



— DEPARTMENT OF —
FAMILY SERVICES
— CLARK COUNTY —

Clark County Department of Family Services

Recruitment Workgroup

Meeting Minutes

Tuesday, November 3rd, 2015 – 12:00-2:00pm

AGENDA

1. Welcome/Introductions
 2. Placement Utilization
 - The Plan
 - Brainstorming
 - Update from Placement
 - Ideas/Priorities Identified
 3. Next Meeting
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MINUTES

2. Placement Utilization
 - The Plan
 - Brainstorm challenges and identify barriers that impact the placement of children in foster homes; taking into consideration the need of foster parents, licensing workers, and placement.
 - Brainstorm solutions to the list of challenges, identifying which items can be quickly and easily corrected and which items will take more work to correct.
 - Prepare a plan to make changes that will allow more effective and efficient placement of children into homes.
 - Brainstorming
 - Challenges faced by foster parents. These challenges were mostly identified by foster parent Marti Rayner based on her personal experience and the calls that she takes as a Foster Parent Champion, assisting foster parents who may be facing struggles.
 - Foster parents would like to take more responsibility for the placements in their home. They would like to seek out placements, identifying what ages they are

prepared to foster at that particular time (within their license parameters) taking into consideration the needs of their own family and what age child they feel they can best serve at that time. Also, they would like for each bed to be identified for a specific age or gender. An example is when a home is licensed for 0-12 and there is an infant placed so the available bed is for an older child but the family continues to receive calls for an infant)

- Foster Parents are frustrated with the number of phone calls they get from multiple workers for different children.
 - Foster Parents are frustrated with the number of phone calls they get for children not within their license parameters.
 - Foster Parents are frustrated because they are offered resources when they agree to accept a placement (counseling, school support, etc.) and the resources take too long to come. Some foster parents feel that they only get the resources they need when they submit a 10 day notice.
 - Foster Parents are frustrated with the rules they do not understand. Some foster parents have heard they can get a “waiver” for a placement and some have heard they cannot. They do not understand when an exception can be made.
 - Foster Parents sometimes do not understand why their beds are on hold. The FPC does not give this information but refers the family back to placement. FPC should be referring this family to the licensing worker.
 - Foster Parents would like to see information about a child in written form so they can refer back and more accurately determine whether they are willing to take a placements
- Update from Placement
 - Manager Dawn Sanchez stated that she and Licensing Manager Tara Donohue have met and came up with some solutions that can be implemented immediately or in the very near future.
 - 3 licensing workers and 3 placement workers will spend 4 hours this Saturday calling foster parents who have not taken a placement in 3, 6 or 9 months. They will discuss the reasons with the foster parents and will verify or update their preferences in UNITY.
 - Placement will look into creating an Excel spreadsheet that can reflect in real time which children are on the Child Haven campus. The population report is a day behind.
 - Placement will consider creating placement profiles, similar to the adoption profiles, describing each child and the child’s strengths and needs. These profiles would only be accessible to currently licensed foster parents and would allow foster parents to have more say in the decision making for placements in their home.
 - Ideas/Priorities Identified

- Placement workers MUST have access to input notes in UNITY on the licensing side. They need to be able to document their attempts to place with foster parents as well as their interactions with foster parents. This will allow the licensing worker to be better informed about what is going on with each family to offer better support, work in partnership, and hold foster parents accountable for the information they have provided to licensing and placement.
- Find a way to ensure that foster parents who disrupt a placement are completing the transition survey. This may be possible by having a conversation with the foster parent and having the form completed by a placement worker when the foster parent is unwilling to take the time to complete the survey.
- All of licensing needs to utilize the DISRUPTION case note in UNITY so that disruptions can be more effectively tracked.
- The daily placement list that goes to FPC needs to also go to licensing so that licensing workers are alerted to placements in homes and can call and offer support to their assigned foster parents.

3. Next Meeting: Tuesday, December 1st, 2016 – 12:00-2:00pm