



## **Clark County Department of Family Services**

### **QPI Recruitment Workgroup**

#### **Meeting Minutes**

Wednesday, March 1st, 2017 – 12:00pm to 1:30pm

Mt. Charleston Room

#### **ATTENDEES**

Sha'Londa Adams, Cynthia Metzger, Oscar Benavides, Barbara Straight, Eduardo Alvarez,

Neiufi longi, Dawn Sanchez

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#### **AGENDA**

1. Recruitment Initiatives for 2017
2. Boot Camp with Denise Goodman -3/23/2017
3. Annie E. Casey Foundation Updates
  - a. Process Mapping
4. AFC Updates
5. Workgroup Challenge- Let's expand
6. Other
7. Next Meeting –Wednesday, April 5<sup>th</sup>, 2017. Sha'Londa will not be in attendance

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#### **Minutes**

1. Recruitment Initiatives for 2017

Denise and Sha'Londa reviewed and created Recruitment initiatives for 2017. The goal is to get back to the basics by having the group have brainstorming sessions to come up with new ideas for recruitment. This needs to be a group where we put pen to paper and written plans to action. The initiatives were outlined as follows:

The focus for the QPI Recruitment Workgroup in 2017 will be to get back to the basics. When strategizing and executing recruitment efforts the workgroup will identify the following in terms of foster homes:

- 1) What do we currently have?
- 2) What do we need?
- 3) How will we get what we need?
- 4) How will we measure what we have achieved?
- 5) Analyze what is happening in ongoing review of recruitment. (Successes, challenges, trends, etc.)

The workgroup will be utilized to brainstorm and develop new recruitment tools and strategies.

In partnership with the Annie E. Casey Foundation, develop a target recruitment campaign to increase the number of licensed quality foster homes.

Use the findings from PRIME and other reports to determine areas to target that address children's needs, such as targeted effort to increase the number of beds in a specific age range.

Utilize a parallel recruitment process to continue recruitment events within the community

Create a partnership with media outlets to further the message of the need for foster homes willing to facilitate and support the reunification of children with their birth families.

-Oscar pointed out that as reported on the national QPI conference calls many jurisdictions stated that they are finding it challenging collecting data for recruitment efforts. It was suggested that we collect data asking if participants have seen our billboards, paper ads and other recruitment materials.

-Barbara suggested utilizing national stats to relate to local stats.

2. Sha'Londa announced that a bootcamp with consultant, Denise Goodman, is scheduled to occur on 3/23/2017. Denise Parker will follow up with details concerning the bootcamp.
3. The representatives from the Annie E. Casey Foundation have completed their initial interviews with selected DFS Staff. They are now scheduled to complete process mapping with more selected staff beginning Wednesday, March 8. The process mapping will allow staff to talk about policy versus what best practices are being utilized and how to streamline all department processes to work most effectively.
4. The AFC workgroup is ironing out the details of the referral process to its program. This group is asking recruitments help in identifying currently licensed homes that could meet the requirements to become an AFC home. – It was suggested that DFS may need to take a second look into the types of children these homes take; this may ultimately redefine what a quality higher level of care home looks like.
5. The members of the workgroup have been challenged to invite someone to the next meeting to expand our brainstorming ideas and put those ideas into action.
6. It was requested if the QPI workgroup could look into discontinuing the printing of the Foster Parent I.D. cards. No value is seen in foster parents carrying the cards.

7. The next meeting is scheduled to occur on Wednesday, April 5<sup>th</sup> from 12pm-1:30pm. The group discussed moving this date to an earlier or later date. An email will be sent out if the date is changed.