



DATA-DRIVEN | COLLABORATIVE | STRATEGIC | KANSAS-SPECIFIC

# DILIGENT RECRUITMENT

## 2019



Department for Children  
and Families

### A United Voice on Children and Families

More than 7,500 children are currently in foster care in Kansas. Our goal is to reunify families as quickly and safely as possible. While children remain in out-of-home placement, the Kansas Department for Children and Families and its partners seek to provide safe and appropriate family foster homes that encourage reunification. Our priorities are on placing children with relatives or kin, keeping siblings together, and ensuring that placements minimize trauma. Placements should be conducive to supporting each child's cultural, spiritual, academic, and emotional development. Should a youth be unable to safely return home, DCF seeks to locate an adoptive resource for the child. Once an adoptive resource is identified, the agency works with its partners to help achieve timely permanency for the child(ren) and family. When the State of Kansas works with our federal and community partners, we can all collaborate on a common goal—serving the best interest of Kansas children. This is a guide to serve that purpose.

#### COMMUNITY

Tribal, faith-based, and community partners, supporting birth and foster families

#### STATE

DCF and its contracted child welfare case management providers (CWCMPs) and Child Placing Agencies (CPAs)

#### FEDERAL

AdoptUSKids and the U.S. Administration for Children and Families and the Center for States, Capacity Building Collaborative

# DILIGENT RECRUITMENT 2019

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# DILIGENT RECRUITMENT

## UNDERSTANDING DILIGENT RECRUITMENT

Diligent recruitment brings together community partners along with DCF and Child Welfare Case Management Providers (CWCMPs) to review the data on Kansas children in out of home placement and discuss needs and options. This plan includes continuous analysis of data allowing the agency to effectively communicate with our partners and stakeholders and adjust the plan accordingly.

Diligent recruitment is a systematic approach to preparing and retaining families who can meet the needs of children and youth in foster care.

This effort focuses on a one-system approach to child welfare by connecting programs, agencies and community stakeholders to the fullest extent possible, allowing for maximization of services to children and families. The comprehensive, data-driven Diligent Recruitment Plan outlined here is the vision and unified framework for all stakeholders to utilize in their work with foster and adoptive families.

## UNDERSTANDING THE DIFFERENCE BETWEEN ADOPTION AND FOSTER CARE

Foster care is a temporary arrangement for children who have been removed by the authority of the district court from the care of their birth parents or other caregivers who are legally responsible for them. These children are then placed in the temporary custody of the Secretary of DCF while their parents/caregivers are given the opportunity to address issues and complete services that will build their capacity as parents/caregivers and allow for the safe return of the child/youth. The role of the foster parent is to provide a temporary family-like setting that supports safety, permanency and well-being of these children as well as support to their families.

Adoption from foster care is a service for children in the Secretary's custody when the court has deemed that reunification with their family is no longer viable. The focus of this service is to find, recruit, prepare and support adoptive families who can best meet the immediate and long-term needs of the child, youth or sibling group. Placement decisions are based on and driven by the needs of the child.

Trauma Informed for Safety and Permanence-Model Approach to Partnership in Parenting (TIPS-MAPP) is the pre-service training for all prospective foster and adoptive parents. It is the responsibility of the sponsoring Child Placing Agency (CPA) to ensure their foster and adoptive parents are prepared to meet and support the needs of children placed in its homes. The Kansas Post Adoption Resource Center (K-PARC) is also an available resource to families post adoption.

## DILIGENT RECRUITMENT GOALS

Intentionally **RECRUIT**, **PREPARE** and **RETAIN** foster/adoptive parents who:

- » Are best able to meet the needs of children in care;
- » Will actively support reintegration and/or understand the importance of connection with birth families;
- » Demonstrate the understanding and commitment to serve children affected by trauma;
- » Are willing to meet the immediate and long-term needs of the child.

DCF recognizes that recruitment is everyone's responsibility and will work to equip all staff to be knowledgeable about the mission, vision and values that define the Kansas child welfare system and the characteristic needs of the children in foster care and those waiting for adoption.

DCF is committed to developing a statewide comprehensive diligent recruitment and retention plan that builds internal and external capacity in the rural, frontier and urban areas of our state, focusing on community engagement and supports for families.

# DILIGENT RECRUITMENT PLAN

## 1. Characteristics of Children in Foster Care, Licensed Foster Families and Successful Adoptive Families

The data elements for children in out-of-home placements include: age, gender, race, permanency goal, length of time in foster care, sibling status and placement, number of placements within specific time frames, and types of placements.

The available characteristics of current foster families includes: age, gender, race, and license capacity.

Characteristics of successful adoptive families include national trends on personal characteristics needed to demonstrate the capacity to provide care for children adopted from foster care.

## 2. Specific strategies to reach all parts of the community

DCF, along with our partners and stakeholders (CWCMPs, CPAs, AdoptKSKids, FosterKSKids, etc.), has developed personalized strategies to reach all communities across the state. Specific recruitment plans of the CWCMPs and CPAs are provided annually as part of the Annual Progress and Services Report. The Kansas Diligent Recruitment Plan will be utilized to provide guidance regarding characteristics and needs of children to direct their individual recruitment efforts for families.

## 3. Diverse methods of disseminating both general and child-specific information

The CWCMPs and CPAs, along with the AdoptKSKids, utilize various methods to disseminate both general and child-specific information throughout Kansas and nationwide. The Kansas Diligent Recruitment plan provides coordinated and consistent messaging to drive all recruitment efforts across the state. DCF favors recruitment strategies that maintain connections for children and youth to their families and communities that ensure placement opportunities for children and youth who have traditionally been challenging to place (for example—teenagers, sibling groups, LGBTQIA+ youth, pregnant or parenting teens, etc.).

## KANSAS DATA-DRIVEN GOALS

Recruit, prepare and retain foster and adoptive families for children who are age 13 and older and who have significant behavioral and mental health needs

Recruit, prepare and support African American foster and adoptive families

Recruit, prepare and support adoptive families for the children/youth registered on the adoption exchange

(continued)

Methods of dissemination may include:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Hosting and facilitating information sessions for prospective foster/adoptive families</li><li>• Distributing information materials in various forms such as social media, traditional media, or in-person</li><li>• Attending and/or hosting recruitment events</li><li>• Timely communication with prospective families</li><li>• Preparing, coordinating, collecting, and reviewing family applications</li></ul> | <ul style="list-style-type: none"><li>• Targeting recruitment efforts for families willing to take placement of older youth, youth who identify as LGBTQIA+, youth with high medical needs and/or disabilities, children with English as their second language, and other identified targeted populations</li><li>• Assisting new families with acquiring pre-service and ongoing training</li><li>• Conducting child-specific recruitment such as family search and engagement</li></ul> |
|--|---|

#### 4. Strategies for ensuring all prospective foster and adoptive families have access to a home assessment process

Diligent recruitment partners provide recruitment services of foster and adoptive families for children in foster care. To ensure that all prospective families have access to the home study process, DCF provides administrative support for CPAs to allow each licensed home to have an adoption-quality home assessment. Relatives, non-relative kin (NR-Kin), and families who wish to be adopt-only (not licensed), have access to home assessments through the CWCMPs, CPAs and/or AdoptKSKids.

#### 5. Strategies for training staff to work with diverse cultural, racial and economic communities

DCF offers a Comprehensive, Competency-Based In-service Training (CCBIT) System. Key components of the system include the use of competencies to develop curriculum, Individual Training Needs Assessments for each person, recruitment and development of competent trainers, job-specific content, a statewide system for delivery, transfer of learning, and a computerized system for administration, monitoring and quality control.

Prevention and Protection Services (PPS) and DCF Strategic Development in partnership with Child Welfare partners established the Kansas Child Welfare Professional Training Program (KCWPTP). The KCWPTP system is a competency-based system that trains DCF and other child welfare professionals side by side on the fundamental knowledge and skills necessary for child welfare casework practice. Working with diverse cultural, racial and economic communities is woven throughout the training modules.

#### 6. Strategies for dealing with linguistic barriers

The CWCMPs and CPAs have multilingual staff or hire interpreting services to increase their capacity to engage and work with different cultural populations where English may not be the primary language. Materials are offered in Spanish to serve the largest Kansas population impacted.

#### 7. Non-discriminatory fees structures

There are no agency fees associated with adopting a child from foster care.

#### 8. Procedures for ensuring a timely search for prospective parents for a waiting child, including the use of exchanges and other interagency efforts

AdoptKSKids has a strong outreach and collaborative model to ensure a timely search for prospective parents for waiting children. They work closely with DCF and the CWCMPs to identify waiting children without an adoptive resource and register them on the website, keep the information updated, and provide various recruitment strategies appropriate for the needs of the child. AdoptKSKids looks across intra and interjurisdictional lines to identify families for children on the exchange. They register families who have not yet been matched with a child as well. To learn more, visit [www.AdoptKSKids.org](http://www.AdoptKSKids.org).

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# Kansas

Department for Children  
and Families





## Philosophy of Care

The Kansas Child Welfare Philosophy of Care serves as a blueprint to describe the values underlying our work and partnership with families, providers, and communities in the Kansas child welfare system. Prevention and Protection Services (PPS) promotes safe and healthy homes while strengthening children and families.

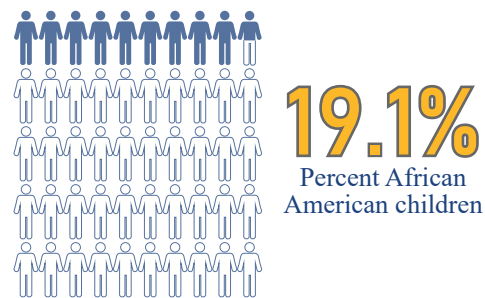
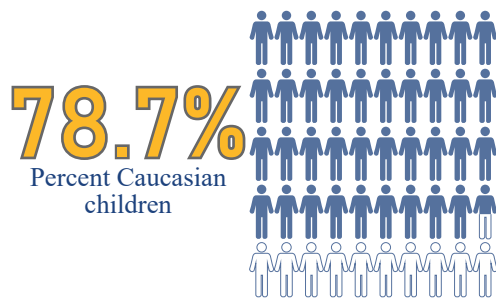
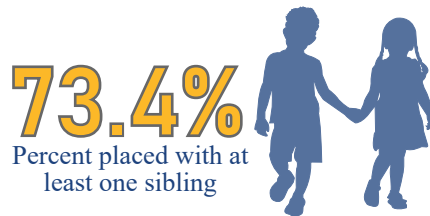
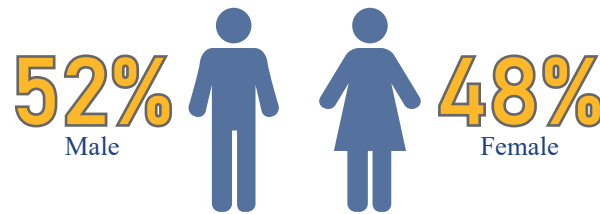
### KANSAS CHILD WELFARE VALUES



# Foster Care Demographics

The following data present a broad view of the foster care population in Kansas.

**CHILDREN IN  
OUT-OF-HOME** | **7,569**  
as of Sept. 2019



## CASE PLAN GOALS for children in care

**2,203**  
ADOPTION

**4,821**  
REUNIFICATION

**50**  
MAINTAIN IN FAMILY

**58**  
CUSTODIANSHIP/  
GUARDIANSHIP

**437**  
OTHER PLANNED PERMANENT  
LIVING ARRANGEMENT (OPPLA)

# CHILDREN ADOPTED | 1,210

July 2018 - June 2019

**573**  
BY RELATIVE(S)

**625**  
BY FOSTER PARENT(S)

**12**  
BY OTHER

## ADOPTION EXCHANGE

(AdoptKSKids) as of Sept. 2019

**511**  
REGISTERED

