



State of Rhode Island
Rhode Island Department of Children, Youth and Families



2023/2024 STATEWIDE PLAN FOR THE RECRUITMENT AND RETENTION OF FOSTER FAMILIES

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Introduction



The Department of Children, Youth and Families (DCYF) is committed to the goal that all children and youth should be cared for in a safe, supportive family setting. To support this goal, DCYF is focused on partnering with the community, its leaders and organizations who can Be An Anchor for children and families involved in Rhode Island’s child welfare system.

DCYF recognizes all Resource Families as Anchors to children in care. Resource Families include families caring for a family member or child known to them otherwise known as kinship caregivers, traditional (DCYF) foster families, therapeutic (Private Foster Care Agency) foster families, and pre-adoptive

families. The Rhode Island 2023/2024 Statewide Plan for the Recruitment and Retention of Foster Families reflects the philosophy and strategic initiatives to ensure that DCYF and its partners are able to recruit a diverse pool of individuals who can Be An Anchor, and that our Anchors are well prepared and supported to care for children. This partner-based plan focuses on four (4) key pillars **our children, our families, our communities, and our commitment.**

System Leadership



The Department of Children, Youth and Families has combined responsibility for child welfare, juvenile justice, children’s services,

and behavioral health for the State of Rhode Island. DCYF was established in 1980 and is statutorily designated as the “principal agency of the state to mobilize the human, physical, and financial resources available to plan, develop, and evaluate a comprehensive and integrated statewide program of services designed to ensure the opportunity for children to reach their full potential.” ([RI General Law §42-72-5](#))

DCYF’s mission is to partner with families and communities to raise safe and healthy children and youth in a caring environment. In this mission, it is the Department’s responsibility to be a leader in the statewide efforts to recruit and retain foster families.

The Department’s Division of Licensing and Resource Families (LRF) includes units to support the recruitment, training and development, licensing, matching, placement, support, and retention of foster families.

The Rhode Island foster care system is built on a public-private partnership. In this model, DCYF holds contracts with nine (9) Private Foster Care Agencies. The ten (10) entities work together to support all foster homes in the state. If a child requires out-of-home care, and DCYF is not able to identify a suitable kinship caregiver, there are two types of non-kinship foster families:

1. *Traditional Foster Families* who are supported directly through DCYF, and generally care for foster children with typical needs.
2. *Private Agency Foster Families* who are supported by their chosen agency, and generally care for foster children who have higher levels of need with the support of specialty services and clinical supports from the agency.

This mixed-delivery partnership seeks to ensure a diverse pool of foster families who care for children who require out of home care, while ensuring that foster families receive the supports to help them be successful in their foster care journey.

Recruitment Partners

The Rhode Island Department of Children, Youth and Families (<http://www.dcyf.ri.gov/>) partners with several entities to support the child welfare system and the recruitment and retention of foster families. The importance of engaging and empowering the voice of children, youth and families served by our system, and who serve our system, is paramount. They are experts, and their knowledge, experiences, views, and ideas must be central to our goals. Government entities contracted private agencies, and other community partners also collaborate closely on this effort.

Government Entities:

1. **Office of the Child Advocate**
<http://www.child-advocate.ri.gov/>



The Office of the Child Advocate (OCA) serves as the oversight agency to the Rhode Island Department of Children, Youth and Families (DCYF). In this role, the OCA is responsible for monitoring the operation of each unit within the Department to ensure compliance with internal policies and protocols, state law, and federal law. In addition, the OCA monitors data and trends to ensure DCYF operates within the best practices of child welfare and identifies systemic change needs when necessary.

The OCA monitors each child open to DCYF to protect the legal rights of children in State care and to promote policies and practices which ensure that children are safe, that children have permanent and stable families, and that children in out-of-home placements have their physical, mental, medical, educational, emotional, and behavioral needs met.

2. **Rhode Island Children's Cabinet**
<http://www.kids.ri.gov/>



The Children's Cabinet is a committee consisting of state agencies that serve children and families. Together, state agencies collaborate to put families at the center of government services, supports, and programs to ensure that children ages birth to twenty-four can

thrive. Previous, RI Governor Gina Raimondo in 2020 charged the Children's Cabinet with increasing third grade reading proficiency in Rhode Island -- a key focus of this effort has been connecting children in DCYF care with the highest quality services and supports, including evidence-based Family Home Visiting and high-quality child care and Pre-K. More information is available at <http://www.kids.ri.gov/>. Key Partners include: Executive Office of Health and Human Services <http://www.eohhs.ri.gov/>; Department of Human Services <http://www.dhs.ri.gov/>; Department of Health <https://health.ri.gov/>; Department of Education <https://www.ride.ri.gov/>.

Contracted Private Foster Care Agencies:

1. **Alliance Human Services, Inc.**

<https://www.alliancehhs.org/Foster-Care-Adoption-Rhode-Island>



Alliance Human Services provides foster care services to children and youth with emotional or behavioral disorders, developmental disabilities, are medically fragile, or are in the juvenile justice system. Often, the children we serve have been placed unsuccessfully in homes from other agencies or come from more restrictive settings. Children placed with Alliance experience success through placement stability, and through achieving permanency by returning to their family or other permanent placement that best suits their needs. In order to support these children, we provide ongoing counseling and case coordination. We recruit and train a diverse population of experienced and compassionate adults who, as foster parents, provide homes that are safe, nurturing and supportive.

2. **Boys Town New England**

<https://www.boystown.org/locations/new-england/Pages/Foster-Family-Service.aspx>



Boys Town Foster Care program includes individualize support to families and children to encourage stability, connection, and healing. All Boys Town foster parents are trained to utilize an evidence-based behavioral program which assists to change behavior and teach emotional regulation. Foster parents are provided with 24-hour on-call support, regular in-home consultation, clinical supports, access to on-going training, licensing support, and opportunities for children and families to connect with one another.

3. Child & Family

<https://childandfamilyri.com/our-services/treatment-foster-care/>



Child & Family's Foster Care Program utilizes a trauma-informed approach with two comprehensive levels of support to provide care to our youth. Our program provides therapeutic support to individuals who require additional resources to achieve success in the home, school, and community.

We believe that providing these youth with a consistent and supportive family setting while helping them learn to regulate, feel connected, and build strengths is crucial to their success.

4. Children's Friend

<https://www.cfsri.org/programs-and-services/foster-care/>



When crisis hits a family, it may not be safe for children and their parents to live together. The reasons vary – medical catastrophe, mental illness, substance abuse, and children's behavior problems are just a few. To help the family through the crisis, temporary separation is sometimes necessary. Our foster parents provide a safe, temporary place for children to live while their birth parents confront their problems. Children's Friend takes great care to meet the needs of everyone involved in the experience of fostering children.

5. Communities for People

<https://www.communities-for-people.org/fostercare/>



Communities for People

The Communities for People Families for Children Program (FFC) is a community-based, intensive service using evidence-based and trauma informed practices to support children in or transitioning into foster or pre-adoptive homes referred through DCYF for enhanced support. We serve youth birth to age twenty throughout the State of Rhode Island.

6. Devereux Advanced Behavioral Health

www.devereuxri.org



Devereux Treatment Foster Care (TFC) offers year-round training and 24/7 wrap around, trauma

informed support to our foster families as they meet the needs of the youth placed in their home. Our families care for youth from birth to 21 years old. Devereux helps to coordinate treatment services to meet the individual needs of the youth and family. We are invested in supporting every child's permanency plan and collaborate with all treatment team members to advocate for the best interest of the child, while supporting our families on every step of the foster care journey.

7. **Family Service of Rhode Island**

<https://www.familyserviceri.org/child-and-family-wellbeing>



FSRI provides comprehensive case management and clinical services to foster families as they navigate the foster care and adoption system. We have been serving the RI community for over 125 years! Through the Trauma Systems Therapy (TST) model, we provide weekly in home clinical and case management support to all of our foster families and children.

TST is a model used for children and adolescents who have been exposed to trauma. We provide additional TST training to our foster parents to support the youth placed in their home.

8. **The Groden Network**

<https://grodennetwork.org/fostercare/>



Established in 1993, Groden Center Treatment Foster Care Program (GCTFC) provides treatment level foster care for a diverse population of children and youth with special needs (0-21 years old) and matches them with licensed treatment foster homes across Rhode Island. Our team of Licensed Behavior Analysts, LICSW, and Master level case managers, provide an individualized treatment plan for every child to successfully develop and grow while maintaining

connections to their community. GCTFC foster parents are provided with on-going 365/24/7 support and services, specialized training and supervision, to help meet the child's treatment goals and ensure a successful foster care experience. When you join the GCTFC family, we are with you every step of your foster care journey.

9. **NAFI Rhode Island**

<https://www.nafiri.org/services/foster-care/>



NAFI's Professional Parent Program provides foster care for children and youth birth to age 21 across RI. NAFI foster care is made up of a proud and diverse community of foster parents who enjoy the collaborative approach

that NAFI provides. Each parent is supported by an experienced team of case managers, clinicians and licensing workers to provide on-going support and supervision; while each child is given opportunities to make memories through year-round activities and events aimed at strengthening our community.

Community Organizations:

1. The Village for Rhode Island Foster and Adoptive Families <https://www.rivillage.org/>
2. Adoption Rhode Island <http://adoptionri.org/>
3. Foster Forward <https://www.fosterforward.net/>
4. Rhode Island Coalition for Children and Families <https://www.riccf.org/>



[Building on our 2022/2023 Recruitment and Retention Plan](#)

The DCYF 2022/2023 Recruitment and Retention plan included a series of activities to diligently build a stronger foundation for the recruitment and retention system. These activities have developed into the below ongoing strategies:

1. Using federal grant funds, DCYF expanded programming to support traditional Caregivers including but not limited to a Peer-to-Peer Mentoring Programs, Support Groups (contracted through two community organizations) and the Rhode Island Foster Parent Advisory Council;
2. The Division of Resource Families in Partnership with the Division of Contracts and Division of Performance Improvement hold weekly Agency Partnership Meetings (APM) with our 9 Private Foster Care Agencies. The goal of these strategic meetings is to:
 - a. Support the 9 Private Foster Care Agencies in their efforts to recruit and retain families who can support children with a higher level of need.
 - b. Match open for placement families through monthly youth presentations by our Family Service and Foster Care Placement Unit of children and youth in need of foster care placement.
 - c. Ensure the clinical and case management service delivery standards are consistent and targeted towards children with those higher levels of needs.
3. Implementation of the Call-to-Action Step Down initiative aimed to step down youth from congregate care and psychiatric hospital programming into a family-based setting. DCYF offers enhanced foster board maintenance payments to families who match with a child ready for step down.

4. Expanded messaging scope of current placement needs and championing partners to engage in recruitment and matching efforts by:
 - a. Facilitating targeted recruitment and retention events with the support of peer mentors.
 - b. Accumulate branded giveaway materials to incentivize engagement and spread brand awareness.
 - c. Strengthened family consultation practices in partnership with licensing and our private foster care agencies, aimed to facilitate early matching discussions with families in the licensing process.

Measures of Success

As we reflect on the successes and challenges of the outcomes in our 2022/2023 plan, we know DCYF must be nimble in our approach and innovative in our strategies to support desired outcomes. Leaning into feedback and creating space for family and voice led outcomes is critical to the recruitment, development and retention of families who feel well prepared to support our most vulnerable children. Ongoing recruitment and retention efforts are most successful when we acknowledge challenges within our system and recognize the opportunities to strengthen success.

These include:

1. Youth and family voice must be central to inform larger system change and improve retention efforts. It is the responsibility of all of us to retain foster families through the process of authentic engagement and responsiveness to needs.
2. Efforts must be ongoing to ensure that the diversity of our resource families represent the races, ethnicities, spoken languages, cultures, identities, geographies, and experiences of the children, youth, and families we serve.
3. Open dialogue must occur with families from the onset of the recruitment process to ensure a full understanding of a family's expectations, needs, and abilities, to set them up for success in their match and care of children.
4. Creating a balanced system of foster families with varying levels of experience with the support of community partners is critical to maximizing matching and placement capacity.
5. Targeted recruitment for special populations requires a private, public approach with innovative strategies that are data driven. Further critical team members must be diverse with varied experience who are focused on achieving goals to maximize successful outcomes for children and youth.

DCYF's 2022/2023 goal was to recruit and license 125 new non-relative foster families. The Department licensed **87** families between June 2022-June 2023. The data below reflects both the number of families recruited and licensed by DCYF and by the Private Agency Foster Care providers during this timeframe including numbers of families open to placements for adolescents ages 12 and older, sibling groups and children with special health care\medical needs.

Table 1. Base Line Data as of June 30, 2023.

In accordance with Children’s Rights; DCYF shall publish and make publicly available an annual report setting forth the findings of the assessment including: (a) the numbers of homes recruited and retained by category, (b) the actual number of homes recruited in each of these categories during the twelve-month implementation period, and (c) the total number of homes available for child placement in each of the categories at the beginning and end of the twelve-month implementation period.

Table 1

12. a,b,c	2022\2023 Target	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
Total Licensed Non – Kinship Foster Homes	125 families	87	80
Licensed families open to placement of children 12 years of age or older	25 families	33	29
Licensed families open to placement of siblings	62 families	56	52
Licensed families open to placement of children who have Mental Health or physical disability	31 families	81	74
Emergency response program licensed foster parents for children 12 years of age or younger	5 families	8	8

12.3 a,b	2022\2023 Target	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
Total Licensed Non – Kinship Foster Homes	125 families	87	80
Licensed families open to placement of children who have Mental Health or Physical Disability	31 families	81	74
Mental Health or Physical Disability Characteristics			
Medical (Mild)	31 families	71	65
Learning/School Issues		67	61

Mental Health Issues		52	48
Intellectually Challenged		37	35
Oppositional/Defiant Behavior		14	11
Recent Sexually Reactive Behavior		6	6
Medical (Severe)		4	3
Physically Disabled		2	2

Data Source: RICHIST 809_FY Report 7/1/22-6/30/23 and RICHIST 430 PRVD RPT pulled on 7/1/23

Data Notes: Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

12.3c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children 12 years of age or older	181	150
Licensed families open to placement of siblings	260	239
Licensed families open to placement of children who have Mental Health or Physical Disability	501	410
Emergency response program licensed foster parents for children 12 years of age or younger	43	45

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

Data Notes: Emergency response is from the License Designation of Emergency/Respite Only, Adoption/Emergency & Respite, and General Placement/Emergency & Respite. Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

12.3c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children 12 years of age or older	181	150
Females 12 years of age or older	24	11

Males 12 years of age or older	19	18
Either Gender 12 years of age or older	138	121

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

12.3 c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children who have Mental Health or Physical Disability	501	410
Mental Health or Physical Disability Characteristics		
Learning/School Issues	442	362
Medical (Mild)	411	350
Oppositional/Defiant Behavior	343	213
Mental Health Issues	246	218
Intellectually Challenged	111	135
Physically Disabled	21	22
Medical (Severe)	18	18
Recent Sexually Reactive Behavior	10	14

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

Data Notes: Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

2023/2024 Recruitment and Retention plan Performance Measures

Achieving the performance measures set forward in the 2023/2034 recruitment and retention plan is a continuing process that requires the diligent effort of all the recruitment partners noted in this plan. For children to feel safe and successful we must ensure we have a holistically prepared child welfare system equipped with best practice resources, therapeutic foster home capacity and strong public private partnerships to meet the needs of all children in care. The goals and special populations listed below were selected in collaboration with the Children’s Rights monitoring team and in discussions with our 9 Private foster care agency providers, internal DCYF team and through comprehensive review of current qualitative and quantitative

data. The goals identified aim to meet the needs of children in care to include the special populations of female youth 12 years and older, children with physical and/or behavioral health needs and large sibling groups. Goals and data will be reviewed on a quarterly basis to classify gaps and successes allowing for modification to goals as appropriate for system needs.

2023/ 2024 continuing licensing goals

1. License **125** new non-relative foster families by June 30, 2024, and increase the number of foster families who can support targeted populations to include:
2. Of **125** new non-relative licensed foster homes **25** will be open to match with youth 12 and older.
 - a. Of the **25, 12** homes will be open to match with females.
3. Of **125** new non-relative licensed foster homes **50%** will be licensed to support sibling placements
4. Of **125** new non-relative licensed foster homes **5%** will identify as BIPOC

2023/ 2024 retention goals

5. Among the total newly licensed families from July 1, 2023 – July 2024, **90%** be retained as of June 30, 2024
6. Increase the current number non-relative foster families by **10%** who will be open to match with children/youth who have Mental Health or Physical Disability of:
 - a. Learning / School Issues
 - b. Mild Medical
 - c. Oppositional/Defiant behavior
7. Increase the current number of non-relative licensed foster homes by **15%** who will be open to match with children/youth who identify as LGBTQ+

2023/ 2024 Strategies

Our Children; Our Families, Our Communities; Our Commitment

To achieve desired outcomes, our system must remain focused on the needs and perspectives of the families and children we serve. This includes developing strategies through a versatile approach.

Planning & Operations

1. Collaborate with community stakeholders on Statewide Recruitment and Retention Plan Revision, and its implementation.
2. Facilitate ongoing Agency Partnership meetings (APM) with our Private Agency Foster Care providers with a focus on sharing recruitment and retention data and strengthening outcomes for children and families.
3. Ongoing portfolio expansion of branded resources for coordinated and efficient communication and targeted recruitment efforts for special populations.

4. Continue implementation of Binti, the web-based portal for foster care recruitment and licensing, as well as matching.
5. Convey all resources available to meet the linguistic needs of foster families.
6. Coordination with New England Child Welfare Commissioner's Group of Foster Care Managers to discuss regional challenges and strategies.

Recruitment & Awareness

1. Expand messaging scope of Be An Anchor by championing staff to practice the philosophical approach in their daily interactions with all children and families we serve.
2. Support goal awareness through promotion of the 2023/2024 "Rhode to 125 new foster homes" campaign.
3. Ongoing timetable of virtual information events to occur every two weeks at family friendly hours, and flexibility for personal meetings.
4. Partner with organizations that support and represent youth in foster care to highlight youth voice and establish recruitment partnerships.
5. Facilitation of Pre Inservice meetings with all recruited families to clarify intention and matching further ensuring we identify families committed to support the needs of our system.
6. Ongoing scheduling of preservice TIPS MAPP trainings to ensure an average of two TIPS MAPP sessions to start every other month.
7. Engage Education System leaders in strengthening partnerships to recruit foster homes and encourage fictive kinship connections.
8. Re-engagement with kinship families who are closing and in good standing.
9. Identify recruitment and retention champions who can support a recruitment and resource family retention task force specifically for special populations noted above:
 - a. LGBTQ+ youth
 - b. Youth 12+
 - c. Children/Youth who demonstrate Learning / School Issues, Mild Medical and/or Oppositional/Defiant behavior
10. Facilitate monthly meetings with recruitment and retention task force of special populations assessing goal success, challenges, and outcomes.

Matching & Placement

1. Engage in social events to informally connect youth and families.
2. Complete monthly targeted matching reviews for DCYF and Agency families.
3. Engage in new licensed home presentation meetings with licensing and placement teams to clarify matching and recommendations for placement.
4. Engage in feedback forums with families who have found success with accepting challenging placements in the effort to duplicate factors of success.

5. Ongoing implementation of call-to-action step down initiative.
6. Ongoing implementation of Emergency Response Foster Care Programming (ERP)

Support & Retention

1. Ongoing support of Foster Family Advisory Council.
2. Ongoing facilitation of peer to peer mentoring program, supporting our Anchors for traditional families.
3. Use enrichment activities and statewide foster care appreciation events to highlight families, create opportunities for family engagement, and increase a natural support network for foster families.
4. In partnership with DCYF Division of Performance Improvement facilitate ongoing resource family satisfaction survey to be distributed two times per year to gather data and inform Department practice.
5. Continued implementation of Foster Parent College; online resource library for easy access to information and strategies to address challenging situations (articles, resources, videos, etc.).
6. Facilitation of 2 open feedback forums aimed to learn from resource families on opportunities for strengthened retention and ongoing recruitment efforts.
7. As noted under Recruitment and Awareness: Facilitate monthly meetings with recruitment and retention task force of special populations assessing goal success, challenges, and outcomes.

Conclusion

The 2023/2024 Recruitment and Retention Plan demonstrates a range of strategies to highlight that the work of foster care recruitment and retention is a collaborative process. DCYF is committed to the goals highlighted in the 2023/2024 recruitment and retention plan by using data to inform processes and working collaboratively with our stakeholders. DCYF will continue our commitment to the philosophical approach of Be An Anchor by:

Voice: Empowering the voices of children and families. Resource Families and the children/youth we serve are active members of the team and are empowered to use their voice to improve system practice.

Matching: The presenting needs of children and youth must drive our recruitment focus and align with best practice in support and stabilization efforts. Understanding, resource families have autonomy to their home and are encouraged to maintain an environment that aligns with their family vision and goals. Children/youth will be cared for by families who can best support their needs, with lens to racial and cultural identity.

Engagement: Authentic family engagement is important to build relationships, assess parental capacity, enhance the caregiver experience and strengthen retention. Further, creating opportunities for impactful investments in re-engagement of experienced resource families and ensuring access to meaningful supports. **Our children, Our families, Our communities, Our commitment.**

Appendix 1: Glossary

1. Kinship Caregiver – A kinship caregiver is someone who is known to the child and has been identified as someone who can provide foster care. There are two types of kinship caregivers:
 - a. Relative Kinship – a family member to the child (often a grandparent, aunt, uncle, or adult sibling)
 - b. Fictive Kinship – someone who has a relationship with the child but not as family (often a teacher, coach, neighbor, or family friend)
2. Traditional Foster Families – Foster families who are supported directly through DCYF, and generally care for foster children with typical needs.
3. Private Agency Foster Families – Foster families who are supported by their chosen agency, and generally care for foster children who have higher levels of need with the support of specialty services and clinical supports from the agency.
4. Resource Family – This term is inclusive and often used when referring to all types of foster families. Kinship caregivers, traditional foster families, and Private Foster Care Agency foster families are all critical partners for the child welfare system because they provide care for children who cannot live safely at home.
5. Be An Anchor – Rhode Island’s community engagement strategy to support foster care recruitment and retention. Our Resource Families are “anchors” for children in DCYF care. It is critical that our “anchors” can care for children/youth in a safe and reliable family setting that is well supported and able to care for the child’s individual needs.
6. Rhode to 85 – DCYF’s current foster care recruitment campaign. DCYF must have the right plan in place to recruit a diverse pool of individuals who can Be An Anchor for all children and youth in DCYF care.
7. Child and Adolescent Needs and Strengths (CANS) – A CANS assessment is a multi-purpose tool developed for children’s services. Versions of the CANS are currently used in all 50 states in not only child welfare, but also, mental health, juvenile justice, and early intervention applications. The tool is used to support decision making. It helps to identify the level of care and service planning a child or youth might need.
8. Level of Need (LON) - An assessment tool DCYF uses for all children and youth requiring out-of-home care. The goal of the LON assessment is to clearly identify what each child’s needs are, what type of homes would be a best fit for their needs, and what services might be needed for that child. The LON assessment tool is the cornerstone of the foster care system.

Appendix 2: Rhode Island 2020-2024 Diligent Recruitment Plan

In accordance with the Multi-Ethnic Placement Act (MEPA) of 1994, as amended, the delay or denial of any adoption or placement in foster care due to the race, color, or national origin of the child or the foster or adoptive parents is prohibited. It also requires States to provide for diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of children for whom homes are needed. To meet MEPA's diligent efforts requirements, States must have a comprehensive plan that includes:

1. A description of the characteristics of waiting children;
2. Specific strategies to reach all parts of the community;
3. Diverse methods of disseminating both general and child-specific information;
4. Strategies for assuring that all prospective parents have access to the home study process, including location and hours of services that facilitate access by all members of the community;
5. Strategies for training staff to work with diverse cultural, racial, and economic communities;
6. Strategies for dealing with linguistic barriers;
7. 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; and
8. Non-discriminatory fee structures.

State agencies are required to submit a five-year, comprehensive Child and Family Services Plan (CFSP) that outlines initiatives and activities the State, tribe, or Territory will carry out in administering programs and services to promote the safety, permanency, and well-being of children and families.

While the elements above are reflected through the 2021 Statewide Plan for the Recruitment and Retention of Foster Families, the specifics of the required Rhode Island 2020 – 2024 Foster and Adoptive Parent Diligent Recruitment Plan can be found at: <https://fosteringchamps.org/wp-content/uploads/2020/06/RI-Foster-and-Adoptive-Parent-Recruitment-Plan-2020-2024.pdf>

Appendix 3: Children's Rights, Inc. Settlement Agreement

The Department is responsible for adhere to the following recruitments related to a recruitment and retention plan:

Section 12. Foster Home Array

- 12.1** *DCYF will develop an annual recruitment and retention plan for foster homes in consultation with the Monitoring Team. The plan shall include:*
- a** *Targets for number of foster homes, including targets for special populations, for example adolescents, sibling groups, children with disabilities and medically fragile children, relevant during the period of the plan; and*
 - b** *Foster home retention strategies, such as respite homes, enhanced foster parent training opportunities, and increased visitation with foster parents.*
- 12.2** *DCYF shall implement the annual recruitment and retention plan and make diligent efforts to meet the targets set forth therein, including requests for any additional resources required to meet them.*
- 12.3** *DCYF shall conduct an annual assessment of implementation of the plan over the preceding twelve months to identify any systemic factors that may have contributed to any shortfall in recruitment. DCYF shall publish and make publicly available an annual report setting forth the findings of the assessment including: (a) the numbers of homes recruited and retained by category, (b) the actual number of homes recruited in each of these categories during the twelve month implementation period, and (c) the total number of homes available for child placement in each of the categories at the beginning and end of the twelve month implementation period, and making recommendations for corrective actions to assure sufficient recruitment and retention of homes under the plan.*
- 12.4** *Once all of the Commitments in Sections 1-10 of this Agreement have been deemed to be satisfied and the Court no longer has jurisdiction over those other Commitments then the Commitment contained in Section 12 shall also be deemed to be satisfied and the Court will not have jurisdiction over DCYF with respect to Section 12, or the Commitments contained in Sections 12.1 through 12.3.*

Appendix 4: Updated Assessment 2022/2023 Recruitment and Retention Plan

2022/2023 Recruitment and Retention Plan Assessment July 30, 2023

The Department of Children, Youth and Families (DCYF) is committed to the goal that all children and youth should be cared for in a safe, supportive family setting. To support this goal, DCYF is focused on partnering with the community, its leaders and organizations who can Be An Anchor for children and families involved in Rhode Island's child welfare system. Be An Anchor is focused on 4 core pillars: Our Children, Our Families, Our Communities and Our Commitment.

DCYF recognizes all Resource Families as Anchors to children in care. Resource Families include families caring for a family member or child known to them otherwise known as kinship caregivers, traditional (DCYF) foster families, therapeutic (Private Foster Care Agency) foster families, and pre-adoptive families.

The 2022/2023 Recruitment and Retention plan included a series of activities to diligently build a stronger foundation for the recruitment and retention system. These activities have developed into the below ongoing strategies:



1. Using federal grant funds, DCYF expanded array of programming to support Kinship and traditional Caregivers including 2 Peer to Peer Mentoring Programs (Kinship Connections and Supporting Our Anchors, Support Groups, the Rhode Island Foster Parent Advisory Council, and implementation of Foster Parent College.
2. The Division of Resource Families in Partnership with the Division of Contracts and DATA Performance Improvement team hold weekly Agency Partnership Meetings (APM) with our 9 Private Foster Care Agencies. The goal of these strategic meetings is to:
 - a) support the 9 Private Foster Care Agencies in their efforts to recruit and retain families who are able to support children with higher level of need and;
 - b) Match open for placement families through monthly youth presentations by our Division Family Service and Foster Care Placement Unit of children and youth in need of foster care placement and: to ensure the clinical and case management service delivery standards are consistent and targeted towards children with those higher levels of need.
4. Ongoing facilitation of The Call-to-Action Step Down initiative aimed to step down youth from congregate care and psychiatric hospital programming into a family-based setting.
5. Provide education on the philosophical best practices of foster care for new and existing Division of Resource Families' staff, other DCYF staff, agency, and community partners.

2022/2023 Recruitment and Retention plan Performance Measures

To support positive outcomes for the health, safety, well-being and permanency of children and youth in foster care, DCYF set the following goals to be accomplished by June 30, 2023. The special populations listed below were selected based on DCYF research demonstrating that recruiting and licensing families who are open to

placements for these special populations face more challenges than other populations such as children 11 years and younger, without medical, physical and/or behavioral health needs and single child or small sibling groups.

8. License 125 new non-relative foster families by June 30, 2023, and increase the number of foster families who can support **targeted populations to include;**
9. Of 125 new non-relative licensed foster homes 25 families will be open to match with **youth 12 and older;**
10. Increase the current number non-relative foster families by **25%** who will be open to match with children/youth who have a **Mental Health or Physical Disability.**
11. Of 125 new non-relative licensed foster homes **50%** will be licensed to support **sibling placements.**
12. Recruit and onboard **5** new **Emergency Response Program** foster parents who can support Emergency Placement needs of **Children and youth under 12**

Status of the 2022/2023 plan as of June 30, 2023

In accordance with Children’s Rights; DCYF shall publish and make publicly available an annual report setting forth the findings of the assessment including: (a) the numbers of homes recruited and retained by category, (b) the actual number of homes recruited in each of these categories during the twelve-month implementation period, and (c) the total number of homes available for child placement in each of the categories at the beginning and end of the twelve-month implementation period.

12. a,b,c	2022\2023 Target	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
Total Licensed Non – Kinship Foster Homes	125 families	87	80
Licensed families open to placement of children 12 years of age or older	25 families	33	29
Licensed families open to placement of siblings	62 families	56	52
Licensed families open to placement of children who have Mental Health or physical disability	31 families	81	74
Emergency response program licensed foster parents for children 12 years of age or younger	5 families	8	8

12.3 a,b	2022\2023 Target	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
Total Licensed Non – Kinship Foster Homes	125 families	87	80

Licensed families open to placement of children who have Mental Health or Physical Disability	31 families	81	74
Mental Health or Physical Disability Characteristics			
Medical (Mild)	31 families	71	65
Learning/School Issues		67	61
Mental Health Issues		52	48
Intellectually Challenged		37	35
Oppositional/Defiant Behavior		14	11
Recent Sexually Reactive Behavior		6	6
Medical (Severe)		4	3
Physically Disabled		2	2

Data Source: RICHIST 809_FY Report 7/1/22-6/30/23 and RICHIST 430 PRVD RPT pulled on 7/1/23

Data Notes: Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

12.3c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children 12 years of age or older	181	150
Licensed families open to placement of siblings	260	239
Licensed families open to placement of children who have Mental Health or Physical Disability	501	410
Emergency response program licensed foster parents for children 12 years of age or younger	43	45

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

Data Notes: Emergency response is from the License Designation of Emergency/Respite Only, Adoption/Emergency & Respite, and General Placement/Emergency & Respite. Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

12.3c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
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Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children 12 years of age or older	181	150
Females 12 years of age or older	24	11
Males 12 years of age or older	19	18
Either Gender 12 years of age or older	138	121

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

12.3 c	Number of families at beginning of 12-month July 1, 2022: Total and by Category	Number of families at end of 12-month June 30, 2023 period: Total and by Category
Total Licensed Non – Kinship Foster Homes	515	426
Licensed families open to placement of children who have Mental Health or Physical Disability	501	410
Mental Health or Physical Disability Characteristics		
Learning/School Issues	442	362
Medical (Mild)	411	350
Oppositional/Defiant Behavior	343	213
Mental Health Issues	246	218
Intellectually Challenged	111	135
Physically Disabled	21	22
Medical (Severe)	18	18
Recent Sexually Reactive Behavior	10	14

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

Data Notes: Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

Building on our 2022/2023 plan

As we reflect on the successes and challenges of the outcomes noted in our 2022/2023 plan, we know DCYF must be nimble in our approach and innovative in our strategies to support desired outcomes. Leaning into feedback and creating space for family and voice lead outcomes is critical to the recruitment, development and retention of families who feel well prepared to support our most vulnerable children. Further, for children to feel safe and successful we must ensure we have a holistically prepared child welfare system equipped best practice resources and strong public private partnerships to meet the needs of all children in care.

Ongoing recruitment and retention efforts are most successful when we acknowledge challenges within our system and recognize the opportunities to strengthen success. These include:

6. Youth and family voice must be central to inform larger system change and improve retention efforts. It is the responsibility of all of us to retain foster families through the process of authentic engagement and responsiveness to needs.
7. Efforts must be ongoing to ensure that the diversity of our resource families represent the races, ethnicities, spoken languages, cultures, identities, geographies, and experiences of the children, youth and families we serve.
8. Open dialogue must occur with families from the onset of the recruitment process to ensure a full understanding of a family's expectations, needs, and abilities, in order to set them up for success in their match and care of children.
9. Creating a balanced system of foster families with varying levels of experience with the support of community partners is critical to maximizing matching and placement capacity.
10. Targeted recruitment for special populations requires a private, public approach with innovative strategies that are data driven. Further critical team members must be diverse with varied experience who are focused on achieving goals to maximize successful outcomes for children and youth.

Conclusion

The 2022/2023 Recruitment and Retention Plan demonstrated a range of strategies to highlight that the work of foster care recruitment and retention is a collaborative process. We successfully executed the strategies outlined in our 2022/2023 recruitment and retention plan moving us closer to set goals. We believe the success demonstrated in the achieving the targeted outcomes of new foster homes is contributed to the focus of recruiting families for special populations and strengthening communication with resource families regarding system needs.

Successful strategies include but are not limited to:

- Expanded proactive print and digital media outreach, highlighting initiatives and family voice.
- Facilitation of Pre Inservice meetings with all recruited families to clarify intention and matching further ensuring we identify families committed to support the needs of our system.
- Targeted children and youth matching reviews for DCYF and Private Agency families.
- Ongoing education on the philosophical best practices of foster care for new and existing Division of Resource Families' staff, other DCYF staff, agency and community partners.
- Enrichment activities and statewide foster care appreciation events to highlight families, create opportunities for family engagement, and increase a natural support network for foster families.

DCYF is committed to continuing efforts to further progress the goals highlighted in this assessment into 2023/2024 with adjustments to realign the desired outcomes to strengthen the foster home service array for all children in need of a family-based setting. Using data to inform processes and working collaboratively with our stakeholders, DCYF will continue our commitment to the philosophical approach of Be An Anchor by:

Voice: Empowering the voices of children and families. Resource Families and the children/youth we serve are active members of the team and are empowered to use their voice to improve system practice.

Matching: The presenting needs of children and youth must drive our recruitment focus and align with best practice in support and stabilization efforts. Understanding, resource families have autonomy to their home and are encouraged to maintain an environment that aligns with their family vision and goals. Children/youth will be cared for by families who can best support their needs, with lens to racial and cultural identity.

Engagement: Authentic family engagement is important to build relationships, assess parental capacity, enhancing the caregiver experience and strengthening retention. Further, creating opportunities for impactful investments in re-engagement of experienced resource families and ensuring access to meaningful supports.

Rhode Island Department of Children Youth and Families

2022\2023 RI DCYF Foster Parent Recruitment and Retention Plan Process Measures Update

Progress Updates to 2022/ 2023 Strategies

RI DCYF Licensing and Resource Families Division provides an update on the 2022\2023 RI DCYF Foster Parent Recruitment and Retention Plan Process Measures in this document as part of the CRI Settlement. Table 1. *2022/2023 Process Measures with Annual Plan* includes updates on the recruitment and retention strategies and references supportive documentation, Appendix 5.

The information includes the process measures (strategies) between the months of July 1, 2022 – June 30, 2023.

- Planning and operations
- Recruitment and awareness
- Matching and placement
- Support and retention

Table 1: 2022\2023 Strategy Process Measure with Annual Plan

Planning & Operations		Document Name/Location	Narrative /Important Dates
Collaborate with community stakeholders on Statewide Recruitment and Retention Plan Revision, and its implementation.	Meeting dates, agenda	<p>Planning and Operations:</p> <p>Folders:</p> <ul style="list-style-type: none"> • ACM • Agency Partnership • RI Foster Parent Advisory Council • Monitoring Team Recruitment and Retention plan 	<p>This reporting period, the 2022/2023 Recruitment and Retention plan was discussed within the following settings during the corresponding dates.</p> <p>Monitoring Team:</p> <ul style="list-style-type: none"> • 5/20/2022 • 6/27/2022 • 10/20/2022 • 10/31/2022 • 11/22/2022 • 12/15/2022 • 5/31/2023 <p>Rhode Island Foster Parent Advisory Council:</p> <ul style="list-style-type: none"> • 10/27/2022 • 1/26/2023 • 3/30/2023 • 6/1/2023 <p>Agency Partnership:</p> <ul style="list-style-type: none"> • 8/1/2022 • 8/22/2022 • 12/13/2022 • 1/17/2023 • 3/21/2023 • 3/14/2023 • 5/2/2023 • 6/14/2023 • 6/20/2023 <p>ACM:</p> <ul style="list-style-type: none"> • 5/17/2022 • 2/20/2023 • Data profiles April 2023 <p>Meetings can be found within the Planning and Operations folder under each category noted above.</p>

<p>Facilitate ongoing Active Contract Management meetings with our Private Agency Foster Care providers with a focus on sharing recruitment and retention DATA and strengthening outcomes for children and families.</p>	<p>ACM meeting dates, presentation documents, any next steps\action steps</p>	<p>Planning and Operations: Folders:</p> <ul style="list-style-type: none"> • ACM • DATA profiles 	<p>The Division facilitated a series of Active Contract Management meetings that include larger team discussions and individual meetings known as data profile meetings. ACM meetings and data reviewed on the following dates:</p> <ul style="list-style-type: none"> • 5/17/2022 • 2/20/2023 • Data profiles - September 2022 • Data profiles - May 2023
<p>Expand portfolio of branded resources for coordinated and efficient communication and recruitment efforts.</p>	<p>Expanded portfolio with branded resources, date, portfolio of resources</p>	<p>Planning and Operations: Folders:</p> <ul style="list-style-type: none"> • Resources and Training • Recruitment and Awareness • What does it mean to be an anchor 	<p>The Division consistently updates materials to reflect current resource needs and important information to families and agencies.</p> <p>Example resources:</p> <ul style="list-style-type: none"> • Series of FAQ'S • Update RATE memos • Peer to Peer mentoring one pager. • Resource guides: Kinship and Traditional • Supporting Our Anchors – Support is Everyone's Job Placement with Kinship Caregivers • Best Practices for Targeted Matching • Level of Need 101 • Foster Parent College • New Hire training • Be An Anchor Power Point • Caring Connections
<p>Continue implementation of Binti, the web-based portal for foster care recruitment and</p>	<p>Status update of implementation and dates.</p>	<p>Planning and Operations: Folders</p> <ul style="list-style-type: none"> • BINTI • RI Projects • BINTI all applications 	<p>Status of RI implementation can be found in BINIT DCYF RI projects folder.</p> <p>Further a spreadsheet of all application scan be found within the BINTI folder – update of projects June 2023.</p>

licensing, as well as matching.	Binti scope of work	Planning and Operations: Folder: <ul style="list-style-type: none"> BINTI 	BINTI Scope of Work narrative included in the BINTI folder.
	Number of families recruited and licensed (this is already in the outcomes) and number of families matched\child in placement	Please review outcomes DATA	Please review outcomes data – DPI to submit 2022/2023 outcome data to monitoring team on July 30, 2023
Engage in Active Contract Management to ensure accountability for private agency operations and develop solutions to challenges served in these family settings.	ACM meeting dates, presentation documents, any next steps\action steps as applicable	Planning and Operations: Folder: <ul style="list-style-type: none"> All ACM DATA profiles Agency Partnership 	DCYF Leadership continues to meet with Private Foster Care Agency providers for the purposes of Active Contract Management. ACM dates: 5/17/2022 and 2/20/2023. This reporting period data profiles can be found in the ACM folder, specifically highlighting May 2023 reviews. Additionally, agency partnership meets weekly targeting contract requirements to include Recruitment, Training, Licensing, Matching, Placement and Stability. Agency Partnership dates/agendas can be in the agency partnership folder.
Convey all resources available to meet the linguistic needs of foster families	Summary of resources\linguistic resource manual	Recruitment & Retention: Folder: <ul style="list-style-type: none"> Provider Forms in Spanish 	All Licensing paperwork, FAQ, Peer to Peer mentoring, RI Foster Parent Advisory Council and Division emails to families are available in both English/Spanish. Resources can be found within the recruitment and retention folder/ Provider Forms in Spanish.
	% of families whose primary language is not English	<i>This reporting period, 7/1/22-6/30/23, there have been a total of 307 newly licensed foster parents (kinship and non-kinship) with 8.8% having a Primary language of Spanish or Portuguese.</i> Data Source: RICHIST 809 FY Report pulled on 7/3/23	
Coordination with New England Child Welfare Commissioner’s Group of Foster Care Managers to discuss regional	Meeting dates, times	Planning and Operations: Folder: <ul style="list-style-type: none"> NASFCM 	Administrator of Recruitment, Development and Support meets with the NASFCM team throughout the year. Meetings occurred on the following dates: associated power point or correspondence can be found in NASFCM folder <ul style="list-style-type: none"> 7/26/2022 2:00p

challenges and strategies.			<ul style="list-style-type: none"> • 1/17/2023 2:00p • 3/2/2023 2:00p • 6/13/2023 2:00p
Recruitment & Awareness		Document Name/Location	Narrative /Important Dates
Expand messaging scope of Be An Anchor by championing staff to practice the philosophical approach in their daily interactions will all children and families we serve.	Training manual that includes championing Be An Anchor (PowerPoint)	<p>Recruitment & Awareness: Folder:</p> <ul style="list-style-type: none"> • What does it mean to Be Anchor • Be An Anchor Guidelines <p>Planning and Operations: Folder:</p> <ul style="list-style-type: none"> • Resources and division Training • Region 1 & 4 RDS training • Pulse LRF Race Equity 	<p>The division of licensing and Resource Families is committed to ensuring we have a diverse group of families who can Be An Anchor for children and that our Anchors are well prepare and supported to care for children in foster care. Be An Anchor branding is weaved throughout the fabric of our Agency and is incorporated into resources provided to both families and staff.</p> <p>Implementation of the Divisions 2 peer to peer mentor programs: Kinship Connections and Supporting Our Anchors have a been a critical strategy to supporting holistic practice of lifting the voice of families.</p> <p>In addition the voices of our Anchors have been incorporated into new hire training. Members of the RI Foster Parent Advisory Council have presented to new hires in partnership with the Divisions leadership.</p> <p>New Hire Trainings</p> <ul style="list-style-type: none"> • 9/23/2022 • 01/24/2023 <p>Region 1 and 4 supervisor training</p> <ul style="list-style-type: none"> • 5/24/2023 <p>Pulse Race Equity Presentation</p> <ul style="list-style-type: none"> • 6/21/2023 <p>Presentations can be found in the Recruitment and awareness/ Planning and Operations folders.</p>
Support goal awareness through promotion of the	Social media posts, dates of agency partnerships where recruitment is discussed	Recruitment and Awareness: Folders:	Rhode to 100 has been highlighted throughout this reporting period, internally and externally. Social Media highlights can

<p>2023 “Rhode to 100 new foster homes” progress.</p>	<p>(Tuesday meeting), agenda</p>	<ul style="list-style-type: none"> • social media • Recruitment Team Meetings Agenda • Recruitment Tracker <p>Planning and Operation: Folder:</p> <ul style="list-style-type: none"> • Agency Partnership 	<p>be found using the Be An Anchor Facebook link. Facebook link: https://www.facebook.com/BeAnAnchorRI/</p> <p>Recruitment goals are also discussed within Agency Partnership and the Divisions recruitment team meetings</p> <p>Agency Partnership Dates:</p> <ul style="list-style-type: none"> • 8/1/2022 • 8/22/2022 • 12/13/2022 • 1/17/2023 • 3/14/2023 • 3/21/2023 • 5/2/2023 • 6/14/2023 • 6/20/2023 <p>Recruitment Team notes can be found in the Recruitment and Awareness folder.</p>
<p>Ongoing timetable of virtual information events to occur every two weeks at family friendly hours, and flexibility for personal meetings.</p>	<p>Meeting dates</p>	<p>Recruitment and Awareness: Folders:</p> <ul style="list-style-type: none"> • Information sessions • Sales Summary • Bridge Point Church 	<p>Information sessions are held 2x per month.</p> <ul style="list-style-type: none"> • 7/14/2022 • 8/4/2022 • 8/20/2022 • 9/01/2022 • 10/15/2022 • 10/20/2022 • 11/13/2022 • 11/22/2022 • 12/1/2022 • 12/10/2022 • 1/5/2023 • 1/11/2023 • 1/21/2023 • 2/2/2023 • 2/9/2023 • 2/18/2023 • 3/2/2023 • 3/8/2023 • 3/18/2023 • 4/6/2023

			<ul style="list-style-type: none"> • 4/15/2023 • 5/11/2023 • 5/18/2023 (In Person Bridgepoint Church) • 5/27/2023 • 6/1/2023 • 6/24/2023
Partner with organizations that support and represent youth in foster care to highlight youth voice.	FELA training dates, Number, and list of partner organizations	<p>Planning and operations:</p> <p>Folder:</p> <ul style="list-style-type: none"> • FELA 	<p>Division leadership participated in Authentic engagement feedback training on:</p> <ul style="list-style-type: none"> • 7/19 • 7/20 • 9/26 • 12/6 <p>Participants included:</p> <ul style="list-style-type: none"> • Capacity Building Center for States • DCYF Staff • Communities for People • RI SPEAK - Youth Advisory Council • RI Foster Parent Advisory Council • RI Kinship Advisory Council • RI Birth Family Advisory Council
Expand proactive print and digital media outreach, highlighting initiatives and families.	Products of the outreach media expansion, dates ordered	<p>Recruitment and Awareness:</p> <p>Folders:</p> <ul style="list-style-type: none"> • social media • Promotional Items • Recruitment Tracker 	<p>This reporting period the Division expanded social media outreach through scheduled postings, and increased distribution of branded materials. 75 additional social media posts were created from April 1-June 30, 2023. Specific focus areas included Abuse Prevention, Foster Care Awareness, Targeted recruitment of sibling placements and acute behavior needs, Reunification and Pride Month.</p> <p>Social Media highlights can be found using the Be An Anchor Facebook link.</p> <p>Facebook link: https://www.facebook.com/BeAnAnchorRI/</p>

<p>Facilitation of Pre Inservice meetings with all recruited families to clarify intention and matching further ensuring we identify families committed to support the needs of our system</p>	<p>Meeting dates</p>	<p>Recruitment and Awareness</p> <p>Folder:</p> <ul style="list-style-type: none"> TIPS MAPP, Family Consultation 	<p>This reporting period the Division expanded targeted matching discussions to support the evolving process of matching and placements. Pre-In-service meetings were held on:</p> <ul style="list-style-type: none"> 8/1/22 8/3/22 8/18/22 8/22/22 8/23/22 1/23/23 1/24/23 1/25/23 1/26/23 1/30/23 1/31/23 2/1/23 2/6/23 2/23/23 4/3/23 4/4/23 4/6/23 4/10/23 4/11/23 4/17/23 4/18/23 4/19/23 4/20/23 4/26/23 4/27/23
<p>Ongoing scheduling of preservice TIPS MAPP trainings to ensure an average of two TIPS MAPP sessions to start every other month.</p>	<p>Training dates, curriculum</p>	<p>Recruitment and Awareness</p> <p>Folder</p> <ul style="list-style-type: none"> TIPS MAPP: 2022 and 2023 TIPS MAPP Curriculum 	<p>This reporting period 3, 30-hour Pre-Service TIPS MAPP trainings were facilitated, including a Spanish language TIPS MAPP series. Each series is 10 weeks, 3 hours each. This recruitment year 10 total TIPS MAPP Series were facilitated. Start dates are below.</p> <ul style="list-style-type: none"> 6/13/22 (Spanish language) 9/7/22 9/10/22 11/15/22 11/19/22 2/1/2023

			<ul style="list-style-type: none"> • 2/4/2023 • 4/13/23 (Spanish language) • 4/26/23 • 4/29/23 <p>The curriculum can be found under the folder TIPS MAPP.</p>
Maintain strong workflow for application processes and personal applicant connection/entry conversation.	Licensing Playbook	<p>Planning and Operations:</p> <p>Folder</p> <ul style="list-style-type: none"> • Playbooks 	The Division of Licensing and Resource Families have 2 comprehensive Playbooks that provides the overview of operations and procedures, and quality guidance for Licensing and RDS. The playbook is reviewed and updated accordingly every 6 months.
Engage Education System leaders in strengthening partnerships to recruit foster homes and encourage fictive kinship connections.	Meeting dates and\or correspondence with Education System	<p>Recruitment and Awareness:</p> <p>Folders:</p> <ul style="list-style-type: none"> • Recruitment Tracker • Training and Recruitment Flyers • Info session URI 	<p>The team continues discussions with URI and Workforce development on expanding information sharing re: the need for foster homes and the portfolio of services through a fictive kinship lens.</p> <p>The team in collaboration with the Pawtucket school department participated the Pawtucket school department healthy families' events sponsored by the YMCA.</p> <p>Correspondence and event dates can be found in Recruitment and Awareness.</p>
Ongoing month-long awareness campaigns for targeted appreciation, awareness, communications, and virtual programming.	Link to social media postings, trainings when applicable	Recruitment and Awareness: social media	<p>The Division has expanded social media awareness through scheduled posting and monthly campaigns. Social Media posts can be found under social media. Link to Be An Anchor is below.</p> <p>Facebook link: https://www.facebook.com/BeAnAnchorRI/</p>
	Calendar of events	Recruitment and Awareness: RDS Calendar	<p>The RDS team facilitated additional appreciation, training, and network events this reporting period. A full review events can be found under the RDS Calendar and community events, training flyers.</p> <p>Example events include:</p> <ul style="list-style-type: none"> • Stargazing Network Event • Food Trucks event • Roger Williams Park Zoo Foster Parent Appreciation event

			<ul style="list-style-type: none"> • Car Seat Safety training • Risking connections training • Camp Alders gate Retention event • Nuts Bolts Training • YMCA stem activity • Notes Coffee house meet and greet • Understanding Depression training
Distribute branded giveaway materials to incentivize engagement and spread brand awareness.	Dates of events, list of materials distributed	<p>Recruitment and Awareness:</p> <p>Folder</p> <ul style="list-style-type: none"> • Recruitment Tracker • Promotional Items 	<p>The Division has hosted and facilitated a series of recruitment and retention events for families to both highlight the need for foster parent recruitment and build connections among the current foster care community. These event dates can be found by reviewing the recruitment tracker within the Recruitment and Awareness Folder. During these events various Be an Anchor branded materials are distributed. Materials include:</p> <ul style="list-style-type: none"> • T-shirts • Pens • Tumblers • Sanitizer • Magnets • Recruitment Cards with QR code
Re-engagement will all kinship families who have a child who has reunified and or moved to permanency	Process for re-engagement	<p>Recruitment and Awareness:</p> <p>Folder</p> <ul style="list-style-type: none"> • Recruitment Tracker • Kinship re-engagement <p>Planning and Operations:</p> <p>Folder</p> <ul style="list-style-type: none"> • Licensing closing checklist • Licensing Playbook 	<p>Following the closing of each kinship home the licensing worker engages in a discussion with providers in good standing their interest in traditional foster care. Names are provided to the RDS team for follow up and re-engagement. Guidance regarding this process can be found in the licensing playbook.</p> <p>This reporting period RDS and Licensing facilitated 4 targeted family review meetings with licensing staff. The goal of these meetings is to identify kinship and closed providers in good standing who we can re-engage to support current placement needs.</p> <p>Meetings held on:</p> <ul style="list-style-type: none"> • 6/19/23

			<ul style="list-style-type: none"> • 6/21/23 • 6/22/23 • 6/23/23
Matching & Placement		Document Name/Location	Narrative /Important Dates
Engage in virtual social events to informally connect youth and families.	Dates of events	Recruitment and Awareness: Folder: <ul style="list-style-type: none"> • RDS calendar • Events and Flyers 	<p>The Division has hosted and facilitated a series of recruitment and retention events for families to both highlight the need for foster parent recruitment and build connections among the current foster care community. Included in those events are opportunities for families to connect with youth in our system.</p> <p>Dates:</p> <ul style="list-style-type: none"> • 8/6/2022 • 8/27/2022 • 9/9/2022 • 10/28/2022 • 2/18/2023 • 2/22/22023 • 3/11/2023 • 3/19/2023 • 4/14/2023 • 4/21/2023 • 5/7/2023 • 5/25/2023 • 5/30/2023 • 6/03/2023 • 6/17/2023 • 6/18/2023 • 6/29/2023 <p>In addition, Adoption RI hosts events supporting Matching of register youth and families as a component of their targeted matching work for registered youth.</p>

Engage in new licensed home presentation meetings with licensing and placement teams to clarify matching and recommendations for placement	Dates of presentation meetings	<p>Planning and Operations: Folder</p> <ul style="list-style-type: none"> RDS playbook 	The Division meets Daily to discuss new licensed families and placement needs for the day. Meeting occurs Monday-Friday at 11:00a. Please see Agency Partnership Agenda
Complete targeted matching reviews for DCYF and Agency families.	Number of targeted matching reviews completed	<p>Planning and Operations:</p> <ul style="list-style-type: none"> Agency Partnership Agenda 	<p>Each Tuesday youth in need of placement are presented to DCYF staff and our Private Agency Foster Care Teams with a lens to targeted recruitment and matching for waiting you in need of a foster home.</p> <p>This reporting period 21 youth were presented during agency partnership. A total of 59 youth were presented from July 1, 2022-June 30, 2023.</p>
Engage in feedback forums with families who have found success with accepting challenging placements in the effort to duplicate factors of success.	Dates of feedback forums and Summary of successes	<p>Matching and Placement: Folder:</p> <ul style="list-style-type: none"> The Village placement engagement 	<p>The Division facilitated in partnership with The Village for RI Foster and Adoptive families 4 events with a focus on learning from our families on their success and challenges of placement, support, and retention. This reporting period events took place on:</p> <ul style="list-style-type: none"> Saturday 2/25 from 2-4pm Tuesday, 2/28 from 6-8pm Tuesday, 5/30 from 6-8pm Saturday, 6/3 from 2-4p <p>Action steps include:</p> <ul style="list-style-type: none"> Targeted recruitment email to waiting for placement families Re-Engagement meetings with Licensing teams on targeted re-recruitment Strengthened Foster Parent Advisory Council format post placement survey – RI FPAC to support Ongoing Peer Mentor assignment

			<ul style="list-style-type: none"> • Ongoing retention activities and targeted matching meeting ins • Follow up with Regional Administrators on be An Anchor philosophical approach to supporting families and placement needs • Target recruitment meeting to present: Call to Action information to families and Emergency Response Information being provided to families. Meeting held on 3/23/2023. Call to action information was also presented during re-engagement events at the village held on 5/30/2023 and June 3, 2023.
<p>Ongoing implementation of call-to-action step down initiative.</p>	<p>Milestones and dates, and workplan if available</p>	<p>Matching and Placement:</p> <p>Folder</p> <ul style="list-style-type: none"> • Call to Action • Call to Action Tracking <p>Planning and Operations:</p> <p>Folder</p> <ul style="list-style-type: none"> • Agency Partnership – DATA profiles 	<p>The Division updated the call-to-action documents in February 2023 to reflect increased foster board rates. An information meeting was facilitated with families on 3/23/2023, 5/30/2023 and 6/3/2023, noting the updates to both Call-to-Action rates and Emergency Response Foster care programming.</p> <p>Additionally, the Division discusses the call-to-action initiative with Private Foster Care Agencies as an agenda item within Agency Partnership. Call to Action implementation is noted on each agencies DATA profile.</p> <p>21 Youth have been supported through the Call-to-Action initiative. Tracking can be found under matching and placement, call to action.</p>

<p>Develop a mechanism to collect from foster families their willingness to foster a child who is LGBTQQIAAP+.</p>	<p>DATA being tracked</p>	<p>Matching and Placement:</p> <p>Form</p> <ul style="list-style-type: none"> • Matching 	<p>Ongoing Strategy. DATA will be collected within Foster Parent Matching Characteristics and within home study recommendations</p>
<p>Support & Retention</p>	<p>Document Name/Location</p>	<p>Narrative /Important Dates</p>	
<p>Provide ongoing education on the philosophical best practices of foster care for new and existing Division of Resource Families' staff, other DCYF staff, agency, and community partners.</p>	<p>Dates of education\informational meetings</p>	<p>Recruitment & Awareness:</p> <p>Folder:</p> <ul style="list-style-type: none"> • What does it mean to Be Anchor • Be An Anchor Guidelines <p>Planning and Operations:</p> <p>Folder</p> <ul style="list-style-type: none"> • Resources and division Training <p>Support and Retention</p> <p>Folder</p> <ul style="list-style-type: none"> • Child Welfare Podcast 	<p>The division of licensing and Resource Families is committed to ensuring we have a diverse group of families who can Be An Anchor for children and that our Anchors are well prepare and supported to care for children in foster care. Be An Anchor branding is weaved throughout the fabric of our Agency and is trained to teams. This includes:</p> <p>Executive Team</p> <ul style="list-style-type: none"> • June 2022 <p>New Hire Trainings</p> <ul style="list-style-type: none"> • 9/23/2022 <p>Division of Family Services Training</p> <ul style="list-style-type: none"> • 5/24/2023 <p>Additionally: RI was featured in Februarys additonal of Best Practices in Child Welfare podcast hosted by Tom Oates. The podcast notes the Be An Anchor approach to guiding kinship best practice in RI.</p>

			The podcast can be found under Support and Retention, Child Welfare Podcast featuring RI, February 2023.
Ongoing support of Foster Family Advisory Council with a primary goal of bringing DCYF, foster families, and community stakeholders together to drive system improvement. The format will be developed in partnership with foster families and will aim to be solution focused.	Dates of foster family advisory council meetings	<p>Planning and Operations</p> <p>Folder:</p> <p>Foster Parent Advisory Council</p>	<p>The RI Foster Family Advisory Council (FFAC) is made up of various stakeholders including foster parents, community partners, service providers, DCYF administration and more. The council was created to provide foster, adoptive and kinship families with a voice and a seat at the table to help drive change as well as to improve the child welfare system.</p> <p>2023 Council meetings dates:</p> <ul style="list-style-type: none"> • Thurs 1/26 • Thurs 3/30 • Thurs 6/1 • Thurs 7/27 • Thurs 9/28 • Thurs 11/30

<p>Ongoing expansion peer to peer mentoring program, supporting our Anchors for traditional families</p> <p>Use enrichment activities and statewide foster care appreciation events to highlight families, create opportunities for family engagement, and increase a natural support network for foster families.</p>	<p>Number of peer mentors, number of families working with peer mentors</p>	<p>Support and Retention:</p> <p>Folder:</p> <ul style="list-style-type: none"> Peer Mentor 	<p>Through the support of grant funding the Division has been able to support ongoing Implementation of 2 peer to peer mentor programs: Kinship Connections (10 total mentors) and Supporting Our Anchors (12 Total Mentors). Both programs have been a critical strategy to supporting holistic practice of lifting the voice of families.</p> <p>Traditional DCYF Families receive a Foster Parent Champion (Peer mentor) assignment upon licensure or prior depending on the family need.</p> <p>During this reporting 105 Licensed families are active with a Foster Parent Champion providing weekly contact. 7 Foster families declined working with a Foster Parent Champion. Foster Parent Champions attended 24 recruitment and retention events and informational sessions to recruit new foster families and to support the retention of currently licensed families.</p>
<p>In partnership with DCYF Division of Performance Improvement develop a resource family satisfaction survey to be distributed two times per year to gather data and inform Department practice.</p>	<p>Survey</p>	<p>Support and Retention:</p> <p>Folder:</p> <p>Stakeholder Feedback Survey</p>	<p>Questions were developed in partnership with the advisory group. At a quarterly council meeting in October of 2022 the members split into breakout groups to discuss and select questions that they felt were most important. Drafts of the survey were shared with the leadership group from the council as well as timeline updated. The DPI team is working in collaboration on presenting the results to the survey both at the council meeting and in a data brief.</p> <p>Email distribution list was pulled down on 3/29/2023, active/active re-licensing families only.</p> <p>3/31/2022 - initial email sent out</p>

			<p>4/11/2023 - 1st reminder email sent out</p> <p>4/17/2023 - 2nd/final reminder email sent</p> <p>4/24/2023 - Survey closed</p>
	Survey results including response rate	<p>18% response rate. 178 total responses, sent to 970 valid emails.</p> <p>Summarization of the results were presented on June 1, 2023, to the Foster Parent Advisory Council. Survey responses have been summarized quantitatively and qualitatively and can be found in Support and Retention: Folder, Stakeholder Feedback Survey results</p>	
Continued implementation of Foster Parent College; online resource library for easy access to information and strategies to address challenging situations (articles, resources, videos, etc.).	Milestones achieved, workplan, number of resources	<p>Support and Retention</p> <p>Folder:</p> <ul style="list-style-type: none"> Foster Parent College 	<p>Families are registered for Foster Parent College upon licensure. All families are invited to view the catalog of courses and enroll in a class of interest. In addition, families are invited to participate in Monthly training cohorts. Upon completion the Divisions holds a training objective discussion supporting best practice implementation. At this time families have completed approximately 210 courses completed with foster parent college.</p>

Appendix 6 Baseline data and goal determination

The Rhode Island Department of Children, Youth and Families (DCYF) partners with public/private stakeholders to support the child welfare system and the recruitment and retention of foster families. Contracted private foster care agencies, and other community partners collaborate closely on this effort. The recruitment goals and special populations listed below were selected based on both qualitative and quantitative methods and analysis. The qualitative methods involved discussions with our 9 Private foster care agency providers, internal DCYF team and with review of current data and research (quantitative method) demonstrating that recruiting and licensing families who are open to placements for these special populations face more challenges than other populations.

The quantitative analysis was conducted by the Department and included data based on the 2022\2023 goals to assess progress toward the goals and identify priority areas from the previous plan goals that would be carried over to this year's plan. Recruitment and retention providers have reviewed the below, Table 1 and 2 baseline data in determination of the 2023/2024 Recruitment and Retention Plan goals.

2023/ 2024 goal determination

1. License **125** new non-relative foster families by June 30, 2024 and increase the number of foster families who can support targeted populations.
 - a. DCYF and our Private Agency foster care providers collectively licensed a total of 87 new families, retaining 80 of those families. Following discussions with our foster care agencies, internal DCYF teams and following review of the respective recruitment pipelines the department in collaboration with our partners believe the goal of 85 new homes will allow for a strengthened targeted approach to the recruitment of new homes who can meet the identified need of the RI child welfare system.
2. Of **125** new non-relative licensed foster homes **25** will be open to match with youth 12 and older. Of the **25**, **12** homes will be open to match with females.
 - a. 2022/2023 recruitment plan outcomes reflect DCYF in partnership with our private agency foster care providers licensed a total of 33 new homes open to match with youth 12 and older and retained 29 of those homes. In further review of retention data, the overall population of families open to female placements decreased by 50%. The department believes a goal of 25 with a 50% increase in families open to match with females supports current system needs. Efforts will continue to expand goals as outcomes are assessed.
3. Of **125** new non-relative licensed foster homes **50%** will be licensed to support sibling placements
 - a. 2022/2023 recruitment plan outcomes reflect DCYF in partnership with our private agency foster care providers retained 52 families open to placement of siblings. In our efforts to continue this trend, we would like to recruit and newly license 62.5 families or 50% of our newly licensed recruitment goal to continue our efforts to place siblings together in foster families.
4. Of **125** new non-relative licensed foster homes **5%** will identify as BIPOC
 - a. 2022/2023 recruitment plan outcomes reflect DCYF in partnership with our private agency foster care providers newly licensed 6 Black Non-Hispanic families and 6 Hispanic

families. Of those, we retained 5 Black Non-Hispanic families and 6 Hispanic families. In line with our goals for our Race Equity plan to continue diversifying our foster families, we wanted to increase the number of Black Non-Hispanic families by 5 newly licensed families and the number of Hispanic families by 5 newly licensed families, both of which matches our 5% recruitment goal.

5. Among the total newly licensed families from July 1, 2023 – July 2024, 90% be retained as of June 30, 2024.
 - a. 2022/2023 recruitment plan outcomes reflect DCYF and our Private Agency foster care providers collectively licensed a total of 87 new families, retaining 80 of those families. DCYF and its partners are committed to maintaining a 90% retention rate consistent with last year's plan.
6. Increase the current number non-relative foster families by **10%** who will be open to match with children/youth who have Mental Health or Physical Disability of: Learning / School Issues, Mild Medical, Oppositional/Defiant behavior.
 - a. 2022/2023 recruitment plan outcomes reflect a decrease in foster home capacity to support to children with Mental Health or Physical Disability of: Learning / School Issues, Mild Medical, Oppositional/Defiant behavior. DCYF and its partners are committed to increasing capacity by 10% creating additional opportunities for children presenting with challenging needs to be cared for in a family setting.
 - b. 2022/2023 recruitment plan outcomes reflect DCYF in partnership with our private agency foster care providers had 501 total families at baseline (7/1/22) that were open to placement of children who have Mental Health or Physical Disability and at the end of the 12 months (6/30/23) have 410 total families. The largest decline of characteristics families were open to within Mental Health and Physical Disability was in Learning/Issues at 442 total families at baseline and 362 total families at the end of the 12 months, Medical (Mild) at 411 total families at baseline and 350 total families at the end of the 12 months, and Oppositional/Defiant Behavior at 343 total families at baseline and 213 total families at the end of the 12 months. For this reason and based on the stakeholder feedback the Department developed the 2023\2024 goal to increase the total number of families open to children with Learning/School Issues by 36 families, Medical (Mild) by 35 families, and Oppositional/Defiant Behavior by 21 families. This will consist of both newly licensed and actively licensed families to focus on closing the gap in the total number of families at the end of the fiscal year.
7. Increase the current number of non-relative licensed foster homes by **15%** who will be open to match with children/youth who identify as LGBTQ+
 - a. Current DCYF data reflects 73 licensed resource family's homes are open to match with youth who identify as LGBTQ+. National data reflects 30% of children in foster care (out of home placement) identify as LGBTQ+. DCYF is committed to the targeted recruitment of new homes and to increase capacity of current resource families to meet the needs of children in care who may identify as LGBTQ+

Table 1: Baseline newly licensed data

Baseline Newly Licensed data		
Total Newly Licensed	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022-June 30, 2023, the number and percent retained on July 1, 2023
Total NEW Licensed Non – Kinship Foster Homes	87	80
Total New Licensed Homes by Race and Ethnicity	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022-June 30, 2023, the number and percent retained on July 1, 2023
Black Non-Hispanic	6	5
Hispanic All Races	6	6
Multiracial/Other Non-Hispanic	4	4
White Non-Hispanic	69	63
Did not disclose	2	2
Total New Licensed Homes by Primary Language	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
English	80	75
Spanish	4	3
Other	3	2
Total New Licensed Homes by Open to placement of special populations	Number of new families recruited and licensed July 1, 2022-June 30, 2023	Among number of new families recruited and licensed July 1, 2022- June 30, 2023, the number and percent retained on July 1, 2023
Open to placement of children 12 years of age or older	33	29

Females 12 years of age or older	2	1
Males 12 years of age or older	4	4
Either Gender 12 years of age or older	27	24
Open to Siblings	56	52
Open to LGBTQ+ youth	24	21
Open to placement of children who have Mental Health or Physical Disability	81	74
Medical (Mild)	71	65
Learning/School Issues	67	61
Intellectually Challenged	52	48
Oppositional/Defiant Behavior	37	35
Recent Sexually Reactive Behavior	14	11
Mental Health Issues	6	6
Medical (Severe)	4	3
Physically Disabled	2	2

Data Source: 809_FY Report 7/1/22-6/30/23 and 430 PRVD RPT pulled on 7/1/23

Data Notes:

- Emergency response is from the License Designation of Emergency/Respite Only and General Placement/Emergency & Respite
- Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behavior.

Table 2: Baseline Retention data

Baseline Retention data		
Total Active Licensed	Number of families at beginning of 12-month period July 1, 2022	Number of families at end of 12-month period June 30, 2023
Total Licensed Non – Kinship Foster Homes	515	426
Total Licensed Homes by Race and Ethnicity	Number of families at beginning of 12-month period July 1, 2022	Number of families at end of 12-month period June 30, 2023

Black Non-Hispanic	59	49
Hispanic All Races	117	91
Multiracial/Other Non-Hispanic	7	8
White Non-Hispanic	325	272
Did not disclose	7	6
Total Licensed Homes by Primary Language	Number of families at beginning of 12-month period July 1, 2022	Number of families at end of 12-month period June 30, 2023
English	423	357
Spanish	74	54
Other	18	15
Total Licensed Homes by Open to placement of special populations	Number of families at beginning of 12-month period July 1, 2022	Number of families at end of 12-month period June 30, 2023
Open to placement of children 12 years of age or older	181	150
Females 12 years of age or older	24	11
Males 12 years of age or older	19	18
Either Gender 12 years of age or older	138	121
Open to Siblings	260	239
Open to LGBTQ+ youth	---	73
Open to placement of children who have Mental Health or Physical Disability	501	410
Learning/School Issues	442	362
Medical (Mild)	411	350
Oppositional/Defiant Behavior	343	213
Mental Health Issues	246	218

Intellectually Challenged	111	135
Physically Disabled	21	22
Medical (Severe)	18	18
Recent Sexually Reactive Behavior	10	14

Data Source: RICHIST 595_01 RPT pulled on 7/1/22 and RICHIST 595_01 RPT pulled on 6/30/23

Data Notes:

- Emergency response is from the License Designation of Emergency/Respite Only, Adoption/Emergency & Respite, and General Placement/Emergency & Respite
- Children who have a Mental Health or Physical Disability is the following categories: Intellectually Challenged, Medical (Mild), Medical (Severe), Mental Health Issues, Physically Disabled, Learning/School Issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behaviors

Out of Home Placement by placement type	As of July 1, 2023
Relative Kinship	581
Non-relative Kinship	190
Not kinship	292
Semi Independent Living	25
Residential	160
Group Home	94
Assessment and Stabilization	15
Out of home placement by Race and Ethnicity	As of July 1, 2023
Black Non-Hispanic	160
Hispanic All Races	369
Multiracial/Other Non-Hispanic	175
White Non-Hispanic	645

Unknown*	8
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Data Source: Strategic Metric Dashboard and RICHIST 776 Census Report pulled 7/1/23

Data Note:

- Unknown includes those that selected Unknown or Decline to Disclose