



— DEPARTMENT OF —
FAMILY SERVICES
— CLARK COUNTY —

Clark County Department of Family Services

Recruitment Workgroup

Meeting Minutes

Tuesday, December 1st, 2015 – 12:00-2:00pm

AGENDA

1. Welcome/Introductions
 2. Update market on segmentation
 - Next steps
 3. Placement utilization work group
 - Update on calls
 - Continues brainstorm plan
 4. Next meeting
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MINUTES

2. Update on market segmentation

- Our chosen marketing company, RNR, presented their work to executive management. A campaign has been chosen and approved by management.
 - Next steps will include locking down funding for this campaign and getting it in motion.

3. Placement utilization work group

- We have been making calls to foster parents in an attempt to update placement screen information
 - It was found that a lot of the information we receive from foster parents has been miscategorized.
 - After doing this we believe that information maintenance such as this needs to be done more regularly.

- Brainstorming:
 - Licensing barriers to placement utilization:
 - A trend has been noticed- as soon as a license is issued, foster parents are often amending their licenses right away to accept needy placements. Considerations about the quality of the fit for these placements in these specific homes are neglected.
 - A possible solution to this issue could be implementing a policy which prevents foster parents from amending their license within the first 30 days of licensure.
 - Another issue that's occurring is that amendments to licenses are being made or denied after placements have already been made. This problem strongly brings to light the need for improved communication between licensing and placement. This lack of communication directly affects families and retention.
 - A contributing factor to these issues is the pressure put on placement workers to get children into homes quickly. Currently, placement workers have a goal of placing a child within 23 hours of them being taken into custody. Quantity of children being placed in homes is becoming more of the focus over ensuring a quality match in placement.
 - We see a strong need for improved policy and regulation training among licensing and placement workers.
 - Additionally, we want to partner with foster parents and educate them on these policies and regulations. This could be done in pre-service training.
 - We have found that the history of a child does not follow them accurately and this creates problems with placement. We need to encourage caseworkers to do research on their children and be held accountable for placing them in a home that is matched to their needs.
 - Reverse matching works. When this technique is used, it was found that out of 82 placements only 2 disrupted.
 - A great tool for this is caregiver/child profiles.
 - Sibling placement is another issue. Siblings are unnecessarily separated or placed in homes together that many not be a good fit because his/her sibling is placed there
 - There is a great need for more Spanish speaking staff.

- Spanish speaking homes are not being properly utilized because of communication barriers.

4. Next Meeting: Tuesday, January 5, 2016 – 12:00-1:30pm in the Lincoln room of the DFS Central Office