

Big Bend Community Based Care Policy & Procedure

Series:	700: Providers & Licensing	
Policy Name:	Foster Home Recruitment & Retention	
Policy Number:	700	
Origination Date:	03/09/2009	Revised: Board Meeting of 12/13/2018
Regulation:	65C-13.008, F.A.C. 65C-13.009, F.A.C. 409.175, F.S.	

Policy

It is the policy of Big Bend Community Based Care, Inc. (BBCBC), to work in partnership with the contracted Foster Home management providers to cultivate and maintain a foster home recruitment and retention program in cooperation with their CMOs.

Procedure

A. General Information.

1. BBCBC and the Foster Home management providers will cultivate and maintain a foster home recruitment campaign in the community, informs the community of the agency's mission, the needs of our children and families, and the community's opportunity to serve.
2. BBCBC and the Foster Home management providers will design the recruiting marketing effort and will manage:
 - a. Initial licensing activities;
 - b. Home study;
 - c. QPT (Quality Parenting Training) training;
 - d. The completion of the initial licensing packet for new homes.
3. BBCBC and the Foster Home management providers will be responsible for supporting and re-licensing foster homes.
4. BBCBC and the Foster Home management providers will complete licensing activities for relative and non-relative caregivers interested in becoming a foster home as well as previously licensed foster home parents from another circuit or state.
5. All prospective foster homes will meet all BBCBC and DCF requirements prior to being licensed.
6. Foster home recruitment and home studies of newly recruited homes will be completed by the Foster Home management providers and submitted to BBCBC. BBCBC will submit all completed licensing packets to DCF for final approval.

B. Guiding principles for Foster Home Recruitment.

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1. Recruitment plans will be designed to attract families with the values and skills to provide quality foster care.
2. Recruitment plans will be designed to encourage foster family applicants to consider adoption as an option, in the event their foster child becomes legally adoptable.
3. Recruitment plans will be designed to recruit the number and types of homes needed in each area of the circuit.
4. The number of homes to be recruited at any given time will be determined by BBCBC.

C. Foster Home Recruitment Strategies. The following strategies will be employed to recruit new foster parents:

1. Foster and adoptive parents will be utilized in recruiting new foster and adoptive parents, through recruitment fairs, and arranging speaking engagements in churches, synagogues, and mosques.
2. Recruitment presentations will be scheduled to target the following audiences:
 - a. Medical professionals;
 - b. School personnel (teachers, counselors, administrative);
 - c. Parent-Teacher Associations;
 - d. Churches, Synagogues or Mosques/Faith Community;
 - e. Minority civic and social organizations;
 - f. Civic groups;
 - g. Department of Juvenile Justice staff;
 - h. Foster Parent Associations;
 - i. Government groups;
 - j. Retirement Organizations.
3. The BBCBC website will provide contact information for local Foster Home Management providers and their contact information.

D. Foster Home Retention Principles.

1. Foster home retention principles focus on:
 - a. Affirming the foster parent's role as a professional member of the child's care team;
 - b. Providing necessary supports to assist the foster parent in effectively performing that role.
2. Foster home parents are trained professionals who will be included in all elements of the child's care.

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3. Foster home parents will be invited to attend staffings as a partner in the child's case.
4. Foster parents will be encouraged to serve as resource parents to the bio parents, following reunification and in some instances will provide respite.
5. Foster parents will have specific case plan tasks to perform as part of the ongoing support given to children in their care.

E. Retention Strategies for Foster Homes.

1. BBCBC and the Foster Home management provider will support the develop Foster Parent Associations.
 - a. Through these Associations, special events will be planned which bring foster parents, foster children and DCMs together for events.
 - b. The Foster Parent Associations will be encouraged to implement the recruitment and retention strategies developed by BBCBC.
2. Foster home parents will receive adequate and appropriate training.
3. Respite opportunities will be made available to foster parents.
4. DCMs will receive training in the involvement of foster home parents in treatment planning and progress reporting.
5. In crisis situations, foster parents can call a designated number to access immediate support.
6. A process for consistent communication with foster parents will be developed in partnership with BBCBC, the Foster Home management provider, and the Foster Parent Associations.

F. Evaluation of Recruitment and Retention Activities.

1. BBCBC will evaluate the various recruitment and retention strategies conducted by BBCBC and its contracted Foster Home management providers.
2. BBCBC will report annually on the number and types of homes available through the network, the number of homes that were lost, highlighting efforts that resulted in the greatest recruitment and retention gains.
3. Based on evaluation data, the recruitment and retention plan will be modified annually.