

## Resource Family Advisory Board Meeting Minutes March 21, 2008

**Resource Family Advisory Board Face-To-Face Meeting in Boise:  
March 21, 2008 8:30AM – 1:30PM**

In Attendance:  
Oscar Morgan, Kathy James, Kurt Lyles (substituted for Ross),  
Julianne Rinard, Fred Kirn, Marilyn Thompson, Dana Kelly,  
Kathy McCarrol, Pharis Stanger, Susan Dwello, Kim Fordham,  
Scott Burlingame, Lorrie Breshears

Notes taker – Sue Amaral & Julianne Rinard

Topic	Who	Discussion/Action
Introduction of Julianne to the Group and the Idaho Foster /Adopt Parent Association	<b>Julianne</b>	<p>Julianne is looking forward to it growing / website is up (<a href="http://www.idfapa.com">www.idfapa.com</a>) – She handed out posters, and talked about the different committees:</p> <ul style="list-style-type: none"> <li>▪ Resource Development Committee <ul style="list-style-type: none"> <li>○ Website development</li> <li>○ Application process</li> </ul> </li> <li>▪ Nomination Committee <ul style="list-style-type: none"> <li>○ Need for more people on it</li> </ul> </li> </ul> <p>Vice Presidents have been selected in all Regions except for Region 5. They had their second meeting on March 1, 2008 in Boise, another one scheduled for April 19, 2008 in Idaho Falls and a third one scheduled in May for Lewiston.</p> <p>“Walk Me Home” (fund raiser for NFPA) – 3 walks during the walk season is scheduled – talked about the history of the walk. May 3 is the National Walk – September 6<sup>th</sup> in Boise they have scheduled the kickoff meeting at 6:00PM in Veterans Park. <b>Dana</b> talked about checking out United Way Funds to see if you can donate to the IDFAPA through them.</p> <p>Julianne talked about how she is always promoting fostering children – she is going to the NFPA Conference in May – she also shared that she was part of the Association from before.</p> <p><b>Dana</b> thanked the partnership for their help in getting the Association started again and talked a little bit about the sustainability piece – they need everyone to make this a go – they need your continued support.</p>

Introduction to the Group and Navigation Services	Scott	Scott shared about how Navigation Services has taken on the responsibility for recruitment – they are doing some kinship work. Casey has given them some grant monies to help.
Overview of Agenda	Kim	Kim continued the meeting by talking briefly about what she hoped would be covered in this meeting (i.e. the Logic Model – go through and see where we are at with this, and then introduce the purposed Grant).
FOCUS	Susan Dwello / Group	<ul style="list-style-type: none"> <li>▪ Update about FOCUS <ul style="list-style-type: none"> <li>○ Identified the number of resource families available and what type of family they are – this is hard to sort out.</li> <li>○ RPM's want to know how many families, demographics, family types – also want to know about inquiries that come in – this is hard to capture in FOCUS as families are counted several times.</li> </ul> </li> </ul> <p>Questions were asked about the possibility of obtaining this information in another way – Region 1 (ICWRTC) does not have access to FOCUS but needs certain information from that program from time to time.</p> <p>Goal is to have a central data base – updated monthly.</p> <p>Lorrie talked about Boise having their own database they work from.</p> <p>The possibility of a website with database information was discussed and the possibility of it being upgraded monthly – Kim talked a little bit about the partnership database that was being worked on now.</p> <p>Scott and group talked about the possibility of pulling information from the same system that pulls the fiscal reports monthly (Pay system).</p> <p>*Data helps open eyes beyond your own boundaries*</p> <p><b>What are the next steps:</b>  Bring this to the Program Manager Meeting.  FOCUS – Contractor tracks a database for inquiries and Jeremy (Region 5) works from this – Kathy James will send out the report from Jeremy about percentages.  Board makes recommendations about data gathering and how to make it user friendly to everyone.  Discussed the possibility of adding concurrent as third option – right now they are listed as <u>foster</u></p>

		<p>or <u>adopt</u> – FOCUS has ability to give us relative type.</p> <p>Research other states – might be an action for the board: Adopt U.S. Kids has a technical system at no cost to states – Susan will see what that looks like and report back to the group. Pull descriptive information... Julianne is trying to pull something like this together. Maybe we can do a cross reference – also need to define what we want. Maybe the use students to help pull this together.</p> <p>Susan will send quarterly report to ICWRTC at the end of June when it comes out.</p>
<p>Interview Foster Parents and Workers – What are their needs and why do they place children the way they do?</p>	<p>Group</p>	<p>Focus groups in each region – interview foster parents and workers. Why do people attach to one worker or one foster family?</p> <ul style="list-style-type: none"> <li>▪ Foster Parents <ul style="list-style-type: none"> <li>○ What are their needs?</li> <li>○ How can we meet those needs?</li> </ul> </li> <li>▪ Workers <ul style="list-style-type: none"> <li>○ What types of families do we have a need for?</li> <li>○ What is available in their perspective areas?</li> <li>○ How do they place children? <ul style="list-style-type: none"> <li>- Why do they place with just one or two families? <ul style="list-style-type: none"> <li>○ Is it about the skill of the family?</li> <li>○ Is it geographic?</li> <li>○ Is it convenience?</li> </ul> </li> </ul> </li> </ul> </li> </ul> <p>Is there something that can be done at Academy / PRIDE about comfort level thinking.</p> <ul style="list-style-type: none"> <li>▪ Response time to a phone call</li> <li>▪ Respect</li> <li>▪ Tone of Voice</li> </ul> <p style="text-align: right;">Duplicate what works</p> <p>Lynn (Chief in Region 5) can maybe do a meeting with new workers – she does foster care training in Academy.</p> <p>Association – listening and giving feedback – making it a good fit for all.</p> <ul style="list-style-type: none"> <li>▪ Ethnic – target to get families for different backgrounds</li> </ul> <p><b>Next Steps:</b> Run surveys in April – overlapped – who all wants their groups to be surveyed? What are the commonalities – things they have in common and what needs to be before what?</p>

		<p>Move towards Therapeutic Foster Care – training – capturing who has what abilities.</p> <p>Develop questions then look at who needs to be the facilitators. Is this a parallel System – questions developed need to meet everyone’s needs. Fred Kirn and Kathy James will try to get this on the agenda for the Program Managers meeting the first week of April. Rough draft of questions ready to present. Get Rick Philips involved to look at questions and give feedback. Marilyn will get the information to Rick.</p> <p>Develop a statewide plan and make it sustainable. Focus the efforts, in a planful way, focusing on the needs. Infrastructure must be in place.</p>
Retention Effort	Kim	<p>Exit Interviews – done quarterly / due June. Summary and complete report.</p> <p>Satisfaction Survey – development is going well – have a shell – Kim will invite Rick to talk to the board about it. People need to be identified to work with Rick on this.</p> <p>Recommendations:</p> <ul style="list-style-type: none"> <li>◦ Send surveys out 6 months after the completion of PRIDE Pre-Service Training <ul style="list-style-type: none"> <li>▪ Why 6 months – would we lose a lot of families before that time?</li> <li>▪ What about adoption piece?</li> </ul> </li> <li>◦ Annual letter comes out for adoptive families – maybe send it with that</li> <li>◦ Have workers take it with them during the re-licensure process and give to families</li> <li>◦ Call it something other than a satisfaction survey – make it a valuable tool to improve their life.</li> <li>◦ How would we get feedback to the regions</li> <li>◦ Maybe it could be linked to the Family Development Plan</li> <li>◦ Use the Association to put this survey out and get the feedback from them in conjunction with whatever means is used to do this.</li> </ul>
Nuts and Bolts about putting together a recruitment plan	Kim / Group	<p>Activities: Pizza cutters were purchased for recruitment (Kim passed them out to Board members – maybe have a pizza party in different areas and talk about fostering children.</p> <p>Meeting in May – looking for promotional items Working towards proclamation letters Blue Ribbon day May 14<sup>th</sup> – “Blue Shirt Day”</p>
Grant	Susan D., Kim,	Kim talked about the executive summary of the grant (handouts were given in meeting)

	Cameron	<p>Item #3 – page 1 / forward this to Rick Philips</p> <p>Page 10 / Plan for Phase 1: How do we mine this data – we have already talked about that / How do we include other entities (i.e. Tribe, etc)</p> <p>Analyze barriers...  ...one of the purposes of this board</p> <p>The Grant is \$400,000 per year for 5 years – match is 10%</p> <p>Barrier – need the approval of the Administrative Committee (DFM) and the Governor</p> <p>Needs to be sustainable – the data piece is sustainable once people get use to using it.</p> <p>Page 3 - #5 Post Adoption we are lacking / Are there any particular visions for this?</p> <p>This Grant opportunity has been brought to the Board to get a feel for what our vision would be for this – look at areas of interest. Below is the discussion that followed:</p> <p>Pilot in select areas - \$400,000 a year sounds like a lot of money, but it isn't</p> <ul style="list-style-type: none"> <li>▪ Recruiter “Person/Contractor” in each Region? (Contractor Model?) – Can we buy services?</li> <li>▪ Obtain necessary <u>Data</u></li> <li>▪ Post Adoption Services (Private partners) – can we partner with others / support other agencies as they begin to develop <ul style="list-style-type: none"> <li>◦ Mental Health</li> <li>◦ Day care / Respite</li> <li>◦ Education / Resource Center</li> </ul> </li> <li>▪ Therapeutic / Transitional Foster Care – seems like a natural fit with transitional care. <ul style="list-style-type: none"> <li>◦ Contractor model - <u>Recruitment</u> / Retention / <u>Training</u> (one model required a recruiter / mentor to be in place)</li> </ul> </li> <li>▪ Disproportionality Issues</li> <li>▪ Support Strategic Plan</li> <li>▪ Kinship / Relative Providers <ul style="list-style-type: none"> <li>◦ Address barriers</li> </ul> </li> <li>▪ Legislative / Public Opinions / Outcomes <ul style="list-style-type: none"> <li>◦ “Focused Program”</li> </ul> </li> </ul> <p>Outcomes –</p> <ul style="list-style-type: none"> <li>- Reduce Level IV / V / VI = ↓ \$</li> <li>- Permanency outcomes ↑</li> <li>- ↓ Disruptions</li> </ul>
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- Foster Care outcomes improved

We have a laundry list of things to do, but the data needs to be at the top of the list (priority). With data and facts to present we can get more Grant monies.

Big piece is...

- Influencing government and communities – change public opinion. Can we reduce thing / reducing cost
- Be able to show facts and figures to government and public.
- Show how things can get done with adequate funding
  - Reduce residential care
  - Reduce the number of placement disruption

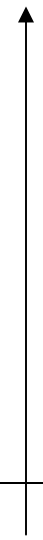
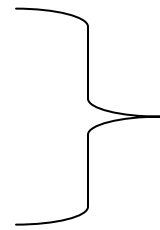
Idea is that this is not enough money to do it all so we need to focus geographically or systematically  
What criteria do we want to impact / What do we want for outcome?

If we use the money in too many ways then nothing will get done – select a region or 2 OR pick a program or 2 and focus on them. The consensus of the group is that it needs to be a statewide focus on one / two systems. This would meet with sustainability and growth in all regions.

If \$2,000,000 doesn't change the outcomes, we are doing something wrong.

**DESIRED OUTCOMES**

- Less Residential Treatment = ↓ \$\$\$\$\$
- Diversion
- Reduced time in Residential Treatment
- Levels of Care
- Stability in Placement
- Timely Permanency
  - ☒ Concurrent Planning
- Developmental Progress – Gaps (issues re: frequent moves)
  - ☒ Education
  - ☒ Life Skills (Ansell-Casey)
- Recruitment Efforts →→→Improved Outcomes



➤ Community Awareness – By-in investment

- ✍ Preventative
- ✍ Team – mentor / coach

Outcome about how “This is how we improved recruitment.” This is the outcome of the outcome.

Kim talked about a Pilot somewhat like PRIDE Program (demonstration sites)

Link it to something that we already have started – need to support the efforts we already have, not start something new.

Are we able to identify what area will grow with a little help?

Plan ahead – what can be done to show sustained differences? We need a data base to compare a change to – none at this point.

Cameron gave a good scenario drinking a glass of water because of great thirst or pouring it on the pump to prime it allowing for a continuous supply of water.

This really is about organizational change! It is a community issue – stability for kids / community awareness and commitment. Community Investment being the focus.

Show where foster parents who are adequately trained and resourced can make a difference in permanency for children.

**Next Steps:**

- Getting approval
- Time lines are short so need to act fast
- Because of time constraints this will not come back to the Board before it is submitted so send input to Cameron.
- Put a work group together (foundational Grant) – Kim, Scott, Susan D. and Kathy – Cameron will be the consultant to the group.

Program Improvement Plan \_ Shirley is working on this.

**Due date for the grant is May 2008 / start date would have to be by September 30, 2008**

Next meeting