li>Provides continued education on LGBTQ and CSEC to CCDFS employees (on-going)</li> <li>Identified the areas of need to increase cultural sensitivity and targeted recruitment – QPINV website trainings (on-going)</li> <li>Established new foster parent training curriculum (on-going)</li> </ul>	<p>annually. All staff, including support staff, are required to attend:</p> <ul style="list-style-type: none"> <li>LGBTQ training within 90 days of hire and annually thereafter,</li> <li>Bridges out of Poverty training within 6 months of hire.</li> <li>Training on CSEC within 1 year of hire and annually.</li> <li>the Nevada Partnership for Training also provides courses on subjects such as working with traumatized adults, cultural humility, working with fathers, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Mental health</li> <li>Substance abuse</li> </ul>
<b>Strategies for dealing with linguistic barriers;</b>	<ul style="list-style-type: none"> <li>Spanish speaking staff within the recruitment team and licensing units</li> <li>Spanish Speaking training classes are offered</li> <li>Spanish Speaking Information Sessions</li> <li>Barriers with QPI NV website does not have online Spanish trainings or Closed Captions in Spanish</li> <li>Closely work with the interpreter's office – to assist with any linguistics needs of families throughout the licensing process</li> <li>Current materials have been translated into Spanish and any new recruitment will also have Spanish options</li> </ul>	<ul style="list-style-type: none"> <li>Provides Spanish language pre-service and ongoing training</li> <li>Provides Spanish language advanced training in person and on-line.</li> <li>Provides Spanish language TIPS to meet the needs of relatives becoming licensed for a specific child.</li> <li>Welcome non-English speaking applicants to utilize their own interpreter during pre-service and ongoing training, as well as during the home study process. If they cannot provide their own interpreter, one will be provided.</li> <li>Provide accommodations for applicants who have a disability to remove barriers to complete training and the home study process.</li> <li>Employs a full-time foster care licensing caseworker whom is Spanish speaking.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Use of interpreters for the deaf</li> <li>Language line for access to broader range of languages</li> <li>Staff with 2nd language</li> <li>Referral to WCHSA for training in Spanish</li> </ul>
<b>Non-discriminatory fee structures; and</b>	Foster or adoptive applicants are required to pay the actual cost of their FBI criminal background check for licensure.	WCHSA does not charge fees for foster and adoptive parents.	No fees are charged by DCFS to foster or adoptive parents
<b>Procedures for a timely search for prospective</b>	There are on-going efforts of Adoption recruiters, match parties, profile parties, including the child's photo in the waiting children books, posting on websites,	<ul style="list-style-type: none"> <li>WCHSA currently utilizes the flexible family resource program for children who need the benefit of a concurrent</li> </ul>	<ul style="list-style-type: none"> <li>Adoption recruiter works with AdoptUSKids and Adoption</li> </ul>



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<p><b>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></p>	<p>scheduling for the child’s participation in Wednesday’s Child, presenting the child’s profile to prospective adoptive parents, conducting child visits, child assessment and preparation activities, and any other activity that may lead to a prospective adoptive parent expressing interest in the child. In July 2018 CCDFS partnered with Adoption Exchange to add a Wendy’s Wonderful Recruiter to assist with Child Specific recruitment. DFS photo lists waiting children on the CCDFS website, Adoption Exchange and AdoptUSKids websites. Families are considered without consideration to their race and ethnicity.</p>	<p>placement in which the foster family assists the child(ren) and the family of origin in reunification and agrees to serve as the permanent resource should reunification not take place. The flexible family concept is discussed at length during pre-service training and families are asked to sign a “flex” letter to show their understanding of this type of placement. WCHSA emphasizes this concept in media and other recruitment events.</p> <ul style="list-style-type: none"> <li>● WCHSA places children in legal risk placements whenever possible. A list of “flexible homes” is maintained and the concept is discussed thoroughly in pre-service training.</li> <li>● All interested adoptive and foster families are considered equally for a child waiting for placement. Placement is not delayed based on race. Families are asked to respond to how they can best meet the needs of the child, including their cultural needs. ICWA regulations on placement are followed, which may delay initial adoptive placement.</li> <li>● Children waiting for placement have their biographical information and photographs placed on websites, such as <a href="http://www.AdoptUSKids.org">www.AdoptUSKids.org</a>; and the Washoe County website for people to access. Children are also placed on the Adoptex website for more potential family viewing. Ongoing efforts are being made to locate appropriate interagency resources for recruitment of homes for waiting children. Biographies of children who are geographically limited are sent to “rural” Nevada to be shared directly with foster/adoptive and adoptive homes.</li> </ul>	<p>Exchange to post biographies and current photos of children.</p> <ul style="list-style-type: none"> <li>● Work with marketing firm for television spots on local stations.</li> <li>● Diligent search for relative and fictive kin ongoing throughout the life of the case</li> <li>● Wendy’s Wonderful Kids working directly with DCFS Rural Region.</li> </ul>

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		<ul style="list-style-type: none"> <li>WCHSA will continue to learn from AdoptUSKids program about faith-based recruitment, website recruitment and other topic areas meant to secure increase in adoptive homes for children. We will also utilize the mobile Heart Gallery through the Adoption Exchange for awareness/recruitment in community locations.</li> </ul>	
<p><b>Efforts to support &amp; retain foster caregivers</b></p>	<ul style="list-style-type: none"> <li>Foster Parent Champion Program Foster caregivers are employed through CCDFS to assist other caregivers.</li> </ul> <p>The Foster Parent Champion (FPC) Team supports CCDFS foster caregivers whether they are newly licensed, unlicensed or an experienced caregiver. FPC staff is made up of foster caregivers and are available Monday through Friday from 9am to 7pm to take caregiver calls. The FPC team has a wide range of expertise including: Infants, Teens, Large Families, Medically Fragile, Relative Caregivers, Special Needs, and Spanish Speaking Families.</p> <ul style="list-style-type: none"> <li>Caregiver Courier is a newsletter that provides information to CCDFS caregivers that is pertinent to caregiving, community events, activities and other types of meetings.</li> <li>CCDFS caregivers are encouraged to participate on various QPI Workgroups to assist CCDFS in meeting the needs of their foster caregivers. Workgroups include: <ul style="list-style-type: none"> <li>Communications</li> <li>Community Partnerships</li> <li>Training</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Employ two- and one-half foster parent liaison positions, specifically devoted to supporting the foster and adoptive parents and ensuring quality placements and communication between foster parents and the agency. One liaison position will have a specific focus on assisting relative placement development.</li> <li>Include foster parents as part of the annual Recruitment Planning Committee, which occurs during QPI committee meetings (recruitment, retention, events, etc.) to share and evaluate recruitment and retention ideas.</li> <li>Provide foster parents with business cards to hand out to people inquiring about foster care. Foster parents may include their name and number on the back of the card if they choose. An incentive program being considered to provide a drawing for those foster parents that refer interested applicants to foster care/adoption orientation meetings.</li> <li>Include foster parent trainers in pre-service and ongoing training to tap into their knowledge and expertise around fostering children.</li> <li>Continue to work with foster families in minority populations to better access and improve recruitment and</li> </ul>	<ul style="list-style-type: none"> <li>Barriers to fostering will be identified through various means such as appreciative inquiry groups, surveys and efforts made by the Rural Regions QPI Coordinator.</li> <li>Redesigning the foster care application process to promote a simpler process with better engagement with potential foster homes.</li> <li>Review/evaluate NEW pre- service trauma informed care curriculum.</li> <li>The Advanced Foster Care Program (AFCP) staff have merged with the Licensing/Recruitment Unit of the agency with the purpose of bolstering recruitment efforts for both programs. Panel events often include the Clinical Program Manager of AFCP to address how trauma affects children in care.</li> <li>AFC staff conducts trainings with caseworkers on effective monthly contacts.</li> </ul> <p><b>QPI</b></p> <ul style="list-style-type: none"> <li>created the <i>Caregiver Courier</i> in March 2019. The quarterly Courier is designed to educate and support foster families with new or old relevant information.</li> <li>Implemented new system for <i>Comfort Calls</i> for children and birth families at removal.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Support &amp; Retention</li> <li>• Recruitment</li> <li>• Child Welfare Initiatives</li> <li>• Co-Lead Team Meetings</li> </ul> <ul style="list-style-type: none"> <li>• QPI Nevada Website and Just In Time Video Trainings</li> </ul>	<p>support of foster parent in these minority populations.</p> <ul style="list-style-type: none"> <li>• Maintain and utilize an email database to communicate information with Foster Parents in an effective and efficient manner.</li> <li>• Continue QPI committee activities which incorporates foster parent ideas for finding, recruiting and retaining quality foster parents.</li> <li>• Hold appreciation events to recognize and award foster parents for their service.</li> <li>• Offer events that bring foster families and agency staff together, such as picnics, Wild Waters events, Halloween parties, etc.</li> <li>• Use QPI strategies throughout the year to assist in retention efforts.</li> <li>• Employ foster parents as peer supports to coach and mentor new foster parents around co-parenting, basic parenting, child development, managing behaviors, reunification support, etc.</li> <li>• Support to be provided at the Family Engagement Center during scheduled visitation.</li> <li>• Provide access to online meeting platform to enable Foster Parents to attend Family Solution Team meetings and Child and Family Team meetings via computer.</li> </ul>	<ul style="list-style-type: none"> <li>• In process of implementing system for <i>Ice Breakers</i> between foster families and birth families.</li> <li>• Starting in 2019, the QPI has begun calling trainees shortly after each training concludes, which carries a dual purpose. The first being the collection of valuable data via a short phone survey, that inquiries about the quality of the training, as well as, the licensing process and suggestions for improvement/enhancement.</li> <li>• The second purpose is to reinforce the message that foster parents are an integral part of the team and to support the applicant's efforts to complete and submit the paperwork necessary to initiate the home study process. This action step will also help to establish a running dialogue between new foster families and the agency and will help to create a more supportive climate for new and seasoned foster families.</li> </ul>

## AFCARS - Child Characteristics in Nevada

Foster Youth Population by Jurisdiction as of 5/31/2019		<b>June 5, 2019 Foster Population Race/Ethnicity</b>  <b>PUR: as of 5/31/2019</b> <b>Source: AFCARS Report (RPT785)</b>  <b>Prepared by: Office of Analytics - DCFS Branch</b>
Clark County	3,450	
Washoe County	770	
Rural Counties	393	
Statewide	<b>4,613</b>	

Foster Youth Population Race/Ethnicity by Jurisdiction as of 5/31/2019							
Jurisdiction	American Indian	Asian	Black	NHPI*	White	Hispanic	Unknown Race/Ethnicity
Clark County	1.1% 38	2.1% 72	39.2% 1,353	1.2% 43	31.9% 1,100	23.6% 815	0.8% 29
Washoe County	3.2% 25	0.3% 2	11.9% 92	1.6% 12	53.6% 413	28.8% 222	0.5% 4
Rural Counties	6.4% 25	0.8% 3	6.4% 25	0.3% 1	73.8% 290	12.5% 49	0.0% 0
Statewide	1.9% 88	1.7% 77	31.9% 1,470	1.2% 56	39.1% 1,803	23.5% 1,086	0.7% 33

\*NHPI - Native Hawaiian or other Pacific Islander

Explanation of race/ethnicity methodology: Although youth may be multiracial/multiethnic, they are only counted once using methodology provided by the DHHS State Biostatistician based on guidance from the National Center for Health Statistics.

Additionally, all race/ethnicities in the table above other than Hispanic are Non-Hispanic.

Foster Youth Population Age Group by Jurisdiction as of 5/31/2019								
	0-5		6-10		11-13		14+	
	n	%	n	%	n	%	n	%
Clark County	1,655	48%	856	25%	376	11%	563	16%
Washoe County	378	49%	192	25%	70	9%	130	17%
Rural Counties	190	48%	87	22%	43	11%	73	19%
Statewide	2,223	48%	1,135	25%	489	11%	766	17%

<b>June 7, 2019</b> <b>Foster Youth Characteristics</b> <b>PUR: as of</b> <b>5/31/2019</b> <b>Source: AFCARS Report (RPT785)</b> <b>Prepared by: Office of Analytics - DCFS</b> <b>Branch</b>		<b>Free for Adoption<sup>1</sup></b>	
	Clark County	594	
	Washoe County	162	
	Rural Counties	35	
	<b>Statewide</b>	<b>791</b>	

	<b># of Siblings*</b>		<b>Significant Mental or Physical Health Needs</b>
Clark County	2,224	Clark County	934
Washoe County	466	Washoe County	250
Rural Counties	241	Rural Counties	62
<b>Statewide</b>	<b>2,931</b>	<b>Statewide</b>	<b>1,246</b>

\*Unable to determine specific sibling groups within data

	<b>Free for Adoption <u>and</u> part of a sibling group <u>OR</u> have significant mental/physical health needs.<sup>2</sup></b>		<b>Free for Adoption <u>and</u> part of a sibling group <u>AND</u> have significant mental/physical health needs.<sup>3</sup></b>
Clark County	491	Clark County	232
Washoe County	130	Washoe County	53
Rural Counties	31	Rural Counties	5
<b>Statewide</b>	<b>652</b>	<b>Statewide</b>	<b>290</b>

<sup>1</sup> *Free for Adoption* - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased).  
<sup>2</sup> *Free for Adoption and part of a sibling group or have significant mental or physical health needs* - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased). Additionally, these are youth who also have siblings in foster care and/or they have a clinically diagnosed disability that would be counted in one of the following categories: mental retardation, visually or hearing impaired, physically disabled, emotionally disturbed, or other medically diagnosed condition requiring special care, as defined by the Adoption and Foster Care Analysis and Reporting (AFCARS) system.  
<sup>3</sup> *Free for Adoption and part of a sibling group and have significant mental or physical health needs* - this count reflects the number of youth in foster care for whom both parents have terminated or relinquished their parental rights (or one or both parents are deceased). Additionally, these are youth who also have siblings in foster care and they have a clinically diagnosed disability that would be counted in one of the following categories: mental retardation, visually or hearing impaired, physically disabled, emotionally disturbed, or other medically diagnosed condition requiring special care, as defined by the Adoption and Foster Care Analysis and Reporting (AFCARS) system.

<b>June 10, 2019</b> <b>Foster Youth in Paid Placements of AFC, SFC and Med Fragile</b> <b>PUR: May 2019</b> <b>Source: CLEO Monthly Expenditures (CFS7K9)</b> <b>Prepared by: Office of Analytics - DCFS</b> <b>Branch</b>		<b>Foster Youth in Paid Placements of AFC, SFC and Med Fragile</b>		
		<b>AFC</b>	<b>SFC</b>	<b>Med Fragile</b>
	Clark County	48	334	21
	Washoe County	17	102	0
	Rural Counties	19	8	7
<b>Statewide</b>	<b>84</b>	<b>444</b>	<b>28</b>	