

Marion County
Children and Families Commission
Family Preservation Action Team



To bring together community efforts and resources to ensure an equal opportunity for all children and families in Marion County to attain their full potential.

DATE: March 12, 2018
TIME: 10:00-11:30 a.m.

Location: Courthouse Square
555 Court Street NE,
5th Floor Commissioners Board Room
Salem, OR

- | | | |
|---|---|--|
| 1. Welcome and Introductions | | Walt Beglau |
| 2. Eliminate the Gap – Strategic Plan for the Recruitment and Retention of Foster Parents | Discussion | Jim Seymour |
| <ul style="list-style-type: none"> • Foster Parent Champion <ul style="list-style-type: none"> • Hiring – Interview Process • Introduce Robert & Jackie – Foster Parent Champions • Catholic Community Services – Fiscal Agent <ul style="list-style-type: none"> • Role of FPAT • Strategic Plan Status Report | | |
| 3. Together Toward Tomorrow | Debrief | Mary Grim |
| <ul style="list-style-type: none"> • The Psychology of Hope with Dr. Chan Hellman | | |
| 4. Standing Updates | | |
| <ul style="list-style-type: none"> • DHS Update • Every Child • Family Building Blocks • CASA Update • Liberty House • Enhanced Support for Foster Parents • Visitation Workgroup | Information
Information
Information
Information
Information
Information
Information | Ormond Fredericks
Shelly Winterberg
Patrice Altenhofen
Shaney Starr
Alison Kelley
Jim Seymour
Todd Kwapisz |
| 5. Updates and Discussion | Information | All |
| <ul style="list-style-type: none"> • Child Abuse Prevention Month • Foster Parent Appreciation Month • Other | | |
| 6. Adjourn | | |

NEXT MEETING: May 14, 2018

Handouts:

- FPAT Meeting Notes – January 8, 2018

Marion County Children and Families Commission

To bring together community efforts and resources to ensure an equal opportunity for all children and families in Marion County to attain their full potential.

Marion County Children and Families

Family Preservation Action Team Meeting

January 8, 2018 - 10:00-11:30 a.m.

5th Floor Commissioners Board Room, Courthouse Square
Meeting Summary Notes

Members Present: Ormond Fredericks, Dawn Hunter, Alison Kelley, Jim Seymour, Shaney Starr, and Dick Withnell

Members Absent: Patrice Altenhofen, Walt Beglau, Phil Blea, and Sam Skillern

Staff: Tamra Goetsch and Mary Grim

Guests: Paige Clarkson, Josh Graves, Brooke Gray, Todd Kwapisz, Raquel Moore-Green, and Shelly Winterberg

Welcome, Introductions, Announcements

- Jim welcomed members and guests.

Eliminate the Gap – Strategic Plan for the Recruitment and Retention of Foster Parents

- Reviewed Status Report and Questions
 - Obtain agreement on the role of the Foster Parent Champion, including issues/tasks that are not the responsibility of the Foster Parent Champion.
 - Correction in strategic plan – DHS hired 2 temporary positions (correct 10 positions to 2 temporary positions).
 - Action Item: Increase the number of foster parents/homes. Is this action item focused on general recruitment or recruitment of foster parents that can provide specialized care?
 - Current action item language was approved as part of the strategic plan. Postpone making changes until the Foster Parent Champion has been hired.
 - Recruitment of foster parents is a long process that begins with cultivating interest and understanding prior to a person becoming a foster parent.
 - Current recruiters: Every Child, Gwen Slippy from DHS, and CASA
 - Obtain agreement on the role of the Foster Parent Champion. Job description needs to be clear and should be reviewed and updated by the Foster Parent Champion committee.
 - Skills needed: conflict management and a working knowledge of the foster care system in Marion County.
 - Metrics to measure progress/success (return on investment).
 - Metrics are required if DHS funding is to be secured.
 - The Foster Parent Champion focus to fill the gap: 1) target business community; 2) expanded role in the future; and 3) Enhanced Support for Foster Parents.
 - Position tasks to be driven by a sense of urgency.
 - Increase number of foster parents and CASAs.
 - Need to identify the current number of foster parents and the ideal number of foster parents needed.
 - Host/coordinate recruitment events (2-3 times per year).
 - In the plan, update 'TBD' with 'take direction from FPAT.'
 - Work between meetings to move the action items forward.
 - Alison requested that the status report be updated to reflect the items discussed; and, to review and update the status report on a regular basis. Those present agreed.

- Recruitment
 - Include required skills in the job description: conflict management and a working knowledge of the foster care system in Marion County.
- Foster Parent Champion Recruitment Update.
 - Interview panel: Walt, Jim, Ormond, Sam, Tamra, and Mary

Standing Updates

- Every Child – Shelly
 - Steering Committee recruitment in process.
 - Steering Committee will begin meeting in February.
 - Will develop a key stakeholders contact list to include in meeting announcements and other communication.
 - Siletz Tribe to recommend a representative to serve on the steering committee member
 - A representative from Woodburn will be identified to serve on the steering committee, too.
- Schematic – Alison – attached w/updates from 1/8/2018 FPAT meeting.
 - Developed in response to discussion in a previous FPAT meeting.
 - Purpose – how to communicate with lay people about the system?
 - Pictograph that shows the flow of children and families as they are touched by the various system organizations. The touchpoints of services are: intervention and investigation; helping children and families to be safe and ensuring justice; and, engaging positively in life.
 - Suggestion:
 - Prevention; Helping Child and Family to be Safe and Ensuring Justice; and, Engaging Positively in Life.
 - DHS Self-Sufficiency Program: many families receive TANF, SNAP, and WIC benefits. DHS is increasing its presence in schools to ensure service for children and families. Focus on increasing stability to move families to move out of poverty.
 - Distinguish between Self-Sufficiency and Child Protective Services.
 - Post schematic cycle online with links to the various steps/agencies/roles.
- DHS – Ormond
 - DHS is experiencing high staff turnover and vacancies..
 - 8 months to fill positions and train staff.
- CASA – Shaney Starr
 - Program Manager position – three applicants.
 - Donor database.
 - Successful “We are for the Children” luncheon – met match funding.
 - Scheduled meeting with Chan Hellman – February 12, 2018.
 - Need 75 more CASAs to serve all children in foster care (In 2016, 200 were needed).
 - 23 new CASAs are scheduled for the next CASA training.
 - 20 people to be sworn in (May or June).
 - Comfort dog training begins on January 24, 2018, and will be sworn in at a later date.

- Liberty House – Alison Kelley
 - Currently recruiting additional staff
 - Multi-disciplinary Team
 - Coordinate Services
 - Primary Care Provider
 - Child Abuse Response Team: decreases time spent to determine services needed
 - 3 offices
 - Received a grant from Salem Health to provide Karly's Law examinations in Polk County
 - Facility dog named Eli a black lab
 - Social media – law enforcement update
 - Increase in bullying
 - Middle and high school students are posting nude photos
 - Youth suicide has increased

- Catholic Community Services – Jim Seymour and Josh Graves
 - Catholic Community Services is celebrating their 80th anniversary
 - 31,000 nights/year of affordable housing
 - Serve 4,000 people per day
 - Enhanced Support for Foster Care
 - Final negotiations for two central home parents
 - Contract versus employees
 - Contractor insurance requirements
 - Next phase: identify homes in proximity and ask if they would like to be engaged
 - Geographic location for central homes: one in central home in south Salem and one in central home in northeast Salem

- Visitation Workgroup – Todd Kwapisz
 - Purpose: enhance the visitation experience for parents and children
 - Identify how to get the community involved
 - Increase the number of SSAs and provide them with training
 - Determine how to increase visitation capacity
 - Visitation rooms need makeovers – 15-20 rooms
 - Subgroup create a timeline
 - What is needed?
 - Identify potential partners, i.e. Home Depot or local interior designers
 - Create themes
 - Include a play area
 - Create a flyer to solicit organizations to complete room makeovers

- Dick Withnell
 - Foster Parent Champion suggestions: schedule presentations and meetings
 - Chamber of Commerce forum panel discussion
 - Civic Organizations: city clubs, Rotary, etc.
 - Ormond will be speaking at the Downtown Rotary club on January 31, 2018.
Topic: The State of Foster Care

Next meeting: March 12, 2018

Recruitment Issue One	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Increase the number of foster parents/homes	<ul style="list-style-type: none"> • Call to action <ul style="list-style-type: none"> ○ Host awareness and recruitment events <ul style="list-style-type: none"> ▪ 1-3 times/year • Create an awareness campaign team <ul style="list-style-type: none"> ○ DHS, MPFPA, FPAT, FP Champion 	Lead: FP Champion Lead	<ul style="list-style-type: none"> • Take direction from FPAT
		DHS Recruitment and Retention Specialist	<ul style="list-style-type: none"> • TBD
		Every Child	<ul style="list-style-type: none"> • TBD
		FPAT	<ul style="list-style-type: none"> • Advocacy & host events
	<ul style="list-style-type: none"> • Active recruitment foster parents and respite <ul style="list-style-type: none"> ○ Faith Community ○ Affinity groups ○ Recruitment events (fair, Awesome 3000) 	Lead: DHS Recruitment and Retention Specialist	<ul style="list-style-type: none"> • Current: DHS Recruitment and Retention Specialist recruitment presentations and events.
		Every Child	<ul style="list-style-type: none"> • Current: Every Child recruitment within the faith community
		FP Champion	<ul style="list-style-type: none"> • Support DHS and Every Child Efforts
		FPAT	<ul style="list-style-type: none"> • Advocacy

Recruitment Issue Two	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Decrease the process time of certifying new foster homes.	<ul style="list-style-type: none"> Write a letter of support to Clyde Saike, Director of the Oregon Department of Human Services to permanently hire at least two certifiers for Marion County. 	Lead: FPAT	<ul style="list-style-type: none"> Done: letter sent on November 21, 2016 Result: DHS hired 2 temporary staff
		DHS	<ul style="list-style-type: none"> Clyde Saike approved hiring of 2 temporary staff
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
	<ul style="list-style-type: none"> Contract certification process to Catholic Community Services (CCS) 	Lead: DHS	<ul style="list-style-type: none"> TBD
		CCS	<ul style="list-style-type: none"> TBD
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> No role

Recruitment Issue Three	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Decrease the time that children wait for a foster family.	<ul style="list-style-type: none"> Emergency certification of Safe Family volunteers to provide short-term care. ***note: CASA volunteers may not provide care due to conflict of interest*** 	Lead:	<ul style="list-style-type: none"> Current: ongoing???
		CCS	<ul style="list-style-type: none"> Current: emergency certification
		DHS	<ul style="list-style-type: none"> No role
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
Children in custody often spend an extended amount of time in the Child Welfare caseworker's work area while waiting for placement	<ul style="list-style-type: none"> Recruit volunteers to provide onsite care for children at DHS who are waiting for placement 	FPAT	<ul style="list-style-type: none"> Advocate
		Lead:	<ul style="list-style-type: none"> Current: ongoing recruitment of "office buddies" to sit with children who are waiting for placement.
		Every Child	<ul style="list-style-type: none"> Current: ongoing coordination with Every Child to communicate the need for "office buddies."
		DHS	<ul style="list-style-type: none"> Coordination w/DHS and Every Child to communicate the need for "office buddies."
		FP Champion	<ul style="list-style-type: none"> Advocacy, as needed
		FPAT	

Retention Issue One	Strategies and Recommendations	Action/Responsible	Status
Foster parents are not receiving the level of support they need to address the behavioral needs of children in their care.	Provide 24/7 on call behavioral health supports.	Lead: Marion County Children's Behavioral Health	<ul style="list-style-type: none"> Done: creation and implementation of the Crisis Response Team (mobile)
		DHS	<ul style="list-style-type: none"> _____
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> Advocacy
	Provide in-person behavioral support trainings for foster parents.	Lead: DHS???	<ul style="list-style-type: none"> TBD
		Marion County Behavioral Health (Health Department)	<ul style="list-style-type: none"> TBD
		CCS – Enhanced Support for Foster Care	<ul style="list-style-type: none"> Current: pilot Enhanced Support for Foster Care model, which includes a behavioral support specialist to array homes.
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> Advocacy
		Behavior/health assessment	Lead: DHS
	Early Learning Hub		<ul style="list-style-type: none">
	Every Child		<ul style="list-style-type: none"> No role
	FP Champion		<ul style="list-style-type: none"> No role
	FPAT		<ul style="list-style-type: none"> Advocacy

Retention Issue Two	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Need for respite care	Increase the monthly stipend to include the cost of respite care	Lead: FP Champion	<ul style="list-style-type: none"> Follow the direction of FPAT
		DHS	<ul style="list-style-type: none"> DHS is unable to fund legislative lobbying
		Every Child	<ul style="list-style-type: none"> TBD
		FPAT	<ul style="list-style-type: none"> Advocacy
	Map foster home locations and share with neighboring foster homes so they may network and provide respite care for each other	Lead: DHS	<ul style="list-style-type: none"> Current – mapping foster home locations
		Marion Polk Yamhill Foster Parent Association (MPFPA)	<ul style="list-style-type: none"> Share mapping information with foster parents
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> No role
		Lead: Every Child	<ul style="list-style-type: none"> Current – raise awareness via social media
	Offer Foster Families Night Out	DHS	<ul style="list-style-type: none"> Current – coordinate w/Every Child
		FP Champion	<ul style="list-style-type: none"> Support efforts of Every Child and DHS
		FPAT	<ul style="list-style-type: none"> No role

Retention Issue Three	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Create a culture where foster parents feel valued and part of the team that makes decisions for the children in their care	Free staff time to better support foster parents. Recruit volunteers	Lead: DHS	<ul style="list-style-type: none"> • Current – <ul style="list-style-type: none"> ○ Resource Developer identifies and obtains resources for foster families ○ Recruitment and Retention Specialist raises awareness, attend events, and gives recruitment presentations to community groups and churches
		Every Child	<ul style="list-style-type: none"> • Current – use of social media to recruit volunteers
		FP Champion	<ul style="list-style-type: none"> • Assist in raising awareness through community recruitment events
		FPAT	<ul style="list-style-type: none"> • No role

Retention Issue Four	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status	
Decrease DHS response time. Include foster parents in visitation discussions and scheduling.	Increase access to caseworkers	Lead: DHS	<ul style="list-style-type: none"> Done – provide cell phones to child welfare caseworkers to improve response time 	
		Every Child	<ul style="list-style-type: none"> No role 	
		FP Champion	<ul style="list-style-type: none"> No role 	
		FPAT	<ul style="list-style-type: none"> No role 	
	DHS internal focus – build customer relationship through culture change within DHS.		Lead: DHS	<ul style="list-style-type: none"> Current/Ongoing – staff training and expectations
			Every Child	<ul style="list-style-type: none"> No role
			FP Champion	<ul style="list-style-type: none"> No role
			FPAT	<ul style="list-style-type: none"> No role
	DHS external focus – build community trust and confidence. Increase community involvement.		Lead: DHS	<ul style="list-style-type: none"> Current/Ongoing – through supporting foster children/families, increase community confidence in DHS
			MPFPA	<ul style="list-style-type: none"> TBD
			Every Child	<ul style="list-style-type: none"> Current <ul style="list-style-type: none"> Share success stories and respond to negative press via social media Promote community involvement via social media
			FP Champion	<ul style="list-style-type: none"> Develop FPAT approved communication plan to promote positive public image of foster parents and crisis communication Outreach and information <ul style="list-style-type: none"> Marion County children/families, not DHS children/families Promote community involvement
			FPAT	<ul style="list-style-type: none"> Advocacy

Retention Issue Five	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Foster parents feel that their role in the community is not valued	Elevate the appreciation of foster parents/families through business and community engagement.	Lead: FP Champion	<ul style="list-style-type: none"> • Develop relationships with community businesses <ul style="list-style-type: none"> ○ Educate business owners/managers ○ Public recognition (store signage) ○ Creative perks for foster families, i.e. discounted “nights out” for foster families
		DHS	<ul style="list-style-type: none"> • Resource Developer and Recruitment and Retention Specialist supports FP Champion efforts by sharing information regarding successful/positive business relationships
		Every Child	<ul style="list-style-type: none"> • Supports FP Champion efforts by sharing information regarding successful/positive business relationships
		FPAT	<ul style="list-style-type: none"> • Advocacy through introductions to business owners/managers

Retention Issue Six	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Foster parents feel isolated and inadequate, especially with their first foster care.	Improve online trainings.	Lead: DHS	<ul style="list-style-type: none"> TBD
		MPFPA	<ul style="list-style-type: none"> TBD
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> No role
	Develop a mentoring program.	Lead: DHS	<ul style="list-style-type: none"> Planning stage – Survey foster parents (entrance survey, active survey, exit survey) Together with MPFPA determine the mentoring needs of foster parents/families
		MPFPA	<ul style="list-style-type: none"> Assist DHS with foster parent survey
		Every Child	<ul style="list-style-type: none"> No role
		FP Champion	<ul style="list-style-type: none"> No role
		FPAT	<ul style="list-style-type: none"> No role

Retention Issue Seven	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
DHS child welfare caseworkers often lack knowledge of available resources for foster parents/families	Increase access to resources for foster parents families	Lead: DHS	<ul style="list-style-type: none"> • Done – DHS has hired a Resource Developer charged with identifying and obtaining resources for foster parents/children. This allows child welfare caseworkers to focus on case management. • Current/Ongoing – DHS Resource Developer identifies and obtains resources for foster parents/children
		Every Child	<ul style="list-style-type: none"> • Current/Ongoing - Support DHS Resource Developer in disseminating resource needs via social media.
		FP Champion	<ul style="list-style-type: none"> • Support DHS Resource Developer in accessing resources through established business relationships
		FPAT	<ul style="list-style-type: none"> • Advocacy & support to the resource and referral portal being launched through the Community Services Department.
		Community Resource Network (CRN)	<ul style="list-style-type: none"> • Current/Ongoing - Resource Developer and child welfare caseworkers use the CRN to communicate foster parent/home needs.

Closing the Gap Strategic Plan	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Implementation and metrics	Create a Collective Impact Framework for implementation of the Closing the Gap Strategic Plan	Lead: FP Champion	<ul style="list-style-type: none"> • Create Collective Impact Framework
		DHS	<ul style="list-style-type: none"> • Provide input for the Collective Impact Framework
		Every Child	<ul style="list-style-type: none"> • Provide input for the Collective Impact Framework
		FPAT	<ul style="list-style-type: none"> • Provide input for the Collective Impact Framework • Provide direction and oversight
	Track Closing the Gap Strategic Plan metrics and outcomes	Lead: FP Champion	<ul style="list-style-type: none"> • Provide regular metric updates to FPAT
		DHS	<ul style="list-style-type: none"> • Provide foster care statistics to the FP Champion
		Every Child	<ul style="list-style-type: none"> • Provide statistics to the FP Champion
		FPAT	<ul style="list-style-type: none"> • Provide direction and oversight
Closing the Gap Strategic Plan	Strategies and Recommendations Foster parent recruitment campaign	Action/Responsible	Status
Enhanced Support for Foster Care	Pilot Enhanced Support for Foster Care model	Lead: CCS	<ul style="list-style-type: none"> • Current – pilot Enhanced Support for Foster Care model in two homes
		DHS	<ul style="list-style-type: none"> • Support CCS in the implementation of the model
		Every Child	<ul style="list-style-type: none"> • No role
		FP Champion	<ul style="list-style-type: none"> • Support CCS in the implementation of the model
		FPAT	<ul style="list-style-type: none"> • Provide advocacy, direction, and oversight

Healthy Children • Healthy Families • Healthy Communities

Prevention

- Family Building Blocks (Healthy Families, therapeutic classrooms)
- Liberty House (parent education, classroom & community trainings)
- DHS Self Sufficiency
- County health departments (WIC & other programs)



Engaging Positively in Life

- School, training & career opportunities (CTE)
- Becoming connected
- Giving back



When Help is Needed
For child safety concerns

Intervention & Investigation	Helping Children & Families to be Safe, Access Justice, & Find Hope	Engaging Positively in Life
<ul style="list-style-type: none"> • Liberty House (medical, interview, family support) • Hospitals or other medical providers • DHS – Child protective services • Police • District Attorney • CASA 	<ul style="list-style-type: none"> • DHS – Child protective services & self sufficiency • CASA • District Attorney • CCS (foster care, counseling) • Liberty House (trauma-informed mental health) • Healing & family preservation where possible • Mental, behavioral health engagement; wrap services 	<ul style="list-style-type: none"> • CCS (foster care, counseling, transition services) • Liberty House (trauma-informed mental health) • Family Building Blocks (prevention, parent education) • Mental, behavioral health engagement • Positive youth development: Recreation, school, training & career opportunities, mentoring (BGC, after school programs) • Educational success