**Recruitment Series Self-Paced**

Exercises for Recruitment Video 1

**Goal One:** Identify your Foster Parent Champions.

**Goal Two**: Gather your agency’s data. We recognize you may not have access to all of this data. You may be able to gather some of it through the GPRS and licensing portions of eWisacwis.

Other data may be available through internal records, e.g., your foster family files to dive deeper into evaluating your data and integrating it into your recruitment plan.

1. Identify **Foster Parent Champions (FPCs)** – one or more. See our Guide starting on page 6.

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1. Analyze your internal **data on children** coming into care:
	* + 1. What are the **ages** of the children coming into care in your region/county over the past 4 months?

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| **Age Range** | **#** |
| 0-3 |  |
| 4-8 |  |
| 9-12 |  |
| 13 and up |  |

* + - 1. What is the **racial/ethnic background** of the children coming into care in your region/county over the past 4 months?

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| **Race/ethnicity** | **#** |
| Hispanic, Latino or Spanish origin |  |
| Black or African American |  |
| Asian |  |
| American Indian or Alaska Native |  |
| Middle Eastern or North African |  |
| Native Hawaiian or other Pacific Islander |  |
| White |  |

* + - 1. Is **gender** a factor for your recruitment efforts – how many girls vs. boys have come into care in the last four months?

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| **Gender** | **#** |
| Female |  |
| Male |  |

* + - 1. If you are aware of youth who identify as **LGBTQA+** please record that number. See this resource for more information: [Supporting LGBTQA+ Youth in Your Care](https://wifostercareandadoption.org/wp-content/uploads/2021/04/supportinglgbtqiayouthinyourcare.pdfhttps%3A/wifostercareandadoption.org/wp-content/uploads/2021/04/supportinglgbtqiayouthinyourcare.pdf)

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| **LGBTQA+ Youth** | **#** |
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* + - 1. **Special Needs** — are there infants with neonatal abstinence syndrome coming into care? What about children with other special needs, such as autism? Sexual abuse?

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* + - 1. **Geography** – are a significant number of children coming into care from one specific community, neighborhood, or region?

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1. Analyze your internal **data on foster families** for your agency:
	1. List the **strengths** of your exceptional foster families? i.e., passionate, sense of humor, able to work with the agency, understanding of trauma, flexible, dedicated, etc.

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* 1. **Geography**? Are there pockets of the community your foster families reside in? Rural or city? Specific school districts? Do your foster families live in the areas where children are being removed?

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* 1. Are there **specific populations** amongst your quality foster families? Do you have a local church or other faith-based organization that promotes fostering to its congregation or members? Is there a school district that has a number of staff that have been licensed to foster? Law enforcement? Medical professionals?

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* + - 1. What is the **racial/ethnic background** of your foster families?

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| --- | --- |
| **Race/ethnicity** | **#** |
| Hispanic, Latino or Spanish origin |  |
| Black or African American |  |
| Asian |  |
| American Indian or Alaska Native |  |
| Middle Eastern or North African |  |
| Native Hawaiian or other Pacific Islander |  |
| White |  |
| Other |  |

1. How long are exceptional foster families **staying licensed**? If families are leaving prematurely, attempt to determine why that’s happening. Consider “[stay interviews](https://myemail.constantcontact.com/Foster-Care-Footnotes---December-2016.html?soid=1102861873675&aid=JERN4QWTykM)” which will give you a sense of why families stay or leave.

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| **Examples of data to consider** |  |
| # years your longest licensed family has been fostering |  |
| # families who have fostered for at least two years |  |
| List families who are up for license renewal who could be interviewed using “stay interviews” |  |

1. Are there families who aren’t accepting placements and why? What are the next steps you may want to consider? Some examples might include: counsel, encourage to consider withdrawal, have an honest discussion

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| **Families not accepting placements** | **Reason Why** | **Next Steps** |
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1. Are families leaving? If so, why? A frequent cause of families exiting foster care is feeling left out, not a part of the team, not having their input requested or respected. Could your agency prioritize training staff (both child welfare and other) to treat foster families like gold?

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| **Families who have left in the past 4 months**  | **Reason Why** |
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**Considerations for Selecting Foster Parent Champions**

The Coalition for Children, Youth & Families appreciates your support of Foster Parent Champions. The following are considerations to keep in mind when determining who you feel would be ideal candidates to become Foster Parent Champions for your agency.

Foster Parent Champions will be the faces and voices who will be representing your agency at individual and community recruitment events. Therefore, when determining which foster parents you will be referring to the training, please consider the following attributes:

* Foster parents who are comfortable with public speaking.
* Foster parents who will speak positively about your agency.
* Foster parents who are self-starters.
* Foster parents who have strong community connections, or who are willing to establish new collaborations with potential community partners.
* Foster parents who can discuss the benefits of foster parenting, as well as describe the supports that are available through your agency.
* Foster parents who have been successful in establishing co-parenting connections with birth parents.
* Foster parents who have experience and expertise in recruiting the types of homes your agency is in need of now and the types of homes you anticipate will be needed in the near future; i.e. fostering teens, fostering siblings, fostering children with medical needs, fostering children impacted by the opioid crisis, etc.

Foster Parent Champions are valuable members of your recruitment team. In addition, Foster Parent Champions need guidance, resources, and supports from your recruitment team throughout their tenure as Foster Parent Champions.

Foster Parent Champions do not have to be currently licensed foster parents, but should have a connection to your agency as a caregiver, perhaps as a retired foster parent, or respite provider.