

Recruiter's Meeting

Date: 06/16/2020

Time: 11am – 12:30pm

Agenda:

1. Welcome & Introductions
 - a. Name, Pronouns, Agency, and Title
2. Summary of last meeting's discussion
 - a. Discussed challenges of not being able to meet applicants in person
 - b. FPs difficulty with technology
 - c. Not knowing expectations from LD for licensing/visits/etc.
 - d. FP burn-out – not receiving their usual respite
3. COVID-19: Discuss any new Challenges or Solutions
4. FCFC/WACF Updates (*Shawn, Friends of Youth*)
5. RDS Updates (*all*)
 - a. Discuss Data Access
 - b. Any updates on the restructuring of RDS meeting?
6. Agency Updates (*all*)
 - a. Any new themes with Hub Spot referrals?
 - i. We as a group noticed they stopped in April and we started getting them again in May
7. Ideas:
 - a. [Review CPA Google Doc](#)
 - b. Other Ideas?
8. Closing & Last Thoughts
 - a. Next Meeting: 7/21/20 11am-12:30pm
 - b. Resource Recommendations:
 - i. Karyn Purvis Institute of Child Development: [Free TBRI Training through August 31st, 2020](#)
 - ii. Your Kids Aren't Too Young to Talk About Race: [Resource Roundup](#)
 - c. Anything else?

Notes: - Jill's updates in red below

- Attendees: Holland (YouthNet) , Nathan (CYS), Marisha (CYS), Shawn (FoY), Izzie (FoY), Leah (CCS), Shala (Fostering Together), Melissa (Holt International), Kari (Amara), Kymber (the Y)
- Discussed COVID Challenges/Solutions:
 - Idea: Zoom meet and greet with applicants to make it more personal earlier on in the process
 - Amara: Has a Zoom meeting twice weekly called "Coffee with Kari" so they can meet with her – most times there's been at least one person attending
 - FoY has been texting with applicants and offers Zoom meetings if that's preferable

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- Fostering Together does a Zoom meeting once a week for unlicensed families with general questions – anywhere from 2-8 people in attendance – They also do a weekly Zoom meeting for licensed families to get support
 - LD (Region 3) is anticipating continuing to do virtual home study interviews moving forward but the home inspection will be done in person once we're in Phase 3
 - Challenge: Families are hesitant to let staff into the home for health & safeties
 - CCS has not done any in person health & safeties yet – but they will do it in person once they get the green light that it is safe
 - At this point, it is still up in the air what the expectations are for in-person contact
 - Amara is the same – in process of making a plan of what that will look like for when things do reopen
- Updates from the last WACF meeting:
 - Jill May is regularly meeting with LD to discuss expectations during COVID – discussed in-person visits – LD deferring to CPA contract policies – inconsistency with communication and expectations during this time – Jill continuing to advocate and get clarity **I have been told 30 days once they are lifted, but I am pushing back telling them that is unreasonable. Will keep you posted**
 - We need clarity from DCYF on when the waivers are going to be lifted and what is the timeline for completing these licensing steps? (Realistic timeframe for getting these things completed: TB testing, doctor's visits, home inspections, etc.)
 - Taskforces/Subgroups have been formed with DCYF – Licensing, Recruitment, Adoption, Home Study, Kinship, Group Care, FaceTime
 - Concern: DCYF has some deadlines to make in regards to decisions within these subgroups – need clarity on what the taskforce goals are and what the timeline is for completing them – a lot of final decisions are being made very quickly – **sending a letter to see what the process will be and that we are concerned about how they will invite more stakeholders**
 - Discussed the SAFE home study model **just making sure you know this is not going to be happening**
 - Discussed placement stability with COVID-19: What is the state measure in regards to successful outcomes? – Discussed tracking outcomes differently across organizations **there is a CPA group working on this**
 - FCFC ends in August – However, our google doc report will continue through WACF and WA Fosters/Hubspot will continue – discussed adding more collection of data regarding outcomes **I get monthly data from them and the project will continue but in a modified way to attempt to have people seeking more information and in a more ready place. Webinars will be added to the process so they have more info. You might want to check with your agencies for more info**
- Discussed budget challenges with CPA rate – **currently the incentive rate for a home study completion has been in the suggest budget cuts**
- Discussed how we have seen an increase in messaging around adopting from foster care – we have been doing a lot of re-educating around that with our families
 - DCYF licensors will do these adoption home studies but they are not prioritizing this
 - CCS has been sending folks to Antioch but our understanding is that they only license Christian couples
 - Holt International does foster to adopt
 - Most of the families who work with Amara want to adopt at some point but they integrate reunification into the conversation throughout the process even if a family is only interested in

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legally free kiddos – Amara has their post-adoption program as well that is available to all families

- Agency Updates:
 - FoY:
 - Izzie is leaving at the end of July ☹️ (Sad face!!! We will miss her!)
 - Their licensor has taken on some case management duties as well
 - YouthNet:
 - Currently have 42 licensed homes
 - Had one family close due to COVID
 - Holland has started learning licensing to help with the licensor caseloads
 - Using social media to recruit – but looking into additional creative ideas during COVID
 - Challenge: technology and too much screen time
 - CCS:
 - 2 new licensed homes!
 - Still doing weekly Zoom support groups and meditation time for Foster Parents
 - Using Facebook live chats with their team to talk about their programs
 - CYS:
 - Weekly gift delivery for their families happened in May
 - 1 new licensed homes!
 - Doing a virtual LGBTQ training that is open to all Foster Parents:
<https://www.facebook.com/events/650546752164374/>
 - Amara:
 - Everything continuing to be online
 - Doing online orientation 3 times a month and it is going really well – people are still applying and people are okay with waiting to move forward in the process
 - Fostering Together:
 - All trainings and support continue to be online
 - Still running recruitment ads – folks are still inquiring
 - Retention Contract – they will announce today who will receive that!
 - YMCA:
 - Licensed 2 new homes – currently at 55
 - Continuing with our virtual support services and in-person for crisis response only
 - We will have a new name for our branch soon – stay tuned

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