

# Recruitment and Retention of Resource Families in Rural and Tribal Communities (2)

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*Rebekah “Becky” Main*

*Tribal Child Welfare Specialist*

*Kathleen Belanger*

*Consultant*



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# What is ICWA?

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Indian Child Welfare Act is a federal law passed in 1978. ICWA was passed in response to the alarmingly high number of Indian children being removed from their homes by both public and private agencies. The intent of Congress under ICWA was to "protect the best interests of Indian children and to promote the stability and security of Indian tribes and families" (25 U.S.C. § 1902). ICWA sets federal requirements that apply to state child custody proceedings involving an Indian child who is a member of or eligible for membership in a federally recognized tribe.

[http://www.nicwa.org/Indian\\_Child\\_Welfare\\_Act/faq/](http://www.nicwa.org/Indian_Child_Welfare_Act/faq/)

# How is ICWA part of Rural Recruitment?

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- Tribal communities are often rural based on location and are often their own unique community based on culture and heritage.
- Tribal relationships and collaborative endeavors are important – local and statewide.
- When tribes and states (and counties) develop and sustain working relationships, there is understanding and a willingness to continue growing the collaboration.

# It's important to develop a recruitment and retention plan that will meet the needs of ICWA.

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- Addressing ICWA compliance can be done in partnership between the state/county and the tribe(s).
- Identify resources from each other's agencies.
- Identify needs of the Native American children and their families.
- Recognize each tribe and each community have unique and different needs.
- Be committed to the plan, to recognize change, and adapt when need to.

# Elements of a Diligent Recruitment and Retention Plan

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- Data: children and families
- Plan (based on data): for recruitment, development, support, retention of families
- Partnerships (engagement): with communities, across communities
- Development and training
- Reducing barriers to recruitment, development, support, retention
- Supporting families at all levels/customer service



**DILIGENT  
RECRUITMENT**

**PLACEMENT STABILITY  
AND PERMANENCY**

**DIVERSE  
POPULATIONS**

**DEVELOP AND  
SUPPORT FAMILIES**

**CONTINUOUS QUALITY  
IMPROVEMENT**

**FOR  
TRIBES**



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## Diligent Recruitment

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## Diligent Recruitment Navigator

Our Diligent Recruitment Navigator is a tool that helps guide States, Tribes, and Territories through their own process of developing a comprehensive, multi-faceted diligent recruitment program. The Diligent Recruitment Navigator provides suggested discussion questions and people to include in the process of developing a diligent recruitment program. You can customize the Diligent Recruitment Navigator so that you receive suggestions that are specifically tailored to your child welfare system.

**How can the NRCDR support me in utilizing the Diligent Recruitment Navigator?**

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**What can the Diligent Recruitment Navigator help me do?**

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**Will the Diligent Recruitment Navigator tell me everything I need to know about diligent recruitment?**

[Expand](#) +



# Question: Does your county and/or tribe have a working diligent recruitment plan?

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- Is it based on data: children in your care and current available and potential resource families?
- Does it include a plan (based on data): for recruitment of families representative of the children in your care?
- Does it include partnerships (engagement): with others in your community, across communities, with tribes?
- Does it include a plan for development and training, including staff training in recruitment and support?
- Does it include plans for reducing barriers to recruitment, development, support, retention?
- Does it include elements to support resource families?

## Question: Does your county's and/or tribe's diligent recruitment plan take into consideration rural and tribal assets and challenges?

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- Does it demonstrate awareness, sensitivity of specific tribes, tribal assets, tribal challenges, along with rural assets and challenges?
- Does it demonstrate knowledge about specific tribes, rural and tribal assets and challenges, particularly by incorporating elements of history and place?
- Does it demonstrate appreciation and respect for tribal and rural values, particularly by utilizing social capital (bridging and bonding) in developing the plan, recruitment, support?
- What else do you think your plan needs to include?



***THE GREAT NEED FOR RESOURCE  
FAMILIES AND THE IMPORTANCE  
OF FORMING PARTNERSHIPS***

***MAKES PLANNING MORE  
IMPORTANT THAN EVER....***

# What do we need to develop actionable plans?

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- What is actionable? What you can accomplish reasonably.
  - Can include work with others
  - Can be short term
  - Can be long term
  - Balancing chance of success with importance
  - Can be tried before with or without success
  - Can require totally new strategies
- Data so that you can see if you got there!
- Creativity: Not just one right answer, but choosing from several, making music!
- Identifying goals, measurable objectives, strategies and tasks: who will do what and when....

# Who can be part of actionable plans?

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What do we mean by collaborative planning and partnering in planning?

- Thinking about stakeholders
- Including their perspectives
- Engaging in planning
- Collaborating in planning
- Partnering in planning: These are our children. Let's do this together!

# One example of a planning format

## Example Planning Guide

### VISION:

<u>GOAL 1:</u> ←	<u>OBJECTIVE 1:</u> ←
<u>STRATEGY 1:</u> ←	

#	Action	Responsible	Start Date	End Date	Complete Date
1	<input type="checkbox"/> ←				
2				Ongoing	Ongoing

### STRATEGY 2:

#	Action	Responsible	Start Date	End Date	Complete Date
1					
2					

<u>GOAL 2:</u>	<u>OBJECTIVE 1:</u>
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# Then let's start planning or adding to your plan!

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- First, think about the challenges that your county and/or tribe face.
- A challenge is worded so that it doesn't already contain the solution (for example, "lack of" or "we need" has the solution in it).
- They can be big or small or in between.
- They can be immediate or long term.
- Name 10 challenges your county and/or tribe face.
- Now narrow it down to 4 challenges that you think you might be able to do something about, to address. This is the basis for your plan.
- Come back and share with the group the 10 and the 4 you are choosing.

## Getting specific... Do you have the data related to your challenges? How close can you get?

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- Many of our children are placed out of county. 75% of children with behavioral health challenges are placed out of county.
- Many native children in our county are placed in non-native homes. 50% of native children are placed in non-native homes; half of these are placed out of county.
- Most native children placed in non-native homes lose contact with their tribes after placement until reunification.
- Families interested in providing foster care wait an average of 4 months before foster parent training is available for them.
- Most families who inquire about fostering do not pursue it. 40% of inquiries into fostering lead to criminal background checks; 5% of all inquires lead to successful placement of children within a year.

# Putting your challenge into measurable terms: baseline data

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- For the 4 challenges that you have chosen to tackle, try to put numbers/data to the challenge.
- If you have a good guess, go ahead and provide it, but note that you want to check it when you get back to the office.
- If you don't have the data, how can you get it?
  - Do you have it available from another source?
  - Can you get this data collaboratively?
- Could getting the data, or working with others to get it, be one of your challenges, and part of your plan?

# The Cycle of Progress....

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# Using social capital to plan

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- Collaborating in measuring baseline, efforts, outcomes.
- Collaborating in publicizing the outcomes for their children and their communities.
- Valuing the community, county and tribes and helping them value foster care/adoption by participating in defining the issues.
- Valuing the community, county and tribes and working with partners to set common goals and objectives, strategies and partners in accomplishing tasks.

# Choosing a challenge for work

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- Dividing into groups
- Identify several issues/challenges that are important in recruitment, development and support (including retention) of foster homes (can general recruitment, geographic, native children in native homes, children staying connected to tribe.....)
- You may want to focus on something that can be achieved within 3 months.....
- Loosely identify your goal, your objective and how you will know if you got there, and possibly a few ideas of how it might get accomplished
- You'll be reporting back
- Be creative