

RECRUITMENT PLAN

Plan Name

(Adams) Foster Care Recruitment Plan-2014

Effective Period

05/01/2014 - 05/01/2015

Goals

- > Number of Projected Inquiries - 30
- > Number of Children to be Placed - 60
- > Number of Planned Recruitment Events - 3
- > Number of Families to be Approved/Certified - 3

Additional Comments

At the present time, ACCSB has numerous foster homes willing to accept children from any cultural, racial or ethnic background. The Foster/Adoption Specialist in conjunction with the Southwest Ohio Regional Training Center, holds training classes three times per year, if there is interest from prospective caregivers, to ensure adequate homes and prevent a delay in placements. The Foster/Adoption Specialist is available Monday through Friday from 8:30 a.m.-4:30 p.m. Office hours are extended by request, in order to facilitate access to working families. Adams County Children Services is located at 300 North Wilson Drive, West Union, Ohio 45693. The phone number is (937)544 2511. Adoption Orientation Training is required of all prospective adoptive parents. This training is combined with the Foster Parent Orientation and Training and is a total of 36 hours of training.

ACCSB reserves the right to deny approval of an applicant for foster/adoptive/kinship placement based upon their criminal history. At this time, ACCSB does not approve any applicant for adoption who has been convicted of a prohibited offense listed in 5101:2-7-02, "General Requirements for Foster Caregivers and Applicants," Appendix 1: Offenses Listed In Paragraph (J) (1) of Rule 5101:2-7-02 of the Administrative Code," regardless of the length of time in which the offense was committed.

ACCSB reserves the right to deny approval of an applicant for foster/adoptive/kinship placement based upon their indicated or substantiated history, as alleged perpetrators, with regard to reports of child abuse/neglect, regardless of the length of time in which the offense was committed. At this time, ACCSB does not approve any applicant for adoption who has substantiated reports of child abuse/neglect. Indicated reports of child abuse/neglect may be considered based upon additional information obtained by the agency responsible for investigating the report of abuse/neglect. Pursuant to OAC rule 5101:2-33-23, PCSA's shall permanently keep records of all intakes and all cases opened for services and, as such, this information is considered in making placements for children for foster/adoption/kinship caregivers.

**Pursuant to rule 5101:2-33-23, "Case records for children services," The public children services agency (PCSA) shall prepare, maintain, and permanently keep records for all of the following intake categories which the PCSA has received and/or conducted an assessment/investigation: (1) Child abuse and/or neglect reports; (2) Dependency reports; (3) Family in need of services reports; (4) Information and/or referral intakes.

The PCSA shall prepare, maintain and permanently keep records on all cases for which the PCSA provided services beyond assessment/investigation including: (1) Voluntary supportive services cases; (2) Court ordered protective supervision cases; (3) Substitute care cases; (4) Adoption cases.

All case records prepared, maintained, and permanently kept by the PCSA (pursuant to paragraphs (A) and (B) of this rule) are confidential. Access to PCSA case records and the release of PCSA case record information shall be conducted pursuant to and in accordance with the requirements outlined in rule 5101:2-33-21 of the Administrative Code.

PCSA's shall permanent keep records of all intakes and all cases opened for services. Therefore, as a matter of permanent record, these issues will be considered.

Agency Fee Structure

ACCSB does not charge for their services to complete a foster parent homestudy for families fostering through ACCSB. All applicants will be responsible for the following costs; however, the criminal record check costs may be reimbursed if a prospective foster family receives certification, as long as the original receipts are submitted to the agency:

- ** Fingerprint impressions cleared through BCI & I and/or FBI, local background checks, and BMV record checks
- ** Fire marshal inspection
- ** Co-pays for medical examinations
- ** Any fees associated with additional requirements for substance abuse assessment, psychological evaluation, parenting evaluation, or mental health evaluation, if applicable.

RECRUITMENT PLAN

Community Strategies

ACCSB will recruit family foster homes on an ongoing basis in order to meet the needs of children. In order to reach all five Villages and the rural community within Adams County, the agency will provide continued public service announcements via the local radio station, local newspapers and by distribution of brochures describing the county's foster care program. ACCSB serves children within Adams County; however, we do not exclude foster caregiver applicants from adjacent counties, provided they are not more than a one hour drive, one way from ACCSB. Each Public Service Campaign shall address the general information regarding the children served by this agency. This information is also disseminated at every Orientation Training and throughout Child Abuse Prevention Month, Foster Parent Recognition/Recruitment Month and National Adoption Awareness Month. The agency also engages in public speaking regarding the need for foster/adoptive parents and child abuse/neglect prevention recognition and prevention, if requested by other organizations.

RECRUITMENT PLAN

Description of Children in the County and State

ACCSB serves children from birth to eighteen (or older if still attending school or meet criteria for services up to age 21), ranging from minimal developmental, emotional and physical disabilities to those needing exceptional services. If the agency cannot meet the needs of the child, the child is placed in a therapeutic home or a congregate facility, out of the county.

As of 4/30/2014, Adams County Children Services had 12 children in permanent custody (including permanent surrender). Ages of the children are: 21 (female), 18 (female), 17 (female), 17 (male), 16 (male), 15 (female), 14 (female), 14 (female), 6 (male), 21 months (male), 17 months (female) and 9 months (female). All children currently in the agency's PC are Caucasian, non-hispanic. (As of 3/31/2014, ACCSB had 70 children in temporary custody (58 total)/permanent custody (12 total) and placed in substitute care: 17 children ages 0-2; 10 children ages 3-5; 11 children ages 6-9; 8 children ages 10-12; 13 children ages 13-15; 11 children 16 and up).

As of 2/17/14, there are 2,649 children in the permanent custody of public children services agencies throughout the State of Ohio. Of those children, 1,435 are male, 1,214 are female. Ethnicity: 129 are Hispanic; 2,452 are Non-Hispanic, 62 have ethnicity that is unable to be determined and 6 children's ethnicity had information missing and were not able to be determined. Race of the children in permanent custody includes: White: 1,509; Black/African-American: 874; Black/African-American/White: 220; American Indian and White: 15 American Indian: 1; Hawaiian/Pacific Islander and White: 6; Asian: 3; Asian, Hawaiian/Pacific Islander and White: 4; American Indian, Black/African-American: 2; Hawaiian/Pacific Islander: 1; American Indian, Black/African-American, White: 1; Asian/White: 3; Asian, Hawaiian/Pacific Islander: 1; Asian, Black/African-American, White: 3; Unable to Determine: 2; Information Missing: 4 children. Ages of children in permanent custody in the State of Ohio: 0-3: 569; 4-6: 418; 7-10: 470; 11-14: 561; 15+: 631.

ACCSB will make every effort to recruit foster families that reflect the race, color and national origin of children in placement. Adams County is a rural community with a less than 1% minority population. The majority of children served by ACCSB are mostly Caucasian children; however, ACCSB also serves bi-racial children (Caucasian/African-American; Caucasian/Hispanic). While the minority population within Adams County is small (around 28,550 residents as of 2012), the ethnic backgrounds of other individuals within Adams County include, but are not limited to: African-American, Hispanic, Asian, Amish, Native American, Bi-racial and Multi-racial. ACCSB is in full compliance with the Multi-Ethnic Placement Act (MEPA), a federal law enacted in 1994, and amended in 1996 by the Interethnic Placement Act (IEPA), which prevents discrimination in the placement of children based on race, color or national origin. It also prohibits agencies from denying persons the ability to become a foster or adoptive parents based on race, color or national origin. ACCSB will comply with the requirements in the JFS 01611, "Non-discrimination Requirements for Foster Care and Adoptive Placements" and a copy of the JFS 01611 will be provided to foster care inquiries along with a copy of the agency's foster care recruitment plan. ACCSB assures full compliance with the standards of conduct regarding MEPA and Title VI in accordance with rule 5101:2-33-11 of the Administrative Code. In addition, a copy of the OAC Rule 5101:2-33-03 "Procedure for complaints of alleged discriminatory acts, policies or practices in the foster care or adoption process that involve race, color or national origin" is attached to the foster care recruitment plan and will be provided in every foster caregiver inquiry packet.

To ensure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement, ACCSB would contact another adjacent or Ohio county, or call a Private Network/Contract agency to assist with the placement, if none of our foster families could/would take the child. Placement of children cannot be delayed or denied based on geographic boundaries.

Due to recent budget cuts, statewide, and lack of attendees at foster caregiver preservice training, in 2010, Southwest Ohio Regional Training Center has combined preservice training classes for Adams/Brown Counties. Twice annually, classes are scheduled to be held at Adams County Children Services, 300 North Wilson Drive, West Union, Ohio 45693 and once annually, at this time, classes are held at Brown County Department of Job and Family Services, 775 Mt. Orab Pike, Georgetown, Ohio 45122, if there is interest from prospective caregivers, to ensure adequate homes and prevent a delay in placements.

RECRUITMENT PLAN

Home Study & Pre-Service Training Strategies (Out of County)

ACCSB will recruit family foster homes on an ongoing basis in order to meet the needs of children served by the agency. ACCSB serves children within Adams County; however, we do not exclude foster caregiver applicants from adjacent counties, as long as they are located within 60 miles, one way, from the agency. Additionally, information is mailed for one year from the time of initial foster care inquiry to prospective adoptive parents with regard to preservice training offered through the Southwest Ohio Regional Training Center (SWORTC) in Adams and surrounding counties. The Foster/Adoption Specialist, in conjunction with the Southwest Ohio Regional Training Center, holds training classes three times per year, if there is interest from prospective caregivers, to ensure adequate homes and prevent a delay in placements.

Home Study Assurance Strategies

At the request of prospective foster caregivers, the Foster/Adoption Specialist mails information packets within seven days of request. The packet contains general information about the process and the children served by ACCSB. All phone inquiries are returned within two working days. ACCSB business hours are Monday through Friday, 8:30 a.m. to 4:30 p.m. The Foster/Adoption Specialist offers extended hours, as requested, to accommodate working parents. Foster Caregiver Preservice is held on week nights, at Adams County CSB and on Saturday's at Brown County DJFS, to accommodate prospective foster caregivers who work. Foster Caregivers will be provided an application, upon request, or at the Orientation Meeting. Foster/Adoptive Preservice Training is offered three times per year, if there is interest from prospective caregivers, to ensure adequate homes and prevent a delay in placements. Adams County Children Services is located at 300 North Wilson Drive, West Union, Ohio 45693. The phone number is (937)544 2511. Adoption Orientation Training is required of all prospective adoptive parents. This training is combined with the Foster Parent Orientation and Training and is a total of 36 hours of training.

A foster caregiver or prospective foster caregiver is required to notify ACCSB, within 24 hours of any charge or complaint brought against any resident of the foster caregiver's home who is at least twelve years of age, but less than eighteen years of age for committing an act that if committed by an adult would constitute a criminal offense. A list of the offenses is contained in Appendix A of Rule 5101:2-7-14 (see front of handbook in rule section for list of offenses) of the Administrative Code or has been adjudicated to be a delinquent child for committing an act that if committed by an adult would constitute one of those offenses.

Pursuant to section 5103.0319 of the Revised Code, a foster caregiver is required to notify ACCSB, in writing, within twenty-four hours if a resident of the foster caregiver's home is at least twelve years of age, but less than eighteen years of age, and has been convicted of or pleaded guilty to any of the offenses listed in appendix A to this rule, or has been adjudicated to be a delinquent child for committing an act that if committed by an adult would have constituted such a violation. The notification is also required for any conviction or adjudication of delinquency resulting from a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in appendix A to this rule.

ACCSB will notify the Ohio Department of Job and Family Services (ODJFS), within 24 hours by phone and five working days, in writing, should the agency subsequently learn that a foster caregiver has failed to notify the agency, as required, when an agency notifies the Ohio Department of Job and Family Services (ODJFS) under these circumstances, ODJFS shall initiate action to revoke the foster caregiver's certification to operate a foster home (license).

ACCSB will notify the recommending agency if other than the custody holding agency within 24 hours by phone, and within five working days, should the agency subsequently learn that a foster caregiver has failed to notify the agency, as required, under these circumstances and of ODJFS action to initiate a revocation of the foster caregiver's certificate (license).

If ACCSB learns that a prospective foster caregiver has failed to notify the agency, the agency shall notify ODJFS and recommend ODJFS deny the foster caregiver's certification to operate a foster home.

Inquiry Response Procedures

At the request of prospective foster caregivers, the Foster/Adoption Specialist mails information packets within seven days of request. The packet contains general information about the process, the children served by ACCSB. All phone inquiries are returned within two working days. Hours of business for Adams County Children Services are Monday through Friday, 8:30 a.m. to 4:30 p.m. The Foster/Adoption Specialist offers extended hours, as requested, to accommodate working parents. Foster Caregiver Preservice is held on week nights at Adams County CSB and Saturday's at Brown County DJFS, to accommodate prospective foster caregivers who work. Foster Caregivers will be provided an application, upon request, or at the Orientation Meeting.

RECRUITMENT PLAN

Linguistic Barriers Strategies

The local school districts language teachers will assist the agency in dealing with children, who are non-speaking or have linguistic barriers. ACCSB will also provide resources through other agencies (United Way of Cincinnati, Community Services for the Deaf of Portsmouth, Ohio, Adams County Regional Medical Center, and local school districts language teachers) to assist the agency with foster caregivers with non-speaking or linguistic barriers.

Methods of Disseminating Recruitment Information and Activities

ACCSB will recruit family foster homes on an ongoing basis in order to meet the needs of children. In order to reach all five Villages and the rural community within Adams County, the agency will provide continued public service announcements via the local radio station, local newspapers and by distribution of brochures describing the county's foster care program. ACCSB serves children within Adams County; however, we do not exclude foster caregiver applicants from adjacent counties, provided they are no more than one hour drive, one way, from ACCSB.

ACCSB serves children from birth to eighteen (or older if still attending school), ranging from minimal developmental, emotional and physical disabilities to those needing exceptional services. If the agency cannot meet the needs of the child, the child is placed in a therapeutic home or a congregate facility, out of the county.

ACCSB, at the discretion of the Executive Director, may offer a higher per diem to those foster parents demonstrating the ability to work with children presenting problems which require special, exceptional or intensive services. The foster parents must participate in a training program, which aids them in caring for children with special needs. ACCSB does not presently offer a specialized foster caregiver program. Each Public Service Campaign shall address the general information regarding the children served by this agency. This information is also disseminated at every Orientation Training and throughout Child Abuse Prevention Month.

ACCSB will make every effort to recruit foster families that reflect the race, color and national origin of children in placement. Adams County is a rural community with a less than 1% minority population. The majority of children served by ACCSB are mostly Caucasian children; however, ACCSB also serves bi-racial children (Caucasian/African-American; Caucasian/Hispanic). While the minority population within Adams County is small (around 28,550 residents as of 2012), the ethnic backgrounds of other individuals within Adams County include, but are not limited to: African-American, Hispanic, Asian, Amish, Native American, Bi-racial and Multi-racial. ACCSB is in full compliance with the Multi-Ethnic Placement Act (MEPA), a federal law enacted in 1994, and amended in 1996 by the Interethnic Placement Act (IEPA), which prevents discrimination in the placement of children based on race, color or national origin. It also prohibits agencies from denying persons the ability to become a foster or adoptive parents based on race, color or national origin. ACCSB will comply with the requirements in the JFS 01611, "Non-discrimination Requirements for Foster Care and Adoptive Placements" and a copy of the JFS 01611 will be provided to foster care inquiries along with a copy of the agency's foster care recruitment plan. ACCSB assures full compliance with the standards of conduct regarding MEPA and Title VI in accordance with rule 5101:2-33-11 of the Administrative Code. In addition, a copy of the OAC Rule 5101:2-33-03 "Procedure for complaints of alleged discriminatory acts, policies or practices in the foster care or adoption process that involve race, color or national origin" is attached to the foster care recruitment plan and will be provided to every foster care inquiry.

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ACCSB will assess the foster family recruitment program on an annual basis to determine areas that need improvement and/or changes.

Staff Training Strategies

The Foster/Adoption Specialist, Caseworkers and Supervisors are trained at the local Regional Training Center and are required to complete at least 36 hours of training on an annual basis. This includes training on diverse cultural, ethnic, racial and economic communities. This training assist the employees of ACCSB in working with foster caregivers, foster children and the community.

RECRUITMENT PLAN

Statement of Assurance

ACCSB assures that all recruitment activities and materials are in compliance with the Multiethnic Placement Act of 1994 as amended by Section 1808 of the Small Business Job Protection Act of 1996, 42 U.S.C. 622 (b)(9), 671 (a)(18), 674 (d) and 1996 (b) (1/2/06) (*i*MEPA*i*) and Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, (1/2/06), as they apply to the foster care process (*i*Title VI*i*), do not supercede the provisions of the Indian Child Welfare Act of 1978, 25 U.S.C.A. 1901, and the "Adoption and Safe Families Act of 1997," as it applies to the foster care process.

Timely Search/Match Procedures

ACCSB will make every effort to recruit foster families that reflect the race, color and national origin of children in placement within the county and/or State of Ohio. ACCSB will recruit family foster homes on an ongoing basis in order to meet the needs of children. In order to reach all five Villages and the rural community within Adams County, the agency will provide continued public service announcements via the local radio station, local newspapers and by distribution of brochures describing the county's foster care program. ACCSB serves children within Adams County; however, we do not exclude foster caregiver applicants from adjacent counties. ACCSB will also utilize OAPL and AdoptUsKids to aide in timely searches for prospective parents for a child in the permanent custody of the agency, when applicable.

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SIGNATURE

Date Signed

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