

**2018 APSR Addendum for Posting**

- **Cover Letter To Atlanta ACF Region IV Office from Commissioner Buckner**
- **Health Care Plan**
- **Disaster Plan**
- **Training Plan**
- **Foster/Adoptive Parent Diligent Recruitment Plan**
- **CAPTA Addendum**
- **Family Preservation and Support Services Attachments**
- **Worker /Supervisor Classifications Document**
- **CAPTA Assurance**
- **Finance Forms & Revisions (PDF and Excel)**



Kay Ivey  
Governor

# State of Alabama Department of Human Resources

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Nancy T. Buckner  
Commissioner

June 30, 2017

Ms. Shalonda Cawthon, Program Manager  
Region IV - Administration for Children and Families  
61 Forsyth Street, SW  
Atlanta, GA 30303-8909

Dear Ms. Cawthon:

Attached please find Alabama's **2018 Annual Progress and Services Report**, along with other required reports and documents.

If there are any questions and/or if further information/clarification is needed, please contact Karen Smith, Director, and/or Larry Dean, Office of Federal Coordination and Reporting, in the Family Services Division. They can both be reached at (334) 242-9500.

We appreciate the assistance and support that you and your staff have again provided this year in the compiling of this report.

Respectfully Yours,

Nancy T. Buckner  
Commissioner

Cc: Donna Dummett  
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**Alabama Health Care Services Plan  
2015 – 2019 CFSP  
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## HEALTH CARE SERVICES PLAN

### **I. Introduction**

Recent policy updates have been incorporated including updates on Psychotropic Medications and sharing of medical information electronic health record.

The Department of Human Resources has required for many years that children coming into care receive health care services when they enter care and during their stay in care. To achieve this, the Individualized Service Plan process was developed to assure that health care needs and/or strengths are addressed for each child in care. Through this process, county departments ensure health care needs are assessed and identified and that health services are received when needed. Quality Assurance efforts in each county may bring health care professionals together in order to enhance the health care services for children in care.

### **II. Importance of a Medical Home**

Alabama's health care community recognizes the great importance and benefit to children of a having "medical home" in providing optimal health care for children and recommend that whenever possible a foster care child continue to be cared for by his/her established physician. The physician who has been caring for the child previously is in the best position to assess the child's overall health and any changes from baseline, and will be best able to recommend any needed follow-up care or treatment. Children who have had their lives severely disrupted by being removed from their familiar environments should be able to continue their relationship with the physicians they already know and trust.

If for some reason the established medical home cannot be maintained, the child's established physician should be notified immediately so that appropriate transfer of care (including possible telephone communication) can be made with the child's new physician. At the very least, the name of the child's previous physician or clinic should be obtained and provided to the new physician. Every effort should be made to obtain prior medical records and especially immunization records, as soon as possible.

The plan for assuring oversight, coordination and a coordinated strategy to identify and respond to health care needs of children begins with a review of requirements that each child's health care needs are addressed upon entry into care and during the child's stay in care.

### **III. Initial Medical Examination**

When a decision is reached that out-of-home care is necessary, arrangements are to be made for completion a medical examination (see timeframes below). When a child is placed in care as a result of an abuse/neglect investigation, a medical assessment may be necessary to assess the child's medical needs related to any abuse suffered by the child. DHR provides for medical examinations to occur during child abuse/neglect investigations when needed. It is recommended that at entry into foster care, the use of standardized developmental screening instruments that include social-emotional assessment should be administered.

The purpose of the initial medical examination is:

- Record a brief medical history;
- Document the child's medical condition upon entry into care, including visible injuries;
- Determine whether the child is free from contagious disease; and
- Identify needed medical concerns and care needed.
- Screen for social-emotional or mental health concerns.

### **IV. Timeframe for Initial/Periodic Medical Exam**

It is preferable that a medical examination be made just prior to the child's entry into care to assess the physical, emotional, and behavioral issues facing the child. If this is not possible, the examination must be made within 10 days after placement. The initial examination may be obtained through EPSDT (Early and Periodic Screening, Diagnosis, and Treatment Services) for Medicaid eligible children. A child must have an annual medical exam for the duration of the stay in foster care.

The yearly EPSDT may be used for the annual medical exam requirement. It is preferable that standardized developmental screening instruments be administered to children at age intervals recommended by the American Academy of Pediatrics.

## **V. EPSDT**

Children in care under 21 years of age and eligible for Medicaid should have an EPSDT screening each year. Following EPSDT screenings, medical services are covered by Medicaid when identified through EPSDT periodic screening or inter-periodic screening and treatment is determined to be medically necessary. These medical services include medical, dental and vision examinations, physical and occupational therapy, speech therapy, rehabilitation services and psychological services.

Outreach activities are critical to successful health screening services that are available to children. The outreach process assures that eligible families are contacted, informed, and assisted in securing health-screening services. The Alabama Medicaid Agency, in conjunction with the Department of Human Resources, informs foster families of EPSDT services.

Alabama's Medicaid program utilizes a managed care system of assigned primary providers. Children in foster care may be exempted from this program if it is in the best interest of the child's health care needs. The exemption allows a child to remain with his/her usual "medical home" particularly if the child has chronic medical conditions. It may also allow the ISP team the ability to choose the more appropriate primary care physician. Additionally, and when appropriate, foster parents may use one primary care physician for all the children in their home.

When a child is placed in foster care and is already eligible for Medicaid, EPSDT screening should be requested unless the child has had an EPSDT screening within the last three months; has had a thorough medical examination other than EPSDT screening within 3 months prior to placement in foster care; or another medical examination, other than Medicaid Screening, is indicated.

EPSDT screenings encompass six broad categories and are available for children in foster care as well as children in their own home.

1. Initial screenings indicate the first time an EPSDT screening is performed on a recipient by an EPSDT screening provider.
2. Periodic screenings that are well-child checkups performed based on a periodicity schedule. The ages to be screened are 1 month, 2 months, 4 months, 6 months, 9 months, 12 months, 15 months, 18 months, 24 months, and annually beginning on or after the child's third birthday.
3. Inter-periodic screenings are considered problem-focused and abnormal. These are performed when medically necessary for undiagnosed conditions outside the established periodicity schedule and can occur at any age. Inter-periodic screenings must be provided when a medical condition is suspected or a condition has worsened or changed sufficiently enough that further examination is medically necessary.
4. Vision screenings must be performed on children from birth through age two by observation (subjective) and history. Objective vision testing should begin at age three, and should be documented in objective measurements.
5. Hearing screenings must be performed on children from birth through age four by observation (subjective) and history. Objective hearing testing begins at age five, and should be recorded in decibels.
6. Dental screenings must be performed on children from birth through age two by observation (subjective) and history. Beginning with age three, recipients must be either under the care of a dentist or referred to a dentist for dental care. Additional Medicaid screening protocols for infants, children and adolescents are addressed in the Medicaid Provider Manual, EPSDT Chapter, Appendix A, <http://www.medicaid.alabama.gov>.

## **VI. Health Care for Children Not Eligible for Foster Care Medicaid**

Some children in out-of-home care will be ineligible for foster care Medicaid. In these cases, application is made for other medical insurance coverage including SOBRA Medicaid, ALL Kids and Child Caring Foundation. The Department of Public Health coordinates the application process for each of these medical insurance coverage types. Completed applications are routed to the ALL Kids program for screening and if the child appears to be SOBRA Medicaid eligible, the application is routed to Alabama Medicaid. If the child is not Medicaid eligible, the application will be sent first to the ALL Kids program (ADPH) and then the Child Caring Foundation (Blue Cross Blue Shield) in that order. Some children may have private insurance known as third party insurance which will need to be accessed before any of the needs based medical insurances will pay. Medical insurance may be purchased from local funds or a child's private funds if the child is not eligible for any of the above addressed programs.

**VII. Monitoring and Treatment of Ongoing Health Care Needs**

When the ISP team determines that foster care is an appropriate and necessary service or that the foster care provider needs to change, the ISP team assesses the health care needs (physical, mental and emotional) of a child through contacts with and reports from the child's health care providers. The Comprehensive Family Assessment shall include developmental information related to emotional and medical/physical functioning.

Unless otherwise recommended by the pediatrician, the following guidelines are recommended in determining the frequency of medical examinations for foster children:

<u>To 1 year</u>	<u>Age 1 year to 2 years</u>	<u>Age 2 years through 18 years</u>
at 1 mo.	At 15 mos.	At age 2 years
at 2 mos.	At 18 mos.	Annually through age 18
at 4 mos.		
at 6 mos.		
at 9 mos.		
at 12 mos.		

It is through the ISP team process that a child's health needs, once identified through EPSDT or other medical screenings or procedures, are monitored and services/treatment avenues are established. Medical professionals may be ISP team members working with the child and family. Providers of health care services are identified by team members and a specific plan made to access the health care provider.

**VIII. Importance of Immunizations**

In addition to the above examinations, all foster care children are required to have all immunizations currently recommended by the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatricians, including influenza vaccinations. Immunizations are routine care and should not involve residual rights of parents to consent. The immunization record must be obtained and presented to the primary care provider if the provider is not the child's physician prior to entry into care. Immunizations may be paid for by Medicaid, the Vaccines for Children program or may be obtained at county health departments.

**IX. Coordination Between DHR and County Health Departments**

Approved foster parents and related caregivers of children in the temporary or permanent custody of DHR are authorized to complete and sign certification forms for the Women and Infant Care Program through the county health departments. Approved foster parents and related caregivers are provided with a letter from the County DHR Department verifying that the foster parent or relative has physical custody of the child and DHR has legal custody. Other health care needs of children in care, e.g. immunizations, are coordinated with county health departments by child welfare workers after the ISP determines a health care need.

**X. Coordination of Health Services Between DHR and Alabama Early Intervention Service (AEIS)**

Infants and children under 3 years of age who are the subject of an indicated child abuse/neglect investigation must be referred to the AEIS for evaluation. There is a formalized DHR referral process in place for this to occur. As part of the initial EPSDT or the initial medical when a child enters care, infants and children under 3 years of age should be screened for developmental delays and referred to AEIS.

## **XI. Coordination of Health Information Between DHR and Foster Parents**

In Alabama the Foster Parent Bill of Rights, Code of Alabama, 1975 § 38-12A-2(7) provides that foster parents must be provided with health history information that is known by the Department at the time of placement. "When the Department knows of such information after placement, the Department shall make that information available to the foster parent as soon as practicable." Foster parents will need to be made aware of the following:

- All health problems including allergies, bedwetting, emotional problems;
- Both prescribed medications and regularly administered over the counter medications and the purpose of the medicine;
- Special diets or food allergies;
- Pediatrician's name and/or primary health care provider along with the telephone number; and
- Verification of health insurance--private insurance, Medicaid card or Medicaid number.

Foster parents are members of a child's ISP team, in accordance with Department policy. They are to be informed of follow-up medical appointments and referrals.

## **XII. Dental Care**

Children should have care established in a dental home no later than three years of age. Many primary care providers will be able to make an initial assessment through Medicaid's First Look program and this is encouraged. Annual dental examinations are recommended.

All Medicaid eligible children in foster care are to have a dental examination under Medicaid Screening (EPSDT). Children who do not qualify for Medicaid will have a dental examination authorized through the ISP with payment through local flex funds after other resources have been explored and exhausted.

If the dental examination indicates a medical necessity for braces and or other orthodontic care, local DHR funds may be used for this. Medicaid does not pay for braces except in rare and unusual circumstances. Medicaid requirements state that braces must be a medical necessity and documentation from a health care provider must show evidence of the medical necessity. The caseworker must obtain approval from Medicaid. Any third party insurance should be explored to determine whether this insurance covers braces. The ISP team must determine this is a needed service before payment can be pursued. If a child age 14 or older is in need of braces and the need can relate to one or more of the Chaffee outcomes and the ISP states a need for braces, ILP funds are explored.

## **XIII. Mental Health Needs of Children In Foster Care**

The ISP process is utilized to identify strengths and needs of children and their families, identify steps and services to address needs, and determine the least restrictive environment in which a child's needs may best be met. The ISP team shall be fully involved when assessing the need for, and appropriateness of, inpatient services. Before a child enters inpatient placement, concurrence must be received from State DHR. Placements that are more restrictive than foster family homes include therapeutic foster homes, moderate residential treatment facilities, acute psychiatric hospitals and intensive residential treatment facilities.

Best child welfare practice requires that any behavior modification program employed in the treatment or management of a child's behavior be individualized and meet certain standards, including, but not limited to, the following:

- the program relies primarily on rewards instead of punishment;
- the program be based on a careful assessment of the antecedents of the behavior that the program is designed to change; and
- the program be consistently implemented throughout the day, including in school, residential and leisure activity settings.

The Department utilizes a Residential Placement Intake Protocol to provide guidance on and concurrence with the placement of children into certain programs. The Protocol addresses emergency residential placements and the completion of a Multi-dimensional Assessment Tool (MAT) when a child needs either a Therapeutic Foster Care (TFC) placement or placement in a moderate residential facility. Continuous oversight and monitoring of children receiving treatment in more restrictive settings is performed through the use of the MAT to determine the continued need for the placement. Intensive residential treatment requires completion of a "Certification of Need for Services" by a qualified professional in addition to completion of a MAT to determine the continued need for this level of treatment.

### **Use of Prescription Medication for Children in Psychiatric Residential Treatment Placements**

Medication prescribed for mental health reasons may only be administered to children when (a) the informed consent of the parent, legal custodian/guardian, or the foster parent who is legally authorized to provide consent and (b) the informed consent of the child (age 14 or older) has been obtained. The child and adult(s) whose consent is sought will be provided sufficient information to permit them to make an informed decision. Consent may be withdrawn at any time; however, a child's refusal to consent may be overridden by a court of appropriate jurisdiction. If it appears that psychotropic medication will be used to address crises in a periodic, on-going pattern with the child, informed consent must be obtained from the child (age 14 or older) and the parent(s), legal custodian, guardian or foster parent who is legally authorized to provide consent.

The reasons for using psychotropic medication, its expected benefits, and the potential side effects should be explained in terms understandable to the child and parents along with any significant alterations in dosage. The children's and parents' preferences and requests for alternative interventions should be considered and documented in the children's

DHR records and their medical records. [NOTE: The term "parent" as used here means the child's biological, or adoptive parent, or the primary caregiver from whom the child in care was removed.]

Prescriptions for psychotropic medication must be written by a licensed physician who is trained in the use of such medication with children and adolescents. If the physician prescribing the psychotropic medications for the child is other than the child's primary physician, there should be consultation with the child's primary physician. When psychotropic medication is used as a treatment intervention, it must be administered only as prescribed by the physician writing the prescription. Psychotropic medication is to be carefully and closely monitored by the child's physician and the ISP team for both desired effects and potential side effects. Monitoring should include information received from the child, parent(s), and caregivers. See also XX.

### **XIV. Criteria For Prescription of Medication for Mental Health Reasons**

A qualified physician must complete a thorough assessment of the child before prescribing medication. This assessment (especially a psychiatric assessment) should be comprehensive and include history, direct observation of the child, and all pertinent information from the school, parents, foster parents, therapists and pediatrician. This will require effective communication from all the stakeholders in the child's life. The assessment is performed to determine the appropriateness of prescribing the medication and to establish baseline data for monitoring its effects. The physician shall conduct a physical examination of the child, review the child's medical history and other relevant evaluations (e.g., medical, psychiatric, psychological) and obtain input from the child's parent(s)/caregiver(s), the DHR worker, and other relevant service providers and school personnel. The children's and parents' preferences and requests for alternative interventions should be considered by the physician as informed consent is required prior to administering medication.

The physician should be a member of the ISP team with input at times being obtained through written report, telephone calls, etc. If the physician is a consultant to a service provider, the provider and the child's DHR worker shall ensure the physician is aware of the caregiver's capabilities, appropriate alternative treatment interventions, and the changing needs of the child and family.

In a crisis where the child will seriously harm self, harm others, or cause substantial property damage, medication may be administered without informed consent upon an order by the treating physician and in accordance with generally accepted medical standards. There must be documented evidence in the child's record that in the physician's professional judgment, the harm or substantial property damage will occur without the benefit of the medication and that less restrictive interventions are not therapeutically indicated. The child's physical and psychological condition must be frequently monitored by the physician or an appropriate staff member or other provider following administration of the medication.

The dispensing of Prescribed as Needed (PRN) psychotropic medication can only be allowed if in compliance with a physician's approved protocol and the order is documented in the child's medical file of the provider's record and the child's DHR case record. PRN medications administered to address a child's behavior two or more times a week for three consecutive weeks will result in a comprehensive review of the child's individualized service and behavior management plans and the incidents, factors, and rationales for such PRN medication use.

### **XV. Oversight of Medications in Foster Family Homes**

Individuals providing daily care for children in care must take precautions in administering medications to children in their care. While every child has individual health needs, there are consistent measures that shall be taken in administering medication to children in the care of the Department. The following should be discussed with all out-of-home care providers.

A. Over the Counter Medications

Out-of-home providers shall follow the procedures listed below when administering over-the-counter medications.

- Carefully read the manufacturer's product information before administering any over the counter medication.
- Underscore the importance of paying close attention to product labels, particularly precautions and contraindications.
- Administer over-the-counter medication to a child only if the product information indicates the medication is safe for the age child to whom it is being administered
- Administer medications according to the manufacturers' recommended dosage and in the manner prescribed by the manufacturer (e. g. by teaspoon, entire pill, and capsule) unless the child's doctor has given written instructions that vary from this.
- When preparing to administer over-the-counter medication, re-read the labels to assure that the medication is safe for the age of the child.
- Check the expiration date on the medication container. Out-of-date medication shall not be administered.
- Certain medical conditions contraindicate the use of over-the-counter medications. In these situations, the foster parent and the child's worker shall consult with the child's doctor before administering any over the counter medications.

B. Prescription Medications

Out-of-home providers shall follow the procedures listed below when administering prescription medications:

- Because individuals react differently to medications, give prescription medication only to the child for whom it is prescribed.
- Some pharmacies will add a discard date to prescription labels, although this is not required. Any "left over" prescription medication should be discarded.
- Give the medication as directed by the child's doctor.
- If the child appears to have an adverse reaction to the medication, notify the doctor who prescribed the medication for the child. The adverse/allergic reaction to the medication should be documented in the child's/patients medical record. The foster parent also needs to notify the child's DHR social worker about the reaction, and especially if the child is allergic to the medication. Documentation of the adverse/allergic reaction should be made in the DHR case record.
- Maintain a log (DHR 2073) of all prescription medications administered to a child as required in the Minimum Standards For Foster Family Homes.

As stated in the Minimum Standards For Foster Family Homes, Revised 2002,

"All medications shall be secured in a locked storage area that is inaccessible to small children."

In the event of an accidental overdose or adverse reaction to either an over-the-counter medication or a prescribed medication, the Children's Poison Control Center toll free telephone number 1-800-292-6678 should be contacted. The regular Poison Control Center, toll free telephone number 1-800-222-1222, may also be contacted.

#### **XVI. Health Care Oversight for Older Youth Currently Served in Foster Care and Transitioning Out of Foster Care**

The Department of Human Resources recognizes the need to provide specific support for older youth currently in foster care and/or who will be exiting care due to their age. . Therefore the Office of Permanency, through the Independent Living and Foster Care program, will provide increased focus and support to caseworkers in addressing health care planning for this population.

Education through training and other forums will be provided to build capacity of staff and providers serving older youth in addressing and planning for the youth's oversight of health care needs.

The expectation is that prior to emancipation from foster care, youth are to have a personalized transition plan that would include addressing oversight of their health care needs. Through the Individualized Service Planning process staff will develop a specific plan with the youth which addresses the following:

- A transition plan developed no later than 90 days prior to the date on which the child is expected to age out of the system.
- Providing education and information regarding designating another individual, i.e. a health care proxy, to make health care treatment decisions on the youth's behalf should the youth be unable to participate in such decisions and does not have or want a relative otherwise authorized under State Law to make such decisions.
- Providing education and information as to the option to execute a health care power of attorney, health care proxy, or similar document recognized under State law.
- Providing medical information and documents to the youth which are available to the agency.

The Department has a responsibility to educate and prepare youth to have the capacity of overseeing their individual health care needs. This can only be accomplished through ongoing efforts to engage youth around a transition plan that is timely and specific.

#### **XVII. Department's Evaluation of Health Services**

The Office of Quality Assurance (QA) is tasked with the responsibility to assess the Health/Physical Well-Being and Emotional Well-Being of children in the system. This is a two-fold approach comprised of periodic case reviews by state QA team members, as well as county-specific QA teams operating in each of the 67 counties, that conduct a continuous review of records in their own county. These county teams often include physical and mental health professionals serving as reviewers, or as part of the reviews.

When assessing Health/Physical Well Being, the review (process) team considers the following items: 1.) Is the child in good health? 2.) Are the child's basic physical needs being met? and 3.) Does the child receive health care services as needed? Children should achieve and maintain good health status, consistent with their general physical condition. Healthy development of children requires that basic physical needs for proper nutrition, clothing, shelter, hygiene, and medical/dental care are met on a daily basis. Preventive health care should include immunizations, dental hygiene, and screening for possible physical or developmental problems. The central concern here is that the child's physical needs are met and that special care requirements are provided as necessary to achieve optimal health status. This also includes follow up with appropriate sub-specialists, other health care providers and therapists. Adult caregivers and professional interveners in the child/youth's life bear responsibility for ensuring that basic physical needs are being met and that health risks, chronic health conditions, and acute illnesses are adequately addressed in a timely manner.

A child receives an optimal rating for Health/Physical Well-Being when: all of the child's physical needs for food, shelter, and clothing are reliably met on a daily basis; routine preventive medical (e.g., immunizations, check-ups, and developmental screening) and dental care are provided on a timely basis; any acute or chronic health care needs are met on a timely and an adequate basis, including follow-ups and required treatments; and, any prescribed medications are being provided and taken according to exact instructions and with excellent medication management.

When assessing Emotional Well-Being, the review process considers the following items: 1.) Is the child symptom free of anxiety, mood, thought, or behavioral disorders that interfere with his/her capacity to participate in daily living activities and benefit from his/her education? 2.) If such symptoms are present, is the child making substantial progress toward normal functioning in school and at home while making use of supports and therapeutic services, as necessary? Emotional well-being is essential for adequate functioning in a child's daily life settings, including school and home. To do well in school and in life, a child should: present a major emotional pattern appropriate to time, place, person, and situation; have a sense of belonging and affiliation with others rather than being isolated or alternated; socialize with others in various group situations as appropriate to age and ability; be capable of participating in major life activities and decisions that affect him/her, including educational activities; and, be free of or experiencing reduced major clinical symptoms of emotional/behavioral/thought disorders that interfere with daily activities.

For a child with mental health needs who requires special care, treatment, supervision, or support in order to make progress toward stable and adequate functioning at school and home, the child should be receiving necessary services and demonstrating progress toward adequate functioning in normal settings. Some children may require assistance or services to improve communication, social, and problem-solving skills to be successful. Other children may require special behavioral interventions, medications, and/or wraparound supports (such as behavior aides, access to a therapist when needs arise, etc.). Timely and adequate provisions of supports and services should enable the child to benefit from his/her education and enjoy the routine activities of childhood. The level, mix, and fit of services (referenced in the rating definitions) refer to the importance of children being provided with services in the right amount, with the needed frequency, by persons with the necessary skills, etc. A child receives an optimal rating for emotional well-being when: the child shows optimal well-being in daily settings and enjoys positive and effective enduring support and interventions from teachers, counselors, key adult supporters, and friends; OR, the child has become emotionally and behaviorally stable and functioning well and symptoms are largely relieved or seldom occur; OR, excellent progress is being made toward adequate functioning in normal daily settings and activities of childhood in the near term; OR, the presence of emotional and behavioral problems is being addressed with the optimal level, mix and fit of assistance, support, supervision and/or treatment leading to a level of stabilization appropriate for the child and his/her condition.

#### **XVIII. DHR Assessment, Treatment and Monitoring of Emotional Trauma / Training of Staff & Providers to Support the Treatment of Emotional Trauma**

The synopsis that follows identifies training content (and modules within which the content is located) that support the treatment of emotional trauma. **NOTE: See New Requirements Update Document for information on other aspects of addressing the needs of this population.**

##### **• STEP: Foundations (Updated curriculum that is taking the place of ACT)**

- **Introduction to Trauma**  
Curriculum developed by the National Child Traumatic Stress Network (NCTSN) to help Child Welfare Workers understand the effects of child traumatic stress and how to help them recover.  
Introduction to Child Sex Trafficking.
- **Cycle of Need**  
A framework which helps promote an examination of underlying needs and how behaviors serve as the means of expressing those needs. This perspective is designed to help one consider interventions that are designed to control/manage behavior, versus those that are designed to respond to the needs of another in a more effective, respectful way to truly help the family member get their needs met.
- **Stages of Change**  
An approach that examines the impact on the assessment and planning process with families who experience maltreatment and have to make changes to assure their family is able to achieve the overall outcomes for their children's safety, well-being and permanence. The phases of change are presented with an emphasis on the family members' feelings and behaviors at each phase. Useful techniques are provided and demonstrated by trainers to assist workers and the family's team in helping families deal with, and successfully handle the changes in their lives. In addition, participants examine expectations the family, the team members and the child welfare worker have of one another, as they empower the family to move through the phases of change.

## Trauma Informed Partnering for Permanence and Safety in the Model Approach to Partnerships in Parenting (TIP/MAPP) – Curriculum for Prospective Resource Parents that is replacing GPS

- Trauma informed curriculum developed in partnership with the National Child Traumatic Stress Network (NCTSN).
- Stages of Grief  
A paradigm that is intended to describe the responses/reactions an individual has when going through grief or sadness, regardless of the scope and/or intensity being experienced by the person.
- Helping resource parents build positive relationships with birth parents.
- Supporting resource families' understanding of the commitment necessary to ensure the well-being of children placed in their care.
- Providing resource families with a network of essential services, support and nurturing for children placed in their care.
- Emphasizing the importance of maintaining close connections between children and their birth families.
- Underscoring the benefits of foster care from within the child's own community.
- Providing understanding of behavioral problems the child may experience.
- Helping resource families understand the dynamics of the foster care system.

In addition, both the Alabama Foster and Adoptive Parent Association (AFAPA) and Alabama Post Adoptive Connections (APAC) produce and distribute quarterly newsletters that publicize mini-conferences and the statewide conference. Information about training is also on the web sites for both groups. Also both AFAPA and APAC can provide training “upon request” to local associations and/or county offices.

### XX. Psychotropic Medications:

The Department is tasked with development and implementation of a systemic approach to address its concerns with this issue based on the foundational work of Dr. Brent Wilson. The next step will be the development of a team, to be known as the **Alabama Psychiatric Medication Review Team (APMRT)** to include a part-time Child/Pediatric Psychiatrist, full-time Psychiatric Nurse/Nurse Practitioner and two additional Behavior Analysts to begin service as soon as possible.

The proposal regarding continued psychotropic medication monitoring and oversight is listed below. Auburn University has taken the lead in partnering with the Department, initially on a regional basis. Funding streams for the project are being explored. The proposed project began October 1, 2016.

### Psychotropic Medication Monitoring and Oversight Proposal to Begin October of 2016

#### Overview

The project director has developed the Alabama Psychiatric Medication Review Team (APMRT), which will include a part-time Child/Pediatric Psychiatrist, full-time Psychiatric Nurse/Nurse Practitioner, and two full-time Behavior Analysts. Each team member began service in October of 2016. The APMRT began to provide staff support, monitoring and oversight, training and program implementation for Alabama’s foster youth regarding psychotropic medication.

The APMRT will continue to develop strategies to monitor and provide permission to the seven target/pilot counties for psychotropic medication use that would include updating the current notification form and engaging providers by conducting training to medical as well as county staff before starting implementation. The APMRT will also work with departmental policy staff to establish treatment protocols addressing informed consent, minimum and maximum dosage guidelines, prior approval protocols, use of PRN, and prior notification with regard to any changes in medications, dosages and methods of administering medications. General responsibilities for team members are described below.

#### Child Psychiatrist

- Review, recommend and/or develop a Comprehensive Trauma Assessment Tool\*
- Review, recommend and/or develop a Psychotropic Medication Authorization and Monitoring Forms
- Design and provide and/or direct training including use of Authorization and Monitoring Form for all stakeholders in the seven target counties; Prescribing Physicians, DHR staff, Therapeutic Foster Care Providers, Community Mental Health Agencies/Providers and community stakeholders.

\*The goal is to administer the CTAT to all children aged four to eighteen years upon admission to foster care and to all parents of children aged 3 years or younger within 30 days of their entry into foster care within the seven target counties. The CTAT will be used to determine initial interventions indicated in lieu of prescribing medications in those youth entering foster care and will address current medication use and monitoring of trauma symptoms based on current interventions. The Child Psychiatrist will identify children with specific profiles for consultation with a BCBA who will develop a personalized behavior intervention plan (PBIP) for the child in question.

#### ***Psychiatric Nurse or Nurse Practitioner***

- Review and assist the Child Psychiatrist in recommending or developing a Comprehensive Trauma Assessment Tool.
- Review and assist the Child Psychiatrist in recommending or developing a Psychotropic Medication Authorization and Monitoring Form.
- Review all psychotropic medication usage monthly reporting trends and threshold data.
- Consult with Child Psychiatrist regarding the usage trends and assist with quarterly report writing.
- Participate and assist Child Psychiatrist with conducting Quarterly Strategic Planning Team meetings.
- Consult with the Child Psychiatrist and provide authorization on behalf of the Department regarding the Notification and Permission for psychotropic medication.
- Review and refer appropriate cases to the APMRT's BCBAs via the Project Director.
- Review individualized data for PBIPs on each child's target behavior as provided by Behavior Analysts.
- Provide individual case consultation support for cases in the seven counties.
- Communicate the Child Psychiatrist's treatment decisions (e.g., a dosage change in a specific psychotropic medication) for each foster youth to other relevant medical personnel (e.g., the foster youth's primary care physician).
- Assist the Project Director in the delivery of training to applicable personnel in the seven target counties.

#### ***Two Board Certified Behavior Analysts (BCBAs)***

- Receive referrals from the Child Psychiatrist and Psychiatric Nurse regarding the need for a PBIP for foster youth.
- Provide recommendations and consult with the Department, Psychiatric Nurse and Child Psychiatrist regarding findings.
- Provide behavior-analytic services and training to families and foster families as deemed appropriate.
- Providing training and support for the seven counties as requested by the Project Director.
- Develop and monitor PBIPs for referred foster youth.
- Delivery behavior-analytic services to and supervise a caseload of 10 to 15 referred youth who are at varying stages (initial referral up to follow-up) of the assessment and intervention process.

#### ***Project Director (Dr. John Rapp, BCBA-D)***

- Coordinate communications and interactions among the members of the APMRT.
- Write position descriptions for the positions outlined above as required by the Human Resources Department at Auburn University.
- Conduct semi-annual and annual evaluations for individuals in each of the aforementioned positions.
- Supervise a case load of approximately 5 to 10 individuals.
- Coordinate and direct the delivery of training to applicable personnel in the seven target counties.
- Determine, in collaboration with the Child Psychiatrist and Psychiatric Nurse, when behavioral services will be discontinued for each referred foster care youth.

#### ***Project Consultant (Dr. Chris Newland)***

- Coordinating with the APMRT to conduct quantitative analyses of behavioral data
- Conduct statistical assessments of the impact of transitioning from psychotropic medication to behavioral interventions.
- Pharmacotherapies can interact with behavioral interventions. Dr. Newland will work with the team as needed to identify these potential interactions.

Dr. Rapp is a Professor in the Department of Psychology and the Director of the Applied Behavior Analysis (ABA) program at Auburn University. He has published extensively on the assessment and treatment of problem behavior displayed by children and adolescents with autism and related disabilities, as well as the application of single-case design methodology for evaluating the effects of interventions on specific problem behaviors. Dr. Newland is a Professor in the Cognitive and Behavioral Science Program in the Department of Psychology at Auburn University. Dr. Newland has extensive experience in basic research on the psychopharmacology of drugs used therapeutically for the treatment of problem behavior. Most recently he has been investigating drug-behavior interactions in experimental models of adolescents using experimental laboratory models. His work has been continuously funded by the National Institutes of Health. In addition, he has taught both clinical and basic psychopharmacology and behavioral neuroscience for thirty years. With a long-standing interest in quantitative models and advanced statistical testing, he has applied mixed-effects modeling, event analyses, and advanced quantitative modeling to characterize the effects of drugs on behavior as well as statistical testing of randomized controlled trials to assess the effectiveness of a treatment intervention.

## **TASKS**

- The Team will work to provide staff support, monitoring and oversight, training and program implementation for Alabama's foster youth regarding psychotropic medication.
- The Team will review current data, compare it to FY2013 baseline and subsequent year's data for foster care youth psychotropic medication use. The data analysis will include information from the Department's SACWIS system FACTS as well as the information provided by the Alabama Medicaid Agency. The Department will also request information from the Department of Mental Health regarding all foster youth receiving community based mental health services.
- The Team will provide preliminary findings and develop strategies to monitor and provide permission to the counties for psychotropic medication use that will include updating the current notification form.
- In addition, it will engage providers by conducting training to medical as well as county staff before starting implementation.
- The Team will also work with departmental policy staff to establish treatment protocols addressing informed consent, minimum and maximum dosage guidelines, prior approval protocols, use of PRN, and prior notification with regard to any changes in medications, dosages and methods of administering medications. Required medical testing to ensure that basic vital signs are within normal range and when medications are administered will be closely monitored and documented in our FACTS system.
- Alabama's long-term authorization and monitoring model will be monitored by the team and updated based on the initial analysis and the completion and findings of initial surveys of partner agencies, stakeholders, staff members and providers regarding efficacy and methodology.
- In addition, staff, providers, community members and medical practitioners will be educated regarding trauma based treatment and psychotropic medication use.

## **Outcomes**

Upon inception, the APMRT will review current data, compare it to FY2013 baseline and the subsequent years' data for foster care youth psychotropic medication use. The data analysis will include information from the Department's SACWIS system FACTS as well as the information provided by the Alabama Medicaid Agency. As a part of the Department's continued efforts to ensure that all of Alabama's foster children receive appropriate mental health supports and services, it is imperative as we move forward with the Psychotropic Medication Monitoring and Oversight Model to train all stakeholders regarding psychotropic medication. Toward that end goal, a comprehensive training model will be developed and delivered to the seven target counties beginning in late 2016. The APMRT will conduct initial training in each of the seven target counties to apprise stakeholders of new guidelines and of the proposed process for referrals and behavioral assessments and interventions. The APMRT will endeavor to deliver additional training on and summary results from the new model to the seven target counties in late 2017. After year one of the project, the APMRT will conduct an analysis of the relative costs [savings] of replacing treatments with psychotropic medication (including the monthly costs of medication and psychiatric consultation) with PBIPs developed by BCBAs. Subsequently, the APMRT will endeavor to deliver training on the new model and guidelines statewide in late 2018. The APMRT will deliver the training in two to four sessions per training site, depending upon the number of expected participants. As it pertains to the proposed training to begin in 2018, the training would be most effectively delivered by dividing the State into regions inviting stakeholders to participate based on proximity. County staff, foster parents, AOC, congregate care providers, residential treatment providers, mental health providers and prescribing physicians would be required to attend. The implementation of the new protocol will begin immediately after completion of the training in each region.

To date, the APMRT has provided direct training to all county staff in the seven pilot counties; the project is now fully staffed and providing services. They have also begun providing in-home services to the young people and their foster families and in some school settings. The Child Psychiatrist was hired in April 2017 and is currently working to develop two trauma assessment tools to be administered to all young people entering foster care. The Team will provide training in partnership with the Alabama Foster and Adoptive parent Association and at the Annual Supervisors Conferences.

## 2017 APSR – Alabama Disaster Plan

Maintain a plan by which the Department can identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster.

1. Maintain a plan by which the Department can respond to new child welfare cases in areas adversely affected by a disaster and provide services in those cases.
2. Maintain communication with caseworkers and other essential child welfare personnel displaced because of a disaster.
3. Preserve essential program records, coordinate services, and share information with States.

The following are the methods whereby DHR will respond to disasters:

1. To identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster, DHR will implement these steps:
  - Identify the affected areas of the state. Designate a liaison from the local county office-to be point of contact for inquiry by foster care providers who are displaced or adversely affected by disaster. The appointed liaison will conduct on site visits to determine if there are any displaced children or families.
  - The liaison will determine whether any staff members are affected by the disaster and which staff members may be available for making contact with providers (foster homes, shelters, group homes, residential facilities).
  - The liaison will maintain contact with local Emergency Management Agency and the ADHR State Mass Care/ESF-6 Coordinator on duty at the AEMA State Emergency Operations Center in Clanton, Alabama.
  - It is the liaison's responsibility to provide shelter staff with a contact should the following circumstances come to their attention:
    - a. children in the custody of State of Alabama
    - b. foster parent from State of Alabama
    - c. children in the custody of another state
    - d. foster parent from other state
    - e. any children without parent or legal guardian
    - f. any reports of child abuse and neglect related to children receiving shelter services
  - ADHR has been designated as the Emergency Support Function 6 (ESF-6) lead agency for the State of Alabama. The Director of Emergency Welfare Services/Safety (Field Administration) serves as the State Mass Care Coordinator.
2. To respond to new child welfare cases in areas adversely affected by a disaster and provide services in those cases, DHR will implement these steps.
  - When the appointed liaisons visit shelters established by Red Cross or State/Local Emergency Management Agency, they will assess whether there are any children and families needing child welfare services. The liaison (s) will be responsible for referring those children and families to appropriate services.
  - Because Alabama is a coastal state, the need to assess displaced children from other states in the region is recognized. Contact will be established with other states that may have been affected by the natural disaster.
3. To remain in communication with caseworkers and other essential child welfare personnel displaced because of a disaster, DHR will implement this step.
  - The Department recognizes that the effect the disaster has had upon Department staff must be assessed very soon after the disaster occurred. The staff liaison appoints someone to maintain contact with staff members and assess what services they may need. This includes assessing any stress reactions staff may have and obtaining help for them to work through their feelings. Staff who may have been personally affected by the disaster, but are working with the victims of the disaster, may have stress reactions and may need help to work through their feelings.

NOTE: The Minimum Standards for Foster Family Homes addresses a section on emergency plans which include emergency procedures.

4. To preserve essential program records, coordinate services, and share information with States, DHR has implemented.
- Each county has a disaster recovery plan in place that addresses how they preserve the records. Disaster recovery plans are required to be updated once a year.

NOTE: The Alabama Emergency Management Agency has the overall responsibility for coordinating disaster preparedness activities in the state, while the Alabama Department of Public Health (ADPH) has the responsibility for emergency preparedness in the state that relates to medical and social services in the event of public health threats and emergencies. ADPH provides education to help people prevent disease and injury. ADPH works with businesses, voluntary organizations and individuals on preparedness and prevention activities. ADPH publishes a booklet on emergency preparedness and The ADPH Center for Emergency Preparedness maintains a web site <http://www.adph.org/CEP/>. The Center for Emergency Preparedness (CEP) coordinates Alabama's health, medical, and social services in the event of public health threats and emergencies. Under The state Emergency Operations Plan, Emergency Support Function (ESF) 8 includes all medical aspects of an emergency response.

ADPH is the lead agency in ESF 8 and the support agency for healthcare organizations that provide direct patient care in an emergency response. Each of the 11 public health areas has an Emergency Preparedness team devoted to preparedness planning. Team members include some combinations of the following roles:

- Emergency Preparedness Coordinator
- Disease Intervention Director
- Senior Environmentalist
- Surveillance Nurse
- Administrative Support Assistant
- Social Worker

It should also be noted that the "Shelter and Mass Care Support Strategy Plan" was signed by the Governor along with a number of representatives from State or County (governmental and non-governmental) agencies. This plan articulated the following vision, and established goals designed to achieve the stated vision: ***A statewide sheltering and mass care effort that engages all levels of government and the nonprofit and private sectors, so that when a disaster threatens or strikes the State of Alabama we collectively meet the sheltering needs of Alabama disaster victims and, as directed by the Governor, ADHR will assist evacuees of other states.*** Additionally, the Department of Human Resources maintains a "Continuity of Operations Plan", that provides an operational framework for state and county offices in terms of response preparedness in times of emergency or disaster. The ADHR COOP was revised in July 2015 and provided to AEMA.

#### **2014 Update:**

Alabama Severe Storms, Tornadoes, Straight-line Winds & Flooding (DR-4176)

Incident Period: April 28, 2014 to May 5, 2014

Major Disaster Declaration declared on May 2, 2014

Release Date: July 25, 2014

Release Number: 75

Montgomery, Alabama – Federal aid provided to Alabama residents affected by the April 28 through May 5 severe storms, tornadoes, straight-line winds and flooding has reached more than \$43.6 million. The following number, compiled July 25, 2014, provides a snapshot of the Alabama/FEMA disaster recovery to date.

#### **Funds approved:**

\$20.8 million for Housing Assistance grants to help with recovery rental expenses & home repair costs.

\$4.2 million for Other Needs Assistance to cover essential disaster-related needs, such as medical expenses and lost personal possessions.

\$16 million approved by the U.S. Small Business Administration for low-interest loans to eligible homeowners, renters, and businesses.

\$6.8 million for Public Assistance programs to help state and local governments with costs of recovery. Of that amount \$1.9 million has been allocated for debris removal. Another \$575,000 will go toward storm response and \$4.1 million has been obligated for infrastructure repair and replacement.

#### **Survivor Recovery:**

16,113 damaged homes and properties have been inspected (99 percent of requests). 9 counties designated for Individual Assistance 21 counties designated for Public Assistance. No county DHR office implemented their ISD disaster plan in 2014. However, the State Emergency Operations Center was activated, so the SDHR EWS Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2014 event.

#### **2015 Update:**

Per the Alabama Emergency Management Agency (Human Services Branch), Alabama had 1 Small Business Administration (SBA) declaration last year. The SBA declaration (Houston County, May 2015) resulted in \$455,200.00 being approved in low-interest loans for eligible homeowners, renters, businesses, private, and non-profit organizations.

FEMA Public Assistance Declaration: Alabama – Severe Storms, Tornadoes, Straight-line Winds, and Flooding (December 23-31, 2015), FEMA-4251-DR, *Declared January 21, 2016.*

On January 13, 2016, Governor Robert Bentley requested a major disaster declaration due to severe storms, tornadoes, straight-line winds, and flooding during the period of December 23-31, 2015. The Governor requested a declaration for Public Assistance for 39 counties and Hazard Mitigation statewide. During the period of January 6-13, 2016, joint federal, state, and local government Preliminary Damage Assessments (PDAs) were conducted in the requested counties and are summarized below. PDAs estimate damages immediately after an event and are considered, along with several other factors, in determining whether a disaster is of such severity and magnitude that effective response is beyond the capabilities of the state and the affected local governments, and that Federal assistance is necessary.

On January 21, 2016, President Obama declared that a major disaster exists in the State of Alabama. This declaration made Public Assistance requested by the Governor available to state and eligible local governments and certain private nonprofit organizations on a cost-sharing basis for emergency work and the repair or replacement of facilities damaged by the severe storms, tornadoes, straight-line winds, and flooding in Autauga, Barbour, Blount, Bullock, Butler, Chambers, Cherokee, Clay, Cleburne, Coffee, Colbert, Conecuh, Covington, Crenshaw, Cullman, Dale, DeKalb, Elmore, Escambia, Fayette, Franklin, Geneva, Henry, Houston, Jackson, Lamar, Lawrence, Lee, Lowndes, Macon, Marion, Marshall, Monroe, Perry, Pike, Russell, St. Clair, Walker, and Winston Counties.

#### **Survivor Recovery:**

Per AEMA, 16,113 damaged homes and properties have been inspected (99 percent of requests). 9 counties designated for Individual Assistance; 21 counties designated for Public Assistance (PA). Revised FEMA estimates of the total PA is \$42,098,074.55

No county DHR office implemented their ISD disaster plan in 2015, but several offices closed early or opened late due to hazardous road conditions caused by severe winter weather and DR4251 events. However, the State Emergency Operations Center was activated, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no foster family homes that were seriously damaged or foster children displaced during the 2015 event.

#### **2016 Update: Per the Alabama Emergency Management Agency, Alabama had one FEMA Public Assistance Declaration in 2016.**

**On January 13, 2016, the Governor requested a major disaster declaration due to severe storms, tornadoes, straight-line winds, and flooding during the period of December 23-31, 2015. The Governor requested a declaration for Public Assistance for 39 counties and Hazard Mitigation statewide. During the period of January 6-13, 2016, joint federal, state, and local government Preliminary Damage Assessments (PDAs) were conducted in the requested counties and are summarized below. PDAs estimate damages immediately after an event and are considered, along with several other factors, in determining whether a disaster is of such severity and magnitude that effective response is beyond the capabilities of the state and the affected local governments, and that Federal assistance is necessary.**

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Escambia, Fayette, Franklin, Geneva, Henry, Houston, Jackson, Lamar, Lawrence, Lee, Lowndes, Macon, Marion, Marshall, Monroe, Perry, Pike, Russell, St. Clair, Walker, and Winston Counties.

This declaration also made Hazard Mitigation Grant Program assistance requested by the Governor available for hazard mitigation measures statewide.

**Counties Affected:** Autauga County, Barbour County, Blount County, Bullock County, Butler County, Chambers County, Cherokee County, Clay County, Cleburne County, Coffee County, Colbert County, Conecuh County, Covington County, Crenshaw County, Cullman County, Dale County, DeKalb County, Elmore County, Escambia County, Fayette County, Franklin County, Geneva County, Henry County, Houston County, Jackson County, Lamar County, Lawrence County, Lee County, Lowndes County, Macon County, Marion County, Marshall County, Monroe County, Perry County, Pike County, Russell County, St. Clair County, Walker County and Winston County.

**Total Loan Amount: \$42,357,990.69**

Per AEMA Human Services Branch Director Alicia Reed, Alabama did not have any FEMA IA (Individual Assistance) Declarations last year, but had two types of SBA Declarations:

**2016 SBA Agency Declarations**

**Event: Severe Storms & Flooding Event on Dec 23 – 31, 2015**

**Declaration Date: January 15, 2016**

**Counties Affected: Primary Counties – Coffee, Jefferson, Montgomery, and Morgan; Contiguous Counties – Autauga, Bibb, Blount, Bullock, Covington, Crenshaw, Cullman, Dale, Elmore, Geneva, Lawrence, Limestone, Lowndes, Macon, Madison, Marshall, Pike, St Clair, Shelby, Tuscaloosa, and Walker**

**Total Loan Amount: \$3,118,200.00**

**Event: Severe Storm System, Strong Winds, & Tornado on Feb 2 – 3, 2016**

**Declaration Date: February 18, 2016**

**Counties Affected: Primary County – Pickens; Contiguous AL Counties – Fayette, Greene, Lamar, Sumter, and Tuscaloosa; Contiguous MS Counties – Lowndes and Noxubee**

**Total Loan Amount: \$296,400.00**

**Event: Severe Storms w/Wind & Flooding on November 29 – 30, 2016**

**Declaration Date: December 14, 2016**

**Counties Affected: Primary County – Jackson; Contiguous Counties – DeKalb, Madison and Marshall**

**Total Loan Amount: \$545,400.00**

**Overall Total: \$3,960,000.00**

**2. 2016 Drought-Related (USDA) SBA Declarations-**

**(Per AEMA, Alabama had 18 of these declarations.**

SBA declarations authorize low-interest loans for eligible homeowners, renters, businesses, private, and non-profit organizations. No county DHR office implemented their ISD disaster plan in 2016, but several offices closed early or opened late due to hazardous road conditions caused by severe winter weather and DR4251 events. However, the State Emergency Operations Center and AEMA Division Offices were activated, so the ADHR Emergency Welfare Services Disaster Response Plan was in effect. There were no reported foster family homes that were seriously damaged or foster children displaced during the declared events.

**OVERVIEW**

The Office of Child Welfare Training (OCWT) is responsible for training social work and supervisory staff of county departments in the basic child welfare skills curriculum. Trainers are located in Huntsville, Montgomery, Gadsden, Mobile and Birmingham and deliver training in cities throughout the State.

The Office of Child Welfare Training has consistently provided up-to-date training to staff by developing and delivering training programs which promote the development of competent child welfare professionals. The new Striving Toward Excellent Practice (STEP) sessions continue to equip child welfare workers and supervisors with the knowledge and skills necessary to help them to be successful in their work with families. The Office of Child Welfare Training serves as a “clearinghouse” for training needs within the Division. In some areas it will serve in a consulting role to help other units in the Division develop curricula that is outcome based and fits within the adult learning mode. In other areas, it may do more partnering by helping to deliver the training with staff. It also serves in a consulting role for the counties as they are enabled through train-the-trainer programs to produce and present some of their own training.

**DESCRIPTION OF INITIAL IN-SERVICE TRAINING PROGRAM FOR NEW CHILD WELFARE STAFF:**

Alabama Child Welfare Training (ACT I) has been the initial staff development and training program for staff. As of May 2017, it has been replaced with STEP. Generally, the majority of new staff completes their initial Foundations training no later than 3-6 months upon employment. The training is based on five foundation concepts: the belief that people can change; respecting the family’s culture, joining with families; building partnerships with birth families and foster/adoptive families in parenting; and working with families in an ecological (Systems) framework. The delivery of training has been refined to incorporate a blended learning approach. Prior to attending (in class) training, participants are given on-line reading assignments, accompanied by a short quiz to gauge their understanding. While in class, the prerequisite work is discussed and reinforced. OCWT continues to look at cost-saving measures that will not diminish the overall learning experience.

**Striving Toward Excellent Practice: STEP**

The Office of Child Welfare Training is currently revising the Child Welfare Pre Service Training. The new training, Striving Toward Excellent Practice (STEP), will have more focus on the areas of Trauma, Meaningful Casework Visits, Sexual Trafficking, Use of Psychotropic Medications, and the Involvement of Fathers, among other things.

The new design will include “Steps” of development. The first “Step” will be the foundational tools all workers need. “Steps” 2 and 3 will include specific modules for staff based upon their particular duties at DHR. (Striving Toward Excellent Practice in Intake, Striving Toward Excellent Practice in Investigation, etc.).



\*Adoption has the prerequisite of Case Management.

The new design will also incorporate more online resources. The classroom modules will be designed for the specific duties of the worker, saving time spent away from the office. Additionally our SACWIS system, FACTS, will be incorporated into the Child Welfare Curriculum, so that staff will not have to go to a separate training and they will be able to see how the work they do in the field is incorporated and supported in our FACTS system.

**GROUP PREPARATION AND SELECTION (GPS) AND DECIDING TOGETHER LEADER CERTIFICATION TRAINING**

The Office of Child Welfare Training also provides Leader Certification Training in Group Preparation and Selection (GPS) for Prospective Foster/Adoptive Parents to county staff and foster parents and to qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants through the process leading to licensure or approval. Leader certification sequences consist of two weeks of classroom training focusing on GPS curriculum and leader facilitation skills. The Office of Child Welfare Training has, in the past, partnered with other certified “Trainers of Leaders” to deliver the leader certification training. Deciding Together is another curriculum designed for use with foster/adoptive families and is delivered by the Office of Child Welfare Training. Deciding Together is a foster/adoptive preparation and selection process designed for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in GPS.

**TRAUMA INFORMED PARTNERING FOR SAFETY AND PERMANENCE (TIPS) LEADER CERTIFICATION TRAINING**

The Office of Child Welfare Training provides Leader Certification Training in Trauma Informed Partnering for Safety and Permanence (TIPS) for Prospective Foster/Adoptive Parents to county staff and foster parents and to qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants through the process leading to licensure or approval. This training replaces the Group Preparation and Selection Process Leader certification sequences and consists of two weeks (8 days) of classroom training focusing on TIPS curriculum and leader facilitation skills. The Office of Child Welfare Training has, in the past, partnered with other certified “Trainers of Leaders” to deliver the leader certification training. TIPS/Deciding Together certification is another curriculum designed for use with foster/adoptive families and is delivered by the Office of Child Welfare Training. Deciding Together is a foster/adoptive preparation and selection process

designed for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in TIPS.

### **TRAINING ENHANCEMENTS TO EXPLORE**

Children are exposed to or experience domestic violence in many ways. They may hear one parent/caregiver threaten the other, observe a parent who is out of control or reckless with anger, see one parent assault the other, or live with the aftermath of a violent assault. Many children are affected by hearing threats to the safety of their caregiver, regardless of whether it results in physical injury. Children who live with domestic violence are also at increased risk to become direct victims of child abuse. In short, domestic violence poses a serious threat to children's emotional, psychological, and physical well-being, particularly if the violence is chronic. The Office of Child Welfare Training has explored ways to include more pertinent information in preservice training that pertains to domestic violence and its effects on children. As part of this objective, OCWT coordinated efforts with the Office of CPS and the Alabama Coalition Against Domestic Violence to develop curriculum.

The involvement of fathers and paternal family members is critical to a child's growth and development. Historically, child welfare agencies have not been effective in involving fathers in the family work that is needed to achieve safety, permanency, and well-being. The Office of Child Welfare Training has enhanced the preservice training to include more in depth information on engaging and involving fathers and paternal family members that will create greater opportunities for them to be connected in ways that would benefit their children.

### **DHR Supervisory Management Training.**

An important quality of successful supervision is the ability to be an effective leader. Every leader can be a supervisor, but every supervisor cannot be a leader. DHR Supervisory Management Training was developed by The Policy and Practice Group to provide more information regarding leadership for Supervisors. This 4 day training will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance.

### **MEASURING SKILL DEVELOPMENT OF NEW/EXPERIENCED STAFF**

The supervisor remains key to the ongoing measuring of /providing coaching and feedback for skill development of line staff. Also, in classroom training there are a number of opportunities for staff to observe skills being modeled, as well as having the chance to practice and receive feedback on implementation of skills.

### **STATEWIDE INFORMATION SYSTEM (FACTS) TRAINING**

Since January 2012, the Office of Child Welfare Training trains FACTS as part of OCWT. See also selected "Checklists" on the pages that follow. FACTS will be incorporated into the new STEP training so that workers will learn the skills needed to document the work they are doing in Intake, Investigation, Case Management and Adoption.

### **CFCIP TRAINING**

We will continue to provide comprehensive, innovative and relevant training to our youth, providers, county and state staff, foster parents, judges and interested community stakeholders. We will conduct annual networking opportunities for ILP staff, providers and community stakeholders. We will continue to provide regional trainings to the county related to independent living policy and procedures and NYTD. We will provide online trainings as deemed appropriate using our LETS training system. We will improve our capacity to provide training upon request to counties and community stakeholders if staff can be added to our Program. Youth will be provided annual leadership and ILP training. Youth will participate in national conferences annually and in monthly trainings around the state. Youth, county staff and stakeholders will participate in training focused on successful transitions supported through the Youth Centered Roundtable permanency process.

### **ADDITIONAL TRAINING INFORMATION**

DHR encourages entry into the profession of social work by supporting programs and activities at several universities. DHR supports: student stipends; license review courses for social work licensure candidates; student field placement services at the Alabama A&M University, Alabama State University, Auburn University, Jacksonville State University, Miles College, Oakwood College, Talladega College, Tuskegee University, Troy University, University of Alabama, University of Montevallo, University of North Alabama, and University of South Alabama. DHR splits the cost of stipends and other funding for social work programs through

funding based on the penetration rate, i.e., the ratio of children in foster care and adoption assistance who are IV-E eligible to the total number of children in foster care and adoption assistance.

Please note that the training costs identified on the pages that follow have a focus on projected costs for FY 2017, of the CFSP for the time period of FY 2015-2019. A number of organizational areas within DHR support Family Services and charge a portion of the training they provide to child welfare funds.

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**Training Checklists**

The training checklists that follow reflect the various training events currently projected for fiscal year 2018. If additional training activities are later planned for FY 18, the training checklist(s) for such will be submitted in accordance with the directives of the ACF, Region IV Office. The training checklists that follow are organized in the following way:

- **Training Checklists - Same as CFSP:**

These checklists reflect training events that were submitted with the 2015-2019 CFSP and **do not have any changes** that have been made. ***They are therefore not included in the 2018 APSR – Final Alabama Training Plan.***

- |  |                 |
|--|-----------------|
| 1. Performance Appraisal                 | CFSP Page #: 6  |
| 2. Progressive Discipline                | CFSP Page #: 7  |
| 3. Read – Act Leadership                 | CFSP Page #: 8  |
| 4. Concurrent Permanent Planning         | CFSP Page #: 17 |
| 5. Medicaid Rehabilitation Training      | CFSP Page #: 19 |
| 6. Tools of Choice                       | CFSP Page #: 20 |
| 7. FACTS Finance and/or Provider Courses | CFSP Page #: 23 |
| 8. FACTS Basic User Courses              | CFSP Page #: 24 |
| 9. Alabama Higher Education Consortium   | CFSP Page #: 29 |
| 10. Youth Advisory Council Meetings      | CFSP Page #: 45 |

- **Training Checklists – Deleted from CFSP, See Pages 7 - 9:**

These checklists reflect training events that were submitted with the 2015-2019 CFSP, but are not planned for FY 18, and thereby have been deleted (year of deletion is noted). The **title** of the training event along with the **syllabus description**, are included in the ***2018 APSR – Final Alabama Training Plan (pages 7-9)***. The entire checklist is not included, however its location in the 2015-2019 CFSP is noted below.

- |                                     |                                   |                 |
|-------------------------------------|-----------------------------------|-----------------|
| 1. ACT                              | Deleted with 2018 APSR Submission | CFSP Page #: 9  |
| 2. Leader Certification in GPS      | Deleted with 2018 APSR Submission | CFSP Page #: 10 |
| 3. Deciding Together                | Deleted with 2018 APSR Submission | CFSP Page #: 11 |
| 4. Pract. Child Sexual Abuse Inter. | Deleted with 2017 APSR Submission | CFSP Page #: 14 |
| 5. Practical CPS Training           | Deleted with 2017 APSR Submission | CFSP Page #: 15 |
| 6. Supervisor Training              | Deleted with 2018 APSR Submission | CFSP Page #: 16 |
| 7. TOPIC                            | Deleted with 2016 APSR Submission | CFSP Page #: 25 |

8. MOTIVATE	Deleted with 2017 APSR Submission	CFSP Page #: 26
9. Fall Social Work Conference	Deleted with 2018 APSR Submission *	CFSP Page #: 28
10. Child Abuse/Neglect Assess.	Deleted with 2018 APSR Submission **	CFSP Page #: 31

\* This training event is included in the University of Alabama Partnership, see page 49.

\*\* In the CFSP was entitled, "Investigative & Forensic Interview Training"

• **Training Checklists – New to CFSP, See Pages 10 - 39:**

These checklists reflect training events that have been added since the CFSP was submitted. The year the training event was added is noted, as well as the page number in the **2018 APSR – Final Alabama Training Plan (TP)**.

1. STEP	New with the 2017 APSR Submission	Page # in 2018 TP: 11
2. Leader Cert. UPDATE	New with the 2017 APSR Submission *	Page # in 2018 TP: 12
3. Leader Certification in TIPS	New with the 2017 APSR Submission *	Page # in 2018 TP: 13
4. Master Certification in TIPS	New with the 2017 APSR Submission	Page # in 2018 TP: 14
5. TIPS/Deciding Together	New with the 2017 APSR Submission	Page # in 2018 TP: 15
6. Supervisor Management	New with the 2017 APSR Submission *	Page # in 2018 TP: 16
7. Multi-disciplinary Team Bldg	New with the 2016 APSR Submission *	Page # in 2018 TP: 17
8. Psychotropic Medications	New with the 2017 APSR Submission *	Page # in 2018 TP: 18
9. Sex Trafficking	New with the 2017 APSR Submission *	Page # in 2018 TP: 19
10. Annual Meeting w/ The Tribe	New with the 2016 APSR Submission *	Page # in 2018 TP: 20
11. Meetings/Training by FS Staff	New with the 2017 APSR Submission *	Page # in 2018 TP: 21
12. CWCI Meeting	New with the 2016 APSR Submission *	Page # in 2018 TP: 22
13. Wendy Wonderful Kids (WWK)	New with the 2016 APSR Submission *	Page # in 2018 TP: 23
14. ICAMA Conference	New with the 2016 APSR Submission *	Page # in 2018 TP: 24
15. NACAC Conference	New with the 2016 APSR Submission *	Page # in 2018 TP: 25
16. CWLA Conference	New with the 2016 APSR Submission *	Page # in 2018 TP: 26
17. Guardian-ad-litem	New with the 2016 APSR Submission *	Page # in 2018 TP: 27
18. Nat'l Conf. on Chld Abuse/Neg.	New with the 2017 APSR Submission *	Page # in 2018 TP: 28
19. Safety Assessment/Safety Plan	New with the 2018 APSR Submission	Page # in 2018 TP: 29
20. SLO Meeting	New with the 2018 APSR Submission *	Page # in 2018 TP: 30
21. ISP Form Training	New with the 2018 APSR Submission	Page # in 2018 TP: 31
22. QA Coordinator	New with the 2018 APSR Submission	Page # in 2018 TP: 32
23. TIPS/GPS (county level)	New with the 2018 APSR Submission	Page # in 2018 TP: 33
24. NSEP	New with the 2018 APSR Submission	Page # in 2018 TP: 34
25. Supervisor Training	New with the 2018 APSR Submission	Page # in 2018 TP: 35
26. Children's Justice TF Annual Mtg.	New with the 2018 APSR Submission	Page # in 2018 TP: 36
27. Judicial Child Welfare Summit	New with the 2018 APSR Submission	Page # in 2018 TP: 37
28. I-CAN Team meetings	New with the 2018 APSR Submission	Page # in 2018 TP: 38
29. Coord. State CW Grantee Mtg	New with the 2018 APSR Submission	Page # in 2018 TP: 39

\* Changes from the initial submission are reflected in the checklist of the 2018 submission, and are also indicated below.

- Leader Cert. UPDATE # of days = 3, instead of 10. # of credit hrs. = 18, instead of 48.
- Leader Cert. in TIPS # of days = 8, instead of 10.

- Supervisor Management: Changes/edits in syllabus description. Est. # of participants = 486, not 475. Cost allocation content added.
- Multi-disciplinary Tm Bld. Changes/edits in syllabus description.
- Psychotropic Med. Venue added (Continuing In-service). Removed funding source of caseworker visits (now SSBG); revisions in audience/cost alloc.method.
- Sex Trafficking Admin. Functions added (Referral to services, Preparation/Participation in Judicial Deter., & Develop./Maint. Of Case Plan). Audience added Parents)/Aud removed – medical personnel. Caseworker visits funds and seeking Medicaid funding removed (only IV-E-FC used. Cost alloc method revised.
- Annual Mtg. w/ Tribe Cost allocation content included.
- Mtgs/Trnngs by FS staff # of participants = 1476, not 1300. Est. costs = \$225,000, not \$200,000. Cost allocation content included. Rev. made to audience & funding (IV-B-2 (PSSF) removed.
- CWCI meeting Cost allocation content included.
- WWK Est. costs = \$4,000, not \$6,000. Cost allocation content included.
- ICAMA Est. costs = \$3,000, not \$3,025. Cost allocation content included.
- NACAC Admin. Functions added (Placement of child & Recruitment/Licensing of F/A Homes & Institutions). Est. participants = 4, not 2. Est. costs = \$8,000 not \$4,600. Cost allocation content included.
- CWLA Cost allocation content included. Caseworker visits funds removed & SSBG added.
- Guardian-ad-litem Cost allocation content added.
- Nat'l Conf. on Ch. A/N Cost allocation content added.
- SLO Meeting Removed from bullet list (Other Program Training) and placed into a Checklist.
- Judicial Child Welfare Summit Removed from bullet list (Other Program Training) and placed into a Checklist.

(Adp.

• **Training Checklists – New since the CFSP and Deleted from CFSP, See Pages 40 – 42**

These checklists reflect training events that were **added** at some point since the CFSP was submitted, and with the **2017 or 2018 APSR Submission**, are being **deleted** (for each checklist the year of being added / deleted is noted). The page number in the **2016 or 2017 APSR** is identified as applicable.

1. NCAC and FSD Staff	New w/ 2016 APSR / Deleted w/ 2017 APSR	See comments, page	40
2. AL-GA Training Meeting	New w/ 2016 APSR / Deleted w/ 2017 APSR	See comments, page	40
3. Child Sexual Exploitation	New w/ 2016 APSR / Deleted w/ 2017 APSR	Page # in 2016 APSR:	49
4. AFCARS	New w/ 2016 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	57
5. Building Bridges	New w/ 2016 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	65
6. Foster Care Youth Summit	New w/ 2016 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	68
7. Family Services Policy	New w/ 2016 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	71
8. IV-E Waiver	New w/ 2016 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	72
9. Reasonable/Prudent Parenting	New w/ 2017 APSR / Deleted w/ 2018 APSR	Page # in 2017 APSR:	60

- **Training Checklist – Changes from CFSP, See Pages 43 - 68**

These checklists reflect training events that were submitted with the 2015-2019 CFSP, remain in the Training Plan, and have changes that have been made to the original submission as noted below/next page.

- |                              |  |
|------------------------------|--|
| 1. FACTS Refresher           | Edits made to the wording of the cost allocation methodology.  |
| 2. Underlying Conditions     | SSBG added as an applicable funding source.  |
| 3. ISP / Substance Abuse     | SSBG added as an applicable funding source.  |
| 4. Targeted Case Mgmt        | Venue is now in-house agency, not public university & is 1 day, not 5 days   |
| 5. Supervisor Conference     | Remove funding source of caseworker visit and add IV-B-1 (CWS), IV-E FC, and IV-E Adoption. Estimated participants = 325, not 1500.<br>Estimated costs = \$160,000, not \$690,000  |
| 6. MAT                       | Remove funding source of caseworker visit and add IV-B-1 (CWS), IV-E, FC, and IV-E, Adoption.  |
| 7. Partnership w/ Univ of AL | Changes/edits made to syllabus description. Admin function added (Case Mgmt). Addition to duration of training (see explanation on cklist). Days/hrs of days added (see explanation on cklist). Est. participants = 600, not 15;<br>Est. costs = \$250,000, not \$100,000. |
| 8. Family Vio./Safety in CPS | Title of training activity has been changed to current title & changes/edits have been made to the syllabus description. Estimated # of participants = 90, not 120. Estimated costs are \$40,000, not \$80,000.  |
| 9. ICPC Conference           | Cost allocation method is provided (none was indicated in CFSP). Content added to syllabus description.  |
| 10. Trained Therapist Ntwk   | Changes/edits made to syllabus description. Estimated # of participants = 750, not 850. Estimated costs = \$23,000, not \$21,250.00. Rev. made to audience and cost alloc. Method. Funding source changed: remove AIF & added IV-B-2 (PSSF)                                |
| 11. APAC Contract            | Changes/edits made to syllabus description. Est. costs = \$21,250, not \$19,200.   |
| 12. Permanency Conf.         | Administrative function added (Recruit/Licensing of F/A Homes & Institutions). Two audience groups added: foster parents & child placement agency staff. Est. # of participants = 200, not 300. Est. costs = \$109,500 not \$100,000.                                      |
| 13. Annual Nat'l IL Conf.    | Est. # of participants = 45, not 115. Est. costs = \$47,895, not \$193,000. Cost allocation method is provided (none was indicated in CFSP).   |
| 14. ILP Conf. Camps          | Cost allocation method is provided (none was indicated in CFSP).   |
| 15. Youth Leadership Tring   | Edits made to the wording of the cost allocation methodology.  |
| 16. Dream Council Mtgs.      | Edits made to the wording of the cost allocation methodology.  |
| 17. ILP Networking Conf.     | Edits made to the wording of the cost allocation methodology.  |
| 18. State/County QA Mtg.     | Hours per day added. Est. # of participants = 200, not 150. Est. costs = \$13,350, not \$12,000. Removed funding source of caseworker visit and added, IV-B-1 (CWS), IV-B-2 (PSSF), IV-E, Foster Care, IV-E, Adoption, TANF, SSBG, Child Support, and Title XIX.           |
| 19. Adjunct Rvwr Tring       | Hours per day added. Est. # of participants = 200, not 35. Est. Costs = \$30,000, not, \$5250. Removed funding source of caseworker visit and added, IV-B-1 (CWS), IV-B-2 (PSSF), IV-E, Foster Care, IV-E, Adoption, TANF, SSBG, Child Support, and Title XIX.             |

- |   |   |
|---|---|
| 20. AFAPA Contract                      | Changes/edits made to the syllabus description. Administrative functions added (Hearings and Appeals & Preparation for/Participation in Judicial Determinations). Credit hours notation has been added. |
| 21. International Child Abuse Symposium | Changes/edits made to the syllabus description. Est. costs = \$150,000, not \$130,000.  |
| 22. Doing What Matters Conf.            | Edits made to the syllabus description.   |

- **Other Program Training - See Page 69**

## **Training Checklists – Deleted from CFSP**

**Removal of Training Checklist: Alabama Child Welfare Training (ACT) Curriculum**

**It is not anticipated that the curriculum for Alabama Child Welfare Training (ACT) described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

Alabama Child Welfare Training (ACT I) basic child welfare skills curriculum for social workers and supervisors: three modules which include OJT components. ACT is based on five foundation concepts: belief that people can change; respecting the family's culture; joining with families; building partnerships with birth families and adoptive/foster families in partnership working with families in an ecological system framework.

**Removal of Training Checklist: LEADER CERTIFICATION IN GROUP PREPARATION AND SELECTION (GPS) Training Curriculum**

**It is not anticipated that the curriculum for LEADER CERTIFICATION IN GPS described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

Leader certification training in Group Preparation and Selection (GPS) for prospective foster/adoptive parents and county staff and foster parents and qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants thru the process of licensure or approval. Leader certification sequences consist of 2 weeks of classroom training focusing on GPS curriculum and leader facilitation skills.

**Removal of Training Checklist: DECIDING TOGETHER Training Curriculum**

**It is not anticipated that the curriculum for DECIDING TOGETHER Training described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

Deciding Together Training is a foster/adoptive preparation and selection process for county staff and qualified staff of licensed child placing agencies that is intended for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in Group Preparation and Selection (GPS).

**Removal of Training Checklist: PRACTICAL CHILD SEXUAL ABUSE Training Curriculum**

**It is not anticipated that the curriculum for Practical Child Sexual Abuse Intervention described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

Practical Child Sexual Abuse Intervention is a 5 day training developed by the National Child Advocacy Center to enable workers to acquire skills in the investigation of child sexual abuse, and working with families that are impacted by child sexual abuse. It includes information regarding the dynamics of child sexual abuse.

**Removal of Training Checklist: PRACTICAL CHILD PROTECTION SERVICES Training Curriculum**

**It is not anticipated that the curriculum for Practical Child Protection Services (CPS) described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

Practical Child Protection Services (CPS) was developed by the National Child Advocacy Center to enable workers to: distinguish between abuse and accidental injury; achieve crisis management; recognize emerging safety/removal factors; assign risk and safety priorities; assess level of risk in various family situations; assess ability/willingness of non-offending parent to protect child; assess probability of recurring safety issues.

**Removal of Training Checklist: SUPERVISOR'S TRAINING Curriculum**

**It is not anticipated that the below curriculum for ACT II: Supervisor's Training described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.**

**It is being replaced with a new curriculum: DHR Supervisory Management Training).**

Supervisor's Training is an ACT II module, which has a goal of providing new supervisors with basic skills and knowledge to be an effective leader within the agency. It is a six day training that covers basic skills for supervisory staff and provides the foundation for supervisory practice in child welfare. The pervading theme of the module is that the paramount role of the supervisor as "Guardians of Practice" is to enable front line staff to meet the needs of families and children

and to fulfill the mission of the agency . One focus is emphasizing the importance of creating a positive tone within the supervisor's unit to enhance worker productivity. Also, the supervisor as a negotiator and mediator between units and upper management is another focal point.

**Removal of Training Checklist: TOPIC Training Curriculum**

The **TOPIC** training curriculum described below did/will not occur in FY 2015. Also, it is not anticipated that this training event will take place during the CFSP time frame of FY 2015 – 2019.

A checklist was included in the Training Plan that was submitted with the 2015 – 2019 CFSP; however, it has been removed because there is no present plan for this training activity to occur.

TOPIC is a curriculum based training adapted from TOOLS OF CHOICE for YOUTH, focusing on communication, life skills and independence through their own behavior. Outcomes are based on skills learned in the class and when used with adults they interact with. The modules were piloted at Brantwood Children's Home with youth aged 14-21. The program is offered in four areas of the state, - one is served through contract with Auburn University, two areas are served by the department; and another is jointly served by a contract and state employee.

**Removal of Training Checklist: MOTIVATE Training Curriculum**

The **MOTIVATE** training curriculum described below is not scheduled to occur over the remainder of the years covered by the FY 2015 – 2019 CFSP; therefore, it has been removed from the Training Plan.

MOTIVATE is a curriculum created and presented by the Behavior Analyst staff/interns to DHR service line staff. The goal is to improve the Caseworkers' communication, to improve visits with the child and family and to improve all contacts related to the child and family. There are 6 modules that make up the training. The training is usually presented in two 1/2 day sessions.

**Removal of Training Checklist: FALL SOCIAL WORK CONFERENCE**

The FALL SOCIAL WORK CONFERENCE described below, is a part of the University of Alabama Partnership (see p. 46) and is thereby being removed as a separate training event (checklist).

Fall Social Work Conference - Statewide conference designed to provide cutting-edge information on best practices with children and families to agency staff. The conference theme for the 16th Annual Conference is "Well-being: Seeing the Big Picture". The dates will be October 5-6, 2017. The conference program is still under development.

**Removal of Training Checklist: CHILD ABUSE & NEGLECT ASSESSMENT & INVESTIGATIVE INTERVIEWS**

It is not anticipated that the curriculum for **CHILD ABUSE & NEGLECT ASSESSMENT/INVESTIGATIVE INTERVIEWS** described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.

Two to Three sessions of "Child Abuse & Neglect Assessment/Investigative Interviews: How to Talk to Children" (formerly entitled, "Investigative & Forensic Interview Training") are planned for FY 2017. Each 3 day session will focus on conducting assessment/investigative interviews of children, who have been abused or neglected. The training will be provided to County Multidisciplinary Team members, County and State Office Staff. Approximately 90 participants will be trained. The estimated costs are for travel costs including mileage and per diem.

## **Training Checklists – New / Added To CFSP**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Striving Toward Excellent Practice (STEP), will have a focus on the areas of Trauma, Meaningful Casework Visits, Sexual Trafficking, Use of Psychotropic Medications, and the Involvement of Fathers, among other things. The new design will include "Steps" of development. The first "Step" will be the foundational tools all workers need. "Steps" 2 and 3 will include specific modules for staff based upon their particular duties at DHR. (Striving Toward Excellent Practice in Intake, Striving Toward Excellent Practice in Investigation, etc.)

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input checked="" type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	11 Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
		<input type="checkbox"/>	81 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
		<input checked="" type="checkbox"/>	Other community staff (medical, legal, police)	Indian Tribe

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		1000	Total Cost	\$850,000.00	
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing notebooks, etc.).  
 2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Title IV-E GA
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

# "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Leader certification UPDATE training in Trauma Informed Partnering for Safety (TIPS) for prospective foster/adoptive parents and county staff and foster parents and qualified staff of licensed child placing agencies who are GPS leaders who lead groups of foster/adoptive applicants thru the process of licensure or approval. Leader certification update sequences consist of 3 days of classroom training focusing on TIPS curriculum and leader facilitation skills.

OCWT-2

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	18 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0	Total Cos	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class	1000	Total Cos	\$266,000.00		
<input checked="" type="checkbox"/> Other (specify) SEE BELOW	<input type="checkbox"/>						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify



# "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Leader certification training in Trauma Informed Partnering for Safety (TIPS) for prospective foster/adoptive parents and county staff and foster parents and qualified staff of licensed child placing agencies who will lead groups of foster/adoptive applicants thru the process of licensure or approval. Leader certification sequences consist of 2 weeks (8 days) of classroom training focusing on TIPS curriculum and leader facilitation skills.

OCWT-2

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	8	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>		Hours per day
	<input type="checkbox"/>	48	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		1000	Total Cost	\$800,000.00	
<input checked="" type="checkbox"/> Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify



# "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Master level Certification in Trauma Informed Partnering for Safety (TIPS) for TIPS Trainers Consists of a 3 Day Consultation with Children's Alliance of Kansas.

OCWT-2

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/>	Conference/workshop	<input checked="" type="checkbox"/>	Other ----->	Children's Alliance of Kansas

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	3	Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)		Hours per day
		18	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
		<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainee	0	Total Cos	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class			6	Total Cos	\$10,000.00
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

TIPS/Deciding Together Training is a foster/adoptive preparation and selection process for county staff and qualified staff of licensed child placing agencies that is intended for use with individuals/families whose geographic location or circumstances of employment prohibit attendance at the 10 weeks of group meetings included in TIPS.

OCWT-3

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	15 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class			375	Total Cost	\$68,750.00
<input checked="" type="checkbox"/> Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

## DHR Supervisory Management Training

### Brief Syllabus of Training Activity:

This training will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance. The contract will also be utilized to provide coaching to state office staff in their work of building capacity in county supervisors. For the initial Supervisors and Directors, we are contracting with the University of Alabama to provide the training. Subsequent new hires as Directors will be trained by in house agency training staff. The Office Of Quality Child Welfare Practice is providing hands on follow through derived from the classroom supervisor management training. This follow through is delivered in person as monthly support to County Supervisors in all 67 counties. This support will assist supervisors in providing structure to case workers, clear expectations, working agreements, holding case worker conferences, holding unit meetings, how to improve case practice, how to review case work on a consistent basis, in house training for areas identified as needing improvement, adherence to policy and continuous quality improvement. This in turn will ensure an informed worker in all areas of practice, a worker that is equipped with knowledge required to do their job, and a worker that feels supported by their supervisor and management. The goal is staff retention and development of case workers.

<b>"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN</b>				
(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)				
<i>Provide a one paragraph brief syllabus of the training activity</i>				
DHR Supervisory Management Training: See above for description of this training activity.				
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>				
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination <input type="checkbox"/> Rate Setting <input type="checkbox"/> Hearings and Appeals <input type="checkbox"/> Referral to Services <input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Placement of Child <input type="checkbox"/> Development and Maintenance of Case Plan <input checked="" type="checkbox"/> Case Management <input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions <input checked="" type="checkbox"/> Data Collection and Reporting			
<i>Indicate setting/venue for the training activity</i>		<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency) <input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees) <input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees) <input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> In-house agency training staff <input checked="" type="checkbox"/> Public university -----> Univ. of Alabama <input type="checkbox"/> Private university -----> <input type="checkbox"/> Other ----->	Specify		
<i>Indicate duration category of the training activity</i>		<i>Specify approximate number of days or hours of training activity</i>		
<input type="checkbox"/> Short Term (Less than eight consecutive work weeks) <input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input checked="" type="checkbox"/> 4 Days <input type="checkbox"/> Hours per day <input type="checkbox"/> Credit hours			
<i>Indicate the audience to receive training</i>				
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan <input type="checkbox"/> Volunteers of State/local agency administering State Plan <input type="checkbox"/> Persons preparing for employment with State/local agency <input type="checkbox"/> Foster parents	<input type="checkbox"/> Adoptive parents <input type="checkbox"/> Child caring agency staff <input type="checkbox"/> Child placement agency staff <input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input type="checkbox"/> Other community staff (medical, legal, police)			Specify
<i>Costing method</i>		<i>Estimated total cost</i>		
Unit cost per trainee (Tuition/books/supplies per trainee) or		Unit cost	\$0.00	
Cost per class/training function		No. Trainees	486	
Other (specify) travel/per diem		Total Cost	\$0.00	
		Estim. no. of trainees in class	Total Cost	
			\$450,000.00	
<i>Cost allocation methodology</i>				
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)				
This training is directly charged to grant indicated below.				
<i>Indicate all applicable funding sources</i>				
<input type="checkbox"/> IV-B-1 (CWS) <input type="checkbox"/> IV-B-2 (PSSF) <input type="checkbox"/> IV-E Foster Care <input type="checkbox"/> IV-E Adoption <input type="checkbox"/> TANF <input type="checkbox"/> SSBG	<input type="checkbox"/> CAPTA <input type="checkbox"/> IV-E Chafee ILP <input type="checkbox"/> State only (mark only if other than non-Fed match) <input checked="" type="checkbox"/> Other, Specify - Caseworker Visit Funds <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify			

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Multidisciplinary Team Building Training is a planned expenditure of Children's Justice Grant funds for the FY 2018. This one day training is planned for 4 training sites across the State. County DHR Multidisciplinary Teams (MDT) on Child Abuse will be invited to attend the training. This is a planned multi-year training project in order to provide access to all County MDT. The goals of the training are to strengthen the relationships among team members and increase the effectiveness of the teams.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other ----- SouthernRegional Children's Advocacy Center	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 7 Hours per day
	<input type="checkbox"/> 6 Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	<small>Specify</small>
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	
	<input checked="" type="checkbox"/> Other community staff (medical, legal, police)	medical,police,school,

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		126	Total Cost	\$55,000.00	
<input checked="" type="checkbox"/> Other (specify)	7 teams X 6 members					

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)  
 1. Training costs are part f overhead (such as supplies, printing,notebooks etc..) 2. Costs are directly charged to grant for training costs (such as travel of employees, trainers' travel) go into a pool and are distributed according to IV-E/IV-B Penetration Rate

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Spe Children's Justice Grant
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Mandatory training developed and provided to county directors, staff, supervisors, mental health providers, therapeutic and traditional foster parents, congregate care providers, community stake holders, AOC partners, residential treatment facilities statewide related to the providing medication monitoring and oversight of psychotropic medications.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other ----->	Undetermined

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	18	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	8	Hours per day
		Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	Specify Mental Health, Juvenile J
<input checked="" type="checkbox"/> Foster Youth	<input checked="" type="checkbox"/>	Other community staff (legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees		Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		1000	Total Cost	\$150,000	
<input type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

This training is directly charged to grant indicated below.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify.
<input checked="" type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Mandatory training developed and provided to county directors, staff, supervisors, therapeutic and traditional foster parents, congregate care providers, community stakeholders, AOC partners, residential treatment facilities, law enforcement partners statewide related to the Sex Trafficking Procedures and Protocol.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other ----->	Undetermined

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	24	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	8	Hours per day
		Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents	
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	<small>Specify</small>
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	Juvenile Justice
<input checked="" type="checkbox"/> Foster Youth	<input checked="" type="checkbox"/>	Other community staff (legal, police)	Police, Legal

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	1200	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class				Total Cost	\$100,000
<input type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

The training is directly charged to grant indicated below.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify.
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Annual Meeting between SDHR staff and staff from the Poarch Band of Creek Indians in Atmore, AL, in FY's 2015-2019. Plans per each meeting are provided below. For a full description of this meeting, please see Alabama's 2018 APSR, pages 114 – 119. The 2017 annual meeting was held on May 3, 2017, at the offices of the Poarch Band of Creek Indians. Topics discussed at this meeting included: progress on the Inter-Agency Agreement, ICWA Compliance, Independent Living Program summary, and a brief overview of DHR Training for new child welfare staff was distributed.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		8	Total Cost	\$600.00	
<input checked="" type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Meetings, training sessions, and consultative visits by Family Services staff. Topic addressed/discussed could range from specific consultation regarding a particular child and/or family, to a training for child welfare staff.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/> Placement of Child
<input checked="" type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input checked="" type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input checked="" type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	6 Hours per day
	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/> Child placement agency staff
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input checked="" type="checkbox"/> Other community staff (legal, police)

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		1476	Total Cost	\$225,000.00	
<input checked="" type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Employees use their own Program Effort Codes to cost out their training. Most will be service workers whose cost is distributed/based on

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input checked="" type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input checked="" type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<b>Provide a one paragraph <i>brief</i> syllabus of the training activity</b>							
Attendance by Family Services staff at any Region IV Children's Bureau sponsored /coordinated CWCI meeting, during the time frame of FY 2015 - 2019. Plans per each meeting are provided below.							
<b>Indicate which, if any, of the <i>specifically allowable</i> Title IV-E administrative functions this training activity addresses.</b>							
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child					
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan					
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management					
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions					
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting					
<b>Indicate setting/venue for the training activity</b>			<b>Indicate proposed provider of training activity</b>				
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify				
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->					
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->					
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other - As planned by Region IV staff. ----->					
<b>Indicate duration category of the training activity</b>			<b>Specify approximate number of days or hours of training activity</b>				
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2	Days				
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>		Hours per day				
	<input type="checkbox"/>		Credit hours				
<b>Indicate the audience to receive training</b>							
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents					
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff					
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify				
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)					
	<input type="checkbox"/>	Other community staff (medical, legal, police)					
<b>Costing method</b>			<b>Estimated total cost</b>				
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class			2	Total Cost	\$1,500.00
<input type="checkbox"/> Other (specify)							
<b>Cost allocation methodology</b>							
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)							
Costs are directly charged							
<b>Indicate all applicable funding sources</b>							
<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA					
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP					
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)					
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify					
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify					
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify					

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph <b>brief syllabus</b> of the training activity						
Attendance by Family Services staff members to Wendy's Wonderful Kids Summits in FY 2015 - 2019 time frame. Plans per each conference are provided below. The Wendy's Wonderful Kids Summit is an annual event held in May. It is required that WWK recruiters attend this Summit. The Summit provides training in topics and strategies pertinent to adoption, particularly related to adoption planning and placement for older children, sib groups and other children with significant special needs. The Summit also provides opportunities for networking among recruiters and special times for recognizing achievements, etc. The structure includes breakout and general sessions as well as some panel discussions.						
Indicate which, <b>if any</b> , of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.						
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination		<input type="checkbox"/> Placement of Child				
<input type="checkbox"/> Rate Setting		<input checked="" type="checkbox"/> Development and Maintenance of Case Plan				
<input type="checkbox"/> Hearings and Appeals		<input type="checkbox"/> Case Management				
<input type="checkbox"/> Referral to Services		<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions				
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations		<input type="checkbox"/> Data Collection and Reporting				
Indicate setting/venue for the training activity			Indicate proposed provider of training activity			
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)		<input type="checkbox"/> In-house agency training staff	Specify			
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)		<input type="checkbox"/> Public university ----->				
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)		<input type="checkbox"/> Private university ----->				
<input checked="" type="checkbox"/> Conference/workshop		<input checked="" type="checkbox"/> Other --- As coordinated by the Dave Thomas Found. For Adoption----->				
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity			
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	3	Days				
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)		Hours per day				
		Credit hours				
Indicate the audience to receive training						
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan		<input type="checkbox"/> Adoptive parents				
<input type="checkbox"/> Volunteers of State/local agency administering State Plan		<input type="checkbox"/> Child caring agency staff				
<input type="checkbox"/> Persons preparing for employment with State/local agency		<input type="checkbox"/> Child placement agency staff	Specify			
<input type="checkbox"/> Foster parents		<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)				
		<input type="checkbox"/> Other community staff (medical, legal, police)				
Costing method			Estimated total cost			
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class			2-3	Total Cost	\$4,000.00
<input checked="" type="checkbox"/> Other (specify) travel/per diem						
Cost allocation methodology						
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)						
Costs are directly charged						
Indicate all applicable funding sources						
<input type="checkbox"/> IV-B-1 (CWS)		<input type="checkbox"/> CAPTA				
<input type="checkbox"/> IV-B-2 (PSSF)		<input type="checkbox"/> IV-E Chafee ILP				
<input type="checkbox"/> IV-E Foster Care		<input type="checkbox"/> State only (mark only if other than non-Fed match)				
<input type="checkbox"/> IV-E Adoption		<input checked="" type="checkbox"/> Other, Specify - Adoption Incentive Funds				
<input type="checkbox"/> TANF		<input type="checkbox"/> Other, Specify				
<input type="checkbox"/> SSBG		<input type="checkbox"/> Other, Specify				

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph brief syllabus of the training activity													
Family Services staff members attendance at National ICAMA Conferences in FY's 2015-2019. Plans per each conference are provided below. The Interstate Compact on Adoption and Medical Assistance (ICAMA) is the avenue for Medicaid to be open for adopted children with active subsidy agreements when they move across state lines. Alabama DHR's deputy compact administrator is responsible for ICAMA for our agency. In 2015 the ICAMA database was launched to make the process more efficient. At the 2016 National Meeting there was discussion regarding issues and improvements to the database. Additionally, briefings on Title IV-E eligibility and implications for Medicaid were discussed as well as implications from the Supreme Court ruling in Obergefell v. Hodges on adoption assistance agreements (subsidy agreements). At the 2017 conference, a database update was made. Training also occurred in EPSDT, Inpatient Psychiatric Care, Improving the ICPC process for SSI-Eligible youth, along with other topics. The networking with other state administrators assists in the efficiency and effectiveness in maintaining open Medicaid for adopted children when they move to another state.													
Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.													
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination <input type="checkbox"/> Rate Setting <input type="checkbox"/> Hearings and Appeals <input type="checkbox"/> Referral to Services <input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Placement of Child <input checked="" type="checkbox"/> Development and Maintenance of Case Plan <input type="checkbox"/> Case Management <input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions <input type="checkbox"/> Data Collection and Reporting												
Indicate setting/venue for the training activity			Indicate proposed provider of training activity										
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency) <input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees) <input type="checkbox"/> Continuing In-Service (On-going training for existing employees) <input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> In-house agency training staff <input type="checkbox"/> Public university -----> <input type="checkbox"/> Private university -----> <input type="checkbox"/> Other ----->												
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity										
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks) <input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 3 Days <input type="checkbox"/> Hours per day <input type="checkbox"/> Credit hours												
Indicate the audience to receive training													
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan <input type="checkbox"/> Volunteers of State/local agency administering State Plan <input type="checkbox"/> Persons preparing for employment with State/local agency <input type="checkbox"/> Foster parents	<input type="checkbox"/> Adoptive parents <input type="checkbox"/> Child caring agency staff <input type="checkbox"/> Child placement agency staff <input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input type="checkbox"/> Other community staff (medical, legal, police)												
Costing method			Estimated total cost										
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or <input type="checkbox"/> Cost per class/training function <input checked="" type="checkbox"/> Other (specify) travel/per diem	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr> <td style="width: 15%;">Unit cost</td> <td style="width: 15%;">\$0.00</td> <td style="width: 15%;">No. Trainees</td> <td style="width: 15%;">0</td> <td style="width: 15%;">Total Cost</td> <td style="width: 15%;">\$0.00</td> </tr> <tr> <td>Estim. no. of trainees in class</td> <td></td> <td></td> <td>1</td> <td>Total Cost</td> <td>\$3,000.00</td> </tr> </table>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00	Estim. no. of trainees in class			1	Total Cost	\$3,000.00
Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00								
Estim. no. of trainees in class			1	Total Cost	\$3,000.00								
Cost allocation methodology													
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable) Costs are directly charged.													
Indicate all applicable funding sources													
<input type="checkbox"/> IV-B-1 (CWS) <input type="checkbox"/> IV-B-2 (PSSF) <input type="checkbox"/> IV-E Foster Care <input type="checkbox"/> IV-E Adoption <input type="checkbox"/> TANF <input type="checkbox"/> SSBG	<input type="checkbox"/> CAPTA <input type="checkbox"/> IV-E Chafee ILP <input type="checkbox"/> State only (mark only if other than non-Fed match) <input checked="" type="checkbox"/> Other, Specify - Adoption Incentive Funds <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify												

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph <b>brief syllabus</b> of the training activity						
Attendance of Family Services staff to the Annual Conference of NACAC. in FY's 2015 - 2019. Plans per each conference are provided below. NACAC is the North American Council on Adoptable Children. NACAC hosts an annual conference for adoptive, kinship and foster parents; child welfare professionals; adoptees, foster care alumni and other child advocates. The 2016 conference was held in Nashville, TN and the theme was "You Are Not Alone: Building a Community to Support Permanency". Alabama DHR sent three staff: one from our legal division, one from a county Department (assistant director responsible for child welfare) and one from the State DHR Office of Adoption. The 2017 theme is "Families Matter: Exploring Solutions in Adoption and Foster Care. It will offer 80+ sessions in topic-specific tracks, including core issues in adoption, therapeutic techniques, kinship care and birth family connections, and many others.						
Indicate which, <b>if any</b> , of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.						
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child				
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan				
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management				
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions				
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting				
Indicate setting/venue for the training activity			Indicate proposed provider of training activity			
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff		Specify			
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->					
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->					
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->					
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity			
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	4	Days				
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day				
	<input type="checkbox"/>	Credit hours				
Indicate the audience to receive training						
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents					
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff					
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff		Specify			
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)					
	<input type="checkbox"/> Other community staff (medical, legal, police)					
Costing method			Estimated total cost			
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class	4		Total Cost	\$8,000.00	
<input checked="" type="checkbox"/> Other (specify) travel/per diem						
Cost allocation methodology						
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)						
Costs are directly charged						
Indicate all applicable funding sources						
<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA					
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP					
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)					
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify - Adoption Incentive Funds					
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify					
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify					

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>																					
Attendance of Family Services staff at the Child Welfare League of America Conference in FY's 2015 - 2019. Plans per each conference are provided below.																					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>																					
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination <input type="checkbox"/> Rate Setting <input type="checkbox"/> Hearings and Appeals <input type="checkbox"/> Referral to Services <input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Placement of Child <input checked="" type="checkbox"/> Development and Maintenance of Case Plan <input type="checkbox"/> Case Management <input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions <input type="checkbox"/> Data Collection and Reporting																				
<i>Indicate setting/venue for the training activity</i>																					
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency) <input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees) <input type="checkbox"/> Continuing In-Service (On-going training for existing employees) <input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span> <input type="checkbox"/> Public university -----> <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span> <input type="checkbox"/> Private university -----> <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span> <input checked="" type="checkbox"/> Other ----as scheduled by CWLA ----->																				
<i>Indicate duration category of the training activity</i>																					
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks) <input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 3 Days <input type="checkbox"/> Hours per day <input type="checkbox"/> Credit hours																				
<i>Indicate the audience to receive training</i>																					
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan <input type="checkbox"/> Volunteers of State/local agency administering State Plan <input type="checkbox"/> Persons preparing for employment with State/local agency <input type="checkbox"/> Foster parents	<input type="checkbox"/> Adoptive parents <input type="checkbox"/> Child caring agency staff <input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span> <input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span> <input type="checkbox"/> Other community staff (medical, legal, police) <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span>																				
<i>Costing method</i>																					
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b> <input type="checkbox"/> Cost per class/training function <input type="checkbox"/> Other (specify)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: small;"> <tr> <th colspan="4" style="text-align: center;"><i>Estimated total cost</i></th> </tr> <tr> <td style="width: 25%;">Unit cost</td> <td style="width: 25%;">\$0.00</td> <td style="width: 25%;">No. Trainees</td> <td style="width: 25%;">0</td> </tr> <tr> <td>Total Cost</td> <td></td> <td></td> <td>\$0.00</td> </tr> <tr> <td>Estim. no. of trainees in class</td> <td></td> <td></td> <td>1</td> </tr> <tr> <td>Total Cost</td> <td></td> <td></td> <td>\$913.00</td> </tr> </table>	<i>Estimated total cost</i>				Unit cost	\$0.00	No. Trainees	0	Total Cost			\$0.00	Estim. no. of trainees in class			1	Total Cost			\$913.00
<i>Estimated total cost</i>																					
Unit cost	\$0.00	No. Trainees	0																		
Total Cost			\$0.00																		
Estim. no. of trainees in class			1																		
Total Cost			\$913.00																		
<i>Cost allocation methodology</i>																					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)																					
Costs are directly charged.																					
<i>Indicate all applicable funding sources</i>																					
<input type="checkbox"/> IV-B-1 (CWS) <input type="checkbox"/> IV-B-2 (PSSF) <input type="checkbox"/> IV-E Foster Care <input type="checkbox"/> IV-E Adoption <input type="checkbox"/> TANF <input checked="" type="checkbox"/> SSBG	<input type="checkbox"/> CAPTA <input type="checkbox"/> IV-E Chafee ILP <input type="checkbox"/> State only (mark only if other than non-Fed match) <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify																				

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Guardian-ad-litem training delivered/attended by Family Services staff in FY's 2015 - 2019. Plans per each conference are provided below.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class			2	Total Cost	\$150.00
<input checked="" type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Employees use their own Program Effort Codes to cost out their training. Most will be service workers whose cost is distributed/based on

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph **brief** syllabus of the training activity*

Attendance of Family Services staff at the National Conference on Child Abuse and Neglect in FY's 2015 - 2019. Plans per each conference are provided below.

*Indicate which, **if any**, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		2	Total Cost	\$2,900.00	
<input checked="" type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input checked="" type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>					
Family Services (Office of Child Protective Services) will be providing Safety Assessment and Safety Plan training for Child Welfare Supervisors in all 67 counties across the state. Child Welfare Supervisors will then be able to implement training in thier county offices for their front line staff. Safety Assessment Training will help Child Welfare Staff increase their capacity to identify and evaluate safety threats and assess the caregivers protective capacities. Safety Plan training will help Child Welfare Staff increase their capacity to understand when to develop a safety plan, what type to develop, assesment of person responsible for protecting children and to be aware of situations where it may not be appropriate to use safety plans.					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting		
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Office Of CPS	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->		
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	1	Days		
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	7			
<input type="checkbox"/>			Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff		
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		Specify
<input type="checkbox"/>		<input type="checkbox"/>	Other community staff (medical, legal, police)		
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	500
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$30,000.00
<input type="checkbox"/>	Other (specify) travel/per diem			Total Cost	
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
Costs are directly charged.					
<i>Indicate all applicable funding sources</i>					
<input type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP		
<input type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify TITLE XX		
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>					
Annual SLO Meeting in Arlington, VA, on August 10-11, 2017					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child			
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan			
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management			
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions			
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting			
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify		
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->			
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->			
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other -Federal staff----->			
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2	Days		
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>		Hours per day		
	<input type="checkbox"/>		Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents			
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff			
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify		
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)			
	<input type="checkbox"/>	Other community staff (medical, legal, police)			
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class		Total Cost	\$0.00
<input type="checkbox"/> Other (specify) travel/per diem	<input type="checkbox"/>			Total Cost	\$1,200.00
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
Costs are directly charged.					
<i>Indicate all applicable funding sources</i>					
<input type="checkbox"/> IV-B-1 (CWS)	<input checked="" type="checkbox"/>	CAPTA			
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP			
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)			
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify			
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify			
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify			

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph <b>brief</b> syllabus of the training activity</i>					
ISP Form training for the pilot counties of Autauga, Barbour, Blount, Chilton, Covington, Pickens, St. Clair and Talladega					
<i>Indicate which, if any, of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child			
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan			
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management			
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions			
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting			
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify		
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->			
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->			
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->			
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	1	Days		
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	2	Hours per day		
			Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents			
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff			
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify		
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)			
		Other community staff (medical, legal, police)			
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class		Total Cost	\$0.00
<input type="checkbox"/> Other (specify) travel/per diem	<input type="checkbox"/>			Total Cost	\$1,500.00
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
<ol style="list-style-type: none"> <li>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).</li> <li>2. Employees use their own Program Effort Codes to cost out their training. Most will be service workers whose cost is distributed/based on</li> </ol>					
<i>Indicate all applicable funding sources</i>					
<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA			
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP			
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)			
<input checked="" type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify			
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify			
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify			

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph <b>brief</b> syllabus of the training activity</i>					
QA Coordinator training modeling, and coaching to build capacity and ensure consistency of coordinator usage across all counties.					
<i>Indicate which, if any, of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting		
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff		Specify
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input checked="" type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->		
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	2	Days		
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	7	Hours per day		
			Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff		Specify
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
			Other community staff (medical, legal, police)		
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$0.00
<input type="checkbox"/>	Other (specify) travel/per diem			Total Cost	\$22,500.00
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
<ol style="list-style-type: none"> <li>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).</li> <li>2. Employees use their own Program Effort Codes to cost out their training. Approximately half will be service workers whose cost is</li> </ol>					
<i>Indicate all applicable funding sources</i>					
<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input checked="" type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP		
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input checked="" type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify - Title XIX		
<input checked="" type="checkbox"/>	TANF	<input checked="" type="checkbox"/>	- Child Support		
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph <b>brief</b> syllabus of the training activity					
<p>County staff, along with approved resource parents, who have been trained as group co-leaders, provide TIPS/GPS at the county level to prospective foster and/or adoptive parents. This is typically a 10 week course (one session per week), though there are options for delivery of the curriculum to individual persons/couples, and some variance of the groups sessions could occur. The time frame for expending of funds and achieving the participation numbers listed may extend beyond one year.</p>					
Indicate which, <b>if any</b> , of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting		
Indicate setting/venue for the training activity			Indicate proposed provider of training activity		
<input checked="" type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input type="checkbox"/>	Conference/workshop	<input checked="" type="checkbox"/>	Other --typically foster/adoptive parents who have been trained		
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity		
<input type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	10	Days - typically over a 10 week period		
<input checked="" type="checkbox"/>	Long Term (Eight or more consecutive work weeks) typically a 10 week, 1 session per week course	3	Hours per day-session		
			Credit hours		
Indicate the audience to receive training					
<input type="checkbox"/>	Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents (prospective)		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify	
<input checked="" type="checkbox"/>	Foster parents (prospective)	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
		<input type="checkbox"/>	Other community staff (medical, legal, police)		
Costing method			Estimated total cost		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$0.00
<input type="checkbox"/>	Other (specify) travel/per diem			Total Cost	\$200,000.00
Cost allocation methodology					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
<p>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).</p> <p>2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E /</p>					
Indicate all applicable funding sources					
<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input checked="" type="checkbox"/>	IV-E GA (for any Kinship/Guardianship Caretakers)		
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>					
National Social Work Enrichment Program (NSEP). This program is a six week summer program for rising high school juniors and seniors in foster care. The youth live on the college campuses for the six weeks to experience on-campus life, with opportunities for mini-careers in Social Work and participate in various social and culturally enriching activities. The Program is an opportunity for youth to gain knowledge of post-secondary education, thereby increasing interest in educational advancement and the likelihood of obtaining gainful employment. The program has increased our youths' high school graduation rates and interest in attending college and success at remaining in college					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting		
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input checked="" type="checkbox"/>	Public university ----->		
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->		
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	42	Days		
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	6	Hours per day		
<input type="checkbox"/>			Credit hours		
<i>Indicate the audience to receive training</i>					
<input type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
<input checked="" type="checkbox"/>	ILP Foster Youth	<input type="checkbox"/>	Other community staff (medical, legal, police)		
<i>Costing method</i>			<i>Estimated total cost</i>		
<input checked="" type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$7,850.00	No. Trainees	30
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$235,500.00
<input type="checkbox"/>	Other (specify) travel/per diem			Total Cost	
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
Participation provides foster youth an opportunity to have a short term collegiate experience enhancing their knowledge regarding what to expect when they move forward to higher education. They participate in and become members of Toastmasters and are provided sexual safety training. Participants also experience weekly college tours and develop job skills.					
<i>Indicate all applicable funding sources</i>					
<input type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input checked="" type="checkbox"/>	IV-E Chafee ILP		
<input type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph **brief** syllabus of the training activity*

DHR Supervisory Training:  
This training will help build supervisory capacity by providing supervisors with the day to day skills needed to perform their duties including how to manage staff performance.

*Indicate which, **if any**, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> 4 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input type="checkbox"/> Other community staff (medical, legal, police)

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees		Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		100	Total Cost	\$100,000.00	
<input type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Training costs are part of overhead (such as supplies, printing, notebooks, etc.).  
2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate, at 50% admin rate.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption rptg code HR 10407	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify



**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Attendance at the 2017 Children's Justice Act Annual Meeting on August 10-11, 2017, by a Family Services staff member.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	<input type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	<input type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other - Federal and Other state staff.----->	<input type="text"/>

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/> Other community staff (medical, legal, police)	<input type="text"/>

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class			1	Total Cost	\$1,800.00
<input type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged to grant for travel, per diem, registration and materials, conference speakers (for regional conferences).

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify - Children's Justice Grant
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING "TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

### Provide a one paragraph brief syllabus of the training activity

Judicial child welfare summit held in FY 2017 (October, 2016), at Point Clear, AL. This was a collaborative meeting between AOC and DHR, with Casey Family Programs also being involved. The Judicial Summit is a collaboration between Juvenile Judges and child welfare staff. Caseworkers have expressed that they feel that their voice is heard and that the court system is now their partner. With less stress in the court system, caseworkers are more likely to stay with DHR.

### Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

### Indicate setting/venue for the training activity

### Indicate proposed provider of training activity

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other -Casey and AOC also involved.----->	

### Indicate duration category of the training activity

### Specify approximate number of days or hours of training activity

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 4 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

### Indicate the audience to receive training

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)
	<input checked="" type="checkbox"/> Other community staff (medical, legal, police)

### Costing method

### Estimated total cost

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class		200	Total Cost	\$40,000.00	
Other (specify) travel/per diem						

### Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

This training is directly charged to grant indicated below.

### Indicate all applicable funding sources

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify Caseworker visit funds
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

i-CAN County Teams meeting in FY 17 (March 2017) involving DHR/Court staff from 16 counties. The I –CAN meeting is a collaboration between Juvenile Judges and child welfare staff. Caseworkers have expressed that they feel that their voice is heard and that the court system is now their partner. With less stress in the court system, caseworkers are more likely to stay with DHR.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other Casey and AOC also involved.----->

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: small;">Specify</span>
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input style="width: 100px;" type="text"/>
	<input checked="" type="checkbox"/> Other community staff (medical, legal, police) <input style="width: 100px;" type="text"/>

*Costing method*

*Estimated total cost*

Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Cost per class/training function	Estim. no. of trainees in class			32	Total Cost	\$6,400.00
Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

This training is directly charged to grant indicated below.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify Caseworker visit funds.
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Coordinated State Child Welfare Programs Grantee Meetings in Arlington, VA August 10-11,2017

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input checked="" type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	Specify
	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class			2	Total Cost	\$3,376.00
<input type="checkbox"/> Other (specify) travel/per diem						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Direct charge to grant.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify - <b>Adoption &amp; Guardianship Incentive Funds</b>
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## **Training Checklists – New to CFSP & Deleted from CFSP**

**Removal of Training Checklist: NCAC STAFF – FSD STAFF MEETING**

The NCAC-FSD MEETING described below was an activity that was submitted to the Regional Office in December 2015 as having occurred in FY 2015 (along with several other training events for FY 15). It was not included in the 2017 APSR Training Plan and is thereby considered as being deleted with the 2017 APSR.

\*\*\*\*\*

Meeting with National Child Advocacy Center (NCAC) Staff and several staff from the Family Services Division (FSD) Management Team in Huntsville, Alabama in September, 2015.

**Removal of Training Checklist: AL-GA TRAINING MEETING**

The AL-GA TRAINING MEETING described below was an activity that was submitted to the Regional Office in December 2015 for FY 2016 (along with several other training events). It was not included in the 2017 APSR Training Plan and is thereby considered as being deleted with the 2017 APSR..

\*\*\*\*\*

Family Services staff plan to meet with Casey staff and Georgia DCFS staff to discuss training curricula for new child welfare staff in 2016.

**Removal of Training Checklist: CHILD SEXUAL EXPLOITATION/TRAFFICKING**

The **CHILD SEXUAL EXPLOITATION/TRFFICKING** training curriculum as described below will not be offered in FY 2017. Also, it is not anticipated that this training event will take place again during the time frame that remains of the FY 2015 – 2019 CFSP. A checklist was included in the Training Plan that was submitted with the 2016 APSR; however, it has been removed because there is no present plan for the below-defined training activity to reoccur.

\*\*\*\*\*

**Child Sexual Exploitation/Trafficking** Training was initially approved as expenditure for Children's Justice Grant funds beginning with the funding year of FY 2015. Pending approval of the CJ application, three additional training sessions are planned during FY 2016. The training is one day and the target audience will be multidisciplinary, including law enforcement, prosecutors, social workers and child advocacy staff. The goals of the training are to increase awareness of the problem of child trafficking in Alabama and to better identify and handle cases of child trafficking, using a multidisciplinary approach.

**Removal of Training Checklist: AFCARS IMPROVING DATA QUALITY**

It is not anticipated that the curriculum for **AFCARS IMPROVING DATA QUALITY** described below, will re-occur during the time frame covered by the 2015-2019 CFSP. Therefore it has been removed from the Training Plan.

\*\*\*\*\*

**Family Services” Office of Data Analysis will conduct AFCARS – Improving Data Quality training.** The statewide training will include 22 one-day sessions for child welfare workers and supervisors who have casework responsibility for children in foster care and adoption cases. Staff will learn how safety, permanency and well-being data documented in FACTS is used for both state and federal reporting. The accuracy, completeness, and timeliness of data entry will be emphasized. Training is anticipated to begin in June 2015 and continue through April 2016. The same session will be repeated 22 times in various locations around the state to reach the approximately 700 trainees. This accommodates counties who need to split up their staff for more than one session, so there is child welfare coverage. It also allows for a smaller class size to promote a better learning environment.

**Removal of Training Checklist: BUILDING BRIDGES**

It is not anticipated that attendance at the BUILDING BRIDGES INITIATIVE (see below), will re-occur occur over the remainder of the years covered by the FY 2015 – 2019 CFSP; therefore, it has been removed from the Training Plan.

\*\*\*\*\*  
Attendance by one or two members of the Family Services staff at a Building Bridges Initiative in 2016 and/or 2017. Plans per each conference are provided below.

**Removal of Training Checklist: FOSTER CARE YOUTH SUMMIT**

It is not anticipated that the FOSTER CARE YOUTH SUMMIT will be attended in FY 2018. Therefore it has been removed from the Training Plan.

\*\*\*\*\*  
Attendance by staff members from Family Services at a Foster Care Youth Summit in the time fram of FY 2015 - 2019. Plans per each conference are provided below.

**Removal of Training Checklist: FAMILY SERVICES POLICY**

It is not anticipated that the FAMILY SERVICES POLICY Training, that was provided to child welfare staff in FY's 2016 and 2017 will re-occur in FY 2018. Therefore it has been removed from the Training Plan.

\*\*\*\*\*  
Family Services Policy training sessions for child welfare staff for remaining FY 16 and FY 17.

**Removal of Training Checklist: IV-E WAIVER GRANTEE MEETING**

It is not anticipated that attendance at the IV-E WAIVER GRANTEE MEETING, will re-occur occur over the remainder of the years covered by the FY 2015 – 2019 CFSP; therefore, it has been removed from the Training Plan.

\*\*\*\*\*  
Attendance of Family Services staff at the IV-E Waiver Grantee Meeting in FY's 2015 - 2019. Plans per each conference are provided below.

**Removal of Training Checklist: REASONABLE/PRUDENT PARENTING STANDARD**

The REASONABLE AND PRUDENT PARENTING STANDARD training curriculum as described below will not be offered in FY 2017. Also, it is not anticipated that this training event will take place again during the time frame that remains of the FY 2015 – 2019 CFSP. A checklist was included in the Training Plan that was submitted with the 2016 APSR; however, it has been removed because there is no present plan for the below-defined training activity to reoccur.

\*\*\*\*\*  
Mandatory training developed and provided to county directors, staff, supervisors, therapeutic and traditional foster parents, congregate care providers, community stake holders, AOC partners, residential treatment facilities statewide related to the State's Reasonable and Prudent Parenting Standards.

## **Training Checklists – Changes from CFSP**

**NOTE: The FACTS Refresher Courses described below, did not occur to the degree anticipated in FY 2017. However, they could occur across/during the time frame covered by the CFSP; therefore this checklist remains in the Training Plan as shown below.**

<b>"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN</b>					
(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)					
<i>Provide a one paragraph brief syllabus of the training activity</i>					
FACTS refresher courses for county and state office staff.					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting		
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->		
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/>	Days - 1-5 days	The respective Refresher courses vary in length from one to four days.	
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day		
		<input type="checkbox"/>	Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
		<input type="checkbox"/>	Other community staff (medical, legal, police)		
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0
		Total Cost	\$0.00		
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class	975		Total Cost
		\$975,000.00			
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW				
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates where applicable)					
1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).					
2. Direct costs for travel & trainers' salaries/benefits are distributed based on approved PACAP. All child related activities are charged to IV-E. FC All non-child activities are charged to SSBG. This is the approved methodology in FACTS APD					
<i>Indicate all applicable funding sources</i>					
<input type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP		
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify		
<input checked="" type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

**NOTE:** The Underlying Conditions training shown below, did not take place in FY 2017. However, it could occur across/during the time frame covered by the CFSP; therefore this checklist remains in the Training Plan as shown below.

<b>"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN</b>					
(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)					
<i>Provide a one paragraph brief syllabus of the training activity</i>					
Underlying Conditions is a three day training to provide workers with skills to analyze information about families with regard to underlying causes of risks, safety issues, patterns within the family's behaviors, and assessing the possibility of maintaining a child safely in the family's home.					
OCWT-5					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management		
<input checked="" type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting		
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->		
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	3 Days		
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day		
<input type="checkbox"/>		<input type="checkbox"/>	12 Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
<input type="checkbox"/>		<input type="checkbox"/>	Other community staff (medical, legal, police)		
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		500	Total Cost \$112,500.00
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW				
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
<ol style="list-style-type: none"> <li>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).</li> <li>2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.</li> </ol>					
<i>Indicate all applicable funding sources</i>					
<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP		
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

**NOTE:** The Individualized Service Planning Process for Families Who Experience Substance Abuse (SA) shown below, did not take place in FY 2017. However, it could occur across/during the time frame covered by the CFSP; therefore this checklist remains in the Training Plan as shown below.

<b>"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN</b>								
(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)								
<i>Provide a one paragraph brief syllabus of the training activity</i>								
<p>The Individualized Service Planning Process for Families Who Experience Substance Abuse (SA) is a four day training for workers to understand the dynamics of working with families involved in SA. This module is designed to develop the following core abilities: identify SA as a disease that affects the entire family and be able to assess strengths/danger threats of individuals/families experiencing SA; be able to identify signs/symptoms of SA and specific drugs; identify the child welfare worker's role/responsibilities as a team member in assessing/treating families who experience child maltreatment and SA; identify the immediate danger threats/long-term effects of SA on family members; examine the recovery/relapse process experienced by a person who is addicted.</p>								
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>								
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child					
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan					
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management					
<input checked="" type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions					
<input checked="" type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting					
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>					
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify				
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->					
<input checked="" type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->					
<input type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->					
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>					
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	4 Days					
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day					
		<input type="checkbox"/>	24 Credit hours					
<i>Indicate the audience to receive training</i>								
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents					
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff					
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify				
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)					
		<input type="checkbox"/>	Other community staff (medical, legal, police)					
<i>Costing method</i>			<i>Estimated total cost</i>					
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class			750	Total Cost	\$246,000.00
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW							
<i>Cost allocation methodology</i>								
<p>Describe basis for allocating costs among benefiting programs &amp; funding sources (including application of eligibility rates, where applicable)</p> <p>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).                  2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.</p>								
<i>Indicate all applicable funding sources</i>								
<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA					
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP					
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)					
<input checked="" type="checkbox"/>	IV-E Adoption	<input type="checkbox"/>	Other, Specify					
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify					
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify					

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

### Provide a one paragraph **brief syllabus** of the training activity

Targeted Case Management (TCM) Training provides the knowledge base from which county staff can make informed decisions regarding available services, assist an individual to gain access to needed medical, social, educational & other services; & document services provided to the target group. Staff must study Medicaid approved training material and pass a test in order to become certified to provide TCM services. New social work employees or current employees who are uncertified that transfer to child welfare foster care or Adult Protective Services and who are assigned a program code of 29, 53, 68, 62, or 04 are assigned to attend a regional TCM training class in order to become TCM Certified.  
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### Indicate which, if any, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

### Indicate setting/venue for the training activity

### Indicate proposed provider of training activity

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input checked="" type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

### Indicate duration category of the training activity

### Specify approximate number of days or hours of training activity

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input checked="" type="checkbox"/>	Credit hours 3.0 CEU CREDITS

### Indicate the audience to receive training

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)
	<input type="checkbox"/>	Other community staff (medical, legal, police)

### Costing method

### Estimated total cost

<input type="checkbox"/> Unit cost per trainee (tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input checked="" type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class			955	Total Cost	\$54,435.00
<input type="checkbox"/> Other (specify)	<input type="checkbox"/>						

### Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.). 2. Direct training costs (such as travel of employees, trainers' salaries & Fringe benefits) go into a pool & are distributed according to IV-E/IV-B Penetration Rate.

### Indicate all applicable funding sources

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Child Support
<input checked="" type="checkbox"/> TANF	<input checked="" type="checkbox"/>	Other, Specify Title XIX
<input checked="" type="checkbox"/> SSBG	<input checked="" type="checkbox"/>	Other, Specify - SAIL GRANT - AL MEDICAID AGENCY

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

The Supervisor Conferences will address permanency issues such as permanency planning, family-centered practice, culturally competent practice and outcome-based supervision / practice.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input checked="" type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	Credit hours 7.5 CEU CREDITS

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee ( Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input checked="" type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		325	Total Cost	\$160,000.00	
<input type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.). 2. Direct training costs (such as travel of employees, trainers' salaries & Fringe benefits) go into a pool & are distributed according to IV-E/IV-B Penetration Rate.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only
<input checked="" type="checkbox"/> IV-E Adoption - rptg code HR10407	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph <b>brief</b> syllabus of the training activity							
<p>The department will continue to train/recertify for the Multi-Dimensional Assessment Tool (MAT). Training is now completed on a website, canstraining.com. The department received permission to rename the MAT due to having an acronym for CANS. The Child Adolescent Needs and Strengths Assessment Tool was developed by Dr. John Lyons and a large group of professionals. The CANS/MAT is an open domain tool that is free for anyone to use. The Praed Foundation only requires that the persons using the CANS/MAT be trained and recertified each year. With training, one with a bachelor's degree can learn to complete the tool reliably.</p>							
Indicate which, <b>if any</b> , of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.							
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child					
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan					
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management					
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions					
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting					
Indicate setting/venue for the training activity			Indicate proposed provider of training activity				
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify				
<input checked="" type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->					
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->					
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other ----->	Self-directed				
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity				
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	1 Days					
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day 6-8 hours					
	<input type="checkbox"/>	Credit hours					
Indicate the audience to receive training							
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents					
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff					
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify				
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)					
	<input type="checkbox"/>	Other community staff (medical, legal, police)					
Costing method			Estimated total cost				
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class			100	Total Cost	\$1,000.00
<input checked="" type="checkbox"/> Other (specify) SEE BELOW	<input type="checkbox"/>						
Cost allocation methodology							
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)							
<p>1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).                  2. Direct training costs (such as travel of employees, trainers' salaries and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate.</p>							
Indicate all applicable funding sources							
<input checked="" type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA					
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP					
<input checked="" type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)					
<input checked="" type="checkbox"/> IV-E Adoption Rptg code HR10407	<input type="checkbox"/>	Other, Specify					
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify					
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify					



# LAMAS Leadership Academy

## Training Overview

### Purpose

To provide leadership training for social workers and other professionals practicing in the Child Welfare field in every county throughout the State of Alabama.

### Goals

- Provide leadership, implement best practices, and utilize data to manage outcomes.
- Lead our staff, providers, and communities for positive and successful family case outcomes.
- Manage for healthier families and to achieve and maintain permanency.
- Supervise our workers through data collection to reflect children's safety, families are reunited, and adoptions are completed.

### Length

9am-430pm, with two 15-minute breaks and one-hour for lunch

### Training Overview

#### Part I: What is LAMAS and Why am I Playing with Legos?

Define leadership, management, and supervision

Have fun with Legos

Understand vision, results, and brand

Learn *How to be a R.E.A.L. Success*

#### Part II: Leadership Starts with ME

Express my leadership passion

Complete my leadership self-assessment

Be intentional about my personal growth—*The 15 Invaluable Laws of Growth*

#### Part III: Leadership Skills and Techniques

Learn *The 21 Irrefutable Laws of Leadership*

Have a positive attitude

Build confidence in the mirror

Deliver *Coachable Moments*

Delegate effectively

Know our social work ethics

Communicate and connect—*Everyone Communicates, Few Connect*

Run a smooth and efficient meeting

Establish a self-care plan

Work effectively in a multi-generational workforce

Get a mentor—Be a mentor

#### Part IV: Leadership Meets Productivity®

Define time management and prioritization

Discuss the value of time and attitude

Create *My Leadership Action Plan*

## **Leadership Training Academy**

### **Leadership and Management and Supervision (LAMAS) 2016**

#### **Objectives and Outline**

##### **Training Schedule**

LAMAS Leadership Academy Part 1 of 3 (90 min)

LAMAS Leadership Academy Part 2 of 3 (105 min)

LAMAS Leadership Academy Part 3 of 3 (120 min)

##### **Purpose of LAMAS Academy**

To provide leadership training for social workers and other professionals practicing in the Child Welfare field in every county in the State of Alabama.

##### **Goals of LAMAS Academy**

- Provide leadership, implement best practices, and utilize data to manage outcomes.
- Lead our staff, providers, and communities for positive and successful family case outcomes.
- Manage for healthier families and to achieve and maintain permanency.
- Supervise our workers through data collection to reflect children's safety, families are reunited, and adoptions are completed.

##### **Training Objective**

Participants will continue to increase their knowledge of leadership knowledge, skills, and techniques and create an action plan to support their county supervisors and front line staff.

##### **Training Outline**

I. Lessons Learned from the 2015-2016 LAMAS Training for Supervisors and Front Line Workers

- a. Legos Briefing... Building the perfect leader
- b. Trainers' observations... Leadership is a verb not a noun.
- c. Directors' observations... Changes in behaviors and the environment

II. Leadership Starts with *Me*

- a. Review *15 Invaluable Laws of Growth*: Am I aware of my areas of strength and intentional personal growth areas?
- b. Study *Put Your Dream to the Test*: Can I pass the Dream Test?

III. Leadership Meets Productivity®

- a. Receive time management, prioritization, decision making and discipline tips and techniques
- b. Create *My 2016-2017 Leadership Action Plan*, addressing individual and organization goals

IV. Next Steps for Continuing to Grow Leaders in My County

## Curriculum/Course of Studies for Requested Alabama BSW and MSW Programs

### **MSW Programs**

- Alabama A&M University

Family/Child Welfare - <http://www.aamu.edu/administrativeoffices/academicaffairs/Pages/Graduate-Catalogs.aspx>

(2015-2016 Graduate Catalog, pgs. 84-89); - University of Alabama School of Social Work; Advanced Standing – Social Work with Children, Adolescents, and their Families <http://socialwork.ua.edu/academics/msw-program/msw-advanced-standing-program/>

60-Credit-Hour Program – Social Work with Children, Adolescents, and their Families

<http://socialwork.ua.edu/academics/msw-program/msw-60-credit-hour-program/>

### **BSW Programs**

- Alabama A&M University

<http://www.aamu.edu/academics/ehbs/swpc/socialwork/pages/undergraduate-program.aspx> (click on

“Undergraduate Curriculum” link on right side of page)

- Alabama State University

<http://www.alasu.edu/current-students/records--registration/general-catalog/index.aspx> (Undergraduate Catalog

2015-2017, pgs. 126-129)

- Auburn University

<http://www.cla.auburn.edu/sociology/social-work/undergraduates/social-work-major/>

- Jacksonville State University

[http://www.jsu.edu/socialwork/bsw/BSW\\_Program\\_Requirements.html](http://www.jsu.edu/socialwork/bsw/BSW_Program_Requirements.html)

- Miles College

<https://www.miles.edu/admissions/4/Miles-College-Catalog->

(Miles College Catalog 2013-2017, pgs. 101-104)

- Oakwood University

<http://www.oakwood.edu/academics/academic-departments/social-work>

(click “Course Descriptions”, Oakwood University Bulletin 2015-2017, pgs. 160-164)

- Talladega College

<http://www.talladega.edu/academics/catalog.asp>

Click link for course catalog, pgs. 85-87

- Tuskegee University

[http://www.tuskegee.edu/academics/colleges/clae/social\\_work/social\\_work\\_curriculum.aspx](http://www.tuskegee.edu/academics/colleges/clae/social_work/social_work_curriculum.aspx)

- University of Alabama School of Social Work

<http://courseleaf.ua.edu/socialwork/>

- University of Alabama Birmingham

<http://www.uab.edu/cas/socialwork/academics/the-major>

- University of Montevallo

<http://www.montevallo.edu/academics/course-catalog/>

Click on “Current Bulletin”, 2015-2016 Undergraduate & Graduate Bulletin; pgs. 50-51

- University of South Alabama

[http://southalabama.edu/colleges/artsandsci/syansw/socialwork/Admission\\_Curriculum.html](http://southalabama.edu/colleges/artsandsci/syansw/socialwork/Admission_Curriculum.html)

**NOTE:**

The title of the below training has been changed from, **Family Violence Assessment and Intervention to Family Violence and Safety in CPS**. Two sessions are scheduled for FY18.

<b>"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN</b>			
(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)			
<i>Provide a one paragraph brief syllabus of the training activity</i>			
Children's Justice Funds will be used to provide two (2) sessions of Family Violence and Safety in CPS (formerly titled, Family Violence Assessment & Intervention). This curriculum was offered for the first time in FY 2014 and will continue to be offered in FY 2018. Each of the 2, two day training sessions will focus on providing basic information on the complex dynamics of Family Violence and a basic understanding of how domestic violence impacts children's lives & what that means for CPS intervention. The two day training is provided for to County Multidisciplinary Team members, Other State Agencies, DHR State Office Staff & County Staff.			
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>			
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child	
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan	
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management	
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions	
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting	
<i>Indicate setting/venue for the training activity</i>		<i>Indicate proposed provider of training activity</i>	
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff <span style="float: right; font-size: x-small;">Specify</span>	
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	
<i>Indicate duration category of the training activity</i>		<i>Specify approximate number of days or hours of training activity</i>	
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/>	2 Days	
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input checked="" type="checkbox"/>	Hours per day <span style="float: right;">10</span>	
	<input type="checkbox"/>	Credit hours <span style="float: right;">8</span>	
<i>Indicate the audience to receive training</i>			
<input type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff <span style="float: right; font-size: x-small;">Specify</span>	
<input type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.) <span style="float: right;">Multidisciplinary Teams</span>	
	<input type="checkbox"/>	Other community staff (medical, legal, police) <span style="float: right;">Medical, legal, LE</span>	
<i>Costing method</i>		<i>Estimated total cost</i>	
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees 0 Total Cost \$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class	90	Total Cost \$40,000.00
<input checked="" type="checkbox"/> Other (specify)			
<i>Cost allocation methodology</i>			
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)			
1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.). 2. Direct training costs (such as travel of employees, trainers' salaries & Fringe benefits).			
<i>Indicate all applicable funding sources</i>			
<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA	
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP	
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)	
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify Caseworker visit funds	
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> SSBG	<input checked="" type="checkbox"/>	Other, Spe Children's Justice Grant	

## Association of Administrators on ICPC

### Brief Syllabus of Training Activity:

Attendance at the conference by a staff member of the Alabama DHR, Family Services Division, Office of ICPC.

The Office of Adoption is subject to Interstate Compact on Placement of Children (ICPC) law and is required to process any adoption referrals requesting adoptive placements out of state through the ICPC unit. ICPC Specialists need the ICPC adoption training in order to be able to process these adoptions legally, as well as to receive training on the most current Federal adoption law and changes in the APHSA (American Public Human Services Association) Regulations in order to obtain permanency for adoptive children. The needs of these children require that an extensive support system be available for them and the Conference addresses current problems/solutions for issues such as drug addiction, mental health issues, rehoming of children whose adoptions have disrupted, sex trafficking, and many more issues facing adoptive children. ICPC training helps assist the Office of Adoption secure successful out of state adoptions and permanency for their adoptive children. This mutual support system contributes to the Office of Adoption's ability to qualify for Adoption Incentive funds.

### "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

Provide a one paragraph <b>brief syllabus</b> of the training activity					
Association of Administrators on the Interstate Compact for the Placement of Children. See above for a description.					
Indicate which, if any, of the <b>specifically allowable</b> Title IV-E administrative functions this training activity addresses.					
<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child		
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan		
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management		
<input type="checkbox"/>	Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions		
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input checked="" type="checkbox"/>	Data Collection and Reporting		
Indicate setting/venue for the training activity			Indicate proposed provider of training activity		
<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	<small>Specify</small>	
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->		
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->		
<input checked="" type="checkbox"/>	Conference/workshop	<input checked="" type="checkbox"/>	Other -Various as scheduled by conference planners.		
Indicate duration category of the training activity			Specify approximate number of days or hours of training activity		
<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/>	3	Days	
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>		Hours per day	
		<input type="checkbox"/>		Credit hours	
Indicate the audience to receive training					
<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents		
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff		
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	<small>Specify</small>	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)		
		<input type="checkbox"/>	Other community staff (medical, legal, police)		
Costing method			Estimated total cost		
<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$0.00
<input checked="" type="checkbox"/>	Other (specify)			Total Cost	\$2,500.00
Cost allocation methodology					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.). 2. Direct training costs (such as travel of employees, trainers' salaries & Fringe benefits).					
Indicate all applicable funding sources					
<input type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA		
<input type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP		
<input type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)		
<input type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Adoption Incentive Funds		
<input type="checkbox"/>	TANF	<input type="checkbox"/>	Other, Specify		
<input type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify		

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

### Provide a one paragraph **brief** syllabus of the training activity

The Trained Therapist Network provides training to mental health professions that see families and children served by the Department. The training is coordinated by Children's Aid Society/ APAC. There are two sessions each year. One in four sites throughout the state and another in two sites. It is intended that this will occur in 2018.

### Indicate which, if any, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

### Indicate setting/venue for the training activity

### Indicate proposed provider of training activity

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	<input style="width: 100%;" type="text"/>
<input checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	<input style="width: 100%;" type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other -----Nationally and regionally known experts.	

### Indicate duration category of the training activity

### Specify approximate number of days or hours of training activity

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	Hours per day
	6 Credit hours

### Indicate the audience to receive training

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/> Child caring agency staff	
<input checked="" type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/> Child placement agency staff	Specify
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<input style="width: 100%;" type="text"/>
	<input checked="" type="checkbox"/> Other community staff	<input style="width: 100%;" type="text"/>

### Costing method

### Estimated total cost

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		750	Total Cost	\$23,000.00	
<input checked="" type="checkbox"/> Other (specify)						

### Cost allocation methodology

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Direct charges to IV-B-2 (PSSF) grant.

### Indicate all applicable funding sources

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input checked="" type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

DHR has a contract with Children's Aid Society, Alabama Post Adoption Connections (APAC) and as a part of that contract, APAC sponsors specialized training events, - these are provided on demand, really a component of the outreach and Information & Referral services spelled out in the contract. A number of these training sessions are provided in a webinar format. No funds are used for mileage or per diem; however, the APAC contract that funds the salary, rent, office supplies is funded with Federal dollars, so we included a checklist on it.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other APAC staff and others as arranged by APAC	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> Days - the number of days and/or hours varies per event
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		1912	Total Cost	\$21,250.00	
<input checked="" type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are taken from the budget attached to the 2015-2016 renewal contract with Children's Aid Society/APAC.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input checked="" type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify Adoption Incentive Funds
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph **brief** syllabus of the training activity*

2018 Permanency Conference will once again be coordinated through a contract with Children's Aid Society's APAC program.

*Indicate which, **if any**, of the **specifically allowable** Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input checked="" type="checkbox"/>	Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)
	<input type="checkbox"/>	Other community staff (medical, legal, police)

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		200	Total Cost	\$109,500.00	
<input checked="" type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are taken from the approved revised budget for the 2015-2016 APAC Contract

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input checked="" type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify: Adoption Incentive
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

The Annual National Independent Living Conference sponsored by the Daniel Memorial Foundation is for Youth- and the adults who serve them. Each year up to 115 youth and adults attend. It is a training opportunity for both foster youth and social workers and staff who serve them to receive training from nationally know speakers and trainers in locales across the country and to network with foster youth from across the country.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 4 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 8 Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
<input checked="" type="checkbox"/> Foster Youth	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees		Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		45	Total Cost	\$47,895	
<input checked="" type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

The costs are directly charged to grant for travel, registration, lodging and food.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>			
There are two ILP Conference-Style camps held each summer to provide training and education to ILP foster youth. The first camp for 14-16 year old foster youth and a second for 17-20 year old foster youth. The camps will be held at Shocco Springs. in Talledega, Alabama. Young people receive training and education regarding health, Medicaid, educational goal setting, NYTD, team building, working with adults, permanent connections, etc . in a camp setting.			
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>			
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child	
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan	
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management	
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions	
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting	
<i>Indicate setting/venue for the training activity</i>		<i>Indicate proposed provider of training activity</i>	
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other: Children's Aid Society	
<i>Indicate duration category of the training activity</i>		<i>Specify approximate number of days or hours of training activity</i>	
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	3	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	8	Hours per day
	<input type="checkbox"/>		Credit hours
<i>Indicate the audience to receive training</i>			
<input type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
<input checked="" type="checkbox"/> Foster Youth	<input type="checkbox"/>	Other community staff (medical, legal, police)	
<i>Costing method</i>		<i>Estimated total cost</i>	
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	No. Trainees	150
<input checked="" type="checkbox"/> Other (specify)	<input type="checkbox"/>	Total Cost	\$107,000.00
<i>Cost allocation methodology</i>			
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable) Costs are directly charged to grant through our contract with Children's Aid Society.			
<i>Indicate all applicable funding sources</i>			
<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA	
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/>	IV-E Chafee ILP	
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)	
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify	

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

The Annual youth Leadership Training is scheduled each year to provide Leadership training to the State's DREAM Ambassadors, DREAM Council Leaders and Youth Advisory Council Leaders from across the state. It is designed to provide direct leadership training to our Youth focusing on working with Judges, Legislators, social workers and administrators to promote youth advocacy. Professional trainings provide instruction in team building, public speaking, and branding.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/> Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other: Children's Aid Society	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/> 3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 10 Hours per day
	<input type="checkbox"/> Credit hours

*Indicate the audience to receive training*

<input type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/> Child placement agency staff	
<input type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	<small>Specify</small>
<input checked="" type="checkbox"/> Foster Youth	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		75	Total Cost	\$28,500.00	
<input checked="" type="checkbox"/> Other (specify)						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged to grant through our contract with Children's Aid Society.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<b>Provide a one paragraph brief syllabus of the training activity</b>													
ILP DREAM Council Meetings are held each second Saturday of the month at DHR County offices across the State 9 months each year. As a part of continued Leadership Training for DREAM Ambassador, every alternating month, 25 Youth Leaders travel to the designated county on the Friday evening, and conduct a business meeting from 6pm-10p, in preparation for the following days meeting. Youth train their peers with regard to NYTD, Sexual Safety, Law Enforcement/Law Awareness, Self Advocacy, How to Navigate the Court system, Dream Building, Leadership, Sex Trafficking, Civil Rights Education, Youth Leadership with the Poarch Creek Band of Indians. Service projects are also conducted monthly by the DREAM Ambassadors.													
<b>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</b>													
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination <input type="checkbox"/> Rate Setting <input type="checkbox"/> Hearings and Appeals <input type="checkbox"/> Referral to Services <input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Placement of Child <input type="checkbox"/> Development and Maintenance of Case Plan <input type="checkbox"/> Case Management <input type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions <input type="checkbox"/> Data Collection and Reporting												
<b>Indicate setting/venue for the training activity</b>													
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency) <input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees) <input type="checkbox"/> Continuing In-Service (On-going training for existing employees) <input checked="" type="checkbox"/> Conference/workshop	<b>Indicate proposed provider of training activity</b> <input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: x-small;">Specify</span> <input type="checkbox"/> Public university -----> <input style="width: 100px;" type="text"/> <input type="checkbox"/> Private university -----> <input style="width: 100px;" type="text"/> <input type="checkbox"/> Other -----> <input style="width: 100px;" type="text"/>												
<b>Indicate duration category of the training activity</b>													
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks) <input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<b>Specify approximate number of days or hours of training activity</b> <input type="checkbox"/> 9 Days <input type="checkbox"/> 4 Hours per day <input type="checkbox"/> Credit hours												
<b>Indicate the audience to receive training</b>													
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan <input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan <input type="checkbox"/> Persons preparing for employment with State/local agency <input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/> Adoptive parents <input type="checkbox"/> Child caring agency staff <input type="checkbox"/> Child placement agency staff <span style="float: right; font-size: x-small;">Specify</span> <input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.) <input style="width: 100px;" type="text"/> <input checked="" type="checkbox"/> Other community staff (medical, legal, police) <input style="width: 100px;" type="text"/> Foster Youth												
<b>Costing method</b>													
<input type="checkbox"/> Unit cost per trainee ( Tuition/books/supplies per trainee) or <input type="checkbox"/> Cost per class/training function <input type="checkbox"/> Other (specify)	<b>Estimated total cost</b> <table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr> <td style="width: 25%;">Unit cost</td> <td style="width: 25%;">\$0.00</td> <td style="width: 25%;">No. Trainees</td> <td style="width: 25%;"></td> <td style="width: 20%;">Total Cost</td> <td></td> </tr> <tr> <td>Estim. no. of trainees in class</td> <td></td> <td>50-75</td> <td>Total Cost</td> <td>\$12,000.00</td> <td></td> </tr> </table>	Unit cost	\$0.00	No. Trainees		Total Cost		Estim. no. of trainees in class		50-75	Total Cost	\$12,000.00	
Unit cost	\$0.00	No. Trainees		Total Cost									
Estim. no. of trainees in class		50-75	Total Cost	\$12,000.00									
<b>Cost allocation methodology</b>													
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable) Costs are directly charged to grant through our contract with Children's Aid Society													
<b>Indicate all applicable funding sources</b>													
<input type="checkbox"/> IV-B-1 (CWS) <input type="checkbox"/> IV-B-2 (PSSF) <input type="checkbox"/> IV-E Foster Care <input type="checkbox"/> IV-E Adoption <input type="checkbox"/> TANF <input type="checkbox"/> SSBG	<input type="checkbox"/> CAPTA <input checked="" type="checkbox"/> IV-E Chafee ILP <input type="checkbox"/> State only (mark only if other than non-Fed match) <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify <input type="checkbox"/> Other, Specify												

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>			
<p>The annual ILP Networking Conference convenes 100 county ILP coordinators and staff working with ILP Youth and up to 50 providers across the state. Attendees are provided training regarding NYTD, Sex Trafficking, Permanent Connections, Transition Planning, Permanency Roundtables, Psychotropic Medication, Medicaid to 26., Team Building with surrounding counties and providers.</p>			
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>			
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child	
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan	
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management	
<input checked="" type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions	
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting	
<i>Indicate setting/venue for the training activity</i>		<i>Indicate proposed provider of training activity</i>	
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other: Children's Aid Society	
<i>Indicate duration category of the training activity</i>		<i>Specify approximate number of days or hours of training activity</i>	
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	3	Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	6	Hours per day
			Credit hours
<i>Indicate the audience to receive training</i>			
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input checked="" type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/>	Child placement agency staff	<small>Specify</small>
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	
	<input type="checkbox"/>	Other community staff (medical, legal, police)	Foster Youth
<i>Costing method</i>		<i>Estimated total cost</i>	
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	No. Trainees	
<input checked="" type="checkbox"/> Other (specify) - Community providers attend the training for a nominal fee.	<input type="checkbox"/>	Estim. no. of trainees in class	150
		Total Cost	\$42,000.00
<i>Cost allocation methodology</i>			
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)			
Costs are directly charged to grant through our contract with Children's Aid Society.			
<i>Indicate all applicable funding sources</i>			
<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA	
<input type="checkbox"/> IV-B-2 (PSSF)	<input checked="" type="checkbox"/>	IV-E Chafee ILP	
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)	
<input type="checkbox"/> IV-E Adoption	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify	
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify	

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

**State Quality Assurance/County Quality Assurance Coordination Meeting is an annual meeting to bring together county QA coordinators and chairpersons with State Quality Assurance Committee members for training and exchange of information regarding the continual assessment , monitoring and improvement of child welfare practice.**

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	Specify
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	
<input checked="" type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	1	Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	7	Hours per day
		<input type="checkbox"/>		Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input checked="" type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	Specify
		<input type="checkbox"/>	Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		200	Total Cost	\$13,350.00	
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).
2. Employees use their own Program Effort Codes to cost out their training. Approximately half will be service workers whose cost is

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input checked="" type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Child Support
<input checked="" type="checkbox"/>	TANF	<input checked="" type="checkbox"/>	Other, Specify Title XIX
<input checked="" type="checkbox"/>	SSBG	<input type="checkbox"/>	Other, Specify

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

**Adjunct Reviewer Training is provided to staff who will be completing Quality Service Reviews to ensure there is a uniform and consistent training process as required.**

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/>	IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child
<input type="checkbox"/>	Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/>	Hearings and Appeals	<input checked="" type="checkbox"/>	Case Management
<input type="checkbox"/>	Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/>	Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

<input type="checkbox"/>	Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/>	In-house agency training staff	<small>Specify</small>
<input type="checkbox"/>	Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	<input type="text"/>
<input type="checkbox"/>	Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input type="text"/>
<input checked="" type="checkbox"/>	Conference/workshop	<input type="checkbox"/>	Other ----->	<input type="text"/>

*Indicate duration category of the training activity*

<input checked="" type="checkbox"/>	Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	2	Days
<input type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	7	Hours per day
		<input type="checkbox"/>		Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/>	Staff of State/local agency administering the State Plan	<input type="checkbox"/>	Adoptive parents	
<input type="checkbox"/>	Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/>	Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	<small>Specify</small>
<input type="checkbox"/>	Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<input type="text"/>
		<input type="checkbox"/>	Other community staff (medical, legal, police)	<input type="text"/>

*Costing method*

<input type="checkbox"/>	Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		200	Total Cost	\$30,000.00	
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (such as supplies, printing, notebooks, etc.).  
 2. Employees use their own Program Effort Codes to cost out their training.

*Indicate all applicable funding sources*

<input checked="" type="checkbox"/>	IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA
<input checked="" type="checkbox"/>	IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input checked="" type="checkbox"/>	IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/>	IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify Child Support
<input checked="" type="checkbox"/>	TANF	<input checked="" type="checkbox"/>	Other, Specify Title XIX

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Alabama Foster and Adoptive Parent Association (AFAPA) Contract. The AFAPA covers nine regions and the items listed for the contract are the Annual AFAPA Conference, two mini-conferences, an adoption (walk) fundraiser, and other county and/or regional training sessions as needed/requested.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/> Placement of Child
<input type="checkbox"/> Rate Setting	<input type="checkbox"/> Development and Maintenance of Case Plan
<input checked="" type="checkbox"/> Hearings and Appeals	<input checked="" type="checkbox"/> Case Management
<input type="checkbox"/> Referral to Services	<input checked="" type="checkbox"/> Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input checked="" type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/> Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input checked="" type="checkbox"/> In-house agency training staff	<small>Specify</small>
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other -AFAPA leadership/members and other invited speakers	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input checked="" type="checkbox"/> Days (the length varies, depending on the activity).
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> Hours per day
	<input checked="" type="checkbox"/> Credit hours - CEU's: Social Workers; CLE's: Attorneys

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/> Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input checked="" type="checkbox"/> Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input checked="" type="checkbox"/> Child placement agency staff	<small>Specify</small>
<input checked="" type="checkbox"/> Foster parents	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	
<input checked="" type="checkbox"/> Foster children/youth	<input type="checkbox"/> Other community staff (medical, legal, police)	

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		250-500	Total Cost	\$202,500.00	
<input checked="" type="checkbox"/> below						

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

1. Training costs are part of overhead (supplies, printing, notebooks, etc.).
2. Costs are directly charged (such as travel of employees, trainers' salaries & fringe benefits) go into a pool & are distributed according to IV-E/IV-B penetration rate.

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/> Other, Specify - Adoption Incentive Funds
<input type="checkbox"/> TANF	<input type="checkbox"/> Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/> Other, Specify

## "CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

*Provide a one paragraph brief syllabus of the training activity*

Children's Justice funds are awarded to counties applying for funds for Multi-disciplinary teams to attend the International Symposium on Child Abuse in Huntsville, AL. Some counties will instead arrange for and conduct regional conferences. The information provided for estimated total costs are the estimated compilations of both the counties sending participants to the International Symposium and those conducting regional conferences.

*Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.*

<input type="checkbox"/> IV-E Eligibility Determination or Redetermination		Placement of Child
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting

*Indicate setting/venue for the training activity*

*Indicate proposed provider of training activity*

<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)		In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->	<input type="text"/>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input type="text"/>
<input checked="" type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other As arranged by Symposium/Conference Planners----->	

*Indicate duration category of the training activity*

*Specify approximate number of days or hours of training activity*

<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	5	Days Could be more or less depending on sessions attended
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	Credit hours

*Indicate the audience to receive training*

<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan		Adoptive parents	
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/> Foster parents	<input type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	<input type="text"/>
	<input checked="" type="checkbox"/>	Other community staff (medical, legal, police)	<input type="text"/>

*Costing method*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or		Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function		Estim. no. of trainees in class			230	Total Cost	\$150,000.00
<input checked="" type="checkbox"/> Other (specify)							

*Cost allocation methodology*

Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)

Costs are directly charged to grant for travel, per diem, registration and materials, conference speakers (for regional conferences).

*Indicate all applicable funding sources*

<input type="checkbox"/> IV-B-1 (CWS)		CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify - Children's Justice funds
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**NOTE: The CHECKLIST for the “Doing What Matters for Alabama’s Children” Conference (see below) is being maintained in case federal funds are used to assist child welfare staff attend (in FY15, Adoption Incentive Funds were possibly used).**

**"CHECKLIST" FOR ADDRESSING TRAINING ACTIVITIES/EVENTS UNDER THE TITLE IV-B PLAN**

(This "checklist" should be used as a guide to ensure that all of the following information is provided in the Plan for each individual training activity planned to be held during the reporting period covered by this update)

<i>Provide a one paragraph brief syllabus of the training activity</i>					
Doing What Matters for Alabama's Children is a community meeting to address the needs of children in Alabama. .					
<i>Indicate which, if any, of the specifically allowable Title IV-E administrative functions this training activity addresses.</i>					
<input type="checkbox"/> IV-E Eligibility Determination or Redetermination	<input type="checkbox"/>	Placement of Child			
<input type="checkbox"/> Rate Setting	<input checked="" type="checkbox"/>	Development and Maintenance of Case Plan			
<input type="checkbox"/> Hearings and Appeals	<input type="checkbox"/>	Case Management			
<input type="checkbox"/> Referral to Services	<input type="checkbox"/>	Recruitment/Licensing of Foster/Adoptive Homes and Institutions			
<input type="checkbox"/> Preparation for and Participation in Judicial Determinations	<input type="checkbox"/>	Data Collection and Reporting			
<i>Indicate setting/venue for the training activity</i>			<i>Indicate proposed provider of training activity</i>		
<input type="checkbox"/> Pre-Service (Trainee not yet employed by State agency)	<input type="checkbox"/>	In-house agency training staff	<small>Specify</small>		
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university ----->			
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->			
<input checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->			
<i>Indicate duration category of the training activity</i>			<i>Specify approximate number of days or hours of training activity</i>		
<input checked="" type="checkbox"/> Short Term (Less than eight consecutive work weeks)	<input type="checkbox"/>	Days			
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day			
	<input type="checkbox"/>	7	Credit hours		
<i>Indicate the audience to receive training</i>					
<input checked="" type="checkbox"/> Staff of State/local agency administering the State Plan	<input checked="" type="checkbox"/>	Adoptive parents			
<input type="checkbox"/> Volunteers of State/local agency administering State Plan	<input type="checkbox"/>	Child caring agency staff			
<input type="checkbox"/> Persons preparing for employment with State/local agency	<input type="checkbox"/>	Child placement agency staff	<small>Specify</small>		
<input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)			
	<input checked="" type="checkbox"/>	Other community staff			
<i>Costing method</i>			<i>Estimated total cost</i>		
<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	<input type="checkbox"/>	Unit cost	\$0.00	No. Trainees	0
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/>	Estim. no. of trainees in class		Total Cost	\$0.00
<input checked="" type="checkbox"/> Other (specify) Registration fee of \$20 each is being charged				Total Cost	
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
Direct charges to Adoption Incentive Grant through funds sent to counties.					
<i>Indicate all applicable funding sources</i>					
<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/>	CAPTA			
<input type="checkbox"/> IV-B-2 (PSSF)	<input type="checkbox"/>	IV-E Chafee ILP			
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/>	State only (mark only if other than non-Fed match)			
<input type="checkbox"/> IV-E Adoption	<input checked="" type="checkbox"/>	Other, Specify AIF may be used by counties to pay registration			
<input type="checkbox"/> TANF	<input type="checkbox"/>	Other, Specify mileage and per diem			
<input type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify			

**Other Program Training (events that may take place/be repeated during the time frame of the current CFSP):**

- Ongoing training throughout the state for staff on Permanency Connections for Older Youth
- Ongoing Heart Gallery Exhibits throughout the state.
- Symposium on Human Trafficking and implications for Foster Care
- Domestic Violence Training for the Birmingham Police Department's Domestic Violence Conference
- Training for Hospital groups
- Annual Conference on the Placement of Children.
- Conferences/meetings on ICPC Border Agreements
- Three Branch National Governor's Association Grant Meeting

**DHR Learning Education and Training System (LETS)**

- Required modules are to be viewed by staff at the directive of one's supervisor. Some of these include: Active Shooter Preparedness Training; Confidentiality in the Workplace; Language Assistance; Service & Safety from Threatening Behavior; Safety in DHR Facilities

**Other:**

- The Poarch Band of Creek Indians sponsored conferences
- Casey Quarterly meetings

## **FOSTER & ADOPTIVE PARENT DILIGENT RECRUITMENT PLAN**

### **Characteristics of Children in Care**

The FC085 report provides information about the characteristics of children in care for a given month. Ethnicity is among the characteristics reported. According to the Index to MS reports available through iDHR, this report has defects in it. According to data reported elsewhere in the 2017 APSR by the Office of Data Analysis (Systemic Factors, number 19: Statewide Information System), the racial/ethnic make-up of our children in foster care is

White: 66.62% Black or African American: 37.76% Two or more races: 6.25%  
Less than 1% for each of the following: Asian, Unable to determine, Native Hawaiian/Pacific Islander and American Indian/Alaska

Hispanic/Latino is not an ethnic group currently being captured by this report. The Office of Data Analysis indicates that 5.0% of the children in Foster Care are of Hispanic Origin. See Goal 1, Objective 1 later in this document.

The Office of Data Analysis was consulted in an effort to gather additional information on this statistic. The most recent AFCARS submission (AFCARS 2017A) indicates that 5.49% of the children in foster care are of Hispanic ethnicity. These children are from the following counties:

Autauga	Baldwin	Blount	Bullock	Calhoun	Chambers	Cherokee	Chilton	Cleburne	Coffee
Colbert	Coosa	Covington	Crenshaw	Cullman	Dale	DeKalb	Elmore	Escambia	Etowah
Franklin	Geneva	Henry	Houston	Jackson	Jefferson	Lauderdale	Lawrence	Lee	Limestone
Madison	Marengo	Marshall	Mobile	Montgomery	Morgan	Perry	Pickens	Russell	St. Clair
Shelby	Talladega	Tallapoosa	Tuscaloosa	Walker	Washington				

There is a similar report for characteristics of foster home (PVDR230). However, the report is not pulling from FACTS correctly. Work has been done on a provider query. Managers of the Offices of Data Analysis and Adoption have reviewed the results of the query. The business rules included identifying the race/ethnicity of the heads of households, as well as languages spoken. The provider query also pulls what types of children the families are willing to parent (i.e., special health care needs, teenagers, sibling groups, etc.). An example of some of the information we received the query notes that 57.0% of the number one heads of household in 2,625 approved foster homes are white and 38.8 percent are black or African American. Seldom is information provided on a second head of household. The query reports that 0.76 % of head of household ones are of Hispanic origin. In the area of language the query only reports that three families speak English and Spanish. The data in the fields in the query results reporting the “willing to parent” characteristics is incomplete.

On May 18, 2017 a meeting was held between the Deputy Commissioner of the Children & Family Services Division, Deputy Director of the Family Services Division, the Systems Manager of DHR Information System, and Program Managers from the Offices of Data Analysis and Adoption along with several other staff from DHR Information Systems. The purpose of the meeting was to discuss developing a database of information about foster/adoptive parents that could be used in matching and placing children available for adoption. During the meeting a discussion was held about the foster/adoptive homes queries already conducted quarterly by the ODA and the work that the Office of Adoption and FACTS functional staff had already done on the roadmap for registering a provider. It was decided that FACTS can already capture the data, but is not pulling information into the query because data entry is incomplete. Notes taken during an earlier working session between the Office of Adoption and FACTS Functional staff and the business rules from the ODA Query are being provided to the Systems Manager of DHR Information Systems and identification of fields that need to be mandatory, an update to the roadmap for registering providers. Once the changes have been made to FACTS, information will be sent to all FACTS users to update information in fields being made mandatory on existing providers and instructing them to utilize the updated roadmap when registering new providers.

### **Strategies for reaching out to all parts of the community**

Alabama DHR has 67 county offices. In February, counties are required to implement a campaign to raise the public’s awareness of the need for more foster families. All counties provide a copy of their plans to the SDHR office annually. Additionally, this year counties were instructed to provide (a) information about recruitment events completed in FY 2016; (b) information about inquiries, GPS/TIPS completion and new FFH/AR approved in FY 2016. Many counties utilize

businesses and organizations with wide public access as venues for their recruitment activities. Counties have placed banners and signs in park & recreation facilities, ball fields, etc. Other examples of methods used to access the communities include: counties providing information and material to a wide range of faith communities; placing information about foster care and adoption in restaurants, including those with delivery services so the message about the need for more foster/adoptive families has been taken directly into the home of potential providers. In addition to plans developed by counties, they are encouraged to arrange diligent recruitment training/planning sessions with the Office of Adoption. Market segmentation lifestyle group information on the state's existing successful foster families from 2009/2010 is used in this work. It was obtained through an interagency partnership. The Department is currently looking for other state agencies that utilize GIS Mapping software in an effort to develop a partnership that will enable us to get our market segmentation data updated. **2018 APSR Update:** See map on page 10 for an illustration of counties who have participated in diligent recruitment / market segmentation work days.

Market segmentation lifestyle information is mostly silent on whether or not group members are active in faith-based activities. However, through our day-to-day experiences with our successful foster parents, we are aware that they get much of the support (hands-on and emotional) from faith-based organizations. Therefore, we recognize recruitment through communities of faith to be a vital method of reaching potential foster and adoptive families. Through congregations we are also able to target specific racial and ethnic groups for the purpose of recruiting potential foster/adoptive families.

**Diverse methods for disseminating both general information about being a foster/adoptive parent & child-specific information.**

In addition to the county recruitment plans described above, the Department has a statewide media campaign with radio and television. Since June 2010, Alabama DHR has had a professional services agreement with the Alabama Broadcaster's Association for participation in a Public Education Program (PEP). Through the PEP, ABA-member radio and television stations statewide air pre-recorded public service announcements about the need for foster/adoptive families. The radio and television outlets that are members of ABA present formats from all genres of music, broadcasting the need for homes to people with multiple and diverse interests. Three years ago, the Department partnered with a Spanish-speaking adoptive parent and a broadcaster and recorded a Spanish-language radio PSA that was released as a part of the PEP. The PSA was distributed to all Spanish-language radio stations in the state. The television PSA's aired through PEP were updated in FY 2017 to include a television and radio PSA featuring University of Alabama head football coach Nick Saban.

The market segmentation lifestyle group information referred to above was generated using address (zip code) information on foster family homes that had been re-approved at least once and had at least one placement. For adoptive-only homes, information on families that received a special needs adoption assistance payment was also included. This analysis provided us with information on families more likely to say yes when asked to foster and/or adopt. Several counties have worked with the Office of Adoption Manager to review their county-specific demographic information and how it compares with the segmentation groups included in the statewide data and have developed targeted recruitment plans/strategies based on the same. The supervisor will continue to work with counties, upon invitation, to share this information and help them develop targeted recruitment plans built on the data. Presently this occurs via counties extending an invitation. However, Family Services will review the foster home needs/placements per county, and based on that examination, will propose to SDHR Administration that recruitment planning/implementation (with state office support/assistance) be mandated for those counties so identified as needing improvement.

The Department has a pre-adoption services program through Children's Aid Society/APAC through which families are recruited, trained and home-studied for the purpose of adopting children who meet the Department's special needs definition. Staff employed by this vendor for this contract has also gone through the market segmentation training and is using the strategies included in their plan to increase the number of families willing/able to parent this population of children. Information about locations where CAS/APAC has implemented recruitment work (information tables, speakers, etc.) is provided elsewhere in the 2018 APSR. The information for part of FY's 16 and 17, can be found on pages 67 and 68 of the 2018 APSR. Updated information is provided below and on the next page:

FY 2017 ACTIVITIES			
Date	Portion of State	Type of Activity	Specific Location
10/1/2016	Birmingham	Flyers	FBC Graymont Women's & Men's Conference
11/2/2016	Birmingham	Presentation	Shoals Ambulance – nurses, social workers and case

			managers in health field. Presentation, "Building & Strengthening Adoptive Families".
11/7/2016	Birmingham	Booth	ProAssurance United Way Fair
11/7/2016	Birmingham	Media	NAM Event CAS / Southside Offices. Included adoptive parents and probate judge as speaker
12/4/2016	Birmingham	Booth	Gardendale FBC Orphan Care Sunday
4/24/2017	Birmingham	Activity Sheets	BeKare Daycare
4/24/2017	Birmingham	Activity Sheets	Birmingham YMCA
4/24/2017	Birmingham	Activity Sheets	Grace Community School
4/24/2017	Birmingham	Flyers & cards	Placed in rack at Birmingham YMCA
4/24/2017	Birmingham	Activity Sheets, Flyers & cards	Placed in rack at Busy Bee Academy
4/24/2017	Birmingham	Flyers & cards	Placed in rack at Cahaba Valley Learning Center
4/24/2017	Birmingham	Flyers & cards	Placed in rack at Valley Learning Center
4/24/2017	Birmingham	Flyers & cards	Placed in rack at Kids Only Learning Center in Trussville
SPRING 2017	Birmingham metro area	Magazine	Article appeared in <i>Hometown Parent</i>
6/27/2017	Huntsville	Signs	Airport Road at Trinity United Methodist Church
6/27/2017	Huntsville	Signs	AT&T at Airport Road/Whitesburg Blvd.
6/27/2017	Huntsville	Signs	Bedzzz Express at Airport Road & Whitesburg Blvd.
6/27/2017	Huntsville	Signs	Star Pharmacy on Carl T. Jones Drive
6/27/2017	Huntsville	Signs	Strip mall across from Walgreens on Carl T. Jones Drive
6/27/2017	Huntsville	Signs	Sunoco at Holmes and Andrew Jackson Way
6/27/2017	Huntsville	Signs	Walgreens on Carl T. Jones Drive
6/27/2017	Huntsville	Signs	Williams Kilng, Sr. Park
6/27/2017	Huntsville	Signs	Zaxby's on Carl T. Jones

Child specific recruitment is done primarily through use of photo and video on web-based photo listing. Photos, videos, bio narratives and profiles of children available for adoption are included on four different web sites: [www.adoptuskids.com](http://www.adoptuskids.com); [www.adoption.com](http://www.adoption.com); [www.heartgalleryalabama.com](http://www.heartgalleryalabama.com); and [www.dhr.alabama.gov](http://www.dhr.alabama.gov). Child-specific recruitment is also done in partnership with the state's foster and adoptive parent association (AFAPA) and through our post-adoption services provider. This recruitment is done through quarterly newsletters that feature photos and narrative about the children. These newsletters are still sent via U.S. Mail to the homes of foster and/or adoptive families approved throughout the state and those working on pre-service training and/or home studies.

The NRCDRFAP has held a webinar focusing on the use of social media for recruitment. At the current time, Alabama DHR Family Services Division has policies regarding foster parents and others including photos of children in foster care on their social media pages. However, social media is not accessed for recruitment purposes (general nor child-specific.) We have access to all the resources discussed during the Webinar. The webinar was somewhat interactive. Participants on the Webinar who do have policies regarding social media, or who at least utilize social media (both public and private agencies) agreed to share their information with the NRCDRFAP who will disseminate it to those who are a part of this Peer-to-Peer group (P2P). This information will be shared with the Department's

Communication Office in order to foster some movement in this area. Along with this, we will submit a request for TA from the NRCDRFAP. Many of the agencies and groups with whom DHR partners for child-specific recruitment utilize various forms of social media for both general and child-specific. Appropriate, sophisticated use of social media can give the agency targeted access to families whose Internet and social media habits indicate they may have an interest in parenting through foster care and/or adoption. Alabama DHR partners with AdoptUsKids, when they do “Twitter parties” or other events to feature children that seldom receive inquiries on the regular photo listing. Heart Gallery Alabama features a child of the month in an electronic newsletter and on their Facebook page.

Child-focused recruitment is also the focus of the two grants with the Dave Thomas Foundation for Adoption to operate *Wendy’s Wonderful Kids* projects in two geographic locations in the state. We secured our first DTFA/WWK grant during FY 2007 (Mobile, Baldwin & southwest Alabama) and the second DTA/WWK grant during FY 2010-2011. We have enjoyed consistency in the recruiters working in this project (zero turnover since the beginning of each grant).

## RECRUITMENT GOALS, OBJECTIVES & STRATEGIES

**NOTE:** In collaboration with members of the FSD management team and external recruitment partners, targeted time frames for achieving the goals/objectives will be established, and reported on in the 2018 APSR, recognizing that adjustments will be made as necessary as implementation continues.

**GOAL R-1:** Alabama DHR will be able to analyze and determine if the pool of available foster/adoptive parents is reflective of the population of children in care, not living in their own home or relatives.

**OBJECTIVE 1:** Alabama DHR will have data that provides information on race and ethnicity of approved foster family/ adoptive resource families.

### **IMPLEMENTATION STRATEGIES:**

1. The Office of Adoption manager will meet with staff of the Office of Data Analysis to develop a query that will run quarterly that will report information on the race and ethnicity of foster family/adoptive resource homes. If the elements exist in FACTS, other characteristics to include in the query include a FFH/AR willingness to:
  - a. Parent teens
  - b. Parent children with special health care needs
  - c. Parent sibling groups of three or more

**FY 2016 Status:** Work has been done on the query and business rules established. The query is run monthly and the managers of the Offices of Adoption and Data Analysis review-the same. Work is needed to identify reasons for incomplete data in the query results. Modifications may be needed to FACTS training information regarding provider registration. Additionally, instructions for correction as needed of existing provider information will be sent to counties.

**FY 2017 Status:** On May 18, 2017 a meeting was held between the Deputy Commissioner of the Children & Family Services Division, Deputy Director of the Family Services Division, the Systems Manager of DHR Information System, and the Program Managers from the Offices of Data Analysis and Adoption along with several other staff from DHR Information Systems. The purpose of the meeting was to discuss developing a database of information about foster/adoptive parents that could be used in matching and placing children available for adoption. During the meeting a discussion was held about the foster/adoptive homes queries already conducted quarterly by the ODA and the work that the Office of Adoption and FACTS functional staff had already done on the roadmap for registering a provider. It was decided that FACTS can already capture, but is not pulling information into the query because data entry is incomplete. Notes taken during an earlier working session between the Office of Adoption and FACTS Functional staff and the business rules from the ODA Query are being provided to the Systems Manager of DHR Information Systems and identification of fields that need to be mandatory, an update to the roadmap for registering providers. Once the changes have been made to FACTS, information will be sent to all FACTS users to update information in fields being made mandatory on existing providers and instructing them to utilize the updated roadmap when registering new providers. Reminder emails have been sent to County Directors regarding the use of FACTS fields for gathering information such as foster/adoptive homes willing to accept medically fragile children, teen parents, sibling groups, teen males, and teen females. Still, progress is slow and obtaining accurate data remains a challenge. Efforts will continue to be made acknowledging that strengthening this area may well go through/after the onsite review of July 2018.

2. Based on the elements included in the query in strategy 1, training will be provided to county resource workers and supervisors about the essential data that must be entered into the provider screens on FACTS.

**FY 2016 Status:** No work on this has been done yet.

**FY 2017 Status:** In June 2017, work began with FACTS management and functional staff to create an adoption tracking database that will provide information expected to help in the family/child matching process. The Managers of the Offices of Data Analysis and Adoption are involved in this work. The Manager of the Office of Adoption had previously worked with FACTS Functional Staff to review and propose edits to the Road Map for recording provider information in FACTS. This information is being used as the basis for the database. Instructional documents and training will be rolled out as the work in strategy 1 is completed.

**Implementation Strategies 1 & 2 - UPDATE:**

In July 2016 staff from the Offices of Data Analysis, Adoption, Resource Management (licensing) and FACTS functional staff met to review the results of the query and the business rules that were established for said Query. Information that is obtained by the ORM (Office of Resource Management) from LCPA's (Licensed Child Placing Agencies) in order to register their providers in FACTS reviewed and discussed. Many of the providers for whom no child-desired characteristics are entered are providers approved by the LCPA's. Information will be provided to ORM and they will make changes to the information obtained. Strategies for addressing other values for which there is missing information were also discussed. The Program Manager for Adoption (who is still primarily responsible for diligent recruitment and provider tasks) is scheduled to spend some time in the FACTS practice environment trying to determine revisions that are needed to pick lists, text values, etc. appearing on provider screens. Once needed revisions are identified, these will be communicated to FACTS staff and once changes are made information regarding essential data that must be entered into FACTS will be provided to county resource workers and supervisors as well as staff in the Office of Resource Management as it applies to the LCPA's and their providers.

3. The query will run quarterly and the results will be analyzed and information provided to counties. This information will be used for the basis of the annual recruitment campaign implemented by the county departments.

**FY 2016 Status:** The query is currently running quarterly.

**FY 2017 Status:** The query continues to run quarterly. Currently the data is insufficient to allow for any meaningful analysis, though a focus on this area will continue as commented above under strategy #1.

4. When linguistic barriers to recruitment, training and/or approval of homes exist, counties will access the foreign language translation services under contract with the DHR or natural community/family supports to remove the barrier.

**FY 2016 Status:** Data has not been made available to the Office of Adoption in order to assess how often counties may be accessing this service for the purposes of recruitment, training or completing home studies on family. Counties are made aware of the service through training that is available through LETS. Review of this training is required annually for all FSD staff.

**FY 2017 Status:** The "Open Your Heart / Open Your Home" poster has recently been translated into Spanish. Assessing the level of need currently remains a challenge, that we know needs to be addressed, before strategizing and planning can be most effective.

5. The department charges no fees to potential foster/adoptive resource families for pre-service training and/or completion of the home study process

**FY 2016 Status:** This continues to be the case.

**FY 2017 Status:** No change.

**GOAL R-2:** Alabama will have a larger pool of well-trained foster/adoptive resource families to select from for matching/placing children in foster care so that rates of stability of placement and sibling separation are improved and our dependence on congregate care facilities is decreased.

**OBJECTIVE 1:** The overall number of foster/adoptive resource families will increase by 5% by 9/30/2019.

**IMPLEMENTATION STRATEGIES:**

1. Counties will continue to develop and implement annual recruitment plans during the month of February.

**FY 2016 Status:** Counties were asked to develop recruitment plans and to provide copies to SDHR. A summary document of these plans is attached to this report.

**FY 2017 Status:** Counties provided information on the activities they complete in FY 2016 and activities planned for FY 2017. This counties' information about recruitment planning activities is included later in this document. Counties were also asked to provide some outcome information, including the numbers of families inquiring about fostering and/or adopting, numbers of families that completed pre-service training and total number of new families approved in 2016.

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2016	GPS PARTICIPANTS	NEW FOSTER HOMES
1	Autauga	5	5	0
2	Baldwin	48	70	20
3	Barbour	16	5	4
4	Bibb	22	8	3
5	Blount	15	8	8
6	Bullock	24	15	2
7	Butler	13	13	1
8	Calhoun	20	17	8
9	Chambers	11	11	11
10	Cherokee	7	7	6
11	Chilton	75	40	10
12	Choctaw	4	0	0
13	Clarke	9	2	2
14	Clay	11	4	2
15	Cleburne	8	1	4
16	Coffee	20	15 started 11 completed	1 (for county) 3 (ICPC)
17	Colbert	19	6	2
18	Conecuh	8	7	0
19	Coosa	7	2	2

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2016	GPS PARTICIPANTS	NEW FOSTER HOMES
20	Covington	25	28	9
21	Crenshaw	13	2 couples DT 1 single DT 1 couple GPS	3
22	Cullman	25	23	10
23	Dale	19 packets	3	2 FH & 1 ICPC
24	Dallas	16	7	2
25	DeKalb	54	24	8
26	Elmore	54	20	13
27	Escambia	4	7 (+2 ICPC)	2
28	Etowah	16	15	4
29	Fayette	5	1	1
30	Franklin	7	5	5
31	Geneva	0	22	19
32	Greene	2	0	0
33	Hale	8	1	1
34	Henry	7	3	1
35	Houston	16	22	4
36	Jackson	26	17	9
37	Jefferson	21	141	77
38	Lamar	6	2	3
39	Lauderdale	47	36	14
40	Lawrence	30	22	6
41	Lee	66	11 couples & 16 individuals	5
42	Limestone	20	25	14
43	Lowndes	5	1 (DT)	0
44	Macon	5	2	2
45	Madison	120	79	42
46	Marengo	25	2	6
47	Marion	11	0	0
48	Marshall	50	20	15
49	Mobile	94	39	23

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2016	GPS PARTICIPANTS	NEW FOSTER HOMES
50	Monroe	1	0	0
51	Montgomery	75	45	25
52	Morgan	44	25	23
53	Perry	1	0	0
54	Pickens	6	4 families	3
55	Pike	8	2	2
56	Randolph	3	2	2
57	Russell	16	12	7
58	St. Clair	18	14	26
59	Shelby	10	20	18
60	Sumter	13	1	2
61	Talladega		13	5
62	Tallapoosa	16	13	3
63	Tuscaloosa	63 +	46	9 <i>(13 were still in a class that didn't conclude until 10/4/2016)</i>
64	Walker	16	9	6 FH, 1 AH, & 1 ICPC
65	Washington	5	5 in Washington and 1 in Choctaw	3 by Washington 1 by Choctaw
66	Wilcox	5	0	0
67	Winston	11	3	5

- Recruitment/retention supervisor will continue to work with counties (by invitation) sharing market segmentation information and developing targeted recruitment plans.

**FY 2016 Status:** The Family Services Advisory Committee of the County Director's Association is met on August 29, 2016 and recruitment projects is an agenda item. Following this meeting, invitations were received from some of the directors asking for on-site diligent recruitment planning work. One work session was completed prior to the end of FY 2016 (Lauderdale County 9/22/2016).

Additionally, we embarked on a special recruitment planning project with Tuscaloosa, Perry, Marengo, Hale, Greene, Sumter, Bibb and Pickens Counties. Tuscaloosa is a medium-sized county (location of the University of Alabama, Stillman College and Shelton State Community College). The other counties listed are smaller, predominantly rural counties who have smaller populations of children/youth in care. These counties tend to have less successful recruitment activities and turn to Tuscaloosa and other medium and large-sized counties to have approved homes when they do bring children into care. On September 8, 2016 the Program Manager of the Office of Adoption met with the directors of these counties to demonstrate how life style grouping information (taken from Market Segmentation work) can help them develop targeted recruitment strategies. The desired outcome of this meeting was to reach an agreement on the part of all counties to work together on a regional recruitment plan. The purpose of the meeting was to determine if counties desire to do regional recruitment and to gauge their willingness to participate. Following this meeting, on Monday, August 29, the Program Manager of the

Office of Adoption presented information about recruitment to the Family Services Sub-Committee of the County Directors' Association and she discussed the West-Alabama area recruitment model. During the meeting with the directors in west Alabama, there was discussion about a regional GPS/TIPS training schedule. However, this was not the decision that was reached. In this model the counties agreed to recruit and Tuscaloosa will continue to do periodic GPS/TIPS classes. If the smaller counties do not have enough families to hold a pre-service training session, then families will go to training in Tuscaloosa and staff from surrounding counties will attend alongside their families. The information was met with much enthusiasm and many expressed an interest in being a part of the Recruitment & Retention Task Force to be formed later. The regional recruitment concept is expected to be a help to the larger counties as well as the smaller counties. The goal will be for smaller counties to identify families, but larger counties help with the pre-service training (which is often challenging for smaller counties to accomplish in a timely fashion). As smaller counties develop more of their own resources, the larger counties (who currently "loan their homes" to the smaller counties) should be able to make their own placements in closer proximity. In other parts of the state we may find that a regional training schedule can be developed, where class start days/dates don't overlap and families from any county in a region may attend GPS/TIPS in any other county in that same region.

Since the June 2016 submission of the APSR update, the Office of Foster Care has added three IL staff. While working on policy updates to address the Reasonable and Prudent Parenting Standard, the Program Manager of the Office of Adoption met with the Manager of the Office of Foster Care and the IL staff. A copy of the state's Recruitment Goals and Objectives were shared and reviewed. The State's Dream Council will be asked to help us develop recruitment strategies and message (and hopefully, a PSA campaign).

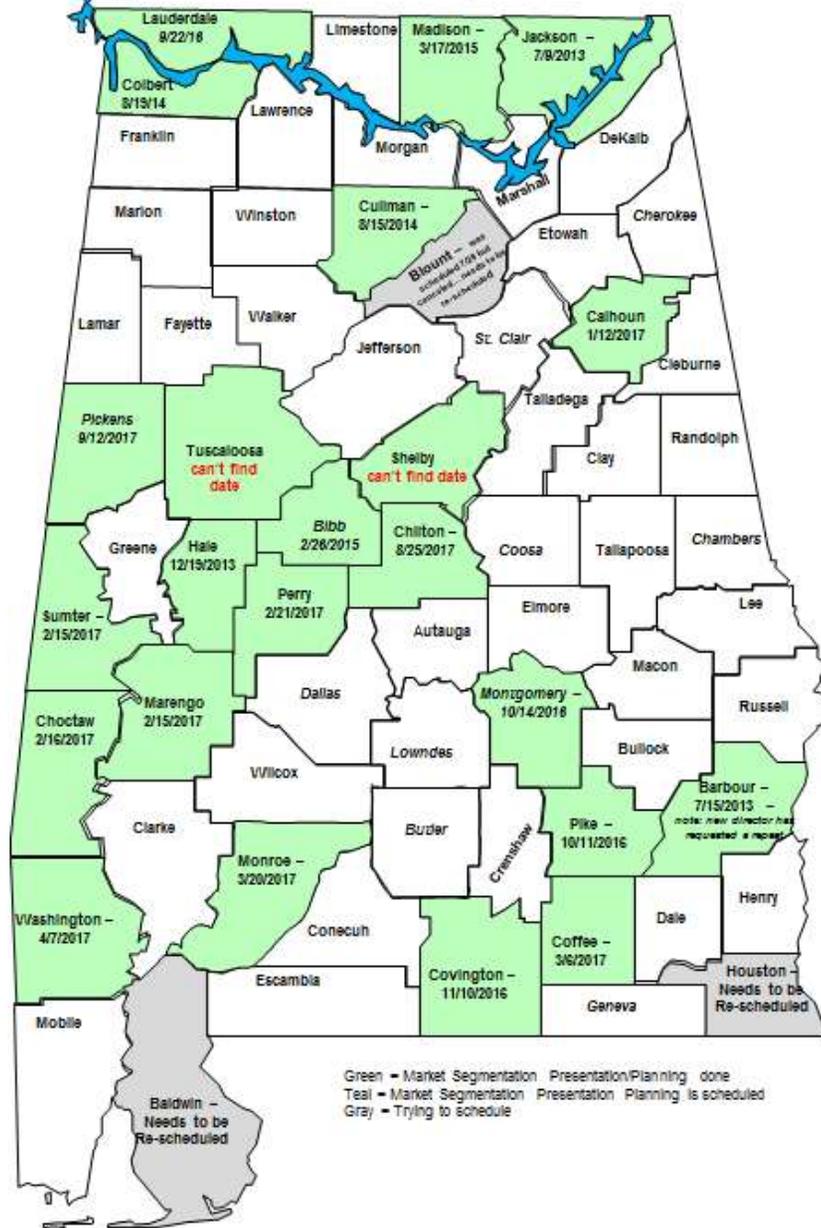
**FY 2017 Status:** On-site diligent recruitment planning work sessions were held in the following counties since 10/1/2016:

Pike	10/11/2016	Montgomery	10/14/2016
Covington	11/10/2016	Calhoun	1/12/1017
Sumter	02/15/2017	Marengo	02/15/2017
Choctaw	02/16/2017	Perry	02/21/2017
Coffee	03/06/2017	Monroe	03/20/2017
Washington	04/07/2017	Chilton	08/25/2017
Pickens	09/12/2017		

Sessions were also scheduled for Baldwin, Houston and Blount counties but have needed to be rescheduled for later in FY 2017.

See map next page. Counties in green have gone through the Diligent Recruitment work days and those in gray need to be re-scheduled.

### Diligent Recruitment/Market Segmentation Counties



Green = Market Segmentation Presentation/Planning done  
 Teal = Market Segmentation Presentation Planning is scheduled  
 Gray = Trying to schedule

3. Provide training to resource staff and supervisors to help them recruit and train foster families willing and able to address the special care needs of youth in care, therefore, providing better matches of foster youth to providers.

There is lack of clarity in our approach to this issue between state-level responsibilities/duties and county responsibilities. Roles for the resource workers in each county will be evaluated based on the counties needs for foster homes. It is our intent to analyze each county's current foster care population, and determine how many of those youth are placed out of county in either congregate care or another county's foster homes. With this data we can then propose specific recruitment targets for each county and develop training services and supports to meet identified needs.

4. Alabama DHR will continue to utilize the recruitment response team to respond to inquiries from interested families and to share information and follow-up with families once contact is made.

**FY 2016 Status:** The RRT continues to be included in the Pre-adoption Services Contract between the Department and Children's Aid Society/ APAC

**FY 2017 Status:** No change. The RRT services are still included in the Pre-adoption Service Contract between the Department and Children's Aid Society / APAC.

5. Alabama DHR will continue our partnership with Alabama Broadcasters Association for our public service campaign on radio and television stations statewide.

**FY 2016 Status:** This professional services agreement remains in place.

**FY 2017 Status:** This professional services agreement remains in place.

6. Alabama DHR will continue to contract with CAS/APAC for recruitment, training and adoption home study preparation for families/willing and able to parent children that meet the Department's Special Needs definition.

**FY 2016 Status:** This contract is still in place.

**FY 2017 Status:** This contract is still in place.

7. Upon expiration of CAS/APAC contract revise/reissue the RFP for special needs home recruitment, training and study work.

No update at this time.

**FY 2017 Status:** The new RFP for pre- and post-adoption services, currently provided by Children's Aid Society/APAC is due to be released in the spring 2017.

8. Alabama DHR will continue to review resource records as a part of on-site State QA review to ensure compliance with minimum standards including criminal history checks and CA/N Clearances.

**FY 2016 Status:** These reviews continue to be a part of the on-site State QA reviews, unless they are in a county without any approved FFH/AR homes.

**FY 2017 Status:** Resource Record Reviews continue to be a part of the on-site State QA reviews, unless the review is being held in a county without any approved FFH/AR homes.

**OBJECTIVE 2:** The annual continuing education requirements for foster families will be revised to require minimum amounts of training in trauma, reactive attachment disorder, sexual safety in foster/adoptive placements.

**IMPLEMENTATION STRATEGIES:**

1. Draft and release an administrative letter reminding counties of the purpose and importance of appropriate continuing education training for their foster parents.
2. Draft and release a document that will track continuing education hours and will indicate the focus/applicability of training for which foster parents are given credit.

**FY 2016 Status:** Work on Strategies 1 & 2 will be included in any correspondence sent to counties and licensed child-placing agencies where the Minimum Standards for Foster Family Homes or the FFH/AR Approval Policies are released (e.g. when information on Reasonable and Prudent Parenting training is released).

**FY 2017 Status:** During this reporting period extensive statewide training in the area of Reasonable and Prudent Parenting Standards were held for existing foster parents and foster care staff. Although not considered “continuing education”, the Department is in the process of transitioning into a Trauma-Informed model for pre-service training for newly recruited FFH/AR families. The Trained Therapist Network, which is a part of the educational training program available through Children’s Aid/APAC is open to foster and adoptive parents. The Network during this reporting period included training in “The Healing Mind: “Discovering the Missing Link between Trauma & Resilience” and “Navigating the Journey: Supporting Families Through the Realities of Adoption”.

3. Work with AFAPA to include speakers with expertise in the areas of trauma, reactive attachment disorder and sexual safety in foster/adoptive placements on their agenda for their annual conference.

**FY 2016 Status:** The Office of Foster Care serves as a liaison with AFAPA related to their annual conference as well as their mini-conference to address the above objective. The leadership of AFAPA attends NACAC and NFPA conferences annually and through this are able to identify speakers and topics that can be shared through conference and training sessions held in Alabama.

**FY 2017 Status:** The 2017 AFAPA Conference included a wide array of workshop topics. Topics included:

Helping Bullies	Helping Victims of Bullies	Drug Awareness
It’s All About Me (Lifebooks)	Adoption Subsidy	Independent Living Programs for Youth
Car Seat Safety	Allegations and Documentation	Lying, Cheating & Steling
Understanding Sexualized Behaviors in Children	Effects of Trauma & Transitions of Child Development	

The Keynote Speaker was Rhonda Sciortino – former foster youth, she created the “Your Real Success” curriculum to help victims of trauma turn their worst adversities into their greatest advantages.

**OBJECTIVE 3:** Alabama DHR will have polices addressing the use of social media in recruitment, general and child-specific

**IMPLEMENTATION STRATEGIES:**

1. The Recruitment Supervisor will submit a request for NRCDR technical assistance to the regional office staff of the Children’s Bureau.

**FY 2016 Status:** This request has not yet been made.

**FY 2017 Status:** The Manager of the Office of Adoption, who has responsibility for overseeing the recruitment and retention activities for the Department, participates in a Peer-to-Peer network of recruitment staff through the NRCDRFAP. One of the Quarterly P2P calls focused on the use of social media in the recruitment arena. Information from this call was shared with the Public Information Manager with Alabama DHR and plans are to have additional one-

on-one calls with states that utilized social media in a fashion that may work in Alabama. Because this assistance is available through the P2P Network, a specific request for T/TA through NRC has not been submitted.

2. Once approval is obtained, Supervisor will contact NRCDR assigned consultant to initiate technical assistance.
3. Working with the NRC research will be done to obtain information about use of social media policies with other public child-welfare agencies.

**FY 2016 Status:** The Program Manager for the Office of Adoption is a part of two Peer-to-Peer support groups coordinated by the NRCDRFAP. One is general in nature and provides information on a variety of topics. The other group focuses on Market Segmentation Work. Recently the general P2P group participated in a webinar regarding using social media for recruitment. The members of this group who either have policies and procedures on social media, or at least utilize social media, are to provide information to the NRCDRFAP who will then share it with members of the support group. The Program Manager for the Office of Adoption participates in multiple peer-to-peer group calls. The P2P network calls organized by the NRCDRFAP have recently focused an entire webinar on social media policies and procedures from participating agencies. The coordinator of the call requested that states with policies procedures share those and she has gathered all of those and shared them with agencies. Because of the assistance provided through the P2P network, a T/TA request to the NRC may not be necessary.

**FY 2017 Status:** See FY 2017 status for Objective 3, Step one (1) above

4. Alabama DHR will reach out to other state agencies that significantly utilize social media in their work (i.e. Governor's office, Office of the First Lady, Department of Public Health, Department of Rehabilitation Services, and/or Department of Mental Health.

**FY 2016 Status:** No update to report.

**FY 2017 Status:** The Department's Administration has taken a measured approach towards agency usage of social media. For social media to have a positive impact there would have to be strong monitoring of pages or sites to prevent disgruntled clients, waiting families, etc. from posting negative messages on the sites. This protocol has not yet been developed. The Manager of the Office of Adoption participates in a Peer to Peer (P2P) network with other states and particularly favors the recruitment campaign that the State of Tennessee currently has in the field. The Program Manager of the Office of Adoption has shared information about this campaign and samples of the campaign's web site and social media with appropriate departmental staff. Feedback will be forthcoming.

5. FSD will pull together a work group for development of social media policies. The task force will be made up resource staff/supervisors from counties that have expressed an interest in recruiting through social media, as well as representatives from the Agency's Public Information office, the Division's Child Welfare Policy Office and our recruitment partners (Heart Gallery, Kids to Love, CAS/APAC, AFAPA, etc.).

**FY 2016 Status:** No update to report

**FY 2017 Status:** The task force referred to here has not been formulated as we lack permission from the Department's Administration to move forward with a social media campaign. Our partner agencies (listed in this strategy) all utilize social media and deliver a message regularly around the need for more foster and adoptive parents, including child-specific photos/profiles intended to help children be matched and placed with adoptive families.

6. Draft policies will be submitted to the FSD administration for review and, if approved, on to the Commissioner for approval and implementation.

**FY 2016 Status:** No update to report

**FY 2017 Status:** Completion of this strategy building upon approval and progress on numbers 1 & 2.

**GOAL R-3:** Older youth (14 and older) will experience increased rates of achieving permanency through adoption.

**OBJECTIVE 1:** Youth in foster care 14 or older will increase their understanding of what it means when they choose not to consent to adoption.

**IMPLEMENTATION STRATEGIES:**

1. Continue to renew our grant with the Dave Thomas Foundation for Adoption for intensive child-focused adoption recruitment.

**FY 2016 Status:** These grants continue to renew

**FY 2017 Status:** These grants continue to renew.

2. A request will be sent to the Office of Data Analysis to identify children in care, 14 years and older with TPR and a goal of APPLA.

**FY 2016 Status:** This information as provided in FY 2014/2015. The manager of the Office of Adoption plans to follow-up with the Office of Data Analysis to see if it is regularly available or if getting it again requires a special request.

**FY 2017 Status:** A query of children in care, with TPR and APPLA as a goal was run on 5/3/2017. It indicated that currently the Department has 110 children in care with TPR and a goal of APPLA. Thirteen (13) of these children (nearly 12%) were once in the Wendy's Wonderful Kids caseloads. Child-focused recruitment efforts were not successful for these children and the children either no longer consented to adoption, or the ISP team changed their goal to APPLA.

3. Identify a pool of these children to include in the work of the Wendy's Wonderful Kids Recruiters.

**FY 2016 Status:** The grant requirements for the Wendy's Wonderful Kids projects spell out a maximum active caseload size. At one time the recruiter in the Mobile project had some vacancies in her caseload and we considered having her do some "unpacking the no" work with some of the children with TPR/APPLA. However, at the current time her caseload is at capacity with children who have TPR and a goal of Adoption No Identified Resource.

**FY 2017 Status:** There are currently no children in either Wendy's Wonderful Kids caseload that has TPR with a goal of APPLA rather than Adoption No Identified Resource. See also information under Goal R-3, Objective 1, Implementation Strategy 2.

4. Recruiters will visit children periodically, providing adoption preparation training/support in an effort to educate youth to consent to changing goal to adoption, or at least having a concurrent plan of adoption.

**FY 2017 Status:** There are currently no children in either Wendy's Wonderful Kids caseload that has TPR with a goal of APPLA rather than Adoption No Identified Resource. See also information under Goal R-3, Objective 1, Implementation Strategy 2.

**OBJECTIVE 2:** Alabama DHR will increase the number of families willing/able to foster teens by 5% by 2019.

**IMPLEMENTATION STRATEGIES:**

1. Recruitment & ILP will collaborate to implement a public awareness/recruitment campaign that delivers a message focused on fostering/adopting older youth in care.

**FY 2016 Status:** No work has occurred on this strategy to date.

**FY 2017 Status:** During the end of FY 2016 and the beginning of the current fiscal year the Program Manager of the Office of Adoption worked with the Alabama Broadcaster's Association and the Manager of the Office of Foster Care to replicate the "one child" PSA campaign implemented by the State of Alaska. Work on production of this PSA directed at fostering/adopting older children was halted when it was learned that University of Alabama Head Football Coach Nick Saban was willing to be the face and voice of a TV/Radio PSA on becoming "Champions for Children by Opening your Heart and Opening your Home". The video was captured and the TV and radio PSA's were completed and were released to radio and television stations statewide by the ABA in June 2017.

The Office of FC/ILP has begun work with DREAM Ambassadors related to improving their experience in foster family homes. The Ambassadors have related that they would like to be notified timely regarding placements and would like to have information regarding the families with which they would potentially be placed, above and beyond what is learned during pre-placement visits and similar to the information that is shared with potential placement resources regarding their histories. We will begin work with our representatives from Alabama Foster and Adoptive Parents Association regarding developing that tool in January 2018. Our young people will continue to serve on TIPS panels, providing information about their experience in foster care.

2. Recruitment supervisor will collaborate with the Independent Living Program Supervisor in order to get input from the Dream Council on additional strategies for recruiting more families willing/able to parent teens.

**FY 2016 Status:** Members of the ILP Dream Council participated in our Agency's joint planning meeting with CFS Regional Office earlier this spring. Following the meeting, the manager of the Office of Adoption discussed the idea of the Dream Council developing a recruitment campaign targeted at identifying families willing to parent teens in the foster care system. Follow-up is needed on this work.

**FY 2017 Status:** DREAM Ambassadors, DREAM Council members and former foster youth will be participating in upcoming recruitment events at two college sporting events in Fall 2017 coordinated by the Office of Foster Care and ILP. Our young people will act as volunteers, sharing information with public about fostering.

**OBJECTIVE 3:** Alabama DHR will increase the number of families of Hispanic ethnicity, or with Spanish Language skills by 2.5% by 2019

**IMPLEMENTATION STRATEGIES:**

1. Alabama DHR has developed a Spanish Language Radio PSA that has been distributed to Spanish radio stations by Alabama Broadcaster's Association.

**FY 2016 Status:** The Spanish Language Radio PSA is still available to stations through the Alabama Broadcaster's Association. We have recently had a county request permission to print a Spanish language flyer in their area. To provide consistency in logo usage and brand recognition, the Communications office is developing a second version of the "Open your Heart / Open your Home" campaign logo in Spanish Language. Once this is complete, we will print posters utilizing this logo in Spanish language.

**FY 2017 Status:** The Spanish Language Radio PSA is still available to stations through the Alabama Broadcaster's Association. The Office of Communications has designed an "Open your Heart, Open your Home" logo in Spanish language. The proposed logo has been sent to our bi-lingual foster parent who helped with our Spanish Language Radio PSA for her feedback. Once approved, a new poster series utilizing this logo will be completed. As previously stated, the "Open Your Heart / Open Your Home" poster has recently been translated into Spanish. The poster was completed and made available through our General Services Division in August, 2017. Work in the area of determining if/when counties utilize foreign language translation services for recruitment, pre-service training and/or home study processes with potential foster family/adoptive resource homes is on-going.

2. Alabama DHR will identify other agencies, organizations or groups that can partner with us in the development of a recruitment campaign targeting the Hispanic community. NOTE: Additional strategies will be identified as a part of developing the campaign referred to in step 2.

**FY 2016 Status:** A new recruitment and retention task force should be developed utilizing individuals with expertise in this area. The Program Manager of the Office of Adoption has met with the Deputy Director and Director of the Family Services Division to discuss staffing patterns and how we can accomplish pulling together a Recruitment & Retention Task Force to address statewide diligent recruitment needs such as providers from the Hispanic Community as well as other diligent recruitment needs outlined in the recruitment plan.

**FY 2017 Status:** The Office of Communications has designed an “Open your Heart, Open your Home” logo in Spanish language. The proposed logo has been sent to our bi-lingual foster parent who helped with our Spanish Language Radio PSA for her feedback. Once approved, a new poster series utilizing this logo will be completed.

3. Continue to work with Language Translator Service and sources of natural (community or local) support when language barriers do exist.

**FY 2016 Status:** This service continues to be available.

**FY 2017 Status:** This service continues to be available. As the Department moves forward with the 2015-2019 CFSP, the plan for diligent recruitment will be expanded to address needs in the area of families willing/able to parent with special health care needs and children/youth that are part of a sibling group of three or more. The Program Manager for the Office of Adoption has been in touch with staff in the Office of Resource Management to determine the extent of services available in the area of foreign language translation. The Department has multiple agencies providing such services. The agencies utilized are selected based on the form of translation that is needed (print, face-to-face, sign language, etc.). New departmental policies in this area have been provided to all counties and tracking mechanisms for the reasons for utilization of the service are in the development stage. This will provide indication of any recruitment services occurring within the parameters of these contracts.

#### **APPENDIX A – ALABAMA DHR RECRUITMENT PLANS 2017-2018 UPDATE**

Statewide recruitment activities are focused on advertising and increasing the public’s awareness of the need for more foster family/adoptive resource homes. Adoption & Guardianship Incentive Funds are utilized for these activities and the activities are described in detail in that section of the 2018 APSR. In the meantime, the Program Manager of the Office of Adoption continues to implement a statewide public awareness campaign that includes partnerships with the Alabama Broadcaster’s Association, Crimson Tide Sports Network, Auburn IMG (now Auburn Fox Sports Network), Digital Boost, and Screenvision, Inc. These activities are detailed on Appendix A of the Statewide Recruitment Planning Document. The activities reported were as of March 31, 2017.

Assessing the success of our recruitment efforts is challenging at the present time. Currently there is no cumulative data about the number of new families inquiring about fostering/adopting each month with county departments. Information is, however, available for the number of inquiries to our RRT. This data can be found in the 2018 APSR, under Item 35, on page 120. There was a report through ACWIS that gave info on providers by type and it included inquiry, application, approved, etc. A similar report PVD 295A is available through FACTS. According to the Index for FS MS Reports, no defect is noted. However, the Office of Data Analysis reports that information on this report is not correct. We are asking the FACTS functional staff to assist. In addition to providing incorrect information, this report is point-in-time, rather than cumulative. Therefore, if a family was entered as having made an inquiry in January 31 and they were still in inquiry status in March 31, they would be included in all three reports (January, February & March). We did ask counties to report recruitment benchmarks for FY 2016. These benchmarks included the number of inquiries responded to, the number of families that completed pre-service training and the number of new homes approved.

The FSD is currently developing a plan for transitioning some of the FFH/AR recruitment activities from the Office of Adoption to the Office of Foster Care. Plans for T/TA and requests for help from the Center for States will be considered in this planning. During attendance at the recent joint grantees meeting in Virginia, the Program Manager of the Office of Adoption had conversations with other states and with Jill May, the former leader of the NRCDFAP (whose activities are being moved to the Center for States) and the conversation focused on use of the Diligent Recruitment Navigator that is available on the Professional Users portion of the AdoptUsKids web site. We will look at this instrument and determine if it can be a part of our assessment around the area of recruitment of foster family/adoptive resource homes.

#### **STATEWIDE**

- Continue Radio and Television PSA campaign through agreement with the Alabama Broadcaster’s Association. Radio

spot has been revised. In the spring, 2017 the TV PSA was updated and features the University of Alabama Head Football Coach Nick Saban.

- Radio advertising during Regular Season, college football – Alabama & Auburn.
- Both Alabama and Auburn proposals have been expanded to include basketball and women's softball. Tuscaloosa and Jefferson County DHR provided staff for the exhibits in their respective cities (one in Birmingham and the remaining in Tuscaloosa) and Lee County DHR provided staff for the exhibits in Auburn.
- Continue contract with CAS/APAC for pre-adoption recruitment and training of families willing to parent children ~~that~~ who meet the Department's Special Needs Definition.
- (November 2015) Statewide Movie Theater campaign with ScreenVision, Inc. Consider repeating if adequate Adoption & Legal Guardianship Incentive Funds are available. The movie campaign was not continued in FY 2016 or 2017 as we received no inquiries as a result of the FY 2015 campaign. However, Heart Gallery Alabama has held on-site waiting child photo exhibits in some movie theaters throughout the state.
- Digital Bostr – Video table advertising at Two Year and Historically Black Colleges & Universities.
- Consider accessing ILP funds for a campaign targeted at recruitment of families to care for older youth.
- Continue partnership with Heart Gallery Alabama for child specific recruitment as well as statewide public awareness activities and events. In collaboration with HGA, consider county-based NAM events throughout the month of November rather than (or in addition to) the statewide NAM event typically held in Birmingham. We polled counties to determine which had National Adoption Day events. Heart Gallery Alabama partnered with counties, upon invitation on some of these events.
- We continue to await permission to hire a Diligent Recruitment Specialist, based at SDHR, to coordinate Diligent Recruitment Activities.
- Consider updating Alabama's Market Segmentation data. We will need to explore how/if FACTS can provide the address/zip-code +4 information necessary to produce the Life Style group information, essential to developing successful diligent recruitment plans. Note: Alabama conducted previous market segmentation research through a cooperative agreement with Alabama Resource Management. If that market segmentation information could be updated as needed, it would benefit us if we purchase our own Market Segmentation package (Tapestry is the package used before). The Program Manager of the Office of Adoption has already begun discussions with the Director and Deputy Director of Family Services about repeating the Market Segmentation/Life Style Grouping work. If FACTS can't produce the address and zip code, we will use a manual spreadsheet that is maintained by Office of Data Analysis and shared with AFAPA for the purpose of newsletter mailings and other communication with foster/adoptive parents.
- The Program Manager of the Office of Adoption did reach out to the Director of ADECA to see if they could help with mapping. The initial response was promising, but lacked follow-through. The person in the Director's Position at ADECA has changed.
- Continue to participate in the P2P groups with the NRCDR. Currently, there are two groups – one general and another specific to states/jurisdictions that have conducted and utilize market segmentation research.
- The Program Manager for the Offices of Adoption and Foster Care, someone from the Office of Resource Management, FACTS functional staff and the Office of Data Analysis will continue efforts to refine the information provided by the Provider Query currently produced monthly. Once business rules are further defined and deficits in data are thoroughly identified, instructions for data correction and assessment for accuracy will be provided to the counties.
- Explore ways to include foster youth and/or alumni in the Departments' recruitment activities. Possibilities include:
  - Partnering with Dream Council on a recruitment project
  - Possibly adding a Foster Care Alumni to the staff working in the pre-adoption contract services through CAS/APAC

**COUNTY PLANS**

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1	Autauga	<p>Submitted by Danita Lowe, 6/2/2017</p> <p>When a potential Foster/Adoptive parent contacts the office inquiring about the process on becoming a provider, the resource worker acquires their name, contact number and address. If another worker in the office receives an inquiry, the person's information is given to the resource worker. After receipt of the information, an application and a copy of frequently asked questions materials about fostering/adopting are mailed to the potential provider. Once the application is received, the resource worker requests that the clerical staff makes a provider record for the potential provider.</p> <p>The resource worker maintains a log of all potential providers detailing the date of the inquiry, their name, telephone #, and address. A copy of the log is provided to the supervisor at individual worker conferences. The supervisor reviews the log to ensure that resource worker has followed up with the person to acknowledge that DHR has received their request and to offer additional information if necessary.</p> <p>If there are two or more inquiries noted resource worker will schedule a TIPS class. If there is only one inquiry the resource worker will partner with a neighboring county who will be having an upcoming TIPS class or we will conduct a Deciding Together class (if needed).</p> <ul style="list-style-type: none"> <li>• The Department will run ads in the Prattville Progress/ Montgomery Advertiser twice a year.</li> <li>• Place recruitment signs in front of the agency and throughout the community regarding information on becoming a foster/adoptive parent.</li> <li>• Continue to utilize "Open your heart, Open your home" at other local events.</li> <li>• Resource worker will mail letters of need for foster/adoptive homes to local and surrounding churches</li> <li>• Resource worker will make presentations at local churches and various organizations</li> <li>• Foster/adoptive parent recruitment booth will be set up at City Fest in Prattville, AL.</li> <li>• Encourage current foster parents to recruit at their respective churches/organizations</li> </ul>
2	Baldwin	<p>Submitted by Kristina Green, 6/22/2017</p> <p>The following resources will be utilized in recruiting foster parents for the Baldwin County Department of Human Resources. The program supervisor, resource supervisor, and resource worker will work on recruitment for foster parents in Baldwin County.</p> <p>1) <u>Radio/TV Broadcasting –</u></p> <ul style="list-style-type: none"> <li>• Contact local radio/tv stations to present the need for foster parents in Baldwin County {WBHY, WYCT, WBZR, WHEP, WABF, WNGL Cumulus Media, Goforth Media, Archangel Communications (Radio); WJTC, WHBR, WKRG, WEAR, WPMI, WALA, WFNA, Local 15, Coast 360 Television (TV Stations)}</li> <li>• Provide local radio stations to do public service announcements about the need for foster and adoptive parents &amp; upcoming GPS classes</li> <li>• Look for opportunities for resource staff to participate in interviews regarding recruitment</li> </ul>

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		<p><u>2) Newspapers/Local Magazines/Other Written Media –</u></p> <ul style="list-style-type: none"> <li>• Contact local newspapers/sales papers to request they run monthly ad to share the need for foster and adoptive parents and who to contact for more information (Gulf Coast Newspaper, Independent, Mobile Press Register, The Islander, Baldwin Times, Daphne Bulletin, Atmore Advance, Mullett Wrapper, On-Looker, Eastern Shore Parents)</li> <li>• Contact local newspapers/sales papers to see their willingness to advertise the upcoming TIPS classes in their community announcements</li> </ul> <p><u>3) Churches and other Religious Organizations</u></p> <ul style="list-style-type: none"> <li>• Contact local churches to schedule speaking engagements to various church groups/organizations</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p><u>4) Strawberry Festival, Arts and Crafts Festival, Hot Air Balloon Festival, Other Community Resources</u></p> <ul style="list-style-type: none"> <li>• Contact the above listed festival coordinators regarding setting up an informational booth at their festivals</li> </ul> <p><u>5) Current Foster Parents</u></p> <ul style="list-style-type: none"> <li>• Contact current foster parents and utilize them in the above listed recruitment efforts.</li> <li>• Try to have a foster parent and staff member attend all above referenced recruitment activities.</li> <li>• Program supervisor and/or resource worker will attend FAPA meetings as requested by foster parents and provide information to them at that time.</li> </ul> <p><u>6) DHR Staff</u></p> <ul style="list-style-type: none"> <li>• Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application process</li> <li>• Make sure staff is informed of TIPS dates/times</li> </ul>
3	Barbour	<p>Submitted by Deana Stinson, 5/25/2017</p> <p>The resource unit recently purchased additional recruitment with the State approved <b>Open your Heart/Open your home</b> foster/adoptive logos which have been placed in visible areas throughout the county.</p> <p>The resource unit currently maintains a running register including all inquiries since 2013 that have inquired about foster and adopting. This list is currently at 65 individuals and growing. They remain on the list until they become licensed or they become excluded for some reason. The resource staff has routinely called and corresponded with each potential provider for notification of GPS/Tips orientations and Deciding Together is also utilized when determined to be the best option.</p> <p>Currently BCDHR has 2 workers who are TIPS trained and 3 other workers GPS trained with TIPS training scheduled for all. BCDHR has one worker who is trained in Deciding Together and one more is scheduled for upcoming training. At this time Deciding Together appears to be the preferred method since we have had multiple GPS/TIPS orientations with an inadequate</p>

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		<p>number to complete the classes during our first orientation which was conducted in March of 2017. Deciding together is always offered as an alternative to GPS or TIPS when necessary.</p> <p>The BCDHR resource unit has already completed presentations to several community organizations including the Head Start Program, some local churches, and the local boys and girls club regarding foster/adoption recruitment, and recruitment incentives will also be used according to policy requirements to aid in recruitment assistance from existing foster parents.</p> <p>Things that have been tried in the past include: Newspaper Ads, Billboards, Developing PowerPoint presentations, purchasing a projector to modernize the classroom, purchase of a tent and display board for recruitment efforts, conducting orientations and class in different locations, posting campaign like signs, foster parent encouragement letters and incentives, and conducting several foster adoptive orientations. We will continue to utilize these items for fiscal year 2017.</p> <p><b>New items that that will be used during the 2017 recruitment period:</b></p> <p>A special focus will be on giving presentation to local churches, reviewing the current roster of potential provides, continue running ads in the Dothan Eagle (Eufaula Tribune) prior to GPS classes; Conducting additional Foster Parent Recruitment Fair with the Radio and other media outlets. Assessing the development of a “Social Media Campaign” to seek out potential foster and adoptive parents. Partnering with our foster parents again to seek out additional foster providers. Retraining local staff on the important of maintaining positive work relationships with our foster and adoptive providers. The resource unit will be scheduling 3 additional GPS/TIPS classes thorough this recruitment period to be announced at a later date.</p>
4	Bibb	<p>Submitted by John Richards, 1/27/2017</p> <p>Bibb County DHR has developed the following plan of activities for FY2017:</p> <ul style="list-style-type: none"> <li>A. John Richards and Carla Emmons will each present at a church congregation in February 2017. Mr. Richards will present to the congregation at Bellview Baptist Church. Mrs. Emmons will present to the congregation at New Life Assembly of God.</li> <li>B. John Richards will present to the Bibb Baptist Association in February 2017.</li> <li>C. Malori Dowdle will present need for foster parents at Cahaba Junior Women’s League meeting on February 6, 2017.</li> <li>D. Student interns will prepare a poster to be set up at various schools and locations that provides information about foster parenting in February 2017. Locations include schools, doctor’s offices, Bibb County Little League field.</li> <li>E. Bibb DHR will set up a booth at Cahaba Junior Women’s League Trade Day in Brent, AL on March 3, 2017.</li> </ul>

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		<p>F. Bibb DHR will set up a booth at Tannehill Trade Days on April 15, 2017.</p> <p>G. Foster Parent Appreciation Party will be scheduled in May 2017.</p> <p>H. Bibb DHR staff will meet with school staff to help identify Spanish speaking families who may be interested or eligible to become foster parents.</p> <p>As part of retention efforts, Bibb DHR completed the following:</p> <ul style="list-style-type: none"> <li>i. CPR, First Aid, and Water Safety Training for twelve foster parents on January 14, 2017.</li> <li>ii. Bibb DHR providing in-service training on January 29, 2017 with monthly in-service trainings planned but unscheduled</li> <li>iii. Adoption Celebration planned but unscheduled for November 2017.</li> </ul>
5	Blount	<p>Submitted by Catherine Denard, 05/26/2017</p> <p>Blount County DHR is proud of the permanency efforts made on behalf of waiting children in our county. While the County workers demonstrate strong efforts to reunify children with their families, there is much effort made as well to place the children with a potential adoptive resource in the event reunification is not possible. During 2016, there were 16 adoptions completed in Blount County, and three adoptions forthcoming in the next few weeks.</p> <p>There are two GPS classes held each year, the first one in 2017 began on 3/14/17. The spring class yielded 7 new foster parents. The fall class licensed 8 new foster parents. The current GPS co-leader has been trained in TIPS, and the leader is looking forward to TIPS training soon. During the current GPS classes, special emphasis is being placed on preparing adoptive parents for life "after adoption" so that the adoption does not disrupt.</p> <p>The Department will utilize adoption incentive funds for banners, flyers, speaking engagements, pens, pencils and magnets to be placed with local businesses, speakers for church gatherings. The funds may also include expenses incurred for a foster child who is facing an upcoming adoption to prepare for the child for the adoption, such as counseling to address the transition into an adoptive family.</p>
6	Bullock	<p>Submitted by Tracy Larkins, 1/31/2017</p> <p>When a Potential Foster/Adoptive (PF/A) person comes into the office (or calls) inquiring of the process on becoming a provider, the Intake worker will take their name, contact number and provide the information to the Resource Developer.</p> <p>The Resource Developer (RD) will maintain a log of all PF/A's that comes into the office (or calls) detailing the date of the inquiry, their name, telephone #, and address.</p> <p>If someone in the Service Unit gets a PF/A inquiry, they will give the name, contact number, address and the date of the inquiry to the RD in order that she may mail them an application and a copy of Frequently Asked Questions (FAQ) about Fostering/Adopting. Applications and accompanied information will be mailed within 24 hours. This will be indicated on the log also.</p> <p>A copy of the log will be provided to the Supervisor at individual worker conferences.</p> <p>Supervisor will review the log to ensure that Resource Developer has followed up with the PF/A person to acknowledge that DHR</p>

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		<p>has received their request and offer assistance in completing the application within 5 days of the inquiry's initial contact. The RD will offer assistance such as going to the home to get the application and/or by having PF/A come into the office to discuss it further.</p> <p>If the Resource Developer has not received the application back within 9 days, on the 10th day the RD will contact the PF/A again to remind them of the application and their interest to continue with the process.</p> <p>Once applications are received RD will request that ASA make a provider record in order to separately maintain applications and pertinent information.</p> <p>If there are 2 or more inquiries noted Resource Developer will schedule a GPS class. **Perspective class scheduled to begin March 13, 2017 at 6 p.m.</p> <p>If there is only one inquiry RD will partner with a neighboring county who will be having an upcoming GPS class or we will conduct a Deciding Together class (if needed).</p> <p>The President of the Bullock County Foster Parent Association will contact the PF/A's to acknowledge their interest and provide words of encouragement and support.</p> <p>Bullock County DHR Foster/Adoptive Parent Recruitment Plan FY 2017</p> <ol style="list-style-type: none"> <li>1) Participate in several community events (APS Quarterly Network; Relay for Life in May; Christmas in July; National Adoption Celebration; County Commission Meetings; Pike County CAC fundraiser, Recruitment luncheons and Veterans and Family Informational Seminars) to recruit Foster/Adoptive families.</li> <li>2) Publicize GPS Orientation to be held at least twice yearly, February and August.</li> <li>3) Newspaper articles regarding GPS, Foster and Adoptive parent activities to raise awareness of the need for additional foster and adoptive home.</li> <li>4) Place recruitment signs in front of agency and community regarding information on becoming a foster/adoptive parent.</li> <li>5) Continue to utilize "Open your heart, Open your home" at other local events.</li> <li>6) Mail letters of need for foster/adoptive homes to local and surrounding churches.</li> </ol>

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		<p>7) Foster/Adoptive Parent recruitment booths will be set up and flyers handed out at Annual Chunnenugee Fair in Union Springs, AL.</p> <p>8) Foster/Adoptive Parent recruitment booths will be set up at local grocery stores and applications completed on site.</p> <p>9) Foster Parent/Adoptive Parent Appreciation outing to include foster and adopted children in the month of May 2017.</p>
7	Butler	<p>Submitted by Lisa Butts, 1/31/2017</p> <ol style="list-style-type: none"> <li>1. October- December 2016—As we received community support to help our children and youth have a good Christmas we spread the word through the donors the continued need for more people to open their homes and hearts to our foster children through becoming foster and/or adoptive homes.</li> <li>2. February we will provide Open Your Heart/Open Your Home bookmarks to local churches as bulletin inserts. We will also place a post on Facebook. Booth will be set up at Spectra Care Health Fair at McKenzie High School. Resource Worker will receive TIPS training this month.</li> <li>3. County Director, Supervisor and/or Resource Worker will speak at churches, civic groups throughout the year.</li> <li>4. May—GPS Co-leader will receive TIPS training this month.</li> <li>5. June—Flyers and Banners will be put up in the community. Post will be placed on Facebook. Resource worker will contact all the ministers in the Ministerial Association regarding sharing about the upcoming GPS Foster/Adoptive Parent classes. The Foster Parent training classes and contact information will be added to local radio stations current event announcements.</li> <li>6. July—1<sup>st</sup> TIPS Class</li> <li>7. August—Annual Foster Parent Appreciation Banquet will be held.</li> <li>8. September—Fair Booth</li> </ol>
8	Calhoun	<p>Submitted by Lolitha Phillips, 5/31/2017</p> <ul style="list-style-type: none"> <li>• Provide GPS/TIPS classes three times a year or as often as needed.</li> <li>• Send flyers to local church and organizations.</li> <li>• Recruitment at Social Work Day at Jacksonville State University.</li> <li>• Send flyers at local church and organizations.</li> <li>• Post Flyers providing notification of the upcoming GPS/TIPS classes.</li> <li>• Partner with the Foster Parent Association to recruit homes at different venues.</li> <li>• Recruitment at the Fun Run for the Links Program.</li> <li>• Recruitment at the Oxford Fest.</li> <li>• Recruitment at the Weaver Festival</li> <li>• Meet with the staff and discuss recruitment strategy.</li> <li>• Director and Resource Supervisor interview with the Anniston Star regarding the need for Foster Homes in Calhoun County.</li> <li>• Director and Resource Supervisor spotlight on Calhoun County most wanted Television 24 discussing the need for Foster Homes in Calhoun County.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Post flyers at local restaurants, hair salon and barber shops.</li> <li>• Speaking engagements at churches and local organizations.</li> <li>• DHR staff distributes flyers providing notification of upcoming GPS/TIPS classes.</li> <li>• Place yard signs in the community.</li> <li>• Post banners a local ball parks.</li> </ul>
9	Chambers	<p>Submitted by Julia Ann Hyde, 6/21/2017</p> <ul style="list-style-type: none"> <li>• Flyers and Pamphlets are regularly given out to the community through workers, QA committee members, and foster parents. We received a box full and a new "Open Heart/Open Home" banner around the beginning of the year, and posted the banner on the lawn of DHR during the month of February and posted with various businesses and churches and organizations.</li> <li>• Board members and QA committee members have requested to help with recruitment through passing out flyers and word of mouth through their various churches and community programs. We've already gotten several referrals through this method.</li> <li>• A plan to set up a booth at the local library to recruit families, as well as a booth at local school sporting events when the upcoming school year begins (August/September 2017).</li> <li>• We just finished a TIPS class that began in April 2017. We will have 8 new licensed homes as a result, and already have five families lined up for the next training and/or Deciding Together.</li> <li>• Director and supervisors will speak with the schools again, as is done annually, to speak with the teachers about DHR, and the need for more foster homes. This will occur in August 2017.</li> <li>• In November, we will highlight the number of adoptions that have occurred in the past year and use that information to distribute to the community through newspaper highlights, encouraging others to open their hearts and homes to adoption.</li> <li>• We find that the word of mouth of our foster parents is some of the best recruitment. We have one foster parent that has just sent us a list of 4 families.</li> <li>• We also find that our immediate response to those who do inquire is rewarding for us. When people make up their minds to do this, they want answers then so when they call we talk to them and send them out information that includes the pamphlet and application materials.</li> <li>• Every time we meet someone new from this community we ask them if they want to foster.</li> </ul>
10	Cherokee	<p>Submitted by Kristie Crabtree, 6/23/2017</p> <ul style="list-style-type: none"> <li>• Recruitment Plan-The Resource Worker/DHR Staff will attend community events and meetings in an effort to recruit foster parents/adoptive parents.</li> <li>• Staff had shirts made regarding being foster parents that included a phone number. During the month of May, the staff will wear those shirts on Friday. These shirts will also be available to current foster parents.</li> <li>• Yard signs will continue to be distributed throughout the county to show the Department's need for foster parents.</li> <li>• During the month of November, the Department will hold a reception to recognize current foster parents. The current foster parents will be asked to bring individuals interested in fostering or adopting. The local Judges and attorneys will also be invited to this reception.</li> </ul>
11	Chilton	<p>Submitted by Marilyn Colson on 1/24/2017</p> <ol style="list-style-type: none"> <li>1. February – Open Your Heart, Open Your Home: Yard signs with the logo and flyers at local businesses including local hair salons</li> <li>2. May – Foster Parent Awareness - Newspaper article on fostering</li> <li>3. Identify and assemble a task force of community partners to develop a plan to specifically recruit foster homes in our county for teens and to develop proactive support and services specifically related to these foster homes and teens.</li> </ol>

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		<ol style="list-style-type: none"> <li>4. Continue with timely follow up (phone call, provision of minimum standards and initial paperwork) with all inquiries to advise them of dates of upcoming orientation/training classes.</li> <li>5. Participate in the following events with exhibits highlighting the need for foster homes and how to become licensed (and other community events as identified):               <ol style="list-style-type: none"> <li>a. United Way Kick-off Luncheon</li> <li>b. Senior Connection Community Resource Fair</li> <li>c. Chilton County Board of Education county-wide teacher's in-service</li> <li>d. Chilton County YMCA Harvest Festival</li> </ol> </li> <li>6. Distribute flyers at annual community Peach Jam regarding fostering.</li> <li>7. Utilize Chamber of Commerce email newsletter announcement page regarding upcoming training classes.</li> <li>8. Maintain positive and responsive relationships with current foster parents while encouraging them to recruit family, friends, neighbors.</li> <li>9. Continue to actively partner with the Chilton County Foster and Adoptive Parent Association to maintain a presence in the community.</li> </ol>
12	Choctaw	<p>Submitted by Gloria Graham, 3/8/2017</p> <ul style="list-style-type: none"> <li>• Town Parades and other events(place stickers on moon pies, cups and bottles of water with Open your Heart logo)</li> <li>• Have a Float in the parades displaying the Open your Heart logo</li> <li>• Participate in Health Fair as a Vendor</li> <li>• Butler Fest(Interactive to draw people)</li> <li>• Opening Day(Softball and Baseball) Banner logo around the field and 15 second announcements relating to the need for foster homes</li> <li>• Relay For Life(DHR Team with logo related to Relay for life and incorporating the need for foster homes)</li> <li>• and also have water bottles at site with logo labels on them)</li> <li>• Poster Contest(Certain Age group) Contestants draw Open Your Heart Logo</li> <li>• Solicit foster homes from Christmas Sponsors</li> <li>• In-service at Nursing Home and other facilities regarding the need for Foster homes.</li> <li>• Staff can use their own Facebook Page to display recruitment logo.</li> <li>• Praise Fest(participate by having a booth in the event and 5 minute promotional ads</li> <li>• Five In The Field</li> <li>• Choctaw General Hospital</li> </ul>
13	Clarke	<p>Submitted by Janice Chapman, 1/30/2017</p> <ul style="list-style-type: none"> <li>• During Christmas Parades have a float with foster parents riding and throwing items with recruitment slogans about fostering/adoption?</li> <li>• Place posters and pamphlets in the lobby of Clarke County DHR and local Health Departments, Hospitals and Clinic.</li> <li>• Work in partnership with local foster/adoptive parents to recruit through word of mouth and other civic organizations throughout the year.</li> <li>• The agency will continue to partner with the local chamber of commerce and Clarke County Leadership Coalition to speak at their meetings to discuss the needs for resources for foster/adoptive homes.</li> </ul>

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		<ul style="list-style-type: none"> <li>• The county will also participate in Clarke County Health fairs and distribute information regarding foster/adoptive homes.</li> <li>• QA/Resource Supervisor or Resource worker will speak at local civic group meetings regarding the need for fostering in our county.</li> <li>• The QA/Resource Supervisor will continue to discuss the needs for foster home during bi-monthly QA Meetings, Monthly Multi-needs and Multidisciplinary Meeting as well as local quarterly meetings that are attended.</li> <li>• The Resource Worker and Resource Supervisor will plan a Foster Home Appreciation Dinner and encouraged the foster parents to invite at least 1 person interested in fostering for the county.</li> </ul>
14	Clay	<p>Submitted by Pamela Brooks, 1/30/2017</p> <ul style="list-style-type: none"> <li>• Posters will be displayed in local businesses, the DHR lobby, the court house lobby, and mailed to churches to display.</li> <li>• DHR will check on placing banners at local ball fields to be displayed during ball season.</li> <li>• Banners will be displayed at DHR and the Courthouse during the month of May and June.</li> <li>• DHR will send a mass mailing to all county churches during the month of May and ask the churches to include foster/adoptive information in their church bulletins.</li> <li>• Local Drug Store will run advertisement regarding foster parents needed during the month May.</li> <li>• Director, resource worker and other management positions will continue to speak to civic organizations, the local leadership conference, church groups, etc. to promote the need for foster/adoptive homes for our community.</li> <li>• Open you Heart/Open your Home banners and posters will be displayed in the county office/lobby area and local businesses during the month of February 2017, May 2017 and November 2017.</li> </ul>
15	Cleburne	<p>Submitted by Marsha Busby, 5/31/2017</p> <ul style="list-style-type: none"> <li>• Contact the Cleburne County BOE and ask if our agency can set up a table or provide information in the registration packets for the back to school events.</li> <li>• Place an article in the paper to correspond with the time that the banner is displayed within the Heflin City Limits.</li> <li>• Place smaller recruitment banners at locations such as churches, schools, banks, etc. outside of the city limits of Heflin during the months of August and September 2017.</li> <li>• Contact the local PARD and ask if we can display a banner on the fence around the field for baseball or football season to recruit Foster and Adoptive Parents.</li> <li>• Create and Provide fliers or information boards for placing at county offices such as city hall, the court house, local doctor's offices, etc.</li> <li>• Present at the Local County Fair in August of 2017 by having a booth and providing materials to anyone that is interested in Fostering and Adopting.</li> <li>• Have local community members such as the EMA, Law Enforcement, etc. make announcements on their Facebook pages that the County has upcoming Foster and Adoptive parent classes.</li> <li>• Organize a community outreach event through T-shirt advertisement.</li> <li>• Go to at least three churches to speak about Fostering and Adopting.</li> </ul>
16	Coffee	<p>Submitted by Deana Stinson, 5/15/2017</p> <p>Advertisement for months of May and November regarding need for Foster/Adoptive Parents</p>

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		<ul style="list-style-type: none"> <li>• Southeast Sun, Elba Clipper, Enterprise Ledger</li> <li>• WZTZ Radio Station</li> <li>• Weevil 101 Radio Station</li> <li>• Upon approval of SDHR, Connie Rogers</li> </ul> <p>Flyers/Newsletters will be sent out to civic groups and churches in Coffee County to recruit for foster/adoptive parents. Any cost will be from Adoption Incentive Funds.</p> <ul style="list-style-type: none"> <li>• Recruitment packets available at National Child Abuse Awareness Event in April 2017</li> </ul> <p>Foster Parent Appreciation Dinner May 2017 for current Foster Parents and Prospective Parents; Video will be shown about foster care information about foster and adopting resources will be available at dinner.</p> <p>Foster/Adoptive Parent Training will be offered face to face at least quarterly in Coffee County in conjunction with Coffee County Foster Parent Association and APAC.</p> <p>Coffee County will host a face to face training/workshop available to staff and foster/adoptive parents</p> <p>Specialized Recruitment</p> <ul style="list-style-type: none"> <li>• DHR resource staff will speak and/or set up booths in at least 3 churches during the month of May and November to bring awareness to the need for more foster/adoptive parents for certain children in foster care and for children in the future.</li> <li>• Increase in number of trained Foster/Adoptive trainers in Coffee County</li> <li>• County wide call to Foster/Adopt Celebration held in November</li> <li>• Luggage and other items needed for children to assist with integrating child into placement will be purchased with Adoption Incentive Funds</li> <li>• Pre-placement clothing will be purchased with Adoption Incentive Funds</li> <li>• Educational learning programs, tutoring, language/speech classes, treatment assessments, and behavior management training will be paid for by Adoption Incentive Funds as needed to promote permanency for children in foster care with permanency plans of adoption.</li> <li>• Schedule a meeting with Connie Rogers for assistance with targeted marketing for FP recruitment.</li> <li>• During the month of February social media postings for “Open you heart, open your home”</li> </ul>
17	Colbert	<p>Submitted by Tonya Holden, 2/2/2017</p> <ul style="list-style-type: none"> <li>• Work in partnership with our local foster and adoptive parent association to recruit through word of mouth and other civic organizations periodically throughout the year.</li> <li>• Place pamphlets in Colbert County DHR lobby.</li> <li>• Place brochures in doctor’s offices, dance studios, dentist offices, restaurants, and other businesses as allowed.</li> <li>• Letters to area churches/speaking events at churches.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Letter to local businesses asking them to add to their business sign: <i>Contact DHR for Foster Parent/Adoption Information.</i></li> <li>• Attempt to locate free radio and newspaper advertising.</li> <li>• Return all phone calls regarding potential foster parents within 24 hours. Follow up with those expressing interest on a routine basis.</li> <li>• Place bookmarks in the local library.</li> <li>• Set up a table at the Helen Keller Festival.</li> <li>• Place yard signs throughout the community.</li> </ul>
18	Conecuh	<p>Submitted by Kristi Maddox, 1/30/2017</p> <p>In February, we are going to do a PSA on our local radio station that will focus on “Open your Heart, Open your Home, as a recruitment activity In May, we are planning to have a Foster/Adoptive Parent Appreciation luncheon and invite prospective parents.</p>
19	Coosa	<p>Submitted by Autumn White, 5/31/2017</p> <p>Coosa County’s Foster Care Program is continually growing as we have almost doubled in foster homes since 2016. Our Department has one employee that is TIPS Trained and is co-teaching a TIPS Class that began April 27, 2017. Our Department partners with Tallapoosa County and Elmore County to complete the TIPS Classes. For FY 2017, Coosa County DHR plans to recruit additional foster/adoptive homes through the following:</p> <ul style="list-style-type: none"> <li>• Coosa County DHR will have a booth at Central High School’s Annual Family Fun Day where we hand out flyers and packets of information to members of the community who are interested in fostering and adoption. Our current foster parents are also at this event to assist with recruitment and answer questions. T-shirts will be custom printed for each employee and foster parent attending with “Open Your Heart, Open Your Home” logo on the back and Coosa County DHR on the front pocket area. This will occur the last Saturday of April in preparation for Foster Care Awareness Month in May.</li> <li>• We will give a presentation about fostering and adoption to Central Middle School.</li> <li>• Mandatory reporter trainings will be given to the schools and there will be a highlight on the recruitment of foster homes.</li> <li>• The Department plans to give a presentation at the local neighborhood watch meetings and churches.</li> <li>• Flyers will be distributed at stakeholder meetings and monthly Quality Assurance meetings.</li> <li>• For National Adoption Month in November, we are requesting an ad in the local newspaper to focus on adoption, state website, and the need for foster/adoptive homes.</li> <li>• Coosa County will be purchasing signs and banners as well as purchasing books on adoption with adoption incentive funds.</li> </ul>
20	Covington	<p>Submitted by Natalie Pinson, 1/30/2017</p> <ul style="list-style-type: none"> <li>- Covington County is currently in a GPS class. Following TIPS training in February, TIPS will begin in August 2017.</li> <li>- <b>Faithbased Recruitment:</b> Covington County will continue efforts through Faith Based Recruitment, specifically targeting the highest need areas. At this time, Covington County needs to target Andalusia, Florala, Straughn, and Red Level school districts.</li> <li>- <b>County Wide Events:</b> Staff will strengthen its efforts to target the population area within Covington County by advertising in</li> </ul>

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		<p>local businesses and at county events.</p> <ol style="list-style-type: none"> <li>1) DHR will participate in Scarecrows in the Park at Opp Lake Jackson October through November.</li> <li>2) DHR will participate in National Night Out (by Andalusia Police Department) and will set up tables to promote the need for foster parents.</li> <li>3) The Opp Parks and Recreation have agreed to display our banner on Jamboree (opening day for softball and baseball). DHR will work with other sports complex to recruit at various sport events.</li> <li>4) County wide events such as the Covington County Fair, Scarecrows in the Park, Cancer Freeze, Rattlesnake Rodeo, Relay for Life, 24<sup>th</sup> of June Celebration in Florala will be opportunities to display banners.</li> </ol> <ul style="list-style-type: none"> <li>- <b>Advertising through local businesses:</b> DHR will partner will local pizza restaurants to see if recruitment flyers can be placed on to go pizza orders. DHR will continue to place papers in the bathrooms of local restaurants as well.</li> <li>- <b>Newspapers/Billboards/Social Media:</b> Covington County will inquire about placing a billboard in the city of Andalusia to recruit foster homes. The billboard costs will be supplied through the adoption incentive funds if approved. DHR will partner with the Covington County Commission to provide a proclamation of Foster Parent Appreciation Month in May.</li> <li>- <b>Partnering with Schools:</b> DHR will work with the local schools to inquire about football program ads for high school football games. Any remaining adoption incentive money will be used to purchase fans (if approved) with information for fostering or adopting.</li> </ul>
21	Crenshaw	<p>Submitted by Amy Floyd, 1/27/2017</p> <ul style="list-style-type: none"> <li>• PSA's on our local radio station, WAOQ</li> <li>• Advertisement in the local newspaper, Luverne Journal</li> <li>• Letter to the editor of local newspaper for foster/adoptive parent recruitment</li> <li>• Distribute recruitment material during sporting events and local special events</li> <li>• Insert flyers in local church bulletins</li> <li>• Foster/Adoption Display at our library</li> <li>• Speak at local civic organizations</li> <li>• Speak to local churches (i.e. small groups, congregation, Sunday school classes, etc.)</li> <li>• Flyers on local pizza restaurant boxes</li> <li>• Flyers in our local supermarket sale paper</li> <li>• Hand out free drink koozies at our local sports park</li> <li>• Banner/signs at local recreational park</li> <li>• Advertisement on our Health Department Scrolling Marque Sign</li> <li>• National Logo sign displayed in the area where our local hospital, health department, DHR and children's hospital are located</li> <li>• Recruitment Display at Relay for life walk/run &amp; at the court house during National Child Abuse &amp; Neglect Prevention Month</li> <li>• Foster/Adoptive Parent Recruitment cards available for taking at other local business</li> <li>• Recruitment Display at local Peanut Boil Festival</li> <li>• Open house at the local Development Center for recruitment of foster/adoptive homes</li> <li>• Recruitment flyers/posters on display at local doctor's offices, hospitals, dentists, etc.</li> <li>• Recruitment signs displayed throughout the county</li> <li>• In February we will focus on "Open your Heart, Open your Home" recruitment activities. A coloring contest will be held in February in which the winner's picture will be screened printed on a T-shirt that will be offered for sale in the community. These shirts will be worn in April and months to follow. This will help to bring awareness to child abuse and neglect and the need for</li> </ul>

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		<p>foster homes. In May we will partner with District Judge Thomas Sport in making a proclamation for National Adoption Month. At this time we will hold a community wide balloon release. During the month of May (Foster Care Awareness Month) and November (National Adoption Month) inserts will be provided to county wide churches to be placed inside church bulletins regarding the need for foster homes and adoptive parents in Crenshaw County. Also, in May and November we will hold an Open House at our local Development Center in effort to recruit foster and adoptive parents.</p>
22	Cullman	<p>Submitted by Amy Smith, 2/14/2017</p> <p><b>March</b> Put up fliers at The Link The Link will share the flier on their Facebook page</p> <p><b>April</b> Safe Kids Expo Booth at State of Our Communities (Chamber of Commerce) April 21<sup>st</sup> at Civic Center</p> <p><b>May</b> Ask newspaper to run notice in local news column for upcoming GPS class and foster parent appreciation month Speak at West Point Church about fostering/adopting</p> <p><b>June</b> Ask local vet clinics to put up fliers in their clinics (Cullman Veterinary, Lee's Veterinary, Northside Veterinary, Compton's Veterinary, Tommy Little Animal Clinic, Westside Veterinary) Ask local television station to run copy of McConnell video</p> <p><b>July</b> Leave fliers at local restaurants Ask newspaper to run notice in local news column for upcoming GPS class</p> <p><b>August</b> Ask local radio to run advertisement Ask school administration to leave information at school meetings and put fliers in teacher boxes</p> <p><b>September</b> Talk with local businesses about putting up fliers in their windows Talk with local churches about putting up notices in their bulletins</p> <p><b>October</b> Talk with local churches about putting notices in their bulletins Ask local dental offices to put up fliers in their clinics</p> <p><b>November</b> Adoption Celebration for Yearly Adoptions for National Adoption Month, Take Pictures and have article in paper Contact local churches about putting notices in their bulletins (West Point, Daystar, First Baptist Church, Temple Baptist, Northbrook Baptist)</p>

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		<p><b>December</b>            Post fliers in local stores that are frequented during Christmas (Belk, Smith Farms, Kay Jewelers)            Ask newspaper to run notice in local news column for upcoming GPS class</p>
23	Dale	<p>Submitted by Barbara Harden, 1/27/2017</p> <ul style="list-style-type: none"> <li>• Flyers to hand out at area PTA meetings/ school events/community events re: how to become a foster/adoptive parent and process.</li> <li>• Participate in several community events (Heart Gallery in Feb.; Crawdad Festival in March; Adoption Awareness in May; Claybank Festival in October) to recruit Foster/Adoptive families.</li> <li>• Publicize GPS Orientation to be held twice yearly in spring and summer, typically, February/March and then July/August.</li> <li>• Provide Ministerial Association and Baptist Association with Church Bulletin inserts for February/June church bulletins.</li> <li>• Place information at the public library, court house, Wallace Community College and Troy State University.</li> <li>• Inform Children’s Policy Council members at quarterly meetings about how many adoptions achieved and ongoing and provide information on who to contact about anyone they know who is interested in fostering/adopting.</li> <li>• Continue to utilize “Open Your Heart Your Home” signs in their yards and businesses that were purchased using the adoption incentive monies in previous years. Ask staff if they want a yard sign and other community partners as well as current foster parents to help recruitment efforts.</li> <li>• Heart Gallery exhibit at Municipal Building spotlighting available Alabama children months of February and November. (dates and locations to be determined)</li> <li>• Newspaper articles regarding GPS, Foster and Adoptive parent activities, Heart Gallery, etc.</li> <li>• Adoption Awareness event in May with all current adoptive/foster families and invite interested public to attend and participate in an art activity with refreshments—have publicity.</li> <li>• Dale DHR will have a larger pool of foster/adoptive parent resources to include recruiting for special needs children to select for matching/placing children in foster care so that stability of placement and sibling separating are improved and dependence on congregate care facilities is decreased.</li> <li>• Community speaking engagements in churches and civic organizations at least quarterly.</li> </ul>
24	Dallas	<p>Submitted by Wanda Goodwin, 1/30/2017</p> <p><b>February</b></p> <ul style="list-style-type: none"> <li>• Send recruitment material and application packets to area churches. Solicit the help of one of our partners, Concordia College, and have their Behavior Science Club members to assist us with a church tour with the focus of “Open your Heart, Open your Home”. Conduct visits to churches on a Sunday in February, tentatively the fourth Sunday in an effort to obtain at least one perspective family from each church visited.</li> </ul> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• In celebration of National Foster Care Month, we will have appreciation dinner for foster parents and obtain media coverage to publicize this event.</li> <li>• The Selma Dallas Library will be contacted regarding creating a display of books on foster care.</li> </ul> <p><b>November</b></p> <ul style="list-style-type: none"> <li>• Adoption celebration will be held in November and publicized in the local newspaper.</li> <li>• The Selma Dallas Library will be contacted regarding creating a display of books on adoption.</li> </ul>

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		<p>On-Going</p> <ul style="list-style-type: none"> <li>Encourage foster parents to recruit by reminding them of recruitment incentives.</li> </ul>
25	DeKalb	<p>Submitted by Denise Raines, 1/31/2017</p> <ul style="list-style-type: none"> <li>County will team with DeKalb County FPA and have yard signs to place strategically throughout the county to recruit more foster families. The Resource Development Supervisor has already distributed some of the signs after contacting municipalities for them to be placed.</li> <li>County will contact the DeKalb County Board of Education and ask them to notify all the teachers and education staff about the need for more foster/ adoptive parents.</li> <li>The Department will contact the Tourist Information Center about posting information on the Marquee.</li> <li>Make speeches to civic clubs and other organizations to recruit more families during the month of February.</li> <li>Contact local movie theaters and request to play PSA before movie starts.</li> <li>County will contact local churches and ask them to make an announcement in their bulletins and see if they will advertise on their marquees.</li> <li>Discuss with State Office what kind of article/advertisement can be published in the newspaper.</li> <li>Resource worker will mail letters of need for foster/adoptive homes to local and surrounding churches.</li> <li>Discuss recruitment with local businesses while gathering needed items for Foster Care Awareness Month.</li> <li>Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application.</li> <li>Contact current foster parents and utilize them in speaking engagements.</li> <li>Resource worker will follow up with all previous inquires that are not licensed or excluded</li> <li>Discuss with the State Office the Purchase of adoption incentives to circulate during May and November such as cups, pens and pencils, magnets, etc. to place at local businesses.</li> <li>Provide and gather information on the FP incentive money to other foster parents.</li> <li>Develop flyer for distribution.</li> </ul>
26	Elmore	<p>Submitted by Holly Christian, 1/30/2017</p> <ul style="list-style-type: none"> <li>Recruitment efforts will be doubled in the Millbrook area to recruit homes in that area. Worker and Supervisor will attend civic group meetings in Millbrook and place flyers in the Millbrook Winn Dixie, Food Outlet. CVS, Rite Aid, and Wal-Greens.</li> <li>Flyers will be placed in local grocery stores. The stores will be Winn Dixie in Wetumpka, Winn Dixie in Millbrook, Winn Dixie in Tallassee, and Food Outlet in Millbrook.</li> <li>Flyers and other recruitment information will be placed in local businesses such as Dr.'s offices, Dentists offices and banks.</li> <li>Local churches will put recruitment information in the church bulletins.</li> <li>Resource Worker or Supervisor will speak at local, civic clubs and organizations regarding the foster care program and provide application information.</li> <li>Elmore County DHR will host a Foster Parent Appreciation Luncheon and invite current Foster Parents to invite prospective parents. Recognition awards will be given to current Foster Parents and information provided to prospective parents. Speakers may include foster parents or former foster children.</li> <li>Offer incentives for current foster parents who refer prospective parents who complete GPS.</li> </ul>
27	Escambia	<p>Submitted by Tracie James, 5/31/2017</p>

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		<ul style="list-style-type: none"> <li>• 3 Billboards in the County for “Open your heart, Open your home”. There will be one billboard in each city in the county</li> <li>• PSA on local radio stations</li> <li>• Newspaper article relaying need for additional foster/adoptive homes</li> <li>• Church bulletins/flyers</li> <li>• Notification of TIPS training for upcoming classes placed on flyers throughout the community</li> <li>• Church/Community speaking engagements</li> </ul>
28	Etowah	<p>Submitted by Beverly Bankston, 5/30/2017</p> <ul style="list-style-type: none"> <li>• Recruited on 3-3-17 at the First Friday event hosted by United Way</li> <li>• Recruited on 3-10-17 at the Gadsden State Community College Resource Day</li> <li>• Participated in recruitment efforts at the 4-22-17 WWMU Women’s Group Conference</li> <li>• May 2017--Etowah County School Counselor called, wanting to know what teachers can possibly do to help DHR and the current foster children (supplies). Plan to recruit in the area school systems closer to school starting back.</li> <li>• Plan to attend EBC Prayer Group 5-31-17</li> <li>• Plan to provide a Foster Parent Appreciation Event in the month of June 2017</li> <li>• Plan to attend most First Friday events- but specifically for July 7, 2017</li> <li>• Plan to recruit at the Back to School Community Event (FUMC) on 8-4-17</li> <li>• TIPPS class just ended on 05/23/17 and we have 4 foster homes and 4 provisional foster homes ready to license</li> <li>• We currently have three families who are interested in our upcoming TIPPS class that will possibly be held in October 2017.</li> <li>• In November, organize a Recruitment event to highlight Adoption/Foster Awareness celebrating National Adoption Month as we will have several adoptions that will have taken place this year. Display banners previously purchased outside building.</li> </ul>
29	Fayette	<p>Submitted by Jason Cowart, 1/23/2017</p> <ol style="list-style-type: none"> <li>1) Continual feed in the local paper (Fayette Times-Record) noting the need for foster parents and contact numbers listed.</li> <li>2) Signs will be placed around the county as has been done in the past noting the need for foster home with contact number listed.</li> <li>3) Need expressed via social media.</li> <li>4) Fayette County DHR will continue to engage with community.</li> <li>5) Mail letters to local pastors to share with their congregations about the need for foster/adoptive parents.</li> </ol>
30	Franklin	<p>Submitted by Amber Steward, 1/30/2017</p> <ul style="list-style-type: none"> <li>• Displays and brochures about foster care and adoption will be placed in well-traveled places such as, hospitals, clinics, banks, beauty shops, barber shops, county courthouse and city halls.</li> <li>• Adoption Worker and Resource Coordinator will conduct speaking engagements at civic, social service, public and nonprofit organizations a including: Kiwanis Club, Rotary Club, Civitan Clubs, Domestic Violence Meetings, School In-services</li> <li>• Director and Family and Children Service unit will utilize relationship with local newspapers to promote educational articles on DHR services as well as the continued need for licensed foster homes.</li> <li>• Director and Family Children Service unit will continue to support the work done by the local Foster Parent Association in their efforts to bring community awareness to foster care and recruit foster homes.</li> <li>• The county department will host a foster parent appreciation banquet and encourage participants to bring a prospect in order for the Director and Family Service Unit to connect with potential foster parents.</li> </ul>
31	Geneva	<p>Submitted by Denise Hanks, 5/30/2017</p>

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		<ol style="list-style-type: none"> <li>1. May-County Commissioners sign a proclamation for foster parent appreciation month (on the agenda)</li> <li>2. Mail to all churches recruitment for bulletin.</li> <li>3. Recruitment sign in front of DHR.</li> <li>4. Recruitment in local newspaper</li> </ol>
32	Greene	<p>Submitted by Jacqueline Hughes, 1/30/2017</p> <p><b>February-</b> Open Your Heart-Open Your Home Valentine flyers will be posted throughout the community of Greene County.</p> <p><b>March-</b> Open Your Heart-Open Your Home recruitment signs will be displayed in the yards of citizens and along side the highways throughout the community of Greene County.</p> <p><b>May-</b> Signing of Proclamation by Judge Judy Spree declaring May as Foster Care Month.</p> <p><b>June-</b> A Foster Parent appreciation luncheon will be held to recruit potential foster parents. Current foster parents will be encouraged to invite at least one person that might be interested in becoming a foster or adoptive parent or learn more about the foster parent process.</p> <p><b>July-</b> Printed brochures and flyers about foster care and adoption will be mailed to local churches with the request that these items be placed in their church bulletin and/or church marquee sign.</p> <p><b>August-</b> Speaking Engagements at local events such as school's PTA meetings, Back-To-School Rally, School –in- Service meeting, School Board meetings and etc.</p> <p><b>October-</b> Display table in Greene County DHR lobby- Halloween theme: "Treat yourself to a day of sweet treats and sweet thoughts about becoming a Foster or Adoptive Parent". (Flyers and brochures about becoming a Foster or Adoptive Parent with Halloween treats attached).</p> <p><b>November-</b> Signing of Proclamation by Judge Judy Spree declaring November as National Adoption Month.</p> <p><b>December-</b> Project Holiday Express-Flyers included in the letter to adoptees stating the need for Foster/Adoptive Parents. Slogan: "Adopt a Child for Christmas and for A Life-Time".</p>
33	Hale	<p>Submitted by Mattie Harris, 6/21/2017</p> <p><b>January</b></p> <ul style="list-style-type: none"> <li>• Mail in Recruitment Plan ☐ Community speaking engagement in schools, churches or civic club</li> </ul> <p><b>February</b></p>

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		<ul style="list-style-type: none"> <li>• Presentation at Churches or civic clubs</li> <li>• Coloring sheets to schools for Valentine’s Day</li> <li>• Community speaking engagement in schools</li> </ul> <p><b>March</b></p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers at area schools.</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p><b>April</b></p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers at area stores ☐</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• News article for Foster Parent Month</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p><b>June</b></p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers in surrounding communities (Doctor Offices/Hospitals/Vet Offices)</li> <li>• Community speaking engagement in Schools, Churches or Civic clubs.</li> <li>• Advertise in the Greensboro Watchman</li> <li>• Advertise in the Moundville Times</li> </ul> <p><b>July</b></p> <ul style="list-style-type: none"> <li>• Advertise in church bulletins</li> <li>• Advertise with Basketball and Football schedules</li> <li>• Advertise in the Greensboro Watchman</li> <li>• Advertise in the Moundville Times</li> </ul> <p><b>August</b></p> <ul style="list-style-type: none"> <li>• Advertise in School Sports programs</li> <li>• Coloring sheets and crayons to local restaurants</li> <li>• Advertise with Banners for FP/AP</li> </ul>

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		<p><b>September</b></p> <ul style="list-style-type: none"> <li>• Advertise with schools via Banners ☐</li> <li>• Community speaking engagements</li> <li>• Set up Informational Booth</li> </ul> <p><b>October</b></p> <ul style="list-style-type: none"> <li>• Set up booth at Fall Festival Event(s) ☐</li> <li>• Community speaking engagements</li> <li>• Set up Informational Booth</li> </ul> <p><b>November</b></p> <ul style="list-style-type: none"> <li>• News article for adoption month ☐ Brochures, posters &amp; flyers in area hurches</li> <li>• Community speaking engagements</li> <li>• Set up Informational Booth</li> </ul> <p><b>December</b></p> <ul style="list-style-type: none"> <li>• Brochures, flyers &amp; posters in area Churches</li> <li>• Set up Informational Booth</li> <li>• Coloring sheets to schools for Christmas</li> </ul>
34	Henry	<p>Submitted by Julie Lindsey, 1/25/2017</p> <ol style="list-style-type: none"> <li>1) Currently have three families scheduled to begin GPS/TIPS in February 2017.</li> <li>2) GPS/TIPS classes will continue to be held at least twice a year.</li> <li>3) Deciding Together will continue to be made a priority and completed as needed.</li> <li>4) Host interest meetings in March and July.</li> <li>5) Seek out civic groups, clubs, organizations, and church groups to speak at to provide information regarding the need and information on fostering. To include, but not limited to: Chambers' of Commerce, Lions and Kiwanis Clubs and other similar organizations.</li> <li>6) Distribute coloring sheets to local restaurants, daycare centers, and schools regarding Open Your Heart, Open Your Home.</li> <li>7) Continue in service trainings with local schools and law enforcement.</li> <li>8) Continue to send recruitment letters to local churches, schools, clubs and organizations.</li> <li>9) Contact local television/newspaper to complete a feature in May and November.</li> <li>10) Partner with neighboring counties to complete a feature in May and November.</li> <li>11) During the month of February (focus on "Open your Heart, Open your Home"), "Community Blitz" in Abbeville and Headland. Would provide signs to businesses, churches, and civic organizations to be placed in their store window fronts and/or front lawns. Also, post on social media and newspaper outlets regarding "Open your Heart, Open your Home".</li> <li>12) Continue to have Proclamation signed by Juvenile Judge for Foster Care Month in May.</li> <li>13) Continue to have Proclamation signed by Probate Judge for Adoption Month in November.</li> </ol>

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		14) Table will continue to be set up at community events: <ol style="list-style-type: none"> <li>a. Career Fair in February</li> <li>b. Yatta Abba Day in April</li> <li>c. Day Lilly Festival in May</li> <li>d. Harvest Day in October</li> <li>e. Christmas Parades in December</li> </ol>
35	Houston	Submitted by Stephanie McKnight, 5/26/2017 Get Our Name Out <ul style="list-style-type: none"> <li>• Contact Dothan Eagle and Dothan Progress about running articles prior to GPS class starting.</li> <li>• Meet with Houston County Commissioners and Dothan City Commissioners to explain who we are, what we do, and answer any questions.</li> <li>• Contact local TV and radio stations about interviews.</li> <li>• Place announcements of need for foster homes on staff Facebook pages.</li> </ul> Make Ourselves Available <ul style="list-style-type: none"> <li>• Send out letters and/or call local churches, organizations and clubs to inform that we are willing/able to speak with large or small groups.</li> </ul> Use Foster Parent Incentive Funds <ul style="list-style-type: none"> <li>• Purchase recruitment visual aids such as table clothes and signs.</li> </ul> Community Involvement <ul style="list-style-type: none"> <li>• Attend local community events.</li> <li>• Partner with organizations such as Landmark Park, Wiregrass Museum of Art, etc.</li> </ul>
36	Jackson	Submitted by Jennifer Owens, 1/27/2019 <ul style="list-style-type: none"> <li>• TIPS training in March for licensing worker and foster parent co-lead</li> <li>• TIPS class in March and September/Deciding Together as needed</li> <li>• Information about classes is mailed to all churches within the county at least one month prior to classes beginning</li> <li>• Posters will be hung at local businesses prior to classes</li> <li>• Contact banks and other business with marquis to advertise classes</li> <li>• Contact banks, utility companies, and other local businesses about placing information in their monthly statements</li> <li>• Recruitment yard signs</li> <li>• Recruitment signs at two softball fields</li> <li>• Recruitment ad on School Calendars</li> <li>• Bookmarks and other informative materials provided during any recruiting events</li> <li>• Worker sends postcards/application packets to all inquiries about foster parenting</li> </ul>

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		<ul style="list-style-type: none"> <li>• Contact newspapers about approved articles prior to classes</li> <li>• Contact Baptist Association and Ministerial Association about putting information in their newsletter</li> <li>• Luggage and clothing donations from Unclaimed Baggage to help integrate into placement</li> <li>• Scottsboro Christmas Parade float</li> <li>• Speaking engagements with churches, church groups, other organizations</li> <li>• Ask Chamber Chat to feature a local foster parent</li> <li>• FAPA began a Facebook page in an effort to recruit and to post about training opportunities.</li> <li>• Recruitment incentive paid to current foster parents as they refer families that become licensed.</li> <li>• Worker is present at monthly FAPA meetings to provide training and support</li> <li>• New FAPA president is taking over doing quarterly newsletter for FAPA</li> <li>• Provide CPR classes at DHR or make referral to another agency along with payment arrangements</li> <li>• Licensing worker and foster parent co-lead will attend AFAPA Conference. This conference will be made available to all foster parents to attend.</li> <li>• FAPA is working towards having birthday sponsors</li> <li>• February-set up information at 1 or 2 local libraries with free bookmarks</li> <li>• May-foster parent appreciation dinner-Recognize Foster Parent of the Year and Social Worker of the Year</li> <li>• June-National Reunification Month (training)</li> <li>• August-Back to School Party</li> <li>• November-adoption celebration (possible balloon release)</li> <li>• December- Christmas Party</li> <li>• Purchase life book materials and provide at local FAPA meetings</li> </ul> <p>New ideas to work on (dependent on funding and outside participation)</p> <ul style="list-style-type: none"> <li>• Making inserts to give to the churches for their bulletins</li> <li>• Utilizing foster parents more in recruiting efforts</li> <li>• Presentation to all units within DHR to provide current licensing information and Encouraging staff to recruit with their friends, family, churches, and community (Incentive provided by director)</li> <li>• Foster parent encouragement cards or incentives quarterly</li> <li>• Purchase flyers and banners</li> <li>• Work with FAPA president to contact and support potential resources</li> <li>• contact businesses/organizations to see if they will advertise classes on their website, facebook, and other media.</li> <li>• Open local FAPA meetings to potential foster/adoptive families quarterly</li> <li>• Purchase coloring sheets that promote foster care/adoption and distribute to elementary schools and daycares</li> <li>• Develop a recruitment team and meet at least quarterly</li> </ul>
37	Jefferson - includes Bessemer	<p>Submitted by Shea Cobb-England &amp; Danny Williams, 1/31/2017</p> <p><b>Goal: Provide stable foster home placements for children entering foster care so that they experience a minimal number</b></p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)																						
	Division	<p><b>of placement episodes in the journey toward permanency and provide adoptive homes for children that cannot be unified with birth family.</b></p> <p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>• Increase current foster Homes in Jefferson County (Birmingham &amp; Bessemer) from current number to 256 to 300. Target foster homes specifically for teens and for medically fragile/special needs children.</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as needed.</li> <li>• Provide ongoing training and support opportunities for current foster parents so that in addition to training they are able to create and maintain a support network.</li> <li>• Continue to coordinate and partner with APAC to staff recruitment events and activities within the community.</li> <li>• Utilize APAC services to support potential adoptive, adoptive and post-adoptive families.</li> </ul> <ul style="list-style-type: none"> <li>• <b>Recruitment Intake Line:</b> One resource worker has been identified to ensure that all inquiries to the Foster Parent intake hotline are responded to in a timely manner and that those interested in fostering have any questions answered. From this communication, potential foster parents are scheduled to attend TIPPS training courses. A list of all inquiries and contact information is maintained in the County Office.</li> </ul> <ul style="list-style-type: none"> <li>• <b>Refreshments for GPS orientation and training classes \$50 per classes X 10 Classes = \$500 x 5 Groups this FY year= \$2,500. (Estimated 25- 30 potential homes per Group)</b></li> <li>• <b>Recruitment supplies &amp; equipment:</b> Purchase supplies and equipment to develop presentations and literature that are more professional in appearance and appealing to prospective foster and adoptive families to be utilized at community awareness and recruitment events and presentations and training classes.</li> </ul> <table border="0" style="width: 100%;"> <thead> <tr> <th data-bbox="409 857 630 889">Requested Items:</th> <th data-bbox="1522 857 1596 889">Cost:</th> </tr> </thead> <tbody> <tr> <td>20 Brother Innobella LC1013PKS Tri-pack ink cartridge @ 24.38 ea</td> <td style="text-align: right;">487.60</td> </tr> <tr> <td>Two Color Banners @ \$150.00 each</td> <td style="text-align: right;">300.00</td> </tr> <tr> <td>4 Expo low-odor dry-erase markers (pack of 12) @ \$10 each</td> <td style="text-align: right;">40.00</td> </tr> <tr> <td>2 Flip charts pack of six @ 159.99 pack</td> <td style="text-align: right;">318.00</td> </tr> <tr> <td>White 1-1/2" binders (150) @ \$5.29 each</td> <td style="text-align: right;">225.00</td> </tr> <tr> <td>Smoke check Smoke Detector Tester 10 @ 20.23 each</td> <td style="text-align: right;">202.30</td> </tr> <tr> <td>Photo paper (30 boxes) @ 10.99 each</td> <td style="text-align: right;">329.70</td> </tr> <tr> <td>TIPPS Training material (125 copies)</td> <td style="text-align: right;">885.00</td> </tr> <tr> <td>Color Recruitment brochures 1,000 each (Teen, sibling group, medical fragile)</td> <td style="text-align: right;">1,200.00</td> </tr> <tr> <td>Foster Parent Appreciation</td> <td style="text-align: right;">3,000.00</td> </tr> </tbody> </table> <p><b>Recruitment Activities:</b></p> <p><b>The Recruitment Committee will serve as a working group to assist with recruitment and retention of foster and adoptive</b></p>	Requested Items:	Cost:	20 Brother Innobella LC1013PKS Tri-pack ink cartridge @ 24.38 ea	487.60	Two Color Banners @ \$150.00 each	300.00	4 Expo low-odor dry-erase markers (pack of 12) @ \$10 each	40.00	2 Flip charts pack of six @ 159.99 pack	318.00	White 1-1/2" binders (150) @ \$5.29 each	225.00	Smoke check Smoke Detector Tester 10 @ 20.23 each	202.30	Photo paper (30 boxes) @ 10.99 each	329.70	TIPPS Training material (125 copies)	885.00	Color Recruitment brochures 1,000 each (Teen, sibling group, medical fragile)	1,200.00	Foster Parent Appreciation	3,000.00
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		<p><b>resources in the county. The committee would expand our scope and assist with brainstorming recruitment ideas, identifying other resources, planning community based events and activities. The committee will meet Quarterly. Participants will be recruited from DHR staff, community partners including but not limited to medical community, Education, Law Enforcement, Foster Parent Association, Religious Community, Neighborhood Association presidents, Civic and Community Leaders, and Corporations, Churches; children’s policy council; and local foster parent support groups.</b></p> <p><b>Social Media</b> – Continue to post notices of training, foster parent incentive payments, recruitment calendar of events on Jefferson County Alabama Foster Parent Association Facebook page. Tracy Hacker, Jefferson County foster parent association president will serve as the contact.</p> <p><b><u>Ongoing Monthly efforts</u></b></p> <ul style="list-style-type: none"> <li>• Partnering with Educational Liaison to present at local school PTA meetings</li> <li>• Partnering with Medical Liaison to recruit and give information to hospital staff: Collaborate with Children’s Hospital of Alabama, U.A.B. Hospital, St. Vincent’s Hospital, Grandview Hospital, Brook wood Hospital, Princeton Hospital, and Trinity Medical Center to develop strategies for recruitment of homes for medically fragile children from the medical community.</li> <li>• Banners to be placed at local Ball Parks (Schools, Little League Fields, etc)</li> <li>• Generous Jurors</li> </ul> <p><b><u>January</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- January 12– March 23– Birmingham</li> <li>• TIPPS Orientation and Training – January 30- Lifeline</li> </ul> <p><b><u>February</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – February 2- Lifeline</li> <li>• Poster &amp; Brochure Campaign- “Open your Heart”</li> <li>• Recruitment Committee Meeting- Initial meeting will be held February 9<sup>th</sup> at 3:00pm</li> </ul> <p><b><u>March</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training- March 21–May 30- Bessemer</li> <li>• Tannehill Trade Days – 3<sup>rd</sup> Saturday and Sunday- Recruitment Table</li> <li>• Place Open your heart posters and/or brochures in hospitals &amp; schools; physician offices</li> </ul> <p><b><u>April – Child Abuse Prevention Month</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – April 24- Lifeline</li> <li>• TIPPS Orientation and Training – April 27- Lifeline</li> <li>• Recruitment Table at Child Abuse Awareness Program- DHR Main 4/7/17 (11am-2pm)</li> </ul> <p><b><u>May – Foster Care Month</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class May 09 – July 18– Birmingham</li> <li>• Quarterly Recruitment Committee Meeting</li> <li>• May 13 - Foster Parent Appreciation Luncheon to include: Venue, Food, Speaker, Paper products, Invitations &amp; certificates</li> </ul> <p>Projected event cost: \$3,000.00</p> <p><b><u>June</u></b></p> <ul style="list-style-type: none"> <li>• Newspaper ads in Tannehill Trader and Western Star</li> <li>• Pepper Place Farmer’s Market – Recruitment Table</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)
		<p><b><u>July</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Tuesday July 11-Sept. 19- Birmingham</li> </ul> <p><b><u>August</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation and Training – August 28- Lifeline</li> <li>• TIPPS Orientation and Training – August 31- Lifeline</li> <li>• Quarterly Recruitment Committee Meeting</li> <li>• Diaper Drive (advertisement on local radio stations) - Plan to partner with Community Resource worker and Foster Parents</li> </ul> <p><b><u>September</u></b></p> <ul style="list-style-type: none"> <li>• TIPPS Orientation &amp; Training Class Thursday Sept 7-Nov 16- Bessemer</li> <li>• Open your Heart and Hands Craft Fair- McAdory Elementary School- Recruitment Table</li> </ul> <p><b><u>October</u></b></p> <ul style="list-style-type: none"> <li>• Grant Street Baptist Craft Fair- Recruitment Table</li> </ul> <p><b><u>November – National Adoption Month</u></b></p> <ul style="list-style-type: none"> <li>• Quarterly Recruitment Committee Meeting</li> <li>• Partner with Heart Gallery Alabama to host Adoption Month event</li> </ul> <p><b><u>December</u></b></p> <ul style="list-style-type: none"> <li>• Recruitment planning for 2018.</li> </ul>
38	Lamar	<p>Submitted by Randy Shelton, 1/30/2017</p> <ul style="list-style-type: none"> <li>• Lamar County will ask local businesses for permission to exhibit foster parent recruitment posters provided by the State DHR.</li> <li>• Lamar County will rely on the State DHR Media Campaign that airs public service announcements about the need for foster families.</li> <li>• Lamar County will use APAC resources for recruitment and training of foster parents.</li> <li>• Lamar County will use Heart Gallery for child focused recruitment for our children who have a permanency goal of adoption with no identified resource.</li> <li>• Lamar County will continue to partner with surrounding counties for provision of GPS classes in a timely manner.</li> <li>• Lamar County will ask for a foster parent recruitment specialist to come to the county to provide training to all service workers as well as the supervisor.</li> <li>• Lamar County will ask for a foster parent retention specialist to come to the county to provide training to all service workers as well as the supervisor.</li> <li>• Lamar County service workers will speak about the need for foster parents at civic meetings and or church meetings upon request.</li> </ul>
39	Lauderdale	<p>Submitted by Cynthia Bratcher, 5/30/2017</p> <ul style="list-style-type: none"> <li>• All interviews, mailings, posters, etc. will mention the need for foster and adoptive homes as well as the date of our upcoming TIPS classes</li> <li>• Set up interviews as well as public service announcements with local radio stations to share the need for homes - Kix 96,WQLT 107.3, WLAY 103.5, Rock 105.5, Star 94.9, WBTG 106.3, WBCF 97.1, Alabama Public Radio</li> <li>• Contact local newspapers and magazines about running stories about the need for homes and possibly include an interview with a foster/adoptive parent – Times Daily, Courier Journal, NOLA Magazine, Shoals Women Magazine</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)
		<ul style="list-style-type: none"> <li>• Contact and go to the area’s larger churches to speak about the need for homes – Christ Chapel, Crosspoint Church, Faith Church, First Assembly Church, Florence Boulevard Church of Christ, Highland Baptist Church, St. Joseph Catholic Church, Underwood Baptist Church, Woodmont Baptist Church</li> <li>• Mass mailing to all churches in the county asking them to share information with their congregations concerning the need for homes and we will include paperwork that would fit in a church bulletin or paperwork that could be hung on a bulletin board</li> <li>• Ask our staff members to share information with their families, churches, and friends concerning the need for homes</li> <li>• Place information in the teacher’s lounges at the city, county, and private schools advertising the need for homes</li> <li>• Mail TIPS invitations to all persons who made inquiries during the last three years one month prior to the beginning of each new TIPS class.</li> </ul>
40	Lawrence	<p>Submitted by Corey Williams, 5/30/2017</p> <p>Lawrence County DHR will continue to recruit foster and adoptive families by:</p> <ul style="list-style-type: none"> <li>• October 2016- Make presentation at Interagency Meeting</li> <li>• November 2016- “ National Adoption Month” -Set up table at Health Fair, GPS Panel Night, Kids to Love</li> <li>• December 2016- Partner with local churches by making presentations and placing an ad in their church bulletin on a monthly basis and make presentation at Children’s Policy Council.</li> <li>• January 2017- Make presentation at the Rotary Club as needed.</li> <li>• February 2017- “ Open your Heart, Open your Home” - Presentation to churches in the county</li> <li>• Contact the Moulton Advertiser to place articles regarding recruitment of foster and adoptive families.</li> <li>• March 2017- Bring awareness to the community by contacting regional and local radio stations regarding foster/adoptive recruitment.</li> <li>• GPS/TIPS Class Starts (10 weeks) and twice yearly</li> <li>• April 2017- Set up tables at local hospitals and health fair to provide information to those that are interested.</li> <li>• May 2017- “ Foster Care Awareness Month”</li> <li>• Presentation to Civic Groups and Churches</li> <li>• June 2017- Contact Lawrence County Board of Education to schedule presentations at all Lawrence County PTA Meetings at each school twice a year.</li> <li>• July 2017- Participate in local and community events by setting up tables and providing information.</li> </ul>
41	Lee	<p>Submitted by Tarnesha Johnson, 5/31/2017</p> <ul style="list-style-type: none"> <li>• We recruited at Auburn University basketball games on 12/18/16, 1/21/17, and 2/7/17 (“Open your Heart, Open your Home”).</li> <li>• We recruited at an Auburn University softball game on 4/28/17.</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)
		<ul style="list-style-type: none"> <li>• We recruited at an Auburn University baseball game on 5/7/17 (Foster Care Awareness Month). Also, in our current TIPS class, panel night for meeting nine took place on 5/25/17, and members of that class invited and brought friends who were interested in fostering.</li> <li>• Resource workers will continue to recruit at upcoming sporting events at Auburn University throughout the various athletic seasons.</li> <li>• Community partners such as Judge Mike Fellows, BigHouse Foundation Director, Micah Melnick, Auburn University Athletic Director, Jay Jacobs/Angela Jacobs, First Baptist Church of Opelika, and Cornerstone have all committed to assisting in recruitment efforts. During FY 2017, Judge Fellows assisted us in recruiting via social media. First Baptist Church of Opelika partnered with our local Alabama Mentor and hosted a TIPS class, which began in April 2017. Lee County DHR staff has been present for all of the meetings and plan to license approximately 10 families from this class. The remaining families plan to become foster parents for Alabama Mentor or Alabama Baptist Children’s Homes. In addition to this, our Resource unit began a TIPS class in March 2017, and from that class we expect to license approximately 9 homes.</li> <li>• We will continue to ask new community partners, church members, foster parents, and adoptive parents to be active recruiters throughout the year. We will provide recruitment materials and staff assistance as needed.</li> <li>• In August 2017, The Resource unit will send letters to local churches throughout Lee County in an effort to recruit foster parents.</li> <li>• The Resource Unit will submit a sample news release for foster home recruitment to the local newspapers (Opelika/Auburn News &amp; Auburn Plainsman) in November 2017 (National Adoption Month).</li> <li>• The Resource Unit will submit a PSA to be announced on local radio stations such as Auburn Network Inc., Jarrell Communications, and Tiger Communications in November 2017 (National Adoption Month).</li> <li>• During all trainings and meetings, foster and adoptive parents will be asked to share their experiences and the need for foster homes through word of mouth, testimony, social connections, and emails to their family and friends and refer potential providers to the Resource Unit.</li> <li>• Resource workers will seek opportunities to display foster/adoptive brochures and materials and to speak at local church organizations and civic groups.</li> </ul>
42	Limestone	<p>Submitted by Shelrol Arnold, 6/21/2017</p> <ul style="list-style-type: none"> <li>• Recruitment signs placed throughout the community...May-December 2017</li> <li>• Select Churches will be presented with information on fostering/adoptions...September-December 2017</li> <li>• Foster/Adoptive information on scrolling digital sign at City Hall...June-November 2017</li> <li>• Attend community meeting (Step Up) to present information/recruit potential foster/adoptive parents...August 2017</li> <li>• Recruit at City Hall Counsel meeting ... July 2017</li> </ul>

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		<ul style="list-style-type: none"> <li>• Training with staff to inform importance of good relationships with foster/adoptive parents, because current foster parents are a good source for recruiting new foster/adoptive parents... August 16<sup>th</sup>2017</li> <li>• Eat, Enjoy, Explore day...Recruitment effort in community to educate/recruit potential foster/adoptive parents... July 22, 2017</li> <li>• Participate in Hero's 911 run and DUCK run to make community aware of need for foster/adoptive parents (flyers/water) September 2017</li> <li>• Participate in Fiddler's Convention to make community aware of need for foster/adoptive parents (flyers/stickers) October 2017</li> <li>• Celebration/Recruitment reception to promote awareness and recognize parents who adoptive in 2016 and 2017...November 2017</li> </ul>
43	Lowndes	<p>Submitted by Jacqueline Lee, 1/30/2017</p> <p>DHR will recruit for additional foster /adoptive parents by</p> <p>Participation &amp; Collaboration:</p> <ul style="list-style-type: none"> <li>• Lowndes County Public Schools Head Start week of the young child in the month of May in collaboration with LCBOE Head Start (Resource Supervisor)</li> <li>• Local health fair October LCBOE Head Start (Resource &amp; Service Supervisors)</li> <li>• Senior Olympic held in March (Adult Service Supervisor)</li> <li>• SCADC and Beulah P. B. Church Mayfest May 2017(Director)</li> <li>• Lowndes County Board of Education Back to School Rally Sept. 2017(Resource Supervisor)</li> <li>• Blue Ribbon Campaign in observance of Adoption Nov. 2017 (Service Supervisor)</li> </ul> <p>Planning and Sponsoring</p> <ul style="list-style-type: none"> <li>• Foster &amp; Adoptive Parent(s) Workshop November 2017 (Resource &amp; Service Supervisors)</li> <li>• Free Advertisements Lowndes Signal, July 2017 (Resource Supervisor)</li> <li>• Senior Olympic held in March (Adult Service Supervisor)</li> <li>• SCADC and Beulah P. B. Church Mayfest May 2017 (Director)</li> </ul> <p>Distribution of flyers</p> <ul style="list-style-type: none"> <li>• Local Churches June 2017 targeting communities of faith (Resource Supervisor)</li> <li>• Post Offices within the County June 2017targeting special race and ethnic groups (Resource Supervisor)</li> <li>• Local Businesses June 2017 targeting group speaking another languages (Resource Supervisor)</li> <li>• Court House June 2017 targeting all citizens (Resource Supervisor)</li> <li>• Local Mental Health &amp; Health Department August 2017 targeting children with special health care or Developmental needs. Resource &amp; Service Supervisor)</li> <li>• Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail</li> </ul>
44	Macon	<p>Submitted by Kimberly Edmondson, 2/1/2017</p> <p><b>January 2017</b></p> <ul style="list-style-type: none"> <li>• Distribute flyers to current foster parents to assist with recruiting new parents within their neighborhoods.</li> </ul> <p><b>February 2017</b></p>

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		<ul style="list-style-type: none"> <li>• Display a recruitment board in the front lobby of the Agency 02/14/17- 8:00 am- 3:30 pm</li> <li>• Recruitment Ad Tuskegee News Paper (Local Newspaper) Currently running and will continuously run each week</li> <li>• Recruitment Display at Macon County Children Policy Town Hall Meeting Date &amp; Time-2/6/17 6:00pm-8:00pm</li> </ul> <p><b>March 2017</b>  <u>Community Wide Recruitment</u></p> <ul style="list-style-type: none"> <li>• Distribute flyers at local town city/government building</li> <li>• Distribute flyers at local businesses</li> <li>• Open House- Invite the community for an informal discussion on becoming foster parents (03/14/17)</li> </ul> <p><b>April 2017</b>  Community Organizations Presentations (Date &amp; Time TBA)</p> <ul style="list-style-type: none"> <li>• Golden Life</li> <li>• Retired Nurses</li> <li>• Kiwanis Club</li> </ul> <p><b>May 2017</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Appreciation Celebration</li> <li>• Recruitment Booth- Carver Festival</li> </ul> <p><b>June 2017</b>  <u>County Wide Church Recruitment</u></p> <ul style="list-style-type: none"> <li>• Mail recruitment flyers to local churches in Macon County</li> </ul> <p><b>July 2017</b></p> <ul style="list-style-type: none"> <li>• Canvassing shoppers at local business parking lots with recruitment flyers 07/03/17- 10:00am -12:00 pm noon</li> <li>• Canvassing shoppers at local business parking lots with recruitment flyers 07/12/17- 10:00am- 12:00pm noon</li> </ul> <p><b>August 2017</b></p> <ul style="list-style-type: none"> <li>• Recruitment Booth in front of-local bank (Date &amp; Time TBA)</li> <li>• Recruitment Booth at local Farmers Market (Date &amp; Time TBA)</li> </ul> <p><b>September 2017</b></p> <ul style="list-style-type: none"> <li>• Distribute flyers to current foster parents to assist with recruiting new parents within their neighborhoods.  September 27, 2017-10:00am DHR</li> </ul> <p><b>October 2017</b>  <u>Local City/Town Government Meetings</u></p> <ul style="list-style-type: none"> <li>• City of Tuskegee Council Meeting Date &amp; Times TBA</li> <li>• Town of Notasulga Meeting (Date &amp; Time TBA)</li> <li>• Town of Franklin Meeting (Date &amp; Time TBA)</li> <li>• Circulate flyers at local high school homecoming parade Date &amp; Time -TBA</li> </ul>

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		<p><b>November 2017</b>  Community Organizations Presentations (Date &amp; Time TBA)</p> <ul style="list-style-type: none"> <li>• Rotary Club</li> <li>• Cadillac Club</li> <li>• Retired Teachers-</li> <li>• Retired DHR Club</li> </ul> <p><b>December 2017</b></p> <ul style="list-style-type: none"> <li>• Follow up with previous months contact</li> </ul>
45	Madison	<p>Submitted by Tonita Phipps, 1/30/2017</p> <p>February</p> <ul style="list-style-type: none"> <li>• The Department will hold a Foster Parent Appreciation get together</li> <li>• Stadiums and local businesses will be contacted about displaying a banner</li> <li>• Madison County will meet with AFAPA to discuss plans to reinstate the local Foster Parent Association</li> <li>• Contact local shopping mall to display banners throughout the month</li> </ul> <p>May</p> <ul style="list-style-type: none"> <li>• Host a festival at Madison County DHR with food trucks/DJ/other local agencies to provide information on fostering and adopting</li> <li>• Foster Parent Appreciation Picnic</li> <li>• Place pamphlets in the Mt. Gap 5k</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• An adoption event will be held at the Department including food, games, and a balloon release</li> <li>• The Department will work on partnering with Wendy's throughout the month of November</li> <li>• Sponsoring a day for foster kids to participate in Ice Skating at Big Spring Park</li> </ul> <p>Activities to complete throughout the year</p> <ul style="list-style-type: none"> <li>• Provide incentives to existing foster parents when they refer new foster parents</li> <li>• Quarterly news letters to the foster parents reminding them of the need for more homes</li> <li>• Order new brochures and banners as needed</li> <li>• Partner with the local churches (provide brochures, speak at events, be included in newsletters)</li> <li>• Pass out brochures at local events (Concerts in the Park, Food truck gatherings, etc.)</li> <li>• Put out a banner at the car show in June</li> <li>• Donate free or reduced cost swim lessons through the YMCA to foster families</li> <li>• Sponsor an indoor skating event during Spring Break</li> <li>• Look into the Civic Center donating tickets to one of their events</li> </ul>

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		<ul style="list-style-type: none"> <li>• Provide brochures/speak to the nursing staff at the local hospital to recruit medically fragile foster homes</li> <li>• Contact the Chamber of Commerce to place information on their website</li> <li>• Contact local schools and businesses to put out yard signs</li> <li>• Sponsor a Christmas Tree at the park in December</li> <li>• Partner with CONNECT</li> <li>• Pass out information at the local parades</li> <li>• Complete three TIPs classes</li> <li>• Train two additional foster parents to teach TIPs</li> <li>• Train three additional workers to teach TIPs</li> <li>• Contact local universities/colleges to display materials at the colleges</li> </ul>
46	Marengo	<p>Submitted by Carol Dixon, 5/25/2017</p> <p>Marengo County understands the importance of having ample foster homes for our county.</p> <ul style="list-style-type: none"> <li>• Marengo County will place articles in local newspapers for contact information about becoming a foster/adoptive parent</li> <li>• A banner was placed at the Sports Plex in Demopolis with information about who to call to become a foster/adoptive parent.</li> <li>• Our agency will attend local meetings and give information about how to become foster/adoptive parents</li> <li>• All staff will have information available to give individuals who call the agency seeking information about becoming a foster/adoptive parent. These people will be contacted immediately with additional information.</li> <li>• Several staff members will attend TIPS training so that a multitude of employees will know what it takes to be a foster parent and ways they can help them to not burn out as foster parents.</li> <li>• Social Media, i.e. Facebook, Twitter, &amp; Instagram Post will be made concerning Foster/adoption with the county office contact information.</li> </ul>
47	Marion	<p>Submitted by Kier Vickery, 1/30/2017</p> <p>We began the calendar year with an article in the local newspaper that had the “Open Your Heart, Open Your Home” heading. It listed the licensing requirements and explained our desperate need to have more than four homes. We will have live radio interviews in February (Valentine’s Day) and May. We hope to include a foster parent in the May radio show. We will have recruitment messages on the electronic signs of the two largest cities in our county (Hamilton and Winfield) in May and November. We will continue the same activities as in FY 2016: speaking to churches, civic groups, and clubs, setting up displays at community events, taking bookmarks and posters to churches, placing signs in all towns in the county, and additional newspaper articles.</p>
48	Marshall	<p>Submitted by Marcia Parker, 5/25/2017</p> <p>February activities:  Social media promotion of “open your heart, open your home.”(MCFAPA Facebook page as well as MCDHR Facebook page).  Radio spots 92.7 FM (donated by local attorney) during the month for “open your heart, open your home.”  Distribution of flyers in local church bulletins.  Will display the banner at area businesses (car dealerships, library, restaurants) and churches. To change weekly.</p> <p>Continuous Activities:  Distribution of business cards and flyers  Staff to attend Chamber of Commerce, Interagency and other community events.  Display banner at local businesses, such as Jack’s restaurant and local banks.  Develop specific recruitment presentation for speaking in churches.</p>

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49	Mobile	<p data-bbox="409 110 882 142">Submitted by Juanita Spinks, 1/27/2017</p> <p data-bbox="409 178 1942 316"><b>Goal: Increase the number of nurturing and stable out of home placements to children who enter foster care by 15% that are reflective of the cultural and ethnic make-up of the children in care in Mobile County. This is being made to ensure that the number of placement episodes is limited in number; with siblings being placed together while reasonable efforts are being made to facilitate reunification.</b></p> <p data-bbox="409 354 1732 386"><b>Plan: The following are methods of strategies that will be used during FY 2016-2017 to achieve this goal.</b></p> <ul data-bbox="409 430 1921 1185" style="list-style-type: none"> <li>• Continue to coordinate and partner with APAC to assist with recruitment events and activities within the community.</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as deemed appropriate and necessary.</li> <li>• Increase current foster Homes in Mobile County from current number by fifteen percent with emphasis being placed on medically fragile children and homes for teenagers.</li> <li>• Utilize Foster Parent Social Media Page to post upcoming orientations and GPS/TIPS Training classes.</li> <li>• Provide Foster Parent Orientation each month to maximize community awareness</li> <li>• Provide 3 annual GPS/TIPS Training class modules.</li> <li>• Contact a diverse group of local radio/TV( WKRG, WPMI, WALA, Cumulus and Trinity Broadcasting) stations to present the need for foster parents in Mobile County for free on air interviews with the emphasis on Open your Heart Open Your Home in February, National Foster Parents Month in May , and National Adoption Awareness in November</li> <li>• Publish monthly in Teamwork Newsletter the ongoing need for an increase in foster/adoptive homes.</li> <li>• Continue to make contact with local churches, ministries and religious organizations to impress upon their congregations the on-going need for an increase in foster/adoptive homes.</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters.</li> <li>• Place recruitment signs in businesses windows and throughout the community regarding information on becoming a foster/adoptive parent.</li> <li>• Contact the Chamber of Commerce to place information on their website about fostering/adopting.</li> <li>• Arrange to participate in family information events with the local YMCA's and other programs as the opportunity presents and set up a table with information in reference to fostering and adopting.</li> <li>• Create an attractive display in the Child Welfare waiting area concerning foster/adoptive recruitment.</li> <li>• Make weekly presentation to Mobile County Circuit perspective jurors.</li> </ul>
50	Monroe	<p data-bbox="409 1218 955 1250">Submitted by Latonya Wells-Horne, 1/26/2017</p> <p data-bbox="409 1274 577 1307">October 2016</p> <ul data-bbox="409 1307 1564 1453" style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption was displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Distributed flyers on cars at local plant</li> <li>• Speaking engagement at local civic club</li> </ul>

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		<p>November 2016</p> <ul style="list-style-type: none"> <li>• Thanksgiving Day community dinner presentation</li> <li>• Distributed handouts to local churches</li> <li>• Advertised on local radio station and in local newspaper</li> </ul> <p>December 2016</p> <ul style="list-style-type: none"> <li>• Christmas Day community dinner</li> <li>• Distributed handouts to various churches</li> <li>• Advertised on local radio station and local newspaper</li> </ul> <p>January 2017</p> <ul style="list-style-type: none"> <li>• Flyers, banner and signs promoting foster parenting and adoption in DHR lobby</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Announcement regarding need for Foster/Adoptive homes placed in church bulletins &amp; flyers distributed</li> </ul> <p>February 2017</p> <ul style="list-style-type: none"> <li>• Utilize "Open Your Heart Your Home" banner inside/outside of DHR building</li> <li>• Brochures will be placed at county library, courthouse, city hall, health department &amp; local beauty salons &amp; barbershops</li> <li>• Brochures will be distributed at quarterly DHR Board Meeting-County Director will discuss the need for foster/adoptive homes</li> </ul> <p>March-April 2017</p> <ul style="list-style-type: none"> <li>• Monthly hand-outs will be distributed to various churches, community</li> <li>• Discuss need for foster/adoptive homes at quarterly foster parent meetings</li> <li>• Church Bulletin announcement regarding the need for Foster/Adoptive homes</li> <li>• Speaking engagements with local civic and social clubs</li> <li>• Place flyers in the courthouse</li> <li>• Brochures placed in receptionist area at DHR office</li> </ul> <p>May 2017</p> <ul style="list-style-type: none"> <li>• At scheduled DHR Board Meeting-County Director discuss the need for foster/adoptive homes</li> <li>• Set-up a booth at Farmers Market</li> <li>• Foster Parent Reception</li> <li>• Will hold a recruitment day by meeting with community agencies, home health, mental health, hospital, medical professionals, city/county law enforcement agencies and school superintendent</li> <li>• Mayor will sign a proclamation for Foster Parent Appreciation month</li> <li>• Participate in special community events</li> <li>• Pass out brochures at Health Fair</li> <li>• Set up display table for foster/adoptive homes in lobby of DHR office</li> </ul> <p>June- August 2017</p> <ul style="list-style-type: none"> <li>• Place flyers in local supermarkets</li> <li>• Contact local high schools to inquire about recruitment at football games/sporting events by passing out brochures</li> <li>• Set up booth at United Way Kick Off</li> <li>• Brochures about foster/adoptive homes will be placed at hospital, beauty shops, banks, courthouse and city hall</li> </ul>

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		<ul style="list-style-type: none"> <li>• Speaking engagements at civic, social services and public agencies</li> </ul> <p>September 2017</p> <ul style="list-style-type: none"> <li>• Set up display table at library, health department, DHR</li> <li>• Conduct Community Awareness Day regarding foster/adoptive homes.</li> <li>• Advertise on local radio station and in local newspaper</li> <li>• Distribute flyers to various churches and include need for foster/adoptive homes in church bulletins</li> <li>• Encourage staff to recruit in their churches/communities</li> <li>• Will hold in-service with local school system faculty to discuss the need for foster/adoptive parents</li> <li>• Place banner/brochures at YMCA-“Open Your Heart/Open Your Home”</li> <li>• Make bookmarks and place at the public library</li> </ul>
51	Montgomery	<p>Submitted by Jan Castell, 1/27/2017 and again on 5/25/2017</p> <p>Montgomery County plans to continue working with local churches and community partners to recruit more foster/adoptive homes. We will continue to work with Live the Promise (coalition of churches), to continue to recruit foster/adoptive homes.</p> <p>Montgomery County will also utilize our volunteer program to screen volunteers as possible candidates for foster/adoptive family homes. Many of them have an interest in working with our teens and could be a good fit for foster family homes/adoptive homes.</p> <p>Montgomery County DHR will continue to assess the training needs of our current foster/adoptive homes to ensure retention of those homes.</p> <p>The Department will offer TIPS classes (3-4) per year. We completed our first session in November of 2016 and began our second session in January of 2017. We have fifteen families in the current session.</p> <p>During Foster Care Awareness Month, Montgomery County DHR will plan recruitment activities in the community and also a recognition ceremony for current foster/adoptive parents. For both months, the County will distribute fliers community in order to wide to increase interest in becoming foster/adoptive parents.</p> <p>We will complete a 24 month strategic plan through the Market Segmentation Process this Spring to target specific county needs.</p> <p>We will continue to partner with neighboring counties in order to offer training more often in our region.</p> <p>We will continue to utilize state and national websites through State Department of Human Resources for child specific adoption recruitment.</p>
52	Morgan	<p>Submitted by Kathy Bryan, 6/26/2017</p> <ul style="list-style-type: none"> <li>• Focus in February: Recruitment of African-Americans in honor of Black History Month. Place flyers/information in primarily black churches bulletins. Contact at least 5 community organizations and/or churches that have large African American population to speak or get literature to and provide with information on the need in Morgan County for adoptive and foster homes. Utilize a current African American foster parent to assist with recruitment. Send out letters to all Churches and potential foster home inquiries about the TIPS class that will begin on March 2, 2017.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Focus on parents who are interested in teens-Contact community that primarily provide services to teens and get literature and offer to speak to groups. Look at possibility of highlighting teen who has exited foster care or family that has adopted teens and is doing well in newspaper or local magazines. Target youth ministers at local churches. Utilize local foster parents who primarily take teen placements to assist.</li> <li>• Focus on sibling recruitment-Look at spotlighting families who have adopted sibling groups and/or needs of sibling groups to local organizations/churches. Contact current or former foster parents who have adopted large sibling group to feature in local publication.</li> <li>• May is National Foster Care month so highlight local Foster Care Appreciation night in Social section of Newspaper/Community Events in Decatur. Publicize the next TRAUMA INFORMED PARTNERING for SAFETY AND PERMANENCE (TIPS) class date and time. Participate in PACT fundraiser, "TOUCH the BUS" on May 8, 2017.</li> <li>• Since Father's day and National Reunification Month are both in June, look at focusing on men's local organizations to get information regarding the role foster father's play in children's lives and look at article with local paper in Hartselle. Look at featuring single foster fathers who currently fosters several children.</li> <li>• Target medically fragile recruitment in August and September by contacting local nurse's organizations, school nurse and medical auxiliaries. Send material regarding the need for medically fragile homes and the requirements/benefits. Try to schedule speaking engagements at several of these organizations. Recruit one or both current medically fragile foster parents who have adopted to assist with speaking engagements.</li> <li>• Target the Hispanic Community in honor of Hispanic Heritage Month in September/October. Contact Churches with Hispanic ministries and offer to speak and send material regarding becoming foster parent. Use recruitment materials in Spanish/English. Contact local churches with large Hispanic ministries. Look at possibility of employee who is bi-lingual assisting with contacts after hours for comp time.</li> <li>• November: Recruitment of adoptive parents in honor of National Adoption Month. Send information to Adoption support groups. Focus on the process of adoption and child specific vignettes of local children needing adoption.</li> <li>• Keep data on each of these activities completed and the success/lack of success of each and re-evaluate what worked and what didn't for 2017. Inquiries will be asked specifically how they heard about the need for foster/adoptive parents as well.</li> <li>• One area of recruitment that Morgan County needs to strengthen is mining relationships with youth in care to expand their placement and permanency options and increase relative placements/previous connections to the child and to re-visit their ability to become fully approved foster parents. This is typically outside the scope of responsibility of resource development staff and more the responsibility of case managers. A goal over the year will be to address this divide and look at partnering between foster care staff and resource development to improve the outlook for our children with placement plan of APPLA.</li> </ul>
53	Perry	<p>Submitted by Crystal May, 5/31/2017</p> <ol style="list-style-type: none"> <li>1. Display flyers at locations around the county such as the Health Dept., Post Office, Courthouse, clinics, and groceries &amp; convenient stores.</li> <li>2. Contact the many churches in the county request that our recruitment efforts be announced for several weeks via the church bulletin and distribute flyers.</li> </ol>

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		<ol style="list-style-type: none"> <li>3. Child Abuse/Neglect training is provided to the Head Start Program (Staff &amp; Parents) yearly. During these training sessions, the Department's recruitment effort will be discussed and information will be provided to participants.</li> <li>4. Participate in the local weekly radio program "Body Love" to discuss the Department's recruitment efforts.</li> <li>5. Children's Policy Council – The Department partners with several organizations, agencies, and community members via the Children's Policy Council to assist with delivering services to children and families in a collaborative effort. The Department will request the assistance of the Children's Policy Council to help disseminate information concerning the Department's recruitment efforts.</li> <li>6. Request that current foster parents share their foster parenting experiences with their neighbors, relatives, &amp; church members.</li> <li>7. Create a display in the DHR lobby concerning foster parent recruitment.</li> <li>8. Caseworkers actively recruit church members, neighbors, &amp; etc.</li> <li>9. Maintain contact with Dallas County DHR to notification when GPS/TIPS Training is scheduled (Perry County partners with Dallas County).</li> <li>10. Continue informal recruitment by word of mouth.</li> <li>11. Request that the local QA Committee (several are retired school teachers) assist with recruitment efforts.</li> <li>12. Place recruitment items (buttons, hand sanitizer, and posters) in DHR lobby.</li> </ol>
54	Pickens	<p>Per Misty Creel 1/27/2017 –</p> <p>** Throughout the year workers will make presentations to local club and civic organizations such as Las Amigas, MUW groups, Local Rotary Clubs, Cattlewoman Association, Baptist Association Meetings and Local Churches</p> <p>**We also plan to have a Market Segmentation Training in our County, hopefully in April 2017 (before we have our TIPS class in June)</p> <p>January</p> <ul style="list-style-type: none"> <li>• Worker will attend TIPS training to get certified to conduct classes.</li> <li>• Information presented at the Las Amigos Brunch and Silent Auction</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• Cupcakes and Chocolate informational meeting with community partners. To share information about recruitment efforts and engage community partners to assist in recruiting. "Open Your Heart; Open Your Home" theme will be used.</li> <li>• "Open Your Heart; Open Your Home" logo coloring sheets distributed to elementary school children in the county.</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• Workers will distribute flyers to Post Offices in the county.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Letters will be sent out to community churches for advertisement in their bulletins.</li> <li>• Recruitment Booth at the Las Amigas Fashion Show</li> </ul> <p>April</p> <ul style="list-style-type: none"> <li>• Workers will distribute flyers at local libraries and grocery stores</li> </ul> <p>May</p> <ul style="list-style-type: none"> <li>• The agency will have a booth set up at Relay for Life Event in the county. The agency will also partner with local foster parents and have a team for the event.</li> <li>• Heart Logo Banners will be placed in the four major towns in the county.</li> <li>• TIPS Orientation Session</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• TIPS Classes Begin</li> <li>• Workers will distribute flyers to Restaurants.</li> <li>• Information handed out at Mule Day Event in Gordo</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• Workers will distribute flyers to drug stores and doctor offices.</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• Information will be passed out at local sporting events.</li> <li>• Advertise in School Sports Programs</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• Presentation to Community Action Program regarding recruitment efforts</li> </ul> <p>October</p> <ul style="list-style-type: none"> <li>• Recruitment Booth at Face in the Window Fest and Dogwood Festival</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• News article for Adoption Month</li> <li>• Community Partner Meeting to celebrate adoption month with a former foster child that has been adopted sharing her story to community partners.</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Flyers and Brochures sent to area churches.</li> <li>• Information distributed at the Reform Christmas Festival</li> </ul>
55	Pike	<p>Submitted by Leslie Kelley, 5/26/2017</p> <ol style="list-style-type: none"> <li>1. Churches <ul style="list-style-type: none"> <li>• Send Flyers to Churches to place on their bulletin and announce during their announcements.</li> <li>• Ask the employees to pass out flyers to their churches and family, fraternity/sorority groups (to reach their parents).</li> <li>• Arrange to meet with Pastors of local Churches to visit the Churches and provide information regarding foster care and other ways to help.</li> </ul> </li> <li>2. Mail out letter/flyer to different businesses in town Publix, Hendrix Home Center, KW Plastics, Daycares, and Barber shops, etc.</li> <li>3. Plan a School Expo (or arrange to go to the schools and speak to the board members) or administrative staff.</li> <li>4. Plan to have an exhibit set up with the Shriners during the fall festival</li> <li>5. Develop a flyer to pass out on the weekend at Wal-Mart, Piggly Wiggly, Goody's, etc.</li> <li>6. Have an event on the square, ask foster parent to bring someone with them, invite lawyers, the CAC, medical personnel and law enforcement.</li> </ol>

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		<ol style="list-style-type: none"> <li>7. Post the signs throughout town on corners.</li> <li>8. Contact Troy Cable and the local newspaper and ask them to run an ad in the paper and run the info on the information station, possibly do a commercial.</li> <li>9. Have a Luncheon, and Ice Cream Social</li> <li>10. Meet with the City Council members, the Mayor to push the word...Troy, Goshen, and Brundidge.</li> <li>11. Have some wristbands, or hand sanitizers or something made promoting foster care and pass out.</li> <li>12. At the softball tournament held at Troy Recreation Department, set up a table.</li> <li>13. Plan an event in February, pushing "Open your heart, open your home".</li> <li>14. Set up a table for Relay for Life in May.</li> <li>15. Plan an event during Foster Care Awareness Month in May.</li> <li>16. Set up table at Troy Fest in April.</li> <li>17. Set up a table at the Pioneer Days in October.</li> <li>18. Plan an event in November for National Adoption Month.</li> </ol>
56	Randolph	<p>Submitted by Shayla Townsend, 5/11/2017</p> <p>Here in Randolph County, we have partnered with several community agencies, schools, and communities of faith and/or anyone with an interest in becoming foster parents. During the 2017 Fiscal Year, we have completed the following:</p> <ul style="list-style-type: none"> <li>• 10/08/16-Craft Show on the Median in Wedowee</li> <li>• 10/26/16-Frist Baptist Church of Wedowee-Booth for Trunk-or-Treat</li> <li>• 10/27/16-Fall Festival-Wedowee Kiwanian's Park</li> <li>• 01/28/17-Handing out pamphlets at Redeeming Love Women's conference at Southern Union in Wadley</li> <li>• 02/05/17-Speaking at Community of Life (church)-Roanoke</li> </ul> <p>We have reached out to the following churches in hopes to present to the congregation:</p> <ul style="list-style-type: none"> <li>• Peace and Good Will</li> <li>• First Baptist Church of Riley</li> <li>• Rock Mills Church- The Nazarene</li> <li>• First Baptist Church of Wadley</li> </ul> <p>We also reached out to the Chamber of Commerce for any upcoming events in the community that efforts may be successful.</p> <p>We will continue to mail out a developed recruitment letter titled "OPEN YOUR HEART, OPEN YOUR HOME" with self-addressed stamped envelopes to those listed in the phone book for Randolph County.</p>
57	Russell	<p>Submitted by Judy Jochen, 6/27/2017</p> <p>To recruit foster/adoptive providers Russell County has attended local community events; Business Expos in local area; Community fair at Fort Mitchell Senior Community Center in Fort Mitchell, Alabama; Area schools career day; mail letters to local churches and community organizations, and offer an incentive to encouraged foster parents to recruit. The Department has offered foster/adoptive training classes three times this year, and contacted previous approved foster families regarding respite and short</p>

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		<p>term care.</p> <p>The Department set up a display focusing on adoption at the Phenix City library during February “Open your Heart, Open your Home”. The Department plans to mail out flyers and letters to local churches, civic organizations, and set up displays in a local community area to promote National Adoption Month.</p> <p>The Department will continue to attend Community Events, Business Expos in local area; Community fair at Fort Mitchell Senior Community Center in Fort Mitchell, Alabama; Area schools career day; mailed letters to local churches and community organizations, and offered an incentive to encouraged foster parents to recruit. The Departments next TIPS training starts Monday, July 10, 2017, from 6:00pm until 9:00pm.</p> <p>The Department will offer foster/adoptive training classes four times a year, revisit previous approved families regarding respite and short term care, have a special recruitment for families interested in respite and short term placements only, families/ singles who are willing to provide care for children who have sexually offended, and families who are willing to provide care for male teenagers, behaviorally challenged, and medically fragile children.</p>
58	St. Clair	<p>Submitted by Charity Shaw, 1/27/2017</p> <p>Church Outreach</p> <ol style="list-style-type: none"> <li>1. Meet with staff of the larger churches in our county and discuss the possibility of our licensing worker coming to speak to anyone who is interested in our foster/adoptive parent program. Churches include: <ol style="list-style-type: none"> <li>a. First Baptist in Pell City</li> <li>b. First United Methodist in Pell City</li> <li>c. North Valley Church in Odenville</li> <li>d. Victory Christian in Pell City</li> <li>e. The Gathering Place Church in Moody</li> <li>f. Bethel Baptist in Odenville</li> </ol> </li> <li>2. Send letters and flyers to all of the larger churches in the area. The letter would include statistical information for our county and would let them know about the constant need for foster homes. The flyer would include information about any upcoming meetings or recruitment events.</li> <li>3. We plan to ask churches to put a notice in their weekly bulletin.</li> <li>4. DHR workers, who live in the county, will take flyers to their home churches.</li> </ol> <p>Community</p> <ol style="list-style-type: none"> <li>5. Post large banners in Pell City, Moody, Ashville, and Springville with our contact information.</li> <li>6. Put magnetic signs on vehicles driven by our workers.</li> <li>7. Newspaper article in St. Clair County News and the Daily Home</li> <li>8. Contact our local radio station so they can make an announcement.</li> </ol>

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		Social Media 9. Workers will change their profile pictures in May and November to be the Open Your Heart, Open Your Home image. 10. Share articles related to fostering to let people know there is a growing need.
59	Shelby	Submitted by Lorie McCullough, 1/30/2017  <u><b>Recruitment within the community:</b></u>  After the development/revision of brochures, extend an invitation to Shelby County DHR staff and foster parents to assist us in the making connections within their churches, libraries, civic organizations and clubs for the purpose of becoming a potential foster / adoptive parents and also spreading awareness about the needs of children living in foster care. This year we are specifically dividing up areas in our county and having "city teams" of DHR staff and foster parent volunteers for those areas of concentration. We will use flyers, brochures, setting up a back drop booth display, and attend community events. <ul style="list-style-type: none"> <li>• Inform/educate all-staff about the need to recruit foster homes and connect the positive influence they have with sharing information to public during their daily operations as a DHR employee in efforts of recruiting or sharing contact information with the public sector.</li> <li>• During the process of contacting churches in Shelby County, respectfully explore if the pastors of the church would make verbal announcements at church service to bring verbal awareness to the need of healthy foster/adoptive homes in Shelby County.</li> <li>• Request from churches a brief segment on announcement agendas and invite licensed foster parents to accompany DHR staff to church events to inform the community on the need.</li> <li>• Specific recruitment for foster parents that will take sibling groups and teens.</li> </ul> <u><b>Planned Activities</b></u>  SCDHR planned events as well as participating in community events to bring local awareness to Foster Care and Adoption in Shelby County. (Collective efforts between Resource Unit and Foster Care Units) During these months we will also wear our Foster Care & Adoption t-shirts on Mondays. <p style="text-align: center;">             Open Your Heart. Open your Home – February              Foster Care Awareness Month - May              National Adoption Month – November           </p> <ul style="list-style-type: none"> <li>• The County's Resource Unit, SCDHR Staff and Active Foster Parents being accessible to attending events where foster/adoptive parent recruitment can occur (setting up informational booths, attending holiday parades-float (foster parents and DHR staff on the float and distributing informational flyers during the parade)</li> <li>• Coordinate a recruitment kick-off event for the community to highlight the awareness and need of foster parents.</li> </ul> <u><b>TIPS Classes</b></u> <ul style="list-style-type: none"> <li>• Conducting TIPS classes on a schedule in efforts of meeting potential foster/adoptive needs and the needs of children in foster care in Shelby County. We will have a weeknight TIPS class and a weekend TIPS class. Our January-February 2017 TIPS class is on a Sunday afternoon. We currently have 19 families signed up. We plan one having two more TIPS classes before the end of the fiscal year with 10 families in each class.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Development of informative news article to inform the public of upcoming TIPS classes and share contact information about the foster/adoptive process to be published in the Shelby County Reporter</li> <li>• Continue to complete exit conferences for foster parents and provisionally licensed foster parents who choose to no longer foster with the agency. SCDHR will continue to send and ensure that monthly satisfaction surveys are completed.</li> </ul>
60	Sumter	<p>Submitted by Tracie Harris, 5/26/2017</p> <p>Sumter County will continue to recruit additional foster/adoptive parents to meet the needs of the county by advertising the need for foster/adoptive parents in the local newspaper and on the local cable network's Bulletin sponsored by the University of West Alabama, posting brochures about becoming foster/adoptive parents in public places throughout the community, and posting signs around its facility to help promote awareness concerning the need for more foster/adoptive homes in Sumter County. Sumter County DHR staff, stakeholders, and potential foster/adoptive parents will continue to collaborate to establish a plan to recruit potential foster/adoptive parents by attending local community days, and speaking at the local schools and churches.</p>
61	Talladega	<p>Submitted by Bethany Mellon, 6/26/2017</p> <ol style="list-style-type: none"> <li>1. Talladega DHR will continuously display a recruitment banner on the front lawn.</li> <li>2. Talladega DHR will have a display booth at local events throughout the county, such as Sunshine Saturday.</li> <li>3. One resource worker will be designated to recruitment efforts.</li> <li>4. The resource unit will speak to local groups in an effort to recruit foster parents. All workers, when speaking publically, will take the opportunity to recruit Foster/Adoptive homes.</li> <li>5. Resource Unit and child welfare workers will speak to the congregation at their churches in an effort to recruit foster parents.</li> <li>6. Talladega DHR will provide Flyers for Foster Parent Recruitment to local churches, business and schools.</li> <li>7. Foster parents will also join in our effort to recruit more foster/adoptive parents, utilizing any opportunity they have.</li> <li>8. Talladega DHR will ask local businesses to recruit foster parents on their marques' periodically during the year.</li> <li>9. We will ask the local <i>Daily Home</i> newspaper to advertise for foster parents in the Community Calendar section.</li> <li>10. Talladega DHR will research the use of social media as a recruitment tool.</li> <li>11. Talladega DHR will access reader boards throughout the county.</li> <li>12. At the Foster Parent Appreciation luncheon, the Foster Parents will be encouraged to bring any friends they know who have expressed the desire to become foster parents.</li> </ol>
62	Tallapoosa	<p>Submitted by Brenda Floyd, 1/30/2017</p> <ul style="list-style-type: none"> <li>• The county director has been invited to speak about foster care and the need for foster parents at one of the quarterly meetings of the Dadeville Area Chamber of Commerce.</li> <li>• The director addresses the need for foster/adoptive parents at the quarterly county DHR board meetings and will continue to do so. She also will continue address the need with the local QA Committee as has been done in the past.</li> <li>• The director addresses the need for foster/adoptive parents at the quarterly United Way Social Service Consensus meetings and will continue to do so. The United Way has been very supportive and distributes information about our need to various community partners via email and other social media.</li> <li>• We will be contacting local and county governments asking for proclamations in support of our efforts.</li> <li>• We will be expanding resources as we restructure our ILP program. The supervisor and two workers attending training in January and increased specialization will strengthen our ability to identify and recruitment foster/adoptive parents for older youth.</li> <li>• The director has spoken with several ministerial leaders regarding scheduling speaking engagements in 2017. There will be more focus on minority recruitment and foster/adoptive parents for older youth.</li> <li>• We are planning to hold information seminars at our office quarterly for those interested in learning more about foster/adoptive</li> </ul>

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		parenting. <ul style="list-style-type: none"> <li>• As in the past all staff will be encouraged to recruit within their communities and churches.</li> <li>• Foster and Adoptive information packets are provided to anyone interested in fostering or adoption at our office or via mail on request.</li> <li>• As stated before, one of the most important resources that can be utilized in recruiting future foster/adoptive resources is our current group of foster/adoptive parents. They are the foundation for which we can continue to build as we increase our foster/adoptive resources.</li> </ul>
63	Tuscaloosa	Submitted by David Massey, 1/30/2017 <ul style="list-style-type: none"> <li>• Set up Banner, post flyers, bulletins, speaking engagements etc. at a host of local Africa American churches (New Life Baptist, Weeping Mary AME, Friendship, West Highland, A Fresh Anointing, Jerusalem AME, Cornerstone Full Gospel, Elizabeth Baptist, New Vision, Hurricane, Beulah, First African, Bethel, Oasis, Plum Grove, St. Paul AME, Tabernacle AME Zion)</li> <li>• Flyers at all city and county schools</li> <li>• Check yard signs out for a month long period to workers and foster parents</li> <li>• Flyers in medical offices/hospital and speaking engagement when allowed</li> <li>• Doing What Matter Conference</li> <li>• Heart Gallery set up in mall</li> <li>• Q&amp;A seminar with current foster parents to utilize their assistance with recruitment and retaining</li> <li>• DTO Pancake Breakfast set up (Coaling Baptist DTO fundraiser)</li> <li>• Cre8tive Ad electronic displays at different business and medical offices</li> <li>• Boost Digital Displays ad at local sporting events (high school and universities)</li> <li>• Foster Parent Appreciation Dinner to again encourage current FP to spread the word by month</li> <li>• Community Partners meeting</li> </ul>
64	Walker	Submitted by Tina Rickles, 1/30/2017 <p>Connie Rogers will be meeting with our county to assist in improving our diligent recruitment plan in March 2017 (Exact date to be set hopefully next week). When meeting with schools we will inquire about teachers/aids/parents that are bilingual.</p> <p>January: Meeting with the Board of Directors; Personal contacts in the community</p> <p>February: Display at the Jasper Mall with Open Your Heart/ Open your home brochures</p> <p>March: Letters to churches throughout the county in preparation for Foster Care Month in May, with contact information and invitation to speak at their congregation and request to publish in church bulletins; Presentation with the local Kiwanis Club</p> <p>April/May: Church appearances; Proclamation with the Mayor; Announcements in church bulletins; PSA with local news organizations on Facebook; Publication in newspaper</p> <p>June: Flyers on pizza boxes and at local parks; Personal contacts in Carbon Hill/Lupton/Townley and Nauvoo areas</p> <p>July: Contact grocery stores about flyers in grocery bags</p>

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		<p>August: Letters and flyers to Jasper City Schools' PTO</p> <p>September: Letters and flyers to Walker County Schools' PTO</p> <p>October: Letters, flyers, and personal contacts Curry, Boldo, Sipsey &amp; Union Chapel areas</p> <p>November: Newspaper articles; PSAs; TV appearance (Local public access channel 55); Flyers at restaurants; PTO Meetings, Mayor's proclamation for Adoption Month</p> <p>December: Letters, flyers, and personal contacts in Parrish/Goodsprings/Oakman areas; PTO Meetings</p>
65	Washington	<p>Submitted by Ashley Carlock, 1/30/2017</p> <ul style="list-style-type: none"> <li>• In October 2016, WCDHR participated in the Town of Chatom Fall Festival.</li> <li>• In November 2016, WCDHR participated in the American Red Cross Community Event.</li> <li>• January 2017, WCDHR will send letters and flyers to local community churches</li> <li>• February, May, and November 2017 WCDHR plans to display a recruitment banner on the front lawn of DHR. In addition, WCDHR will partner with the library, health department, and town hall to use their message board to display "Open your heart, open you home. Become a foster/adoptive parent."</li> <li>• February, May, and November 2017, displays will be set up in the library, town hall, court house, and health department.</li> <li>• April 2017, WCDHR will host an open house to invite the community to discuss fostering and adoption and to kick off May as Foster Care Awareness month. We will have a short presentation/overview of foster care and invite one of our foster parents to speak. (local newspaper will be invited to event)</li> <li>• WCDHR will participate in upcoming community events to include (BBQ cook off, In the Pines Music Festival, Summer Reading Program, Health Fair, Career Fair, as well as, any other community events that are brought to our attention.)</li> <li>• August 2017, presentation at the County School In-Service Meeting</li> <li>• November 2017, Proclamation for National Adoption Month by Mayor (local newspaper will be invited to event)</li> <li>• Washington County DHR will also utilize the Chamber of Commerce newsletter that is issued monthly to spread the word on foster care and adoption and the need for homes in the community.</li> <li>• WCDHR will put a recruitment ad in the "Shopper Plus"</li> <li>• WCDHR will contact local civic organizations and churches to ask to come and speak on the need for foster and adoptive homes.</li> </ul>
66	Wilcox	<p>Submitted by Brandon Dale, 5/30/2017</p> <p>The Wilcox County Department of Human Resources will implement the following 2017 Foster/Adoptive Parents Recruitment Plan:</p> <p><b>I. <u>Distribution of Promotional Materials:</u></b></p> <p><b>(A.)</b> Flyers will be developed and placed in DHR and made available to other public agencies, local businesses, churches, libraries, schools, day care centers, community centers and any other appropriate locations throughout Wilcox County.</p>

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		<p>(B.) The recruitment need will be shared directly with DHR staff members and community partners on an ongoing basis.</p> <p>(C.) DHR will also set up booths at various local events to provide information and recruit potential foster parents.</p> <p><b>II. <u>Media Campaign/Advertisements:</u></b></p> <p>(A.) Create a Press Release to be published in the local newspaper on a quarterly basis as well as one to be played on local radio on a recurring basis</p> <p>(B.) Partner with the local Children’s Policy Council during their Annual Family Summit event in April 2017 by hosting a complimentary booth to display and share information about Foster/Adoptive Parenting.</p> <p>(C.) Continue to conduct a recruitment event annually in November which is National Adoption Month.</p> <p><b>III. <u>Foster/Adoptive Resource Listing:</u></b></p> <p>(A.) Continue working relationship with persons who have contacted DHR regarding Foster/Adoptive Parenting to explore their current interest in becoming a Foster/Adoptive Parent Resource in Wilcox County.</p>
67	Winston	<p>Submitted by Diane Watson, 1/25/2017</p> <p>The following is our recruitment plan for the current fiscal year:</p> <ol style="list-style-type: none"> <li>1) Place roadside signs at large intersections in the county during the months of February, May and November</li> <li>2) Run announcements in the local newspaper at least twice a year</li> <li>3) Purchase flyers to distribute at major county events such as the annual 911 Festival in Haleyville, Chitlin’ Supper in Arley, etc.</li> <li>4) During February, May and November, family and children’s service workers will rotate existing magnetic automobile signs</li> <li>5) Resource worker attends/has booth at the annual Parent Fair event in Haleyville</li> <li>6) Resource worker and director will speak at various organized club meetings such as Civitans, etc.</li> <li>7) An announcement will be placed on HBTv.com, a local community news website</li> <li>8) Winston DHR will participate annually in the Double Springs and Haleyville Christmas parades with a recruitment float.</li> </ol>

**2015-2016 County Plans and Completed Strategies**

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1	Autauga	<p>Submitted by Danita Lowe, 6/14/2016 and re-submitted 6/27/2016</p> <p>When a potential Foster/Adoptive parent contacts the office inquiring about the process on becoming a provider, the resource worker acquires their name, contact number and address. If another worker in the office receives an inquiry,</p>	<p>Submitted by Danita Lowe, 6/2/2017</p> <ul style="list-style-type: none"> <li>• Ran ads in the local paper in May and November 2016.</li> <li>• Placed recruitment signs throughout the community regarding interest in becoming a foster parent.</li> </ul>

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		<p>the person's information is given to the resource worker. After receipt of the information, an application and a copy of frequently asked questions about Fostering/Adopting are mailed to the potential provider. Once the application is received, the resource worker requests that the clerical staff make a provider record for the potential provider.</p> <p>The resource worker maintains a log of all potential providers detailing the date of the inquiry, their name, telephone #, and address. A copy of the log is provided to the supervisor at individual worker conferences.</p> <p>The supervisor reviews the log to ensure that resource worker has followed up with the person to acknowledge that DHR has received their request and to offer additional information if necessary.</p> <p>If there are two or more inquiries noted resource worker will schedule a GPS class. If there is only one inquiry the resource worker will partner with a neighboring county who will be having an upcoming GPS class or we will conduct a Deciding Together class (if needed).</p> <p style="text-align: center;">Autauga County Recruitment Plan</p> <ul style="list-style-type: none"> <li>• The Department will run ads in Prattville Progress/ Montgomery Advertiser twice a year.</li> <li>• Place recruitment signs in front of the agency and throughout the community regarding information on becoming a foster/adoptive parent.</li> <li>• Continue to utilize "Open your heart, Open your home" at other local events.</li> <li>• Resource worker will mail letters of need for foster/adoptive homes to local and surrounding churches.</li> <li>• Foster/Adoptive Parent recruitment booth will be set up at City Fest in Prattville, AL.</li> <li>• Foster Parent/Adoptive Parent Appreciation functions to include foster and adopted children.</li> </ul>	<ul style="list-style-type: none"> <li>• Did not participate in any community events in 2016 due a shortage of staff.</li> <li>• In February 2016 we mailed letters to various churches and other organizations regarding the need for foster adoptive parents in Autauga County.</li> <li>• We hosted a foster parent appreciation in May 2016.</li> </ul>
2	Baldwin	<p>Submitted by Tina Green – 6/22/2016</p> <p>The following resources will be utilized in recruiting foster parents for the Baldwin County Department of Human Resources. The program supervisor and resource worker will work on recruitment for foster parents in Baldwin County.</p> <ol style="list-style-type: none"> <li>1. Radio/TV Broadcasting – <ul style="list-style-type: none"> <li>• Work with local business owner, Ms. Kathy Sternenberg, who has experience in marketing and</li> </ul> </li> </ol>	<p>Submitted by Tina Green – 7/23/2017</p> <p>The staff person that was the resource worker during this period is no longer with the agency; therefore, reporting activities is a challenge.</p> <p>The County's juvenile judge is a great advocate for the county and their need for additional homes. The judge brings this up when they have public speaking opportunities.</p>

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		<p>has media connections to assist in establishing a relationship between the Department and local media</p> <ul style="list-style-type: none"> <li>•Contact local radio/tv stations to present the need for foster parents in Baldwin County {WBHY, WYCT, WBZR, WHEP, WABF, WNGL Cumulus Media, Goforth Media, Archangel Communications (Radio); WJTC, WHBR, WKRG, WEAR, WPMI, WALA, WFNA, Local 15, Coast 360 Television (TV Stations)}</li> <li>•Provide information to local radio stations to do public service announcements about the need for foster and adoptive parents &amp; upcoming GPS classes</li> <li>•Provide local radio/tv stations with information regarding National Foster Care Month in May</li> <li>•Look for opportunities for resource staff to participate in interviews regarding recruitment</li> </ul> <p>2. Newspapers/Local Magazines/Other Written Media –</p> <ul style="list-style-type: none"> <li>•Contact local newspapers/sales papers to request they run monthly ad to share the need for foster and adoptive parents and whom to contact for more information (Gulf Coast Newspaper, Independent, Mobile Press Register, The Islander, Baldwin Times, Daphne Bulletin, Atmore Advance, Mullett Wrapper, On-Looker, Eastern Shore Parents)</li> <li>•Contact local newspapers/sales papers to research their willingness to advertise the upcoming GPS classes in their community announcements</li> </ul> <p>3. Churches and other Religious Organizations</p> <ul style="list-style-type: none"> <li>•Contact local churches to schedule speaking engagements to various church groups/organizations</li> <li>•Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p>4. Strawberry Festival, Arts and Crafts Festival, Hot Air Balloon Festival, Other Community Resources</p> <ul style="list-style-type: none"> <li>•Contact the above listed festival coordinators regarding setting up an informational booth at their festivals</li> </ul>	<p>Additionally, during the summer of 2016, the county had a volunteer who served as a liaison to a local advertising agency who was able to arrange some web site banner advertising. This appeared on the visitor's bureau site for the gulf coast region of the state.</p>

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		<ul style="list-style-type: none"> <li>•Work with Lisa Laraway, employee at Gulf State Park, regarding recruitment</li> </ul> <p>5. Current Foster Parents</p> <ul style="list-style-type: none"> <li>•Contact current foster parents and utilize them in the above listed recruitment efforts.</li> <li>•Try to have a foster parent and staff member attend all above referenced recruitment activities.</li> <li>•Program supervisor and/or resource worker will attend FAPA meetings as requested by foster parents and provide information to them at that time.</li> </ul> <p>6. DHR Staff</p> <ul style="list-style-type: none"> <li>•Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application process</li> <li>•Make sure staff is informed of GPS dates/times</li> </ul>	
3	Barbour	<p>Submitted by Eric Graves, 6/23/2016</p> <p>At this time the resource unit is using recruitment signs previously purchased yard signs with the State approved Open your Heart/Open your home foster/adoptive logos which have been placed in visible areas throughout the county. Additional signs have been and will be purchased as needed. The resource unit currently maintains a running register including all foster or adoptive inquiries since 2013. This list is currently at 66 individuals. They remain on the list until they become licensed or they become excluded for some reason. The resource staff has routinely called and corresponded with each potential provider for notification of GPS orientations.</p>	<p>Submitted by Deana Stinson, 5/25/2017</p> <p>The resource unit continued the use of Open your heart signs which display the open your heart logo. These signs were placed throughout Barbour County in and around popular public locations for maximum visibility.</p> <p>The resource unit conducted an Open Your Heart- recruitment drive in June of 2016. During this event we served hotdogs and other items under the Old Creek Town Park Pavilion. On display during this event was our Open your heart recruitment board that provided heart gallery information. Prior to this even we had extensive advertising</p>

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		<p>The resource unit will also be following up with telephone calls to every inquiry to discuss the reasons for the lack of follow through and it will be documented for each potential provider. Currently BCDH has one worker TIPS trained and 3 other workers GPS trained. We have one co leader who is GPS trained at the moment as well. BCDHR has one worker who is trained in Deciding Together, which appears to be the preferred method of training for most of our potential providers at this time. Deciding together is always offered as an alternative to GPS or TIPS when necessary.</p> <p>Things that have been tried in the past include: Newspaper Ads, Billboards, PowerPoint presentations, purchasing a projector to modernize the classroom, purchase of a tent and display board for recruitment efforts, conducting orientations and class in different locations, posting campaign like signs, foster parent encouragement letters and incentives, and conducting several foster adoptive orientations.</p> <p>Things that we will be tried during this recruitment period: A special focus will be on giving presentation to local churches, reviewing the current roster of potential provides, continue running ads in the Dothan Eagle (Eufaula Tribune) prior to GPS classes; Conducting a Foster Parent Recruitment Fair</p>	<p>in the local paper and on radio stations.</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>with the Radio and other media outlets. Assessing the development of a “Social Media Campaign” to seek out potential foster and adoptive parents. Partnering with our foster parents again to seek out additional foster providers. Retraining local staff on the importance of maintaining positive relationships with our foster and adoptive providers.</p> <p>2016/2017 TIPS Orientation Meeting Dates and the beginning of classes:</p> <ul style="list-style-type: none"> <li>• May 24, 2016</li> <li>• October 29, 2016 &amp;</li> <li>• March, 1 2017</li> </ul> <p>The BCDHR resource unit has already completed presentations to several community organizations including the Head Start Program, some local churches, and the local boys and girls club regarding foster/adoption recruitment, and recruitment incentives will also be used according to policy requirements to aid in recruitment assistance from existing foster parents.</p>	
4	Bibb	<p>Submitted by John Richards – 6/13/2016</p> <ol style="list-style-type: none"> <li>1. All inquiries are directed to Resource Supervisor, Foster Care Supervisor, or Foster Care Worker preferably in that order.</li> <li>2. All service staff is trained in obtaining necessary information.</li> </ol>	<p>Submitted by John Richards, 1/27/2017</p> <p>On January 21, 2016 and May 10, 2016, DHR staff attended Principal’s Meeting at Bibb County Board of Education to discuss the current state of foster care in the county and need for additional foster parents. Brent Presbyterian Church hosted the foster families for a fish fry on 10/10/2015, Christmas party on 12/21/2015, and a community BBQ on 7/14/2016 to build</p>

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		<ol style="list-style-type: none"> <li>3. Applications and FAQs are mailed to prospective foster parents by the next business day.</li> <li>4. Two staff and one foster parent are attending TIPS training in June 2016.</li> <li>5. Deciding Together is being offered to foster parents as demand for individualized training has increased.</li> <li>6. Foster Parent Appreciation and Confidentiality Training was provided to foster parents on May 1, 2016.</li> <li>7. CPR and First Aid Training for prospective and current foster parents was provided on April 2, 2016.</li> <li>8. Recruitment booth was set up at Cahaba Junior Women's League Trade Days on April 16, 2016. Staff attended and providing information regarding becoming a foster parent.</li> <li>9. GPS completed on May 1, 2016. Three classes have been completed in a calendar year.</li> </ol>	<p>community awareness of needs for foster children. The Department attended a community car show in Brent, AL at Pineview Baptist Church and set up a booth advertising for foster parents. The Department attended Cahaba Jr. Women's League Trade days and set up a booth on 4/16/2016. The Department also hosted an in-service training for foster parents in which prospective families were invited to attend on 5/1/2016. Two staff and one foster parent co-leader attended TIPS training in June 2016. Two staff are also approved to provide TIPS Deciding Together which is a recruitment advantage for the county.</p>
5	Blount	<p>Submitted by Catherine Denard – 5/3/2016</p> <p>Blount County Department of Human Resources has a strong sense of pride in the number of adoptions that are finalized each year. Many adoptions were completed in 2015. These celebrated adoption hearings provided children with permanent, loving homes where they are stable, safe, and living with their “forever families.” Blount County DHR holds two Group Preparation and Selection classes per year. The classes provide potential foster parents with understanding of the foster/adoptive process and opens up the opportunity to consider adoption in the event foster children cannot be reunified with their parents.</p> <p>During the year 2016, our Agency would like to be able to utilize foster and adoptive resources to enhance the prospect of providing a permanent home for our foster children. The following is a list of approaches the Department suggests to meet the permanency goal of adoption through foster care:</p> <ol style="list-style-type: none"> <li>1. Flyers, banners, and signs promoting foster parenting and adoption which can be displayed at DHR and cooperating local businesses.</li> <li>2. Advertising on local radio station and local newspaper with permission of the State Office.</li> </ol>	<p>Submitted by Catherine Denard – 6/23/2017</p> <p>Blount County Department of Human Resources has a strong sense of pride in the number of adoptions that are finalized each year. From October 1, 2015 until September 30, 2016, seven adoptions were completed. These celebrated adoption hearings provided seven children with permanent, loving homes where they are stable, safe, and living with their “forever families”. On November 23, 2015, the Department hosted an adoption celebration at DHR and provided adopted children with cupcakes and toppings to decorate. The annual proclamation was read by Probate Judge Chris Green, and a good time was had for all! Blount County DHR held two Group Preparation and Selection classes during the above time frame. These classes provided potential foster parents with understanding of the foster/adoptive process and opened up the opportunity to consider adoption in the event foster children cannot be reunified with their parents. During the year 2016, Blount County DHR was able to utilize foster and adoptive resources to enhance the prospect of providing a permanent home for our foster children. The following is a list of approaches the Department utilized to meet the permanency goal of adoption through foster care:</p> <ol style="list-style-type: none"> <li>1. Fliers, banners and signs promoting foster parenting and adoption were displayed at DHR and cooperating local</li> </ol>

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		<p>3. Purchase of adoption incentives to circulate during May and November such as cups, pens and pencils, magnets, etc. to place at local businesses.</p> <p>4. Expenses incurred at scheduled speaking engagements, especially those held at churches of various races/ethnic groups, such as a translator.</p> <p>5. Conferences or seminars for staff and potential caregivers of special needs children and parenting teenagers.</p> <p>Our agency looks forward to a successful new year of seeing more children find forever homes with loving parents. It is essential that these new parents are trained adequately on how to meet children's needs and give them the love and adoration they so richly deserve!</p>	<p>businesses.</p> <p>Radio advertising to stimulate foster care/adoption interest in a rural, low population area with a large, close-knit "Mom and Pop" listening audience</p> <p>3. Staff tee shirts with catchy foster/adoption logo were made and worn during May and November</p> <p>4. Adoption incentive funds were used to purchase cups, pens and pencils, magnets to promote adoption</p> <p>5. Some adoption incentive funds were utilized to purchase furniture for the prospective adoptive parents.</p> <p>Blount County DHR feels it is essential that these new foster parents are trained adequately on how to meet children's needs and give them the love and adoration they so richly deserve!</p>
6	Bullock	<p>Submitted by Tracy Larkins, Director – 5/2/2016</p> <p>When a Potential Foster/Adoptive (PF/A) person comes into the office (or calls) inquiring of the process on becoming a provider, the Intake worker will take their name, contact number and provide the information to the Resource Developer.</p> <p>The Resource Developer (RD) will maintain a log of all PF/A's that comes into the office (or calls) detailing the date of the inquiry, their name, telephone #, and address.</p> <p>If someone in the Service Unit gets a PF/A inquiry, they will give the name, contact number, address and the date of the inquiry to the RD in order that she may mail them an application and a copy of Frequently Asked Questions (FAQ) about Fostering/Adopting. Applications and accompanied information will be mailed within 24 hours. This will be indicated on the log also.</p> <p>A copy of the log will be provided to the Supervisor at individual worker conferences.</p>	<p>Submitted by Tracy Larkins, 1/31/2017</p> <p>During fiscal year 2015-2016 Bullock Co DHR held two GPS trainings and acquired three foster homes with two currently licensed. Recruitment efforts were made during two local community events where as booths were set up; recruitment efforts were also made during annual resource and job fair; placed news articles in local newspaper; resource worker attended several speaking engagements and made church acknowledgements. We had a total of 24 inquires, 15 of which attended the GPS classes offered. As a result there were 2 additional homes approved in our county.</p>

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		<p>Supervisor will review the log to ensure that Resource Developer has followed up with the PF/A person to acknowledge that DHR has received their request and offer assistance in completing the application within 5 days of the inquiry's initial contact. The RD will offer assistance such as going to the home to get the application and/or by having PF/A come into the office to discuss it further.</p> <p>If the Resource Developer has not received the application back within 9 days, on the 10<sup>th</sup> day the RD will contact the PF/A again to remind them of the application and their interest to continue with the process.</p> <p>Once applications are received RD will request that ASA make a provider record in order to separately maintain applications and pertinent information.</p> <p>If there are 2 or more inquiries noted Resource Developer will schedule a GPS class. **Perspective class scheduled to begin March 14, 2016 at 6 p.m.</p> <p>If there is only one inquiry RD will partner with a neighboring county who will be having an upcoming GPS class or we will conduct a Deciding Together class (if needed).</p> <p>The President of the Bullock County Foster Parent Association will contact the PF/A's to acknowledge their interest and provide words of encouragement and support.</p> <p style="text-align: center;">Bullock County DHR Foster/Adoptive Parent Recruitment Plan FY 2016</p> <p>1) Participate in several community events (APS Quarterly Network; Relay for Life in May; Christmas in July; National Adoption Celebration; County Commission Meetings; Pike County CAC fundraiser, Recruitment luncheons and Veterans and Family Informational Seminars) to recruit Foster/Adoptive</p>	

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		<p>families.</p> <p>2) Publicize GPS Orientation to be held at least twice yearly, February and August.</p> <p>3) Newspaper articles regarding GPS, Foster and Adoptive parent activities to raise awareness of the need for additional foster and adoptive home.</p> <p>4) Place recruitment signs in front of agency and community regarding information on becoming a foster/adoptive parent.</p> <p>5) Continue to utilize "Open your heart, Open your home" at other local events.</p> <p>6) Mail letters of need for foster/adoptive homes to local and surrounding churches.</p> <p>7) Foster/Adoptive Parent recruitment booths will be set up and flyers handed out at Annual Chunnenugee Fair in Union Springs, AL.</p> <p>8) Foster/Adoptive Parent recruitment booths will be set up at local grocery stores and applications completed on site.</p> <p>9) Foster Parent/Adoptive Parent Appreciation outing to include foster and adopted children in the month of May 2016.</p>	
7	Butler	<p>Submitted by Jennifer Dunkin, 6/13/2016</p> <ol style="list-style-type: none"> <li>1. October- December 2015 as the community reached out supporting us with our Christmas program we spread the word through these individuals, clubs, and churches the high need for more foster homes and volunteers.</li> <li>2. January 2016, we again placed recruitment banners/posters throughout the community. The posters provided the scheduled date of our February 2016 GPS class. We also notified all our foster parents of the date asking them to share it. We notified all those on our list of</li> </ol>	<p>Submitted by Lisa Butts, 1/31/2017</p> <ol style="list-style-type: none"> <li>1. October- December 2015 as the community reached out supporting us with our Christmas program we spread the word through these individuals, clubs, and churches the tremendous need for more foster homes and volunteers.</li> <li>2. January 2016, we placed recruitment banners/posters throughout the community. The posters provided the scheduled date of our February 2016 GPS class. We also notified all our foster parents of the date asking them to share it. We notified all those on our list of current people interested</li> </ol>

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		<p>current people interested in fostering/adoption. We posted it on Facebook. We called/emailed/sent letters to the ministerial association and churches informing them of the upcoming GPS class and asking for their assistance in spreading the word.</p> <ol style="list-style-type: none"> <li>3. The County Director has spoken with civic groups to ensure the need for homes is understood in the community.</li> <li>4. Butler County DHR has scheduled another GPS class to begin September 1, 2016. Prior to this class. In July 2016 we plan to put our banners/posters in place and to share with churches/civic groups. In August 2016, we plan to share the date of the upcoming GPS class with the community through Facebook, radio, newspaper, and church inserts.</li> </ol>	<p>in fostering/adoption. We posted it on Facebook. Through phone email and letters we contacted the local ministerial association and churches to help spread the word.</p> <ol style="list-style-type: none"> <li>3. February 2016 GPS Classes began. Class had potential for 9 homes, two though for another county. Of those one has become licensed for Butler County. One of those two for another county has been licensed by that county. The others were not licensed due to various issues including moving away, losing job, changing to a traveling job, etc.</li> <li>4. Mid-July 2016 banners and posters were placed throughout the entire county providing dates and contact information for next GPS class.</li> <li>5. August 2016 Annual Foster Parent Appreciation Banquet was held at Mt. Pleasant Baptist. We announced to the foster parents that another GPS class was beginning in September and sought their assistance in spreading the word throughout the community through talking about it and sharing flyers we provided. Resource worker contacted all the ministers in the Ministerial Association regarding sharing about the upcoming GPS Foster/Adoptive Parent classes. The Foster Parent training classes and contact information was added to local radio stations current event announcements. Director Dunkin was interviewed by The Greenville Standard for local article.</li> <li>6. September 2016 Classes began. Class had potential for four homes. One couple dropped out early along. Another couple's wife began having health issues and dropped out later. One will be licensed soon. The remaining one will take a while longer as relatives have moved in with her.</li> </ol>
8	Calhoun	<p>Submitted by Lolitha Phillips, 5/5/2016</p> <ol style="list-style-type: none"> <li>1. Provide GPS classes three times a year and Deciding Together as often as needed.</li> <li>2. Participate in local functions at Quintard Mall, Boat Show and Health Fair.</li> <li>3. February 2016 in event at Anniston Museum.</li> <li>4. Recruitment at Social Work Day at Jacksonville State University.</li> <li>5. Post flyers at local restaurants, hair salons and barber</li> </ol>	<p>Submitted by Lolitha Phillips, 6/21/2017</p> <ol style="list-style-type: none"> <li>1. Provided GPS classes three times within that year.</li> <li>2. Recruitment at Social Worker Day at Jacksonville State University</li> <li>3. Posted flyers at local restaurants, hair salons and barber shops.</li> <li>4. Sent flyers to local church and organizations.</li> <li>5. Distribute flyers providing notification of upcoming GPS classes to city and county schools employees.</li> <li>6. Post Banners at the local Ball Fields</li> <li>7. Provided Calhoun County DHR staff with recruitment material</li> </ol>

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		<p>shops.</p> <ol style="list-style-type: none"> <li>6. Send flyers to local church and organizations quarterly.</li> <li>7. Distribute flyers providing notification of upcoming GPS classes to City and County Schools employees.</li> <li>8. Article in the Anniston Star regarding upcoming GPS classes.</li> <li>9. Public Service Announcements with radio stations and Channel 24 Quarterly (Special Announcements for Foster Care and Adoptions Awareness Months)</li> <li>10. Distribute flyers at Wal-Mart, Winn-Dixie, Pic n Save, Food Outlet, Family Dollars, Cato's and Martin's, Wal-Greens and Fred's about the need for Foster and Adoptive homes quarterly.</li> <li>11. Partner with the Foster Parent Association to recruit homes at different venues quarterly.</li> <li>12. Meet with the Foster Parent Association and encourage them to help with recruitment and explore utilizing the Foster Parent Incentive Fund.</li> <li>13. Supervisor will go out and recruit by passing out flyers and talking with customers regarding recruitment and the need for Foster/ Adoptive Parents in Calhoun County.</li> <li>14. Provide Calhoun County DHR Staff with recruitment material to take to their local Churches and different organizations.</li> <li>15. Post Banners at the local ball fields.</li> </ol>	<p>to take to their local churches and different organizations.</p> <ol style="list-style-type: none"> <li>8. Article in the Anniston Star regarding need for foster home (Director was interviewed).</li> <li>9. Distribute flyers at local grocery stores, family dollars , Pic and Save .</li> <li>10. Put out yard signs in different places in the community.</li> </ol>
9	Chambers	<p>Submitted by Julia Ann Hyde, 06/07/2016</p> <p>Chambers County has a county wide recruitment of foster/adoptive parents March. We had a church to do some recruitment videos of our foster parents talking about the process and we did a video at the recruitment meeting. We had about 15 individuals to attend. We had done county wide media coverage with an article done by David Bell of Valley Times News and he came to the recruitment and took notes for additional covered. Refreshments were supplied by the foster parents with various staff and foster parents speaking at the event. We sent announcements out through the newspapers, the schools, the Chamber Of Commerce and the churches.</p> <p>Then we had another recruitment event at the DHR office the first of May where we brought in new people to meet older</p>	<p>Submitted by Julia Ann Hyde, 6/21/2017</p> <ul style="list-style-type: none"> <li>• Video Recruitment completed by Adrian Carpenter for us through the Circle of Care Center for Families, and foster parents of Chambers County (not sure of exact dates, but I believe it was in the Spring of 2016.</li> <li>• Invitation sent to the community through newspapers and Chamber of Commerce to meet to have questions answered at Valley Baptist Church – attendance was 20 families. They were able to view the video and get information and ask questions. Media was there and did article on fostering/adopting.</li> <li>• Director Julia Ann Hyde spoke to the county and city schools in Chambers County and Lanett at the beginning of August</li> </ul>

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		<p>foster parents. This event was more for people who had expressed an interest but who just couldn't commit. We got about 7 families out of this who are in the last stages of training.</p> <p>We have plans to do speaking engagements although word of mouth by the foster parents seems to be the greatest recruitment tool that we have. Our thought is for each family to bring in a family. We want to present that to our foster parents at the foster parent meeting in June.</p> <p>One of the biggest things that we need to do is to encourage our new staff to have respect for our foster parents. I see staff not being responsive to the foster adoptive parents and that can hurt our reputation a lot. Many of the foster parents go directly to Director or to the supervisor for answers and that has got to be our corrective action efforts. We have for the most part a great relationship with existing foster parents. I am asked to speak at Churches a good bit about recruitment and while these individuals have a big heart for the foster children I believe that it is the one on one efforts that work the best. WE have many people who call us from other counties to talk about being a foster parent and we try to be as responsive as we can to them. We have created a brochure which helps us in getting the word out.</p> <p>There is no place that we got that we don't approach people about being a foster adoptive parent. Some have taken us up on it.</p>	<p>2016 which is an annual event. She discussed the need for foster parents and the needs we meet for our foster children. Probably 12 of our existing homes are teachers.</p> <ul style="list-style-type: none"> <li>• Our already licensed foster/adoptive parents recruit through word of mouth throughout the years, and have sent us several potential foster parents that have become licensed to foster and/or adopt.</li> <li>• Presentation to interested church groups on the topic throughout the year.</li> <li>• AU professor has been working with some of our children and she is constantly trying to recruit for us among her peers.</li> </ul>
10	Cherokee	<p>Submitted by Allison Lord – 6/7/2016</p> <p>We will develop and utilize yard signs that will be placed throughout the community, which will address the County's need for foster/adoptive homes. The signs will have the resource worker's direct contact information.</p> <p>The resource worker will attend community events in an effort to recruit foster/adoptive parents. DHR staff will attend community meetings and discuss the need for foster/adoptive parents.</p> <p>Current and former foster/ adoptive parents will be invited to the office for an appreciation event. Each person will be</p>	<p>Submitted by Kristie Crabtree, 6/23/2017</p> <ul style="list-style-type: none"> <li>• Yard signs addressing the need for foster/adoptive parents were purchased and placed throughout the community.</li> <li>• The resource worker and other staff attended community events in an effort to recruit foster/adoptive parents.</li> <li>• DHR staff set up a booth at the Fall Festival. A sign was placed at the local softball field to recruit foster parents.</li> </ul>

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		<p>challenged to invite someone who is interested in fostering and or adopting.</p> <p>When in-service meetings are conducted with the local school systems, the worker can discuss the need for foster/adoptive parents with school faculty.</p> <p>The resource worker will distribute coloring sheets to the local daycares and elementary schools that discuss the need for foster/adoptive parents.</p>	
11	Chilton	<p>Submitted by Marilyn Colson – 6/7/2016</p> <ol style="list-style-type: none"> <li>1. Continue to follow up with all inquiries to advise them of dates of upcoming GPS orientation/classes.</li> <li>2. Letters/flyers to selected churches regarding upcoming GPS classes: <ul style="list-style-type: none"> <li>FUMC Clanton</li> <li>FBC Clanton</li> <li>FBC Jemison</li> <li>FBC Thorsby</li> <li>Maplesville Baptist Church</li> <li>New Life</li> <li>Church at Bethel</li> <li>Union Springs</li> <li>Walnut Creek UMC</li> <li>WEBC</li> <li>Lomax AOG</li> <li>First Assembly</li> <li>Grace Fellowship</li> </ul> </li> <li>3. Advise local media about upcoming GPS classes and provide information for a newspaper article about the recruitment efforts, as well as working with newspaper to develop a series of informative articles regarding foster/adoptive parents and DHR/GPS classes.</li> <li>4. Encouragement to foster parents in the monthly newsletter to recruit foster/adoptive parents.</li> <li>5. On-going sign distribution of Open Your Heart/Open Your Home signs.</li> <li>6. Email to staff providing GPS information/dates encouraging staff to help identify/recruit potential foster/adoptive parents.</li> <li>7. Placing brochures regarding fostering/adoption in local hair salons along with the Open Your Heart/Open Your Home signs in the salon parking lot.</li> </ol>	<p>Per Marilyn Colson – 1/24/2017</p> <ol style="list-style-type: none"> <li>1. Continued with timely follow up (phone call, provision of minimum standards and initial paperwork) with all inquiries to advise them of dates of upcoming orientation/training classes.</li> <li>2. Participated in the following events with an exhibit highlighting the need for foster homes and how to become licensed: <ul style="list-style-type: none"> <li>e. United Way Kick-off Luncheon</li> <li>f. Senior Connection Community Resource Fair</li> <li>g. Chilton County Board of Education county-wide teacher's in-service</li> <li>h. Chilton County YMCA Harvest Festival.</li> </ul> </li> <li>3. Distributed flyers at annual community Peach Jam regarding fostering.</li> <li>4. Submitted newspaper articles regarding fostering.</li> <li>5. Utilized Chamber of Commerce email newsletter announcement page regarding upcoming training classes.</li> <li>6. Maintained positive and responsive relationships with current foster parents while encouraging them to recruit family, friends, and neighbors.</li> <li>7. Actively partnered with Chilton County Foster and Adoptive Parent Association to maintain a presence in the community and support to foster parents.</li> </ol>

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		<p>8. Utilize Chamber of Commerce email -newsletter announcement page for upcoming GPS classes and announce upcoming classes at monthly Chamber of Commerce luncheons.</p> <p>9. Attend local community events where vendors/organizations can have informational booths, such as Chilton Co. Fair, Peach Festival/Jam/Parade, Health Fair, etc. and distribute recruitment materials to prospective foster/adoptive parents.</p> <p>10. Provide brochures regarding fostering/adoption at the booth for the county-wide teacher meeting in August.</p>	
12	Choctaw	<p>Submitted by Gloria Graham, Service Supervisor – 4/29/2016</p> <p>(1) Choctaw County DHR plans to distribute flyers to churches, civic organizations, local businesses, hospitals and other medical facilities. The flyers will contain information which will focus on the need for resources for foster/adoptive homes.</p> <p>(2) Choctaw County DHR plans to place an article in the local newspaper (upon approval from SDHR) to appear throughout the month of May focusing on the need for foster/adoptive homes. The newspaper article will focus on the need for homes for older children and children with special needs.</p> <p>(3) Choctaw County will continue to participate in the yearly Choctaw County Health Fair which is held in November of each year with a booth displaying information on how to become a foster/adoptive parent.</p> <p>Rosa Mickles, Director and Gloria Graham, Service Supervisor</p>	<p>Per Gloria Graham, 5/30/2017</p> <p>Choctaw County DHR distributed flyers to some of the local churches and local businesses, facilities. The flyers contained information regarding the need for resources for foster/adoptive homes.</p> <p>Choctaw County participated in the yearly Choctaw County Health Fair which is held in November of each year with a booth displaying information on how to become a foster/adoptive parent.</p>
13	Clarke	<p>Submitted by Janice Chapman, 6/8/2016</p> <ul style="list-style-type: none"> <li>Prepare a flyer to invite foster parents to an open House for foster home/adoption, have a short program welcoming everyone to the open house. Provide an overview of foster care/adoption process. Have GPS packets available for those who are interested. Explain the process of the GPS classes and give tentative dates. Have a foster parent to speak on their experience as being a foster parent. Send flyers to area churches, health departments and other agencies, newspaper article discussing the open house and possible radio stations that will not</li> </ul>	<p>Submitted by Janice Chapman, 1/30/2017</p> <p>During the fiscal year 2016, Clarke County DHR participated in several community events to help promote, educate and recruit potential foster home providers and provide continuing education to current foster providers.</p> <ul style="list-style-type: none"> <li>November 10, 2015: Clarke County DHR Supervisors participated in the Health and Service/Seminar sponsored by Leadership of Clarke County. This event was held at the Grove Hill Senior Center. The QA/Resource Supervisor</li> </ul>

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		<p>charge a fee upon approval.</p> <ul style="list-style-type: none"> <li>• Partner with the Foster Parent Association to recruit homes.</li> <li>• QA/Resource Supervisor will go out and recruit by passing out flyers and talking with community to collaborate regarding the need for foster/Adoptive Parents in Clarke County.</li> <li>• Talk with local middle/high school students to create a poster contest regarding foster/adoption homes. This will be implemented in the month of November.</li> <li>• Also, the county plans to run an approved article in the local newspaper and on the Clarke County Child Advocacy web page during the months of May and November.</li> <li>• The agency will continue to partner with the local chamber of commerce and Clarke County Leadership Coalition to speak at their meetings to discuss the needs for resources for foster/adoptive homes.</li> <li>• The county will also participate in Clarke County Health fairs and distribute information regarding foster/adoptive homes.</li> <li>• QA/Resource supervisor will also ask to attend city council meetings in Clarke County to provide information regarding the needs of resources for foster/adoptive home.</li> <li>• Work in partnership with local foster/adoptive parents to recruit through word of mouth and other civic organizations throughout the year.</li> <li>• Place posters and pamphlets in the lobby of Clarke County DHR and local Health Department.</li> <li>• Recruitment materials included in report cards, mailed out in bank statements, utility bills.</li> </ul>	<p>provided information on fostering and the criteria for fostering and adoption.</p> <ul style="list-style-type: none"> <li>• December 23, 2015: APAC (Alabama Pre/Post Adoption Connection) Quarterly meeting held at Clarke County DHR. APAC provided training for current foster parents and in this meeting; QA/Resource Supervisor discussed the need to recruit more potential foster parents for this area.</li> <li>• February 25, 2016: Clarke County Resource Collaboration Council held at Clarke-Washington EMC in Jackson, Alabama. QA/Resource discussed the need for more foster parents and at the time of this meeting, the county only had three approved foster homes in the County.</li> <li>• April 21, 2016: Interim Social Worker participated in the Health Fair held at Coffeetown Nutrition Center in Coffeetown, Al. This Health Fair was sponsored by Southern Care Hospice of Grove Hill, Alabama. The intern set up a booth and discussed Foster Care/Adoption and provided foster/adoption parent recruitment materials.</li> <li>• May 12, 2016, QA/Resource Supervisor attended the quarterly DHR Board Meeting held at Clarke County DHR. Mrs. Chapman spoke with the board members regarding the need to recruit potential foster home providers in Clarke County and provided them with information for the criteria of the Minimum Standards.</li> <li>• Clarke County Quality Assurance Meeting DHR: During the Bi-Monthly meetings held at DHR, QA/Resource Supervisor, Janice Chapman has spoken with the committee regarding the need to recruit foster homes in Clarke County and asked for the committee to spread the word in the community to contact the agency if there was an interest in opening a foster home.</li> <li>• The QA/Resource Supervisor attended Tips Training in September of 2016</li> <li>• The County has hosted in service-Training for the foster parents and during these trainings discussed the needs to recruit more foster parents.</li> <li>• Other Venues: The QA/Resource Supervisor has discussed the need for foster homes during meeting at Children Policy Council Meetings, Clarke County Coalition Against Underage</li> </ul>

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14	Clay	<p data-bbox="409 154 846 181">Submitted by Kay Robertson, 5/3/2016</p> <ol data-bbox="409 224 1150 1015" style="list-style-type: none"> <li data-bbox="409 224 1150 300">1. During the months of May and November the Department will display recruitment banners on the front lawn of the Department.</li> <li data-bbox="409 332 1150 665">2. The Department will contact government, state, and local businesses about displaying English and Spanish recruitment flyers in their businesses during the months of May and November. This will include asking the local pizza business to add recruitment flyers to their pizza boxes, asking churches to include recruitment flyers in their church bulletins and announcements, and asking the Chamber of Commerce to include recruitment flyers in their newsletters.</li> <li data-bbox="409 698 1150 774">3. The Department will contact local businesses about displaying recruitment messages on their business marquis boards.</li> <li data-bbox="409 807 1150 1015">4. The Department will run an approved recruitment article in the local newspaper each week for the months of May and November. The Department will also arrange to broadcast the approved recruitment article as a PSA on the local radio station during the months of May and November.</li> </ol>	<p data-bbox="1176 154 1587 181">Submitted by Jean Taylor, 6/30/2017</p> <ul data-bbox="1176 224 1942 1133" style="list-style-type: none"> <li data-bbox="1176 224 1942 316">• DHR workers participated in a local health fair through the Wellness Center where flyers, pamphlets and other materials on recruitment were provided to community members</li> <li data-bbox="1176 349 1942 425">• DHR had displays at the local DHR office and at the local court house on the need for foster/adoptive homes</li> <li data-bbox="1176 457 1942 566">• DHR ran newspaper article on recruitment in the local newspaper and public service announcements were made by the local radio station</li> <li data-bbox="1176 599 1942 708">• A local photographer gave 20% discounts to all families as part of recruitment efforts for sharing materials regarding foster/adoptive homes.</li> <li data-bbox="1176 740 1942 816">• DHR mailed flyers to foster parents, churches, and posted them in local businesses to recruit foster/adoptive homes</li> <li data-bbox="1176 849 1942 925">• A local drug store displayed a notice on their marquee the need for foster/adoptive homes</li> <li data-bbox="1176 958 1942 1034">• DHR licensing worker followed up with potential providers regarding upcoming training</li> <li data-bbox="1176 1066 1942 1143">• DHR licensing worker reminds foster parents at monthly meetings regarding their help with recruitment</li> </ul>
15	Cleburne	<p data-bbox="409 1206 840 1234">Submitted by Leslie Smith, 5/5/2016</p> <ul data-bbox="409 1266 1150 1417" style="list-style-type: none"> <li data-bbox="409 1266 1150 1417">• Contact the local Mayor, Mr. Rooks and ask if the city of Heflin will be willing to display our large banner across the main road in town stating that Foster and Adoptive Parents are needed. The banner also has the number to reach the Department.</li> </ul>	<p data-bbox="1176 1206 1625 1234">Submitted by Marcia Busby,5/31/2016</p> <ul data-bbox="1176 1266 1942 1433" style="list-style-type: none"> <li data-bbox="1176 1266 1942 1433">• February 2016- Mayor Rudy Rooks arranged for our large banner with information regarding Fostering and Adopting to be placed across the main downtown intersection at our request. The banner stayed in place for approximately four weeks.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Place an article in the paper to correspond with the time that the banner is displayed within the Heflin City Limits.</li> <li>• Place smaller recruitment banners at locations such as churches, schools, banks, etc. outside of the city limits of Heflin.</li> <li>• Print flyers to place in book bags of children in the Cleburne County School System. The flyers will outline the need for Foster and Adoptive Parents and encourage anyone interested to contact DHR.</li> <li>• Contact the local PARD and ask if we can display a banner on the fence around the field for baseball or football season to recruit Foster and Adoptive Parents.</li> <li>• Contact the President of CCFAPA and speak with them regarding the upcoming interest meeting and GPS class. Assess the possibility of payment for successful recruitment of new homes by other foster families. This recruitment incentive fee will not exceed \$100.00 as outlined in Foster Family Home/Adoptive Resource Approval Polices page 46.</li> <li>• Create and Provide flyers or information boards for placing at county offices such as city hall, the court house, local doctor's offices, etc.</li> <li>• Present at the Local County Fair in August of 2016 by having a booth and providing materials to anyone interested in Fostering and Adopting.</li> <li>• Contact the Chamber of Commerce and ask to utilize their meetings and activities for recruitment purposes.</li> <li>• Have local members such as the EMA, Law Enforcement, etc. make announcements on their Facebook pages that the County has upcoming Foster and Adoptive parent classes.</li> </ul>	<ul style="list-style-type: none"> <li>• March 2016- QA Coordinator/ Resource Worker, Ms. Martin, created flyers that were placed at local grocery stores in shopping bags. These flyers had general information of Fostering and Adopting and how to reach the agency if interested in upcoming orientation.</li> <li>• March 2016- The local EMA, Extension Office, City of Ranburne, Heflin Police Department, and other local agencies shared information via their social media outlets regarding upcoming Foster and Adoptive Parent classes and the need for families.</li> <li>• February 2016- Cleburne New reporter, Laura Camper, attended a Foster and Adoptive Parent Orientation and published an online article regarding the need for Foster and Adoptive families.</li> <li>• July 2016- The Department attended the Farmers Market and set up a table where information was provided to community members regarding APS Foster Homes, as well as, traditional Foster and Adoptive Homes.</li> <li>• August 2016- The Department attended a church sponsored back to school event and set up a table where information was provided to community members regarding APS Foster Homes, as well as, traditional Foster and Adoptive Homes.</li> <li>• August 2016- The local EMA, Extension Office, City of Ranburne, Heflin Police Department, and other local agencies shared information via their social media outlets regarding upcoming Foster and Adoptive Parent classes and the need for families.</li> <li>• October 2016- The Department attended a church sponsored festival and provided information to community members on Fostering and Adopting.</li> <li>• January 2017- QA Coordinator/ Resource Worker, Ms. Martin, created flyers that were placed at local grocery stores in shopping bags. These flyers had general information of Fostering and Adopting and how to reach the agency if interested in upcoming orientation.</li> <li>• January 2017- The local EMA, Extension Office, City of Ranburne, Heflin Police Department, and other local agencies shared information via their social media outlets regarding upcoming Foster and Adoptive Parent classes and</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
16	Coffee	<p data-bbox="409 149 869 175">Submitted by Deana Stinson, 5/2/2016</p> <ul style="list-style-type: none"> <li data-bbox="409 224 1144 389">           • Advertisement for Months of May and November regarding need for Foster/Adoptive Parents           <ul style="list-style-type: none"> <li data-bbox="504 292 1113 318">○ Southeast Sun, Elba Clipper, Enterprise Ledger</li> <li data-bbox="504 324 798 350">○ WZTZ Radio Station</li> <li data-bbox="504 357 1029 383">○ Upon approval of SDHR, Connie Rogers</li> </ul> </li> <li data-bbox="409 396 1134 493">           • Flyers/Newsletters will be sent out to civic groups and churches in Coffee County to recruit for foster/adoptive parents. Any costs will be from Adoption Incentive Funds.         </li> <li data-bbox="409 500 1144 669">           • Foster Parent Appreciation Dinner May 12, 2016 for Current Foster Parents and Prospective Parents           <ul style="list-style-type: none"> <li data-bbox="504 571 1008 597">○ Video will be shown about Foster Care</li> <li data-bbox="504 604 1144 669">○ Information about Foster and Adopting Resources will be available at Dinner</li> </ul> </li> <li data-bbox="409 675 1144 773">           • Foster/Adoptive Parent Training will be offered face to face at least quarterly in Coffee County in conjunction with Coffee County Foster Parent Association and APAC.         </li> <li data-bbox="409 779 1113 876">           • Coffee County will host a face to face training/workshop available to staff and foster/adoptive parents related to permanency.         </li> <li data-bbox="409 883 1134 1130">           • Specialized Recruitment           <ul style="list-style-type: none"> <li data-bbox="504 928 1134 1130">○ DHR Resource Staff will speak and/or set up booths in at least 3 churches during the month of May and November to bring awareness to the need for more foster/adoptive parents for certain children in foster care and for children in the future.</li> </ul> </li> <li data-bbox="409 1136 1144 1305">           • Increase in number of Trained Foster/Adoptive Trainers in Coffee County           <ul style="list-style-type: none"> <li data-bbox="504 1208 1081 1305">○ 3 staff and one foster/adoptive co-leader are scheduled to attend TIPS Training and/or refresher training</li> </ul> </li> <li data-bbox="409 1312 1144 1377">           • County Wide Call to Foster /Adopt Celebration will be held in November.         </li> <li data-bbox="409 1383 1144 1448">           • Luggage and other items needed for Children to assist with integrating child into placement will be purchased with         </li> </ul>	<p data-bbox="1176 84 1470 110">the need for families.</p> <p data-bbox="1176 149 1646 175">Submitted by Deana Stinson, 5/25/2017</p> <p data-bbox="1176 214 1751 240">From 2016s plans, the following were completed:</p> <ul style="list-style-type: none"> <li data-bbox="1176 246 1911 337">• Advertisement for the months of May and November were placed with The Southeast Sun. Request were sent to the Enterprise Ledger and the local radio station.</li> <li data-bbox="1176 344 1856 402">• Flyers and newsletter were mailed to civic groups and churches</li> <li data-bbox="1176 409 1822 435">• Foster Parent Appreciation Dinner was held in May</li> <li data-bbox="1176 441 1541 467">• Trainings are being offered</li> <li data-bbox="1176 474 1659 500">• Booths were set up at local churches</li> <li data-bbox="1176 506 1751 532">• 2 DHR staff and 1 co-leader are TIPS trained</li> <li data-bbox="1176 539 1932 565">• County wide call and Adoption celebration held in November</li> <li data-bbox="1176 571 1923 597">• Luggage and adoption supplies were purchased from funds</li> </ul>

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		<p>Adoption Incentive Funds.</p> <ul style="list-style-type: none"> <li>• Pre-placement Clothing will be purchased with Adoption Incentive Funds.</li> <li>• Educational Learning Programs, tutoring, language/speech classes, treatment assessments, and behavior management training will be paid for by Adoptive Incentive Funds as needed to promote permanency for children in foster care with permanency plans of adoption.</li> </ul>	
17	Colbert	<p>Submitted by Tonya Holden, 5/3/2016</p> <ul style="list-style-type: none"> <li>• Work in partnership with our local foster and adoptive parent association to recruit through word of mouth and other civic organizations periodically throughout the year.</li> <li>• Place pamphlets in Colbert County DHR lobby.</li> <li>• Place brochures in doctor's offices, dance studios, dentist offices, restaurants, and other businesses as allowed.</li> <li>• Letters to area churches/speaking events at churches.</li> <li>• Letter to local businesses asking them to add to their business sign: <i>Contact DHR for Foster Parent/Adoption Information.</i></li> <li>• Attempt to locate free radio and newspaper advertising.</li> <li>• Return all phone calls regarding potential foster parents within 24 hours. Follow up with those expressing interest on a routine basis.</li> <li>• Place bookmarks in the local library.</li> <li>• Set up a table at the Helen Keller Festival.</li> <li>• Place yard signs throughout the community.</li> </ul>	<p>Submitted by Tonya Holden, 2/2/2017</p> <p>Presentations were held by resource worker at a local event by a private individual regarding adoption. Two different workers presented to their churches regarding the need for foster homes. Worker spoke at the local Foster Parent Association regarding the need for recruitment. Numerous foster parents posted this need on Facebook at a result. Pamphlets are placed in DHR lobby. All inquiries from potential foster families have been responded to in a timely manner. A foster parent packet was developed that can easily be distributed to individuals who express interest.</p>
18	Conecuh	<p>Submitted by Kimberly Guidroz-Oputa – 6/24/2016</p> <p>Our agency plans to recruit foster parents utilizing the following methods:</p> <ul style="list-style-type: none"> <li>• Through word of mouth by our staff and existing foster parents and other community partners</li> <li>• Newspaper Articles</li> <li>• Church Bulletins/Flyers</li> <li>• Hosting a Foster/Adoptive Parent Appreciation Luncheon and invite prospective parents</li> <li>• Utilizing the local Radio Station for free air time to present program</li> <li>• Contact other counties with a success rate with</li> </ul>	<p>Submitted by Kristi Maddox, 1/30/2017</p> <p>During the Fiscal Year of 10/01/2015-09/30/2016, our agency networked with our exiting foster parents and community partners about the need for foster parents in our county by including it on our Board Meeting agenda, Quality Assurance Agenda and Foster Parent Agenda throughout the year. We have advertised our need for foster parents in our local paper and announced our GPS class. Letters were mailed out to area churches as a recruitment effort. We have contacted other counties about their strategies and outcomes of their recruitment efforts. We also participated in various speaking engagements with civic and social clubs and community events for recruitment efforts</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		recruitment ideas <ul style="list-style-type: none"> <li>• Speaking engagements with civic and social clubs and community events</li> </ul>	
19	Coosa	Submitted by Billie Robinson, Service Supervisor – 5/2/2016 Coosa County DHR will continue our efforts in recruit foster/adoption throughout 2016 by the efforts listed below: <ol style="list-style-type: none"> <li>1. Coosa County DHR joined with several agencies (LE, Juvenile court, LCYDC, Central Middle and High School, ADPH, and many more) to have a huge event in Coosa County on Saturday, April 16, 2016. This event was county wide and was a huge turnout for the county. This was our “May” big event for recruiting foster and adoptive homes for Coosa County.</li> <li>2. Coosa County will place banners and yard signs out that were purchased in past years.</li> <li>3. Coosa County will contact local churches to place information about recruitment in church bulletins.</li> <li>4. Coosa County will use adoption incentive money to have signs made to place in local stores for foster parent recruitment.</li> <li>5. Coosa County will use adoption incentive money to purchase Lifebook materials.</li> <li>6. Coosa County will use adoption incentive money to purchase luggage for children in preparation around adoption.</li> </ol>	Submitted by Autumn White, 5/31/2017  During FY 2016, Coosa County DHR continued our efforts in recruit foster/adoptive homes through the following: <ul style="list-style-type: none"> <li>• Coosa County DHR joined with several agencies (LE, Juvenile court, LCYDC, Central Middle and High School, ADPH, and many more) to have a huge event in Coosa County on Saturday, April 16, 2016. This event was county wide and was a huge turnout for the county. This was our May big event for recruiting foster and adoptive homes for Coosa County.</li> <li>• Coosa County placed banners and yard signs out that were purchased in past years.</li> <li>• Coosa County contacted local churches to place information about recruitment in church bulletins.</li> <li>• Coosa County used adoption incentive money to have signs made to place in local stores for foster parent recruitment.</li> <li>• Coosa County used adoption incentive money to purchase Lifebook materials.</li> <li>• Coosa County used adoption incentive money to purchase luggage for children in preparation around adoption.</li> </ul>
20	Covington	Submitted by Natalie Pinson – 6/10/2016  Covington County will continue all efforts to increase the number of foster and adoptive homes. Covington County holds at least two GPS classes per year. Recruitment efforts are held all year in an effort to share the need for support and new foster parents. <ul style="list-style-type: none"> <li>• Covington County DHR will continue to speak to area civic organizations and agencies within the county. To date we have spoken to the Interagency Meeting (April 7th), where all leaders within community organizations meet together to plan and share their organization’s goals. On July 14,</li> </ul>	Submitted by Natalie Pinson, 1/30/2017  <ul style="list-style-type: none"> <li>• <b>Faith-based Recruitment:</b> Church Groups and Civic Organizations were spoken to regarding recruitment of foster homes. Jason Johnson, a national advocate for foster parenting, spoke with the area foster parents for Foster Parent Appreciation Night on May 19th at Southside Baptist Church. We opened this event to the public and had several new inquiries. Jason Johnson spoke with the area pastors and surrounding county social workers about building support within the area churches.</li> <li>• <b>County Wide Events:</b> Covington County participated in the Covington County Fair in November 2016. In October 2015, DHR participated in the Scarecrows in the Park at Opp Lake</li> </ul>

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		<p>2016, we will speak with the Andalusia Office of Professionals. On August 2, 2016, we will speak with school teachers and their desire to support our children.</p> <ul style="list-style-type: none"> <li>• Covington County DHR will continue to speak with local churches about the need for foster parents. Several churches have a solid foster parent base that will allow us to now partner with the church to add needed supports. Several churches have no foster parents and still need to know the local statistics and how to become a foster parent OR a support for the current foster children. Special emphasis will be given for large sibling groups and children with special needs.</li> <li>• Jason Johnson spoke with the area foster parents for Foster Parent Appreciation Night on May 19th at Southside Baptist Church. We opened this event to the public and had several new inquiries.</li> <li>• Jason Johnson spoke with the area pastors and surrounding county social workers about building support within the area churches.</li> <li>• Covington County will participate in the Covington County Fair. Through the adoption incentive funds, we are planning to purchase tables and tablecloths (with DHR logo) so that we can adequately prepare our booth.</li> <li>• Covington County DHR plans to partner with the Foster Parent Association in providing training to focus on team building between the social workers and the foster parents. We feel that if we improve communication with our existing foster parent base, that our foster parents will recruit within the county by telling others of their partnership with DHR</li> </ul>	<p>Jackson. There was an estimated 5,000 people to come through the display from surrounding counties.</p> <ul style="list-style-type: none"> <li>• <b><u>Advertising through local businesses:</u></b> Covington County DHR placed papers in public restrooms such as Zaxby's and other local restaurants. Those interested in attending the next class were able to tear off the contact information for the GPS leader.</li> <li>• <b><u>Newspapers and Social Media:</u></b> The Andalusia Star News partnered with DHR to provide information on the need for foster children. Social Media was used to advertise Foster Parent classes.</li> <li>• <b><u>Partnering with Schools:</u></b> Staff participated in the Opp Middle School Parent Connect Meeting to bring awareness to the needs for foster homes. Staff also participated in the Pleasant Home Career Day. Our director discussed the need for foster parents at the teacher in-service meetings within the county (Andalusia, Covington County Schools, Opp)</li> </ul>
21	Crenshaw	<p>Submitted by Laura Hollis, 5/9/3026</p> <ul style="list-style-type: none"> <li>• PSA's on our local radio station, WAOQ</li> <li>• Advertisement in the local paper, Luverne Journal</li> <li>• Insert flyers in local church bulletins</li> <li>• Foster/Adoption Display at our library</li> <li>• Speak at local civic organizations</li> <li>• Flyers on local pizza restaurant boxes</li> <li>• Flyers on cars</li> <li>• Flyers in our local supermarket sale paper</li> </ul>	<p>Submitted by Amy Floyd, 1/27/2017</p> <p>Our greatest recruitment of foster and adoptive homes is through our foster parents. During this fiscal year, recruitment efforts made included public service announcements on the local radio station, which was ongoing. A presentation was also made to the women's group with the South Luverne Baptist Church in November 2015. A presentation was also made to the Kiwanis</p>

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		<ul style="list-style-type: none"> <li>• Hand out free drink koozies at our local sports park</li> <li>• Advertisement on our Health Department Scrolling Marque Sign</li> <li>• National Logo sign displayed in the area where our local hospital, health department, DHR and children's hospital are located</li> <li>• Recruitment Display at Relay for life walk/run &amp; at the court house during National Child Abuse &amp; Neglect Prevention Month</li> <li>• Foster/Adoptive Parent Recruitment cards available for taking at other local business</li> <li>• Recruitment Display at local Peanut Boil Festival</li> </ul>	<p>Club in October 2015 on the need for foster homes in our county, as well as statistics, such as families served, number of licensed foster homes, number of children in care, etc. Our Director and one of the supervisors at Crenshaw County DHR are also members of the Kiwanis Club. Throughout the month of April a display was set up at the Crenshaw County Court House to bring awareness to child abuse and neglect, as well as the need for foster homes in our county. Recruitment material was included with the display. The Department also sponsored a coloring contest in April for students at area schools to bring awareness to child abuse and neglect and the need for safe homes for these children. An article was written in the Luverne Journal regarding the Department's sponsorship of the coloring contest and its focus of bringing awareness to child abuse and neglect in our community. Also in April, the Department participated in a blue ribbon campaign and placed blue ribbons on area businesses to bring awareness to child abuse and neglect. A balloon release was also held at the Crenshaw County Court House during the month of April to bring additional awareness to child abuse and neglect and the need for safe homes for children at risk. An article was printed in the Luverne Journal on the balloon release to bring awareness to at-risk children and the need to keep them safe. The Department made a presentation in December to the Rotary Club to bring awareness of the need for foster homes, as well as the statistics in the county, i.e. number of children in care, number of foster homes, etc. An article on the presentation was printed in the Luverne Journal. Social media was utilized numerous times for recruitment of foster parents, as well as making others aware of the abuse and neglect issues within the county and state. The Department also forefronts the Crenshaw County's Operation Santa Claus campaign, which brings a great deal of awareness to the number of children in the county placed in foster care, as well as the number of families served through</p>

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			ongoing protective services. This is held throughout the month of December. The employees of the Crenshaw County DHR purchased t-shirts with a child abuse and neglect awareness theme and wore them throughout the month of April, and months to follow to bring awareness of abuse and neglect of children to the community.
22	Cullman	<p>Submitted by Lainie Alexander – 6/8/2016</p> <ol style="list-style-type: none"> <li>1. Holding three GPS classes each year.</li> <li>2. Partner with Daystar Church. Recruit and hold a GPS class at their church. Recruit in January and the GPS class will be held February-May.</li> <li>3. Booth at First Baptist Church to recruit January, 2016.</li> <li>4. Safe Kids Expo and Child Abuse Awareness event with Cullman Caring for Kids April 2016.</li> <li>5. Place recruitment signs in front of agency and community regarding information on becoming a foster/adoptive parent.</li> <li>6. Advertise in local community notes regarding information on becoming a foster/adoptive parent.</li> <li>7. Post information at local supermarkets.</li> <li>8. Participate in adoption day with a booth at First Baptist Church November , 2016.</li> <li>9. Speak at various churches in the County throughout the year.</li> </ol>	<p>Submitted by Any Smith, 5/22/2017</p> <ul style="list-style-type: none"> <li>• Booth at Community Fun Day</li> <li>• Booth at Safe Kids Expo</li> <li>• Adoption Recruitment Event at Local Baptist Church Foster/Adoption Recruitment Event at Local Non-Denominational Church</li> <li>• Adoption Celebration Covered by local Media</li> <li>• Recruitment in Schools</li> </ul>
23	Dale	<p>Submitted by Barbara Harden, 5/12/2016</p> <ol style="list-style-type: none"> <li>1. Flyers to hand out at area PTA meetings/ school events/community events re: how to become a foster/adoptive parent and process.</li> <li>2. Participate in several community events (Heart Gallery in Feb. ; Crawdad Festival in March; Adoption Awareness in May; Claybank Festival in October;) to recruit Foster/Adoptive families.</li> <li>3. Publicize GPS Orientation to be held twice yearly in spring and summer, typically, February/March and then July/August.</li> <li>4. Provide Ministerial Association and Baptist Association with Church Bulletin inserts for February/June church bulletins.</li> </ol>	<p>Submitted by Barbara Harden, 1/27/2017</p> <ul style="list-style-type: none"> <li>• Two Heart Gallery exhibits that were a month long which were at the Municipal building and courthouse. At each location we recruited in person and had newspaper/tv media with staff present to hand out flyers/packets and talk with anyone interested about foster/adoption in Dale County</li> <li>• Adoption Awareness event for our foster/adoptive parents in April to appreciate our parents/children</li> <li>• staff attended the Crawdad festival in March and had a table at the event to hand out flyers and answers questions/recruit for foster/adoptive parents in Dale County</li> <li>• staff attended the Orphan Panel at the Pinckard Baptist Church in July through the Ministerial Association to discuss the need for foster /adoptive parents</li> </ul>

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		<ol style="list-style-type: none"> <li>5. Place information at the public library, court house, Wallace Community College and Troy State University.</li> <li>6. Inform Children’s Policy Council members at quarterly meetings about how many adoptions achieved and ongoing and provide information on who to contact about anyone they know who is interested in fostering/adopting.</li> <li>7. Continue to utilize “Open Your Heart Your Home” signs in their yards and businesses that were purchased using the adoption incentive monies in previous years.</li> <li>8. Heart Gallery exhibit at Municipal Building spotlighting available Alabama children months of February and November.</li> <li>9. Newspaper articles regarding GPS, Foster and Adoptive parent activities, Heart Gallery, etc.</li> <li>10. Adoption Awareness event in May with all current adoptive/foster families and invite interested public to attend and participate in an art activity with refreshments—have publicity.</li> </ol>	
24	Dallas	<p>Submitted by Wanda Goodwin, 5/2/2016</p> <ol style="list-style-type: none"> <li>1. Beginning in May, we will recruit for foster parents through a billboard posted at the foot of the Edmund Pettus Bridge, which is a major thoroughfare for community residents and visitors. This proposed activity has been submitted for approval.</li> <li>2. We will design and deliver recruitment material to local churches for announcements and posting in church bulletins. Several churches will be selected for church presentation to Sunday School classes, etc, or asked to display bulletin boards highlighting Foster Care Month. We will provide the material or set up the boards as needed.</li> <li>3. In June, the foster parents will have a concert as a fund raiser. The participants will be area performers. A recruitment table will be placed at the entrance to</li> </ol>	<p>Submitted by Wanda Goodwin, 1/30/2017</p> <ol style="list-style-type: none"> <li>1. October 17, 2015 Agape Community Economic Development Health Fair Recruitment Display Table</li> <li>2. November 12, 2015 Dallas County DHR JOBS Task Force Made appeal to members regarding need for foster home and distributed pamphlets</li> <li>3. February 10, 2016 Dallas County DHR JOBS Task Force Made appeal to members regarding need for foster home and distributed pamphlets</li> <li>4. May 4, 2016 Dallas County DHR JOBS Task Force Made appeal to members regarding need for foster home and distributed pamphlets</li> <li>5. August 10, 2016 Dallas County DHR JOBS Task Force Made appeal to members regarding need for foster home</li> </ol>

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		<p>this event and will be publicized once details are finalized for the date and venue.</p> <p>4. A recruitment booth will be displayed at the county fair in October.</p> <p>5. We will have an Adoption Month Celebration, and plan to coordinate this celebration with an actual adoption as we have several cases pending TPR's.</p> <p>Dallas County's population is about 70% African American so many racial/ethnic groups will be captured with the above activities. Each presentation will emphasize the need for special needs, developmental needs and teen placements.</p>	<p>and distributed pamphlets</p> <p>6. August 11, 2016 Shared recruitment material with entire DHR staff to be taken to their local congregations for distribution</p> <p>7. September 17, 2016 Get Fit 2016 Health and Fitness Festival Wallace Community College Selma – Recruitment Display Table</p>
25	DeKalb	<p>Submitted by Suzanne Thomas, 5/4/2016</p> <p>Community Resources:</p> <ul style="list-style-type: none"> <li>• County will contact local churches and ask them to make an announcement in their bulletins and see if they will advertise on their marquees.</li> <li>• The Department will contact the Tourist Information Center about posting information on the Marquee.</li> <li>• County will have yard signs made to place strategically throughout the county to recruit more foster families.</li> <li>• County will contact the DeKalb County Board of Education and ask them to notify all the teachers and education staff about the need for more foster/ adoptive parents.</li> </ul> <p>Clubs and Affiliations:</p> <ul style="list-style-type: none"> <li>• Make speeches to civic clubs and other organizations to recruit more families.</li> </ul>	<p>Submitted by Denise Raines, 1/31/2017</p> <ul style="list-style-type: none"> <li>• Resource worker and Supervisor met with DeKalb County Baptist Association to ask for permission to come to monthly meeting with the Pastors. He did not give us permission to attend the meeting however he did take information and was going to mention it to the other Pastors.</li> <li>• We made several requests to publish recruitment information in church bulletins. Several local churches cooperated with our request and recruitment information was published.</li> <li>• We made a request to the Tourist information Center about posting information on the Marquee and it was advertised on the Marquee throughout an entire month.</li> <li>• Yard signs were distributed throughout the county. DHR and AFAPA worked together to distribute the yard signs throughout the county.</li> <li>• Resource Worker contacted the assistant superintendent and he sent an email out to all teachers in Dekalb County regarding recruitment information.</li> <li>• 2016 marked the second year that a GPS class was conducted during the summer which would give us 3 total classes for the year. This has yielded great results and helps keep the interest of inquiries when they do not have to wait as long.</li> </ul>
26	Elmore	<p>Submitted by Jenny Story, Program Supervisor 5/2/2016</p> <ul style="list-style-type: none"> <li>• Flyers will be placed in local grocery stores. The stores will be Winn Dixie in Wetumpka, Winn Dixie in Millbrook, Winn Dixie in Tallassee, and Food Outlet in Millbrook.</li> </ul>	<p>Submitted by Holly Christian, 5/12/20271</p> <p>Elmore County's recruitment efforts included speaking at a local church and at a community civic event.</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Flyers and other recruitment information will be placed in local businesses such as Dr.'s offices, Dentists offices and banks.</li> <li>• Local churches will put recruitment information in the church bulletins.</li> <li>• Resource Worker or Supervisor will speak at local churches, civic clubs and organizations regarding the foster care program and provide application information.</li> <li>• Elmore County DHR will host a Foster Parent Appreciation Luncheon and invite current Foster Parents to invite prospective parents. Recognition awards will be given to current Foster Parents and information provided to prospective parents. Speakers may include foster parents or former foster children.</li> <li>• Offer incentives for current foster parents who refer prospective parents who complete GPS.</li> <li>• • Recruitment efforts will be focused in Millbrook area to recruit homes in that area.</li> </ul>	
27	Escambia	<p>Submitted by Lynn Barnes, Director – 4/28/2016</p> <p>Escambia Recruitment Plan for May 2016</p> <p>The Department plans to engage in focused recruitment in May by arranging meetings with our county/city schools, medical professionals (Home Health agencies, Mental Health, Hospitals) in the Brewton and Atmore areas. The Department will meet with these groups and discuss the need for foster/adoptive homes for children with special needs i.e. medically fragile, behavioral issues. Refreshments will also be provided using our Adoption Incentive Funds.</p> <p>Escambia Recruitment Plan for November 2016</p> <p>The Department plans to engage in focused recruitment with the faith based community through speaking engagements at various churches throughout the county. The Department will also do a mass mailing to all churches in the community around the need for foster/adoptive homes for children in their respective communities. The letter will also include a request to speak at their church on the need for foster/adoptive homes</p>	<p>Submitted by Tracie James – 5/31/2017</p> <ul style="list-style-type: none"> <li>• Escambia County purchases a booth yearly at William Station Day for recruitment</li> <li>• Recruitment worker set up a table at the local hospital</li> <li>• Recruitment worker set up a table at two additional community events in June/July</li> <li>• PSA on local radio stations</li> <li>• Newspaper article relaying need for additional foster/adoptive homes</li> <li>• Meet with Covington County's recruitment worker learn new ideas/methods</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
28	Etowah	<p>in our area.</p> <p>Submitted by Karen Probus – 6/7/2016</p> <ul style="list-style-type: none"> <li>• Participate in community events such as Downtown Gadsden First Friday and Gadsden State Community College – Non-Profit Day.</li> <li>• Contact local hospitals to inquire about setting up recruitment booth in lobby.</li> <li>• Contact local high schools to inquire about recruitment at football games/sporting events.</li> <li>• In May coordinate Etowah County Foster Parent Appreciation – Bring A Prospect Night with Life Church.</li> <li>• Schedule church speaking engagements. Currently planned: June, First Baptist Church Gadsden; Cherry Street Baptist Church Mission Night; July: WWMU Women’s Group</li> <li>• In November, organize a Recruitment event to highlight Adoption/Foster Awareness celebrating National Adoption Month. Display banners previously purchased outside building.</li> <li>• GPS classes held at least twice and Deciding Together as needed.</li> <li>• Ask local businesses to display flyers.</li> <li>• Contact local newspapers regarding free advertising.</li> </ul>	<p>Submitted by Beverly Bankston, 5/30/2017</p> <ul style="list-style-type: none"> <li>• Participated in First Friday monthly events hosted by United Way</li> <li>• Participated in Gadsden Mall Harvest Day on 10-31-16</li> <li>• Participated in WWMU Circle Groups (speaking engagements)</li> <li>• Participated in Life Church Foster Parent Recruitment Drives (Oct and Nov 2016)</li> <li>• Participated in Meadowbrook Church Foster Parent Recruitment events (Nov and Dec 2016)</li> <li>• Participated in Gadsden City High School PTA Parent Nights (5-2016 and 9-2016)</li> </ul>
29	Fayette	<p>Submitted by Jason Cowart – 4/26/2016</p> <ol style="list-style-type: none"> <li>1) Continual feed in the local paper (Fayette Times-Record) noting the need for foster parents and contact numbers listed. Feed has been running continuously now for over a year.</li> <li>2) Signs will be placed around the county as has been done in the past noting the need for foster home with contact number listed.</li> <li>3) WLDX Morning Call Show (local radio station in Fayette) will be accessed as has been done in the past to get the word out on the need for foster homes.</li> <li>4) Need expressed via social media</li> <li>5) Last year WVUA-TV Tuscaloosa ran a story specifically for Fayette County citing the need for</li> </ol>	<p>Submitted by Jason Cowart – 1/23/2017</p> <ol style="list-style-type: none"> <li>1. Placed information in the local newspaper expressing the need.</li> <li>2. Signs were placed around the county as has been done in the past noting the need for foster home with contact number listed.</li> <li>3. WLDX Morning Call Show (local radio station in Fayette) was done to get the word out on the need for foster homes.</li> <li>4. Need expressed via social media</li> <li>5. WVUA-TV Tuscaloosa ran a story specifically for Fayette County citing the need for foster homes.</li> <li>6. Fayette County DHR will continue to engage with community</li> </ol>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>foster homes. Will try to do this again but perhaps with a larger station with more viewers.</p> <p>6) Fayette County DHR will continue to engage with community groups and attend meetings when possible to get the word out with respect to needing foster homes.</p>	
30	Franklin	<p>Submitted by Amber Steward – 6/13/2016</p> <ul style="list-style-type: none"> <li>• Displays and brochures about foster care and adoption will be placed in well-traveled places such as, hospitals, clinics, banks, beauty shops, barber shops, county courthouse and city halls.</li> <li>• Adoption Worker and Resource Coordinator will conduct speaking engagements at civic, social service, public and non-profit organizations including: Kiwanis Club, Rotary Club, Civitan Clubs, Domestic Violence Meetings, School In-services and churches.</li> <li>• Announcements about Foster Care and Adoption will be placed at churches and in</li> <li>• church bulletins during the month of February</li> <li>• Ads and spots about Foster Care and Adoption will be placed in all three (3) newspapers [Franklin Times, Franklin Free Press, and Times Daily] and on local radio stations in February</li> <li>• We will talk with City and County School Superintendents about placing a small note size flyer in student report cards</li> <li>• Submit information regarding Adoption to Franklin County Chamber of Commerce to be forwarded to member businesses</li> <li>• We will continue to work with the Youth, Employment, Seniors (YES) Foundation about getting the message of Adoption and Foster Parent Recruitment to the Hispanic Community (Board Members)</li> <li>• We are working with the Children’s Policy Council to raise county awareness of children, including Adoption (Board Members)</li> <li>• We plan to use our Adoption Incentive Funds to purchase material to assist in training, and to purchase a color copier to create flyers and other recruitment material</li> <li>• Conduct Community Awareness Day regarding Foster Care &amp; Adoption</li> </ul>	<p>Submitted by Amber Steward, 1/30/2017</p> <ol style="list-style-type: none"> <li>1. Resource worker utilized social media and local newspapers to advertise contact information for interested individuals and singles in foster parenting.</li> <li>2. Resource worker utilized the foster parent incentive to encourage current foster parents to recruit other potential resources.</li> <li>3. Family and Children’s service unit hosted a foster parent appreciation program that encourage current foster parents to bring a prospect for other potential resources to learn about fostering and have the opportunity to ask questions of social workers, administrators, and current foster parents during November Adoption Awareness Month.</li> </ol>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
31	Geneva	<p>Submitted by Denise Hanks, Supervisor – 4/26/2016</p> <ol style="list-style-type: none"> <li>1. Booth at Tomato Festival on June 18</li> <li>2. Purchase items to give out at Festival</li> <li>3. Contact court house to see if a booth can be set up</li> <li>4. May-County Commissioners sign a proclamation for foster parent appreciation month (on the agenda)</li> <li>5. Mail to all churches a short recruitment video for foster homes</li> <li>6. Partner with Houston County DHR to be featured on WTVY at noon. The need for child and adult foster homes.</li> <li>7. Recruitment sign in front of DHR.</li> </ol>	<p>Submitted by Denise Hanks, 5/30/2017</p> <p>May-County Commissioners sign a proclamation for foster parent appreciation month (on the agenda)</p> <p>Mail to all churches a short recruitment video for foster homes</p> <p>Partner with Houston County DHR to be featured on WTVY at noon. The need for child and adult foster homes.</p> <p>Recruitment sign in front of DHR.</p>
32	Greene	<p>Submitted by Beverly Vester – May 2, 2016</p> <ol style="list-style-type: none"> <li>1. Signing of Proclamation---Declaring May as Foster Care Month.</li> <li>2. Publish article in Local Newspapers.</li> <li>3. Participate in Special Community Events.</li> <li>4. Set-up Display table at local businesses (Library, Courthouse, Hospital, DHR and etc.).</li> <li>5. Printed brochures and flyers will be distributed at local businesses and churches.</li> <li>6. Place an ongoing announcement regarding the need for foster parents in the surrounding churches Sunday bulletin and/or marquee sign.</li> <li>7. Make announcements regarding the need for foster and adoptive parents during meetings with community</li> </ol>	<p>Submitted by Jacqueline Hughes, 1/30/2017</p> <p><b>October 2015 –September 2016-</b> Ongoing announcement at monthly Q.A. Meetings and Multiple Needs Meetings about the need for foster/adoptive homes.</p> <p><b>November 11, 2015-</b> “Adoption Awareness Month” article published in The Greene County Democrat.</p> <p><b>November 18, 2015-</b> “DHR Celebrating Adoption Month” article published in the Greene County Independent.</p> <p><b>May 2, 2016-</b> A display table was set up in the Greene County DHR lobby with brochures and flyers about becoming a foster parent.</p> <p><b>May 9, 2016-</b> Judge Earlean Isaac signed Proclamation declaring May as Foster Care Month.</p> <p><b>May 11, 2016-</b> “May Proclaimed Foster Care Month” article published in The Greene County Democrat and the Greene County Independent.</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>partners.</p> <p>8. A foster parent appreciation luncheon will be held to recruit potential parents. Current foster parents being recognized will be encouraged to invite at least one person that might be interested in becoming a foster parent or learning more about the foster parent process. A former foster child will be the guest speaker. The speaker will talk about their experience of being in foster care.</p>	<p><b>May 25, 2016-</b> "May is National Foster Care Month" article published in the Greene County Independent.</p>
33	Hale	<p>Submitted by Rose Shadwick, 5/2/2016</p> <p><b>May 2016</b></p> <ul style="list-style-type: none"> <li>• News Article for Foster Parent Month- Received information from Connie Rogers Rose Shadwick will put in paper.</li> <li>• Church Speaking engagements</li> <li>• Rose Shadwick-Bass Tabernacle, Akron, Alabama May 8, 2016 contact person is Arthur Jeames</li> <li>• Valerie Clements-New Jerusalem Missionary Baptist Church, Greensboro, Alabama-May 15, 2016 contact person is Brandon Croom</li> <li>• Shana Lucy-Living Word Church, Greensboro, Alabama-May 22, 2016 contact person is LaVitta Long</li> <li>• Tammie Thomas-Indian Mounds Baptist Church- May 29, 2016 contact person is Ken Robertson</li> </ul> <p><b>June 2016</b></p> <ul style="list-style-type: none"> <li>• Church Speaking engagements <ul style="list-style-type: none"> <li>○ Rose Shadwick-Contact Rev. Steven Moore by May 26 to speak at his church in June 2016</li> <li>○ Valerie Clements-Bethlehem Baptist Church</li> </ul> </li> </ul>	<p>Submitted by Mattie Harris, 6/21/2017</p> <ul style="list-style-type: none"> <li>• Community presentation at Children policy Council</li> <li>• Letters sent to surrounding Churches within the communities (20 letters mailed out)</li> <li>• Pamphlets and brochures place in restaurant, barber shops, library and courthouse</li> <li>• Display board within the agency</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>contact person May 26, 2016 to speak in June, 2016</p> <ul style="list-style-type: none"> <li>○ Shana Lucy-Contact Judge Wiggins by May 26 to speak at his church in June, 2016</li> <li>○ Tammie Thomas-Living Faith Church, Moundville contact person by May 26, 2016 to speak in June 2016</li> <li>○ Brochures, posters, flyers area MD/vets- Rose Shadwick, Tammie Thomas, Shana Lucy, Valerie Clements</li> </ul> <p><b>July 2016</b></p> <ul style="list-style-type: none"> <li>• Advertise w/school football schedules in both high school programs Valerie Clements Hale County High School and Greensboro High School</li> <li>• Advertise in church bulletins-</li> <li>• Rose Shadwick New Hope Baptist, Greensboro, Alabama</li> <li>• Valerie Clements First Baptist Church, Newbern, Alabama</li> <li>• Shana Lucy Bible Way True Holiness Church Greensboro, Alabama</li> <li>• Tammie Thomas First United Methodist Church Greensboro, Alabama</li> </ul> <p><b>August 2016</b></p> <ul style="list-style-type: none"> <li>• Advertise in school sports program</li> <li>• Tammie Thomas Hale County High School</li> <li>• Shana Lucy Greensboro High School</li> <li>• Valerie Clements Southern Academy</li> </ul>	

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Coloring sheets &amp; colors to restaurants</li> <li>• Rose Shadwick, Tammie Thomas, Shana Lucy, Valerie Clements</li> <li>• Announcement regarding Recruitment efforts at all County sporting events</li> <li>• Rose Shadwick</li> </ul> <p><b>September 2016</b></p> <ul style="list-style-type: none"> <li>• School PTO's</li> <li>• Rose Shadwick Greensboro Elementary School</li> <li>• Tammie Hale County High School</li> <li>• Shana Greensboro High School</li> <li>• Valerie Clements Southern Academy</li> </ul> <p><b>October 2016</b></p> <ul style="list-style-type: none"> <li>• Set up booth at Fall Festival at Lions Park Rose Shadwick/Valerie Clements</li> <li>• Set up booth at Fall Festival Greensboro Elementary School Valerie Clements/Rose Shadwick</li> <li>• Set up booth at Fall Festival Moundville Elementary School Shana Lucy/Tammie Thomas</li> <li>• Give out Halloween Coloring Sheets to Schools Tammie Thomas, Shana Lucy, Valerie Clements</li> </ul> <p><b>November 2016</b></p> <ul style="list-style-type: none"> <li>• News Article for Adoption Month Rose Shadwick</li> <li>• Brochures, posters, flyers area churches Rose Shadwick, Tammie Thomas, Shana Lucy, Valerie</li> </ul>	

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>Clements</p> <ul style="list-style-type: none"> <li>• Church Speaking Engagements</li> <li>• Rose Shadwick New Hope Baptist Church contact Wade McCrory to speak November 6, 2016</li> <li>• Tammie Thomas First Baptist Church Moundville Alabama November 13, 2016</li> <li>• Shana Lucy-Salem Baptist Church Greensboro, Alabama November 20, 2016</li> <li>• Valerie Clements-Gallion Baptist Church Gallion, Alabama November 27, 2016</li> </ul> <p><b>December 2016</b></p> <ul style="list-style-type: none"> <li>• Booth at Greensboro Christmas Parade Rose Shadwick, Valerie Clements</li> <li>• Coloring Sheets to schools for Christmas –All Staff</li> <li>• Brochures, posters, flyers area churches-All Staff</li> </ul>	
34	Henry	<p>Submitted by Beverly Miller &amp; Julie Lindsey, Director – 4.28.2016</p> <ul style="list-style-type: none"> <li>• Feature a FP in local paper and/or TV</li> <li>• Live at Lunch (partner with Houston County)</li> <li>• Mail inserts regarding fostering to churches and schools, include that we would be happy to come and talk with any groups regarding fostering/adoption</li> <li>• Booth at Yatta Abba Day</li> <li>• Booth at Day Lilly Festival</li> <li>• Ask restaurants to let us leave FC pamphlets at the register</li> </ul> <p>Events already set up:</p>	<p>Submitted by Julie Lindsey, 1/25/2017</p> <ol style="list-style-type: none"> <li>1. Education in-service with school personnel at Abbeville Elementary School. Discussed information regarding fostering and adoption and the services that DHR provides to the community. October 2015</li> <li>2. Education in-service with school personnel at Headland Middle School. Discussed information regarding fostering and adoption and the services that DHR provides to the community. Also, met with parents to discuss information regarding fostering and adoption and resources. October 2015</li> <li>3. Education in-service with school personnel at Headland</li> </ol>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Proclamation for FC month – Judge Peterson May 4<sup>th</sup> @ 3:00 p.m.</li> <li>• In-service with Headland school</li> </ul>	<p>Elementary School. Discussed information regarding fostering and adoption and the services that DHR provides to the community. November 2015</p> <ol style="list-style-type: none"> <li>4. Participated in the Career Fair at Abbeville High School. Included information regarding foster parent information, adoption and volunteer information. February 2016</li> <li>5. Joined with Houston County DHR and met with prospective foster parents in prior to GPS classes starting. February 2016 and September 2016.</li> <li>6. Education in-service with school personnel at Headland High School. Discussed information regarding fostering and adoption and the services that DHR provides to the community. August 2016.</li> <li>7. Education in-service with school personnel at Abbeville Elementary School. Discussed information regarding fostering and adoption and the services that DHR provides to the community. August 2016</li> <li>8. Facebook posts and other social media posts throughout the fiscal year. Information shared regarding “Open Your Heart and Open Your Home”. This helped to spread the word about the desperate need for foster parent/adoptive parents in the community and contact information for the Henry Co. DHR.</li> <li>9. The Department had a booth at the Yatta Abba Day Festivities in Abbeville. Provided several handouts to the public regarding fostering and adoption. April 2016</li> <li>10. The Department had a booth at the Daylilly Festival in Headland. Provided coloring sheets for kids and had a drawing for a cooler. Information provided for fostering and adopting. May 2016.</li> <li>11. Distributed yard signs, business cards and other material to raise awareness for the need for foster/adoptive parents. Throughout the fiscal year.</li> <li>12. Local churches were sent a Foster parent recruitment letter. February 2016</li> <li>13. Conducted an in-service at the Abbeville Police Department regarding foster parent/adoptive parent information as well the other services DHR provides to the community. January 2016</li> <li>14. A local television reporter conducted an interview with a</li> </ol>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
			Henry County Foster/Adoptive parent. May 2016
35	Houston	<p>Submitted by Judy Walding – 4/28/2016</p> <ul style="list-style-type: none"> <li>• Get our Name Out <ul style="list-style-type: none"> <li>a. Contact Dothan Eagle and Dothan Progress about running articles prior to GPS class starting. Will also use Adoptive Incentive Funds to run ads which are approved by Connie Rogers.</li> <li>b. Meet with Houston County Commissioners and Dothan City Commissioners to explain who we are, what we do, and answer any question. Will be contacting them about getting on the May agenda.</li> <li>c. Contact local TV and radio stations about interviews. This will only be interviews and no ads.</li> <li>d. Place general announcements on staff Facebook pages. (No confidential information shared.)</li> </ul> </li> <li>• Make Ourselves Available <ul style="list-style-type: none"> <li>a. Send out letters and/or call local churches to inform that we are willing/able to speak with large or small groups.</li> <li>b. Coordinate with other local organizations that offer GPS to try and make a class available year-round in this area.</li> </ul> </li> </ul>	<p>Submitted by Stephanie McKnight, 5/30/2017</p> <ul style="list-style-type: none"> <li>• 10-May-2016 WTVY-Live at Lunch Show</li> <li>• 23-May-2016 Met with County Commissioners</li> <li>• 25-May-2016 B105.3 Morning Show</li> <li>• 29-Jul-2016 Rehobeth School</li> <li>• 3-Aug-2016 Cottonwood School</li> <li>• 1-Sep-2016 Children's Policy Council</li> </ul>
36	Jackson	<p>Submitted by Jennifer Owens, 5/2/2016</p> <p>Jackson County DHR will have GPS classes February -April and September-November.</p> <ul style="list-style-type: none"> <li>• Information about classes is mailed to all churches within the county at least one month prior to classes beginning (January and August)</li> <li>• Posters will be hung at the local hospital prior to classes. Worker will also contact the Rec Com to possibly hang a poster. (January and August)</li> <li>• Worker will contact the libraries about setting up a book display regarding foster care/foster parenting along with posters and recruiting material prior to</li> </ul>	<p>Submitted by Jennifer Owens, 1/27/2017</p> <p>Mailed information about classes to local churches , yard signs, signs at 2 softball fields, ad on school calendars, local paper did a series about foster care in May, won Mayor's Award for float in local Christmas Parade, speaking engagements with civic organizations, Chamber Chat interview on TV, paid recruitment incentives, Foster Parent Appreciation dinner, Back to School Party, Christmas Party, present at every FAPA meeting</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>classes beginning each time (Jan/Aug)</p> <ul style="list-style-type: none"> <li>• Contact banks and other business with marquis to advertise classes</li> <li>• Contact North Jackson Electric Board about an article or information about classes in Alabama Living.</li> <li>• Recruitment yard signs</li> <li>• Recruitment signs at two softball fields</li> <li>• Recruitment ad on School Calendars</li> <li>• Bookmarks and other informative materials provided during any recruiting events</li> <li>• Worker sends postcards to all inquiries about foster parenting</li> <li>• Worker mails information to potential foster parents</li> <li>• Contact newspapers about approved articles prior to classes</li> <li>• Local paper is doing a series during May for Foster Care Awareness.</li> <li>• Contact Baptist Association about putting information in their newsletter</li> <li>• Scottsboro Christmas Parade float</li> <li>• Speaking engagements with churches, church groups, other organizations</li> <li>• Chamber Chat interview, speaking at Kiwanis</li> <li>• FAPA began a Facebook page in an effort to recruit and to post about training opportunities.</li> <li>• Recruitment incentive paid to current foster parents as they refer families that become licensed.</li> </ul> <p>Maintenance:</p> <ul style="list-style-type: none"> <li>• Foster Parent Appreciation Dinner, Back to School Party, Christmas Party</li> <li>• National Adoption Month Celebration for the year's completed adoptions</li> <li>• Monthly training with FAPA and Shocco Springs Training for foster parents</li> <li>• Obtaining discounts for foster parents and/or foster children at various locations</li> <li>• Getting sponsors/donations for foster children's birthdays</li> <li>• Quarterly FAPA newsletter</li> <li>• Providing CPR/First Aide at DHR office twice per year. (April/May and November/December)</li> <li>• Working with community churches to host FAPA</li> </ul>	

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		meetings	

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37	Jefferson - includes Bessemer Division	<p>Submitted by Angela McClintock, Director, 5/2/2016</p> <p><b>Goal:</b> Provide stable foster home placements for children entering foster care so that they experience a minimal number of placement episodes in the journey toward permanency and provide adoptive homes for children that cannot be unified with birth family.</p> <p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>• Increase current foster Homes in Jefferson County (Birmingham &amp; Bessemer) from current number of 239 to 275. Target approval of at least 10 homes specifically for teens and at least 10 for medically fragile/special needs children.</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as needed.</li> <li>• Increase the number of children that are adopted by their TFC foster parents.</li> <li>• Make contact with all of the TFC providers and ask that we be allowed to speak to their staff about the benefits of adoption and the adoption process.</li> <li>• Partner with TFC providers by serving on their GPS panels to discuss adoption and answer any questions that the potential foster parents may have related to becoming adoptive parents of older youth.</li> <li>• Increase the number of adoptions of children that have the case plan of ANIR</li> <li>• Continue to partner with APAC to serve on their GPS training panel for adoptive parents to develop a relationship as well as respond to any questions related to policy and procedure and practice within Jefferson County.</li> <li>• Continue to coordinate and partner with APAC to staff recruitment events and activities within the community.</li> <li>• Utilize APAC services to support potential adoptive, adoptive and post-adoptive families.</li> <li>• Recruitment Intake Line: Continue to provide more personalized ongoing engagement with prospective foster and adoptive resources that make inquiries via the County Hotline by sending informational packets within three days of inquiry. Follow up within one week of packet being mailed and at least monthly until participant has begun training or elected to withdraw from the process. We will follow up with inquiries made to the State Hotline by making contact within one week of receiving their contact information.</li> </ul>	<p>10-21-2015 Local Medical Clinics; Provided brochures for display</p> <p>11-17-2015 Birmingham Museum of Art; Table Display</p> <p>12-14-2015 Local Medical Clinics; Provided brochures for display</p> <p>01-25-2016 Local Medical Clinics; Provided brochures for display</p> <p>02-24-2016 Local Medical Clinics; Provided brochures for display</p> <p>04-14-2016 360 Meeting- Recruitment Event; Table Display</p> <p>04-16,17-2016 Tannehill Trade Days; Table Display</p> <p>05-10-2016 McAdory Elementary PTA; Presentation</p> <p>05-14-2016 Tannehill Trade Day; Table Display</p> <p>06-4-2016 Pepper Place Market; Table Display</p> <p>08-13-2016 McCalla Block Party; Table Display</p> <p>09-10-2016 McAdory Craft Fair; Table Display</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
38	Lamar	<p>Submitted by Rachel Oakes – 6/8/2016</p> <p>Service Unit meet to discuss:            (a) new ideas for foster parent recruitment            (b) identify community partners for recruitment            (c) identify workers willing to volunteer to speak            (d) identify worker to respond to info requests            (e) identify tracking system of responses</p> <p>Send letters to all local newspapers volunteering to speak about becoming foster/adoptive homes at church, civic, and organization meetings. The local newspapers are:            The Lamar Democrat, The West Alabama Gazette, The Lamar Leader</p> <p>Call the Office of Permanency Recruitment and Retention to obtain new recruitment materials and to obtain information about Federal Adoption Incentives for counties and the incentives' legitimate uses.</p> <p>Make a list of local businesses and divide among service unit. Call local businesses and ask for permission to hang posters/place flyers.</p> <p>Send article to local newspapers regarding the need for foster/adoptive homes.</p> <p>Contact local radio station WVSA and request public service announcements for foster homes.</p> <p>We will contact the nearest Mississippi TV station (WCBI, Columbus, Ms) and request public service announcements for May.</p> <p>Take flyers and or posters to businesses that have agreed to partner.</p> <p>Ensure that each person that has inquired about becoming a foster/adoptive home has received a response from our agency.</p>	<p>Submitted by Randy Thames, 1/30/2017</p> <p>Lamar County DHR relied on the State DHR media campaign that airs public service announcements about the need for foster families in Alabama.</p> <p>Lamar County DHR partnered with Fayette County for GPS classes where foster parents for two recruited foster homes received training and became licensed in November 2015.</p> <p>In May, 2016, Lamar County utilized Heart Gallery to make photos of four of our children who are awaiting adoption with no identified resource.</p> <p>In June, 2016, Lamar County utilized the Heart Gallery with child focused recruitment for foster parents for four of our children awaiting adoption with no identified resource.</p> <p>In August, 2016, Service Supervisor talked with an assembly of women about the need of foster parents in Lamar County. The women included Health Department workers, nurses, retired teachers, and other professionals such as bank loan officer, current school personnel.</p>
39	Lauderdale	<p>Submitted by Jennifer Berry, 5/9/2016</p> <p>All interviews, mailings, posters, etc. will mention the need for foster and adoptive homes as well as the date of our</p>	<p>Submitted by Cynthia Bratcher, 5/30/2017</p> <ul style="list-style-type: none"> <li>An article was printed in the Times Daily newspaper about the need for foster homes.</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p style="text-align: center;">upcoming GPS classes</p> <ol style="list-style-type: none"> <li>1. Set up interviews as well as public service announcements with local radio stations to share the need for homes - Kix 96, WQLT 107.3, WLAY 103.5, Rock 105.5, Star 94.9, WBTG 106.3, WBCF 97.1, Alabama Public Radio</li> <li>2. Contact local newspapers and magazines about running stories about the need for homes and possibly include an interview with a foster/adoptive parent – Times Daily, Courier Journal, NOLA Magazine, Shoals Women Magazine</li> <li>3. Contact and go to the area’s larger churches to speak about the need for homes – Christ Chapel, Crosspoint Church, Faith Church, First Assembly Church, Florence Boulevard Church of Christ, Highland Baptist Church, St. Joseph Catholic Church, Underwood Baptist Church, Woodmont Baptist Church</li> <li>4. Mass mailing to all churches in the county asking them to share information with their congregations concerning the need for homes and we will include paperwork that would fit in a church bulletin or paperwork that could be hung on a bulletin board</li> <li>5. Ask our staff members to share information with their families, churches, and friends concerning the need for homes</li> <li>6. Place information in the teacher’s lounges at the city, county, and private schools advertising the need for homes</li> <li>7. Pass out the yard signs that we already have to our foster and adoptive parents, staff members, and any person or business that is willing to display the signs where they can be seen</li> </ol>	<ul style="list-style-type: none"> <li>• A interview completed by WAFF 48 News in a foster home with a resource worker and foster parent discussing the need for more foster homes.</li> <li>• A mass mailing was sent to all area churches twice during the reporting period to coincide with the beginning of GPS classes.</li> <li>• A mass mailing was sent to all inquiries made within the past three plus years with invitations to the upcoming GPS class</li> </ul>

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40	Lawrence	<p data-bbox="409 146 871 170">Submitted by Corey Williams, 6/7/2016</p> <p data-bbox="409 219 1071 276">Lawrence County DHR will continue to recruit foster and adoptive families by:</p> <ul data-bbox="451 316 1144 1055" style="list-style-type: none"> <li data-bbox="451 316 1144 373">• Conducting GPS classes once per quarter, which is 4 times a year.</li> <li data-bbox="451 381 1144 479">• Partner with local churches by making presentations and placing an ad in their church bulletin on a monthly basis.</li> <li data-bbox="451 487 1144 519">• Make presentations at the Rotary Club as needed.</li> <li data-bbox="451 527 1144 592">• Contact the Moulton Advertiser to place articles regarding recruitment of foster and adoptive families.</li> <li data-bbox="451 600 1144 698">• Bring awareness to the community by contacting regional and local radio stations regarding foster/adoptive recruitment.</li> <li data-bbox="451 706 1144 771">• Set up tables at local hospitals to provide information to those that are interested.</li> <li data-bbox="451 779 1144 876">• Contact Lawrence County Board of Education to schedule presentations at all Lawrence County PTA Meetings at each school twice a year.</li> <li data-bbox="451 885 1144 950">• Participate in local and community events by setting up tables and providing information.</li> <li data-bbox="451 958 1144 990">• Placing flyers in the courthouse.</li> <li data-bbox="451 998 1144 1055">• Reach out to all service and civic groups to speak at their monthly meetings.</li> </ul>	<p data-bbox="1176 146 1648 170">Submitted by Corey Williams, 5/30/2017</p> <p data-bbox="1176 219 1900 243">October – May (Lawrence County Public Schools, per county)</p> <p data-bbox="1176 251 1596 276">May 16, 2016 – First day as director</p> <p data-bbox="1176 284 1617 308">June 7, 2016- GPS Class Panel Night</p> <p data-bbox="1176 316 1680 341">June 13, 2016- Presentation to Civic Group</p> <p data-bbox="1176 349 1837 373">June 23, 2016- Presentation to Children’s Policy Council</p> <p data-bbox="1176 381 1743 406">July 12, 2016- Submitted info to church bulletin’s</p> <p data-bbox="1176 414 1764 438">August 9, 2016- Interagency Meeting Presentation</p> <p data-bbox="1176 446 1869 470">September 13, 2016- Presentation and Set up table at PTA</p>
41	Lee	<p data-bbox="409 1071 819 1096">Submitted by Lisa Kelley, 5/5/2016</p> <ul data-bbox="451 1136 1144 1437" style="list-style-type: none"> <li data-bbox="451 1136 1144 1226">• Recruiting efforts will focus on identifying more homes that are willing and able to take teenagers and sibling groups.</li> <li data-bbox="451 1234 1144 1372">• The Resource Unit will conduct a minimum of three GPS classes in 2016 and will provide Deciding Together as needed to maximize the number of foster homes available to children in Lee County.</li> <li data-bbox="451 1380 1144 1437">• The Resource Unit will submit a sample news release for foster home recruitment to the local newspapers</li> </ul>	<p data-bbox="1176 1071 1690 1096">Submitted by Tarnesha Johnson, 5/31/2017</p> <p data-bbox="1176 1136 1921 1364">During FY 2016, Lee County lost a Resource Supervisor and three Resource workers. We have worked hard to rebuild this unit. Currently, Lee County’s Resource Unit has a new supervisor and two new Resource workers. We were unable to do much recruitment in FY 2016 due to turnover. However, we did conduct one GPS class and one TIPS class during this timeframe.</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>(Opelika/Auburn News &amp; Auburn Plainsman) in May and in November.</p> <ul style="list-style-type: none"> <li>• The Resource Unit will submit a PSA to be announced on local radio stations such as Auburn Network Inc., Jarrell Communications, and Tiger Communications in May and in November.</li> <li>• During all trainings and meetings, foster and adoptive parents will be asked to share their experiences and the need for foster homes through word of mouth, testimony, social connections, and emails to their family and friends and refer potential providers to the Resource Unit.</li> <li>• Resource workers will seek opportunities to display foster/adoptive brochures and materials and to speak at local church organizations and civic groups.</li> <li>• Community partners, such as Judge Mike Fellows/Carrie Fellows, BigHouse Foundation Director Micah Melnick, Story Book Farm Director Deanna Little, and Auburn University Athletic Director Jay Jacobs/Angela Jacobs, have all committed to assisting in recruitment events. We will continue to ask new community partners, church members, foster parents, and adoptive parents to be active recruiters throughout the year. We will provide recruitment materials and staff assistance as needed.</li> <li>• In August 2016, The Resource Unit will send letters to local churches throughout Lee County in an effort to recruit foster parents.</li> </ul>	
42	Limestone	<p>Submitted by Angela Mayberry, 6/23/2016</p> <p>Limestone County 2016 Recruitment Goal: Develop a Limestone County Recruitment Team to plan and implement successful foster and adoptive parent recruitment ideas in order to have a successful recruitment all year.</p> <p>Radio- DHR will provide a recruitment announcement for WKAC and WZYP.</p> <p>Advertisement- Limestone County DHR will ask the Athens News Courier/Decatur Daily to run an article in Lifestyles in November. Possible topics of discuss: General Information,</p>	<p>Submitted by Shelrol Arnold, 6/21/2017</p> <p>Developed a Limestone County Recruitment Team to plan and implement successful foster and adoptive parent recruitment ideas in order to have a successful recruitment all year... idea development in 2016, completed in 2017</p> <p>Radio- DHR will provide a recruitment announcement for WKAC and WZYP. (2015-2016)</p> <p>Advertisement- Limestone County DHR will ask the Athens News Courier/Decatur Daily to run an article in Lifestyles in November. Possible topics of discuss: General Information,</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>Questions and Answers Interview with a foster parent, Ways to Support a foster parent, All types of foster parents (single, two parent) Teens</p> <p>DHR will run an announcement weekly in the Limestone Ledger regarding the next GPS class scheduled for August 23, 2016.</p> <p>Church Involvement- Resource Worker will mail all churches in Limestone County a flyer regarding the next GPS class. All of DHR staff, foster and adoptive parents will be asked to take a brochure to display at their church, hair salon, child's school/sports facility.</p> <p>School Involvement- Resource Worker spoke with local schools to hand out flyers or post a flyer during the month of February 2016.</p> <p>Continue to place sign in front of DHR and around town regarding the need for adoptive and foster parents.</p> <p>November 2016 Adoption Celebration will be held to celebrate all adoptions from November 2015 to November 2016. The adopted families will receive a certificate, cake, punch and the child a surprise (last year Resource Unit gave the families a monogrammed plate). Judge Woodruff is the guest honor and he is presented with a token of appreciation. (last year he received a monogrammed plate with all of the adoptees named)</p>	<p>Questions and Answers Interview with a foster parent, Ways to Support a foster parent, All types of foster parents (single, two parent) Teens (August-September 2016)</p> <p>DHR will run an announcement weekly in the Limestone Ledger regarding the next GPS class scheduled for August 23, 2016.</p> <p>Church Involvement- Resource Worker will mail all churches in Limestone County a flier regarding the next GPS class. All of DHR staff, foster and adoptive parents will be asked to take a brochure to display at their church, hair salon, child's school/sports facility. (August 2016)</p> <p>School Involvement- Resource Worker spoke with local schools to hand out fliers or post a flier during the month of February 2016.</p> <p>Continue to place sign in front of DHR and around town regarding the need for foster/adoptive families.</p>
43	Lowndes	<p>Per Jacqueline Lee, QA/Resource Coordinator – 4/29/2016</p> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Participation &amp; Collaboration: <ul style="list-style-type: none"> <li>▪ Lowndes County Public Schools Head Start week of the young child in the month of May in collaboration with LCBOE Head Start (Resource Supervisor)</li> <li>▪ local health fair October LCBOE Head Start ( Resource &amp; Service Supervisors)</li> <li>▪ Senior Olympic held in March ( Adult Service Supervisor)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2016 (Director)</li> <li>▪ Lowndes County Board of Education Back to School Rally Sept.</li> </ul> </li> </ul> </li> </ul>	<p>Submitted by Jacqueline Lee, 1/30/2017</p> <p>Lowndes has set up recruitment booth at several activities/events throughout the county.</p> <ul style="list-style-type: none"> <li>• On the Hayneville Square</li> <li>• County Wide Resource meeting</li> <li>• Announcement at agencies meetings</li> <li>• Church events as well as local PTA meeting</li> <li>• Distributed and posted flyers</li> <li>• Senior Olympic and May Fest</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>2016(Resource Supervisor)</p> <ul style="list-style-type: none"> <li>▪ Blue Ribbon Campaign in observance of Adoption Nov. 2015 (Service Supervisor)</li> </ul> <ul style="list-style-type: none"> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Planning and Sponsoring <ul style="list-style-type: none"> <li>▪ Expo October 2016 (Resource Supervisor)</li> <li>▪ Foster &amp; Adoptive Parent(s) Workshop November 2016 (Resource &amp; Service Supervisors)</li> <li>▪ Free Advertisements Lowndes Signal, July 2016 (Resource Supervisor)</li> <li>▪ Senior Olympic held in March ( Adult Service Supervisor)</li> <li>▪ SCADC and Beulah P. B. Church Mayfest May 2016 (Director)</li> </ul> </li> </ul> </li> <li>• DHR will recruit for additional foster /adoptive parents by <ul style="list-style-type: none"> <li>○ Distribution of flyers <ul style="list-style-type: none"> <li>▪ Local Churches June 2016 targeting communities of faith (Resource Supervisor)</li> <li>▪ Post Offices within the County June 2016 targeting special race and ethnic groups (Resource Supervisor)</li> <li>▪ Local Businesses June 2016 targeting group speaking another languages (Resource Supervisor)</li> <li>▪ Court House June 2016 targeting all citizens (Resource Supervisor)</li> <li>▪ Local Mental Health &amp; Health Department August 2016 targeting children with special health care or developmental needs. Resource &amp; Service Supervisor)</li> </ul> </li> </ul> </li> </ul> <p>The Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail.</p> <p>Additional Comments:  Blue Ribbon Campaign was held in November 2015 coordinated by Service Supervisor.  EXPO: October 2016 will be coordinated by Resource Supervisor  Plan develop by Rachel Waters, Linda Body and Jacqueline Lee</p>	

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44	Macon	<p>Submitted by Linda Bibb – 6/7/2016</p> <p>Macon County Department of Human Resources is ecstatic to announce that two individuals completed Deciding Together Classes in May 2016.</p> <p>The Department will continue to recruit within the community by the following methods:</p> <ul style="list-style-type: none"> <li>• Free Weekly advertisement in Tuskegee Newspaper (local newspaper)</li> <li>• PSA on local radio station, WUBZ 100.7 FM Radio (Pending State Approval)</li> <li>• Place recruitment flyers in the lobby of the office regarding information on becoming a foster/adoptive parent.</li> <li>• Foster/Adoptive Parent Appreciation Luncheon (May)</li> <li>• Mail letters of need for foster/adoptive home to local churches</li> <li>• Attend local parades to distribute flyers ( October, November, &amp; December)</li> <li>• Speak at local civic organizations, sororities, and fraternities meetings to express the need and importance for recruiting local foster/adoptive parents</li> <li>• Place recruitment flyers in local businesses</li> <li>• Resource Worker will contact local library about setting up a recruitment booth during the summer months</li> <li>• Open Your Heart, Open Your Home Holiday Open House (December)</li> </ul>	<p>Submitted by Kimberly Edmondson, 2/1/2017</p> <ul style="list-style-type: none"> <li>• WAKA- News- Channel 8 –Recruiting for teen foster homes and foster homes for children with special needs.</li> <li>• Recruitment Ad Tuskegee News Paper (Local Newspaper)</li> <li>• Recruitment Presentation- Town of Shorter Town Hall Meeting; Date &amp; Time- 2/19/16- 5:00 pm;</li> <li>• Recruitment booth in front of local grocery store (Piggly Wiggly); 09/04/16- 10 am-1:00 pm</li> <li>• Speaking Engagement at the City of Tuskegee Council Meeting; 10/6/16 @5:30pm</li> </ul>
45	Madison	<p>Submitted by Tonita Phipps, Director – 4/29/2016</p> <p>We plan to implement at least one activity each month depending on availability and scheduling with identified community participants.</p> <p>May 2016</p> <ul style="list-style-type: none"> <li>• Order/print new brochures and banners</li> <li>• Partner with local church/foster parents attending the Christian Alliance for Orphans conference in Florida to learn ways mobilize church and community to partner with the Department in recruitment efforts and support</li> <li>• Provide brochures/table at the gospel explosion held in May</li> </ul>	<p>Submitted by Tonita Phipps, 1/30/2017</p> <p>New yard signs and flyers were printed and distributed</p> <p>Representative from DHR spoke at Mt. Calvary Church in March to promote foster care needs</p> <p>Flyers went out in the Mt. Gap 5K race packet in May</p> <p>Flyers went out in the Kids Fly Tri in July</p> <p>A banner was displayed at the local car show in June</p> <p>Ongoing partnership with local churches (Asbury, the Rock)</p> <p>Foster Parent Appreciation Picnic was held in May at the</p>

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		<ul style="list-style-type: none"> <li>• contact local shopping mall to display banners throughout the month</li> <li>• purchase additional training material for foster/adoptive parents</li> </ul> <p>June 2016</p> <ul style="list-style-type: none"> <li>• Host a festival at the Department with food trucks/DJ/gathering to provide information on fostering and adopting</li> <li>• Attend concerts in the park in Huntsville and Madison areas to provide brochures to participants</li> <li>• Contact Alabama A&amp;M University, Calhoun Community College, and University of Alabama Huntsville to display materials at the colleges; banners in athletic arenas; contact high school athletic departments to display banners at their athletic fields</li> </ul> <p>The following activities will be based on scheduling within the community:</p> <ul style="list-style-type: none"> <li>• Contact local African American churches to inquire about hosting GPS classes on site</li> <li>• Contact local hospitals to set up a table in the lobby to provide information on fostering and adopting children with medical needs</li> <li>• Provide lunch at the NICU to recruit medical personnel</li> <li>• Arrange to participate in family information events with the YMCA/set up table</li> <li>• Contact the Chamber of Commerce to place information on their website about fostering/adopting</li> <li>• Participate in the Veterans Day and Christmas parades/pass out information on the route</li> <li>• Contact local social work departments to disseminate information</li> </ul>	<p>Botanical Garden</p>

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		<ul style="list-style-type: none"> <li>• Contact local Leadership group of young professionals, CONNECT, to speak with their group</li> <li>• Sponsor a Christmas tree at Brahan Spring park decorated with information/brochures about foster/adoption</li> <li>• Inquire about placing posters in local pet stores, Target, Walmart, Publix, Wendy's</li> <li>• Put brochures in as many race packets throughout the year as possible</li> <li>• Put up a banner at the car show in June</li> </ul>	
46	Marengo	<p>Submitted by Ginny Westbrook, Resource Worker – 4/29/2016</p> <p>Marengo County Department of Human Resources is eager to begin our recruitment campaign for 2016. Our agency understands the importance of finding homes for children</p> <ul style="list-style-type: none"> <li>• Place Foster /Adoptive Parent brochures/flyers in local doctor's offices and pharmacies before 5-31-16</li> <li>• Partner with Local AFAPA to plan and implement recruitment events</li> <li>• Our agency will place posters/banners/flyers throughout the county</li> <li>• Our agency will send out bulletin insert/ flyers to churches</li> <li>• Our agency will use local radio stations to promote the recruitment of foster/adoptive families</li> <li>• Our agency will present information at public/private meetings regarding foster/adoptive families recruitment</li> <li>• Our agency will place an article in the local newspaper and/or shopper's guide</li> <li>• Resource worker will attend TIPS training and plan a class for the Fall of 2016</li> <li>• Marengo County DHR is excited about this plan for building quality, safe, and permanent homes for our</li> </ul>	<p>Submitted by Carol Dixon – 5/30/2017</p> <ul style="list-style-type: none"> <li>• Local meetings of civic groups were attended to inform the public of the need for foster/adoptive homes.</li> <li>• Advertisements were put in local new papers when foster/adoptive classes were being held.</li> <li>• DHR attended city functions and health fairs to disseminate information containing how to become foster/adoptive parents.</li> </ul>

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		<p>foster/adoptive children. If you have any questions, please feel free to contact the undersigned at the numbers provided.</p> <p>Ginny Westbrook- Resource worker (334) 295-2030 Tawanna Jones- Service Supervisor (334) 295-2027</p>	
47	Marion	<p>Submitted by Kier Vickery, 6/7/2016</p> <ol style="list-style-type: none"> <li>1. Signs placed around the county noting the need for foster homes with contact number listed. (We recently ordered brighter, more visible signs)</li> <li>2. Continue speaking to church and civic groups about the need for more foster homes. When possible, have local newspaper in attendance at meetings to help w/media coverage.</li> <li>3. Needs expressed via social media (Director and workers sharing posts from statewide adoption and foster parent agencies)</li> <li>4. Display table promoting foster parenting at the annual Breaking the Cycle of Abuse child abuse conference at Bevill State Community College every April.</li> <li>5. Display tables at other community events in the county.</li> <li>6. Letter to the editor of the local paper (the Journal Record) explaining the need for foster parents.</li> <li>7. Posters/flyers placed on bulletin boards in each town.</li> <li>8. Bookmarks left at local churches.</li> <li>9. Licensure worker to explain recruitment bonus to existing foster parents at next visit.</li> </ol>	<p>Submitted by Kier Vickery, 1/30/2017</p> <p>We began the calendar year with an article in the local newspaper that had the “Open Your Heart, Open Your Home” heading. It listed the licensing requirements and explained our desperate need to have more than four homes. We will have live radio interviews in February (Valentine’s Day) and May. We hope to include a foster parent in the May radio show. We will have recruitment messages on the electronic signs of the two largest cities in our county (Hamilton and Winfield) in May and November. We will continue the same activities as in FY 2016: speaking to churches, civic groups, and clubs, setting up displays at community events, taking bookmarks and posters to churches, placing signs in all towns in the county, and additional newspaper articles.</p>
48	Marshall	<p>Submitted by Marcia Parker – 6/16/2016</p> <p>Targeted Activities for Month of May 2016:</p> <ul style="list-style-type: none"> <li>• Newspaper articles in three county newspapers (one in each city of: Guntersville, Albertville and Arab.) Articles have been in county newspapers in November and December 2015 to highlight adoptions in 2015 and to announce GPS classes that began 1-12-16. (We will also have stories regarding May foster parent celebration and recruitment events at the libraries in five cities in the county.)</li> <li>• Foster Parent Celebration/ Recruitment event scheduled</li> </ul>	<p>Submitted by Marcia Parker, 5/25/2017</p> <p>Multiple newspaper ads run. Spoke at area churches Radio local ads run Display yard signs throughout county Set up appreciation at local libraries Called all previous inquiries. Promoted foster parent classes through social media. Displayed banner at local library for several months.</p>

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		<p>for May 2016 at the five public libraries in the county. DHR will partner with the library in each town to host an event to celebrate current foster parents and recruit new foster parents. The Libraries will provide the location and host children's activities while DHR meets with the adults. Recognition will be given to current foster parents and staff and foster parents will be on hand to talk to potential foster parents. Participants will register for a door prize of donated items at each location. AIF are being used to purchase two pop up banners to be used at this event and they can be displayed at future locations throughout the county.</p> <ul style="list-style-type: none"> <li>• Event flyer sent to the Chamber of Commerce in each of the five cities with libraries to be sent out in email news from the chamber</li> <li>• Church bulletin inserts in various city/county churches (all denominations). Contacts have been made with foster parents and staff to target the churches they attend.</li> <li>• Spoke at one of the four Haitian Churches in our county on a Sunday morning regarding DHR. The church provided a translator for the event.</li> <li>• Email reminders to foster parents to help us with word of mouth contacts in the community.</li> <li>• Staff manned a booth in April at the Alabama Poultry and Egg Festival that is held annually in Boaz. This is a two day event. Used Adoption Incentive Funds to purchase a tent and update a poster.</li> <li>• Post yard signs throughout the county to promote awareness for the need for additional foster parents. These were provided by Adoption Incentive Funds in 2014.</li> <li>• Personal phone calls to all names on the list who have previously contacted DHR regarding an interest to foster.</li> <li>• Post dates of foster parent classes on Marshall County DHR Facebook page and make use of other social media for recruitment. Facebook event for all the county library celebrations.</li> </ul> <p>Targeted Activities for Month of November 2016:</p> <ul style="list-style-type: none"> <li>• Newspaper stories regarding families that have adopted in Fiscal year 2016. With three county newspapers we try to cover a different family in each city the paper targets.</li> <li>• Adoption Celebration for all the adoptions completed this year. Adoptive families, legal community, legislators DHR</li> </ul>	

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		<p>board and others invited to this event. We will also host a balloon release at the celebration for all the children adopted during the year. Some of the funds to cover this event come from United Way of Marshall County.</p> <p>Continuous Activities:</p> <ul style="list-style-type: none"> <li>• Announcements of scheduled GPS classes through media and area newspaper. Future classes to begin in June and September 2016.</li> <li>• Individual contacts through Chamber of Commerce events, Marshall County Interagency and other community events</li> <li>• Three GPS sessions per calendar year. The first class began 1-12-16.</li> <li>• Distribution of business cards, church bulletin inserts and flyers regarding the need for additional foster homes to be used throughout the year. These were provided by Adoption Incentive Funds in previous years and supplies are still on hand.</li> </ul>	
49	Mobile	<p>Submitted by Belinda Harris, 5/4/2016 –</p> <p><b>April</b></p> <ul style="list-style-type: none"> <li>• Recruitment posters distributed to local merchants, businesses, local health care provider staff breakroom, and staff breakroom in local assisted living facility breakroom. Distributed by Tonja Smith</li> <li>• Foster Parent Orientation – April 9, 2016 - Lugretha House and Jeremy Mosley</li> </ul> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• Foster parent Reception, local media will be invited – Tentatively scheduled for May 10, 2016; initiate contact with media 1<sup>st</sup> week in May Tonja Smith/Resource Unit</li> <li>• Recruitment Imitative Presentation- Greater Mobile Chapter, Links Incorporated: May 22, 2016. Initial contact has already been Made by Tonja Smith, Resource Supervisor regarding finalizing arrangements</li> </ul> <p><b>June</b></p> <ul style="list-style-type: none"> <li>• Newspaper Ad – in Sunday paper – make</li> </ul>	<p>Submitted by Juanita Spinks, 1/27/2017</p> <p><b>October 2015</b></p> <ul style="list-style-type: none"> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, October 5, 2015 presented, by Agnes Bell Program Specialist.</li> <li>• Foster Parent Orientation, October 13, 2015, presented by Debbie Martin and Keri , Resource Workers. Mobile County DHR</li> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court October 19, 2015, presented by Agnes Bell , Program Specialist.</li> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, October 26, 2015, presented by Agnes Bell Program Specialist.</li> </ul> <p><b>November 2015</b></p> <ul style="list-style-type: none"> <li>• Partnered with APAC for Recruitment Campaign.</li> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, November 2, 2015, presented by Agnes</li> </ul>

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		<p>contact/submit for approval to state office 2<sup>nd</sup> week in May</p> <ul style="list-style-type: none"> <li>• Recruitment initiative at local churches – send out letters 4<sup>th</sup> week in May Resource unit</li> <li>• Foster Parent Orientation – June 14, 2016 -Donna Wilson/Tonja Smith</li> <li>• GPS Training – June 9, 16, 23, 30, 2016 –Conducted by Lugretha House and Jeremy Mosley</li> </ul> <p><b>July</b></p> <ul style="list-style-type: none"> <li>• Trinity Broadcasting interview slated to interview Foster/Adoptive parent – make contact last week in May to arrange interview (Keri Lett)</li> <li>• GPS Training – July 7, 14, 21, 28 2016 – Conducted by Lugretha House and Jeremy Mosley</li> <li>• Foster Parent Orientation – July 12, 2016 -Donna Wilson/ and Tonja Smith</li> <li>• Post recruitment material at local libraries – 3<sup>rd</sup> week of July -Tonja Smith</li> </ul> <p><b>August</b></p> <ul style="list-style-type: none"> <li>• Partner with APAC for Recruitment Campaign – Resource Unit – make initial contact 1<sup>st</sup> week in July- Donna Wilson</li> <li>• Foster Parent Orientation – August 9, 2016- Conducted by Tonja Smith and Donna Wilson)</li> <li>• GPS Training – August 4, 11, 2016 –Conducted by Lugretha House and Jeremy Mosley</li> </ul> <p><b>September</b></p> <ul style="list-style-type: none"> <li>• Attend PTA/PTO Meetings for the purpose of Foster Parent recruitment – arrange to attend meetings 2<sup>nd</sup> week in August-Resource Unit</li> <li>• Send information to local churches to include recruitment information on church bulletins – mail out information 3<sup>rd</sup> week in August-Resource Unit</li> <li>• GPS Training – September 22, 29, 2016 – Conducted by Tonja Smith and Donna Wilson.</li> <li>• Recruitment Imitative Presentation at USA Hospital date TBA - Initial contact has already been initiated by Tonja Smith, Resource Supervisor.</li> </ul> <p><b>October</b></p>	<p>Bell, Program Specialist.</p> <ul style="list-style-type: none"> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, November 9, 2015, presented by Agnes Bell, Program Specialist.</li> <li>• Foster Parent Orientation November 10, 2015, presented by Debbie Martin and Keri Lett, Resource Workers, Mobile County DHR.</li> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, November 16, 2015, presented by Mobile County Program Specialist.</li> <li>• Partnered with APAC for Recruitment Campaign on National Adoption Day, distributed recruitment flyers, November, 21, 2015. Flyers distributed by Tonja Smith, Resource Supervisor, APAC Local Office.</li> <li>• Presentation at weekly Generous Juror Appeal, Mobile county Circuit Court, , presented by Mobile County program Specialist, November 30, 2015</li> </ul> <p><b>December 2015</b></p> <ul style="list-style-type: none"> <li>• Presentation at weekly Generous Juror Appeal, Mobile County Circuit Court, December 7, 2015, present by Mobile County Program Specialist.</li> <li>• Presentation at weekly Generous Juror Appeal, December 14, 2015, Mobile County Circuit Court, December 14, 2015., presented by Mobile County Program Specialist.</li> </ul> <p><b>January 2016</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation, January 12, 2016, conducted by Lugretha House and Jeremy Mosley, Mobile County DHR.</li> <li>• Posted Open your Heart open your Home poster at the Saraland Public Library, January 13, 2016.</li> <li>• GPS Training January 21, 28, 2016 conducted by Debbie martin and Keri Lett Mobile County DHR.</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Foster Parent Orientation- October 11, 2016- Conducted by Debbie Martin and Kerri Lett.</li> <li>• Recruitment Imitative Presentation at the Junior League of Mobile – October 11, 2016. Initial Contact has already been initiated by Tonja Smith, Resource Supervisor regarding arrangements.</li> <li>• GPS Training – October 6, 13, 20, 27, 2016 – Conducted by Tonja Smith and Donna Wilson</li> </ul> <p><b>November</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation – November 8, 2016- Conducted by Jessica Bones-Sigler and Latorie Horn</li> <li>• GPS Training – November 3,10, 17, 2016- Conducted by Tonja Smith and Donna Wilson</li> <li>• Partner with APAC for National Adoption Month – Resource Unit</li> </ul> <p><b>December</b></p> <ul style="list-style-type: none"> <li>• Provide literature to current foster parents to be given to family friends etc. regarding adopting and fostering. This will be given to current foster parents at Annual Foster Children’s Christmas Party – 1<sup>st</sup> or 2<sup>nd</sup> week in December -Resource Unit/Adoption Unit/</li> </ul>	<p><b>February 2016</b></p> <ul style="list-style-type: none"> <li>• GPS Training February 4, 11, 18, 25, 2016, conducted by Debbie Martin and Keri Lett, Mobile County DHR.</li> <li>• Foster Parent Orientation February 9, 2016, conducted by Lugretha House and Jeremy Mosley Mobile County DHR.</li> <li>• Distrubuted Open Your Heart Open your Home Posters to local Springhill Merchants, February 1, 2016. Distrubuted by Tonja Smith, Resource Supervisor. (Hertha’s Second Edition, Shoe Gallery, Holiday Inc, Bake my Day, Pollman’s Bake Shop)</li> <li>• Distrubuted Open your Hear Open Your Home Posters to local Mid-Town Restaraunts and Icecream Shoppe. February 16, 2016. Distrubuted by Tonja Smith, Resource Subervisor. (Delish Dessert, Butch Cassity’s Café, Old Dutch Ice Cream Shope)</li> </ul> <p><b>March 2016</b></p> <ul style="list-style-type: none"> <li>• GPS Training March 3,10, 17 , 25, 2016 conducted by Debbie Martin and Keri Lett.</li> <li>• Foster Parent Orientation March 8, 2016, conducted by Lugretha House and Jeremy Mosley</li> </ul> <p><b>April 2016</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation April 12, 2016 conducted by Lugretha House and Jeremy Mosley, Mobile</li> <li>• Recruitment posters distributed to local local health care provider staff breakroom, and staff breakroom in local assisted living facility breakroom. This was distributed by Tonja Smith. (Atria Regency Assisted Senior Living, Saads Home Health, Cogburn Nursing Home, Springhill Senior Residence)</li> </ul> <p><b>May 2016</b></p> <ul style="list-style-type: none"> <li>• Foster parent Reception, local media was contacted via</li> </ul>

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			<p>press release the event was held May 10, 2016 at the local office.</p> <ul style="list-style-type: none"> <li>• Recruitment Initiative Presentation- Greater Mobile Chapter, Links Incorporated: May 22, 2016. Presentation was made by Tonja Smith, Resource Supervisor.</li> </ul> <p><b>June 2016</b></p> <ul style="list-style-type: none"> <li>• June Foster Parent Orientation – June 14, 2016 -Donna Wilson and Tonja Smith GPS Training –</li> <li>• June 9, 16, 23, 30. Presented by Debbie Martin and Donna Wilson</li> <li>• Recruitment Initiative – Presentation June 19, 2016 Friendship Missionary Baptist Church: 8:00am service – Belinda Harris ; 11:00AM Service- Tonya Smith.</li> </ul> <p><b>July 2016</b></p> <ul style="list-style-type: none"> <li>• GPS Training – July 7, 14, 21, 28 2016 – Conducted by Lugretha House and Jeremy Mosley Foster</li> <li>• Parent Orientation – July 12, 2016 -Donna Wilson and Debbie Martin</li> <li>• Recruitment materials were distributed to local libraries – 3rd week of July by Tonja Smith, Resource Supervisor .</li> </ul> <p><b>August 2016</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation – August 9, 2016-Conducted by Tonja Smith and Donna Wilson. GPS Training – August 4, 11, 2016 –Conducted by Lugretha House and Jeremy Mosley.</li> </ul> <p><b>September 2016</b></p> <ul style="list-style-type: none"> <li>• Recruitment Posters posted with recruitment pamphlets left at the Junior Headquarters. Distributed by Tonja Smith, Resource Supervisor.</li> <li>• GPS Training – September 22, 29, 2016 – Conducted by Tonja Smith and Donna Wilson.</li> </ul>

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50	Monroe	<p>Submitted by Barbara Wesley, 5/3/2016</p> <p>Monroe County Foster / Adoptive Recruitment Plan for May 2016</p> <p>Monroe County plans to schedule a recruitment day in May by meeting with the Home Health agencies, Mental Health, Hospital, Medical Professionals, City/County Law Enforcement Agencies and School Superintendent. Recruitment pamphlets will be distributed. Resource worker will discuss the need for foster/adoptive homes in Monroe County. Radio and newspaper ads will also be done in the area.</p> <p>Monroe County Foster / Adoptive Recruitment Plan for November 2016</p> <p>Monroe County plans to schedule a recruitment day in November at the Annual County Thanksgiving Dinner. The entire community participates in this event. Monroe County DHR will be able to meet with Community Partners as well as Faith Based Community leaders to address the need for foster/adoptive homes.</p>	<p>Submitted by Latonya Wells-Horne, 1/26/2017</p> <p><u>October 2015</u></p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Speaking engagement at local Civic Club</li> </ul> <p><u>November 2015</u></p> <ul style="list-style-type: none"> <li>• Thanksgiving Day community dinner presentation</li> <li>• Distributed handouts to local churches</li> <li>• Advertised on local radio station and in local newspaper</li> </ul> <p><u>December 2015</u></p> <ul style="list-style-type: none"> <li>• Christmas Day community dinner presentation</li> <li>• Distributed handouts</li> <li>• Advertised on local radio station and local newspaper</li> <li>• Distribute flyers for foster/adoptive homes during annual Christmas parade</li> </ul> <p><u>January-April 2016</u></p> <ul style="list-style-type: none"> <li>• Monthly hand-outs provided to various churches, community organizations</li> <li>• Discussed need for more adoptive/foster homes during the quarterly foster parent meeting</li> <li>• Distributed flyers to various churches</li> <li>• Had speaking engagements with local civic and social clubs</li> <li>• Placed flyers in the courthouse</li> <li>• Brochures placed in receptionist area at DHR office</li> </ul> <p><u>May 2016</u></p> <ul style="list-style-type: none"> <li>• Held Foster Parent Appreciation Reception</li> <li>• Held a recruitment day by meeting with community agencies, home health, mental health, hospital, medical professionals, city/county law enforcement agencies and school superintendent</li> <li>• Mayor signed a proclamation for Foster Parent Appreciation Month</li> <li>• Participated in special community events (Alabama Southern)</li> <li>• Health Fair booth-distributed flyers</li> <li>• Set up display table in lobby of DHR office</li> </ul>

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			<ul style="list-style-type: none"> <li>• Foster/Adoptive Parent Banner placed inside/outside of DHR building</li> </ul> <p><u>June-September 2016</u></p> <ul style="list-style-type: none"> <li>• Flyers, signs promoting foster parenting and adoption were displayed at DHR</li> <li>• Advertised on local radio station and in local newspaper</li> <li>• Distributed flyers to churches, civic groups focusing on the need for foster/adoptive homes</li> <li>• Distributed flyers on cars at local plant</li> <li>• Speaking engagement at local civic club</li> </ul>
51	Montgomery	<p>Submitted by Jan Casteel, Asst. Director – 5/3/2016</p> <ol style="list-style-type: none"> <li>1. The Department needs to improve overall number of foster/adoptive resources and develop pool of applicants that reflect the ethnic and racial diversity of families we serve.</li> </ol> <p>Goal: To recruit additional foster family homes that consists of a diverse pool of applicants to service our children.</p> <p>Plan: The Montgomery County DHR is planning to reach out to local churches, government agencies, grocery stores, businesses, and other civic organizations in an effort to recruit foster/adoptive agencies. We have already made contact with the following agencies: Montgomery County Foster Parent Association- Lauren Matson, Kathy Eiff- Live the Promise.org- Live the Promise, Led by Promise686, depends on a coalition of churches working together. Publix Stores, Shepard’s Staff Ministries, Frazer United Methodist Church, Eastdale Mall, East Chase Mall, Montgomery Zoo, Local Churches in the Community. We have facilitated recruitment events at Maxwell Airforce Base and will continue to work on recruitment efforts with military families.</p> <p>Possible Tactics: Contact agencies and schedule dates to set up table/recruitment activities with information on foster/adoption. Participate in community events.</p> <p>Time Frame: Monthly</p> <ol style="list-style-type: none"> <li>2. The Department needs to have more foster family homes that are willing and able to work with our teenagers that are in foster care.</li> </ol>	<p>Submitted by Jan Casteel, 1/27/2017 and 5/25/2017</p> <p>The Montgomery County DHR continues to reach out to local churches, government agencies, grocery stores and other businesses, and other civic organizations in an effort to recruit foster/adoptive homes. We have already made contact with the following agencies:</p> <p style="padding-left: 40px;">Montgomery County Foster Parent Association- Lauren Matson, Kathy Eiff- Live the Promise.org- Live the Promise, Led by Promise686 Publix Stores, Shepard’s Staff Ministries, Frazer United Methodist Church, Eastdale Mall, East Chase Mall, Montgomery Zoo, Local Churches in the Community. We have facilitated recruitment events at Maxwell Airforce Base in hopes of recruiting foster and adoptive parents from more diverse backgrounds .</p> <p>Montgomery County DHR began the Market Segmentation in order to identify foster family homes and recruitment strategies to reach specific populations. We hope to finalize a strategic 24 month plan by May of 2017 in order to target specific needs in recruitment such as resources for teens, sibling groups and children with therapeutic needs.</p> <p>Montgomery County DHR conducted 3 GPS classes during the time noted. We also began a TIPS class during that period.</p> <p>Our foster parent association has become more active and is</p>

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		<p>Goal: To recruit reliable adults that are willing to accept challenging youth</p> <p>Plan: The Department plans to reach out to individuals in the community that are retired/stay at home parents that can better assist in working with our youth. Conduct informational meeting related to providing care for our youth.</p> <p>Possible Tactics: The Department needs to increase community involvement and educate community about need for foster/adoptive parents. Set up recruitment activities at schools and local churches. Partner with local agencies that work with the youth.</p> <p>Time frame: Monthly/as needed</p> <p>3. The Department needs to develop protocol to assist in matching children and youth better with resource families.</p> <p>Goal: Determine what foster parent areas of experience, knowledge, and capability</p> <p>Plan: Contact foster parents to re-evaluate what their strengths and needs are to better assess the types of placements that will more likely to manage well.</p> <p>Possible Tactics: Provide additional training opportunities for foster parents to learn skills to better manage various types of emotional/ behavioral needs of our children.</p> <p>Time Frame: As often as needed/available</p>	<p>assisting with foster parent recruitment and retention.</p> <p>We also have children awaiting adoption on all the adoption web pages (e.g. Heart Gallery).</p> <p>We have also created a process by which to recruit volunteers to serve as supports for our children, families and foster parents. We anticipate having several volunteers fully approved by the end of January 2017.</p>
52	Morgan	<p>Submitted by Pam Jones, 6/9/2016</p> <p>1. Focus in February: Recruitment of African-Americans in honor of Black History Month. Place flyers/information in primarily black churches bulletins. Contact at least 5 community organizations and/or churches that have large African American population to speak or get literature to and provide with information on the need in Morgan County for adoptive and foster homes. Utilize a current African American foster parent to assist with recruitment.</p> <p>2. Focus on parents who are interested in teens-Contact</p>	<p>Submitted by Kathy Bryan, 6/26/2017</p> <p>An orientation letter was sent a month in advance to all the churches and personal Inquiries in Morgan County informing them of the upcoming classes.</p>

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		<p>community that primarily provide services to teens and get literature and offer to speak to group. Look at possibility of highlighting teen who has exited foster care or family that has adopted teens and is doing well in newspaper or local magazines. Target youth ministers at local churches. Utilize local foster parents who primarily take teen placements to assist.</p> <ol style="list-style-type: none"> <li>3. Focus on sibling recruitment-Look at spotlighting families who have adopted sibling groups and/or needs of sibling groups to local organizations/churches. Contact current or former foster parents who have adopted large sibling group to feature in local publication.</li> <li>4. May is National Foster Care month so highlight local Foster Care Appreciation night in Social section of Newspaper/Community Events in Decatur. Publicize the next GPS group date and time.</li> <li>5. Since Father's day and National Reunification Month are both in June, look at focusing on men's local organizations to get information regarding the role foster father's play in children's lives and look at article with local paper in Hartselle. Look at featuring single foster father who currently fosters several children.</li> <li>6. Target medically fragile recruitment in August and September by contacting local nurse's organizations, school nurse and medical auxiliaries. Send material regarding the need for medically fragile homes and the requirements/benefits. Try to schedule speaking engagements at several of these organizations. Request one or both of the current medically fragile foster parents who have adopted to assist with speaking engagements.</li> <li>7. Target the Hispanic Community in honor of Hispanic Heritage Month in September/October. Contact Churches with Hispanic ministries and offer to speak and send material regarding becoming foster parent. Use recruitment materials in Spanish/English. Contact local churches with large Hispanic ministries. Look at possibility of employee who is bi-lingual assisting with contacts after hours for comp time.</li> <li>8. November: Recruitment of adoptive parents in honor of</li> </ol>	

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		<p>National Adoption Month. Send information to Adoption support groups. Focus on the process of adoption and child specific vignettes of local children needing adoption.</p> <p>9. Keep data on each of these activities completed and the success/lack of success of each and re-evaluate what worked and what didn't for 2017. Inquiries will be asked specifically how they heard about the need for foster/adoptive parents as well.</p> <p>10. One area of recruitment that Morgan County needs to strengthen is mining relationships with youth in care to expand their placement and permanency options and increase relative placements/previous connections to the child and to re-visit their ability to become fully approved foster parents. This is typically outside the scope of responsibility of resource development staff and more the responsibility of case managers. A goal over the year will be to address this divide and look at partnering between foster care staff and resource development to improve the outlook for our children with placement plan of APPLA.</p>	
53	Perry	<p>Perry County DHR Recruitment Campaign Steps</p> <ol style="list-style-type: none"> <li>1. Display flyers at locations around the county such as the Health Dept., Post Office, Courthouse, clinics, and groceries &amp; convenient stores.</li> <li>2. Contact the many churches in the county request that our recruitment efforts be announced for several weeks via the church bulletin and distribute flyers.</li> <li>3. Child Abuse/Neglect training is provided to the Head Start Program (Staff &amp; Parents) yearly. During these training sessions, the Department's recruitment effort will be discussed and information will be provided to participants.</li> <li>4. Participate in the local weekly radio program "Body Love" to discuss the Department's recruitment efforts.</li> <li>5. Children's Policy Council – The Department partners with several organizations, agencies, and community</li> </ol>	<p>Submitted by Crystal May, 5/31/2017</p> <p>During the reporting period, the Department displayed flyers at locations around the county, provided recruitment information to churches, provided information to the local Head Start Program (staff &amp; parents), announced the recruitment efforts via the local radio program "Body Love", requested the assistance of the Children's Policy Council, requested that the current foster parents assist with recruitment efforts, and the caseworkers actively recruited church members and neighbors.</p>

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		<p>members via the Children’s Policy Council to assist with delivering services to children and families in a collaborative effort. The Department will request the assistance of the Children’s Policy Council to help disseminate information concerning the Department’s recruitment efforts.</p> <p>6. Request that current foster parents share their foster parenting experiences with their neighbors, relatives, &amp; church members.</p> <p>7. Create a display in the DHR lobby concerning foster parent recruitment.</p> <p>8. Caseworkers actively recruit church members, neighbors, &amp; etc.</p>	
54	Pickens	<p>Submitted by Joy Humphrey – 6/9/2016</p> <ol style="list-style-type: none"> <li>1. Publish article in the local newspaper (The Pickens County Herald)</li> <li>2. Make announcements regarding the need for foster and adoptive parents during meetings with community partners.</li> <li>3. Printed favors announcing the need for foster parents to be thrown out to crowds at local football and other sporting events.</li> <li>4. Printed materials distributed for church bulletins expressing a need for foster and adoptive parents.</li> <li>5. Participation at Special Community Events.</li> <li>6. Flyers at local businesses.</li> <li>7. Publicize an interest meeting for the start of GPS classes in the local Shopper’s Guide.</li> <li>8. A representative from the agency will be available to speak to local church groups and organizations regarding the need for foster and adoptive parents.</li> </ol>	<p>Per Misty Creel, 1/28/2017</p> <ul style="list-style-type: none"> <li>• Spoke about the need for more homes at the Hospital Auxiliary meeting – May 2016</li> <li>• Ad in the local <i>Shoppers Guide</i> - June 2016</li> <li>• Article in the local <i>Shoppers Guide</i> - June 2016</li> <li>• Spoke about need for more Foster Homes with Community Action staff – August 2016</li> <li>• Spoke about need for more Foster Homes at Aliceville Rotary Club – August 2016</li> <li>• Spoke about need for more Foster Homes with DHR Board – September 2016</li> <li>• Several board members are pastors; information was given to them to insert in their programs that month.</li> <li>• Information passed out at local Football games - Sept – Nov.</li> <li>• Recruitment booth at the <i>Face in the Window Festival</i> - October 2016</li> </ul>
55	Pike	<p>Submitted by Leslie Kelly – 6/9/2016</p> <ol style="list-style-type: none"> <li>1. Develop a flyer providing information regarding PCDHR needs for foster homes.</li> <li>2. Churches</li> </ol>	<p>Submitted by Leslie Kelly – 6/26/2017</p> <ol style="list-style-type: none"> <li>1. Churches <ol style="list-style-type: none"> <li>a. Send Flyers to Churches to place on their bulletin and announce</li> </ol> </li> </ol>

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		<p>a. Send Flyers to Churches to place on bulletins and for announcements.</p> <p>b. Ask the employees of the Department to pass out flyers to their churches and family, fraternity/sorority groups (to reach their parents).</p> <p>c. Ms. Sherry Stalling (Lifeline representative) will coordinate a luncheon or dinner with community church leaders to discuss with PCDHR staff the need for Foster Homes.</p> <p>3. Mail out letter/flyer to different businesses in town Wal-Mart, Lowes, Insurance Companies, Wiley Sanders, and Troy University etc.</p> <p>4. Plan a School Expo (or arrange to go to the schools and speak to the board members).</p> <p>5. Plan to have an exhibit when the Shriners have the fall festival.</p> <p>6. Have an event on the town square, ask foster parent to bring someone with them, invite lawyers, the CAC, medical personnel.</p> <p>7. Post the signs we have throughout town on corners.</p> <p>8. Contact Troy Cable and the local newspaper and ask them to run an ad in the paper and run the info on the information station, possibly do a commercial.</p> <p>9. Have a Luncheon and Ice Cream Social at Byrd's Drugs.</p> <p>10. Meet with the City Council members, the Mayor to push the word...Troy, Goshen, and Brundidge.</p> <p>*PCDHR resource staff will be trained in TIPS/GPS and will provide, at a minimum, of two classes per fiscal year for the community.</p>	<p>b. Ask the employees to pass out flyers to their churches and family, fraternity/sorority groups ( to reach their parents)</p> <p>2. Mail out letter/flyer to different organizations in town Wal-Mart, Lowes, Insurance Companies, Wiley Sanders, and Troy University etc.</p> <p>3. Plan a School Expo ( or arrange to go to the schools and speak to the board members)</p> <p>4. Plan to have an exhibit when the Shriners have the fall festival</p> <p>5. Develop a flyer to pass out on the weekend at Wal-Mart, Food World, goody's, etc.</p> <p>6. Have an event on the square, ask foster parent to bring someone with them , invite lawyers, the CAC, medical personnel</p> <p>7. Post the signs we have throughout town on corners.</p> <p>8. Contact Troy Cable and the local newspaper and ask them to run an ad in the paper and run the info on the information station, possibly do a commercial.</p> <p>9. Have a Luncheon, and Ice Cream Social</p> <p>10. Meet with the City Council members, the Mayor to push the word...Troy, Goshen, and Brundidge.</p> <p>11. Have some wristbands, or hand sanitizers or something made promoting foster care and pass out.</p>
56	Randolph	<p>Submitted by Shayla Townsend, Director – 4.28.2016 &amp; Revised/re-sent on 5/3/2016</p> <p>Here in Randolph County we have partnered with several community agencies, schools, and communities of faith and/or anyone with an interest in becoming foster parents. Since</p>	<p>Submitted by: Shayla Townsend, 5/11/2017</p> <p>01/11/16- Spoke at Wedowee Kiwanians Meeting</p> <p>01/15/16- Spoke at Wadley Kiwanians Meeting</p> <p>01/20/16- Spoke at First United Methodist Church</p> <p>02/09/16- Spoke at Folsom Head Start Parent Group</p> <p>03/02/16- Spoke at Liberty Grove Methodist Church Women's</p>

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		<p>January 2016, we have completed the following:</p> <p>January 11, 2016 spoke at Wedowee Kiwanians meeting</p> <p>January 15, 2016 spoke at Wadley Kiwanians meeting</p> <p>January 20, 2016 spoke at First United Methodist Church</p> <p>February 9, 2016 spoke at Folsom Head Start Parent Group</p> <p>March 2, 2016 spoke at Liberty Grove Methodist Church women study group</p> <p>March 8, 2016...open house/retirement here at our local office from 5-8pm</p> <p>March 14, 2016 at Randolph County School Personnel meeting</p> <p>April 20, 2016 spoke at Roanoke Head Start Parent group</p> <p>The local HeadStarts in our counties agreed to post flyers in their lobbies, a meeting was held with over 50 employees of the Randolph County High School to express the need for foster parents in the community. In addition, we had an open house/foster parent recruitment event in conjunction with Alabama Baptist Homes of Oxford, AL for people of the community to come in and learn more about the process. We have also partnered with our local county Chambers of Commerce to get a list of upcoming events in the county in which we could attend for recruiting purposes. RCDHR will continue to seek out local hospitals, clinics, additional schools, etc. throughout the year. In honor of Foster Care Awareness Month for May 2016, RCHR will host a Foster Parents Appreciation Party/Celebration on 05/26/16 at 6:00 pm at DHR . We also discussed holding a separate but similar event in November for National Adoption Month.</p>	<p>Study Group</p> <p>03/08/16- DHR Open House/Retirement from 5:00-8:00 pm</p> <p>03/14/16- Randolph County School Personnel Meeting</p> <p>04/20/16- Spoke at Roanoke Head Start Parent Group</p> <p>May 2016- Article published on Randolph Leader Website</p> <p>06/04/16- Health Fair in Roanoke</p> <p>07/01/16- Rodeo in Wedowee</p> <p>07/02/16- Rodeo in Wedowee</p> <p>07/12/16- Health Fair in Roanoke</p> <p>07/17/16- Spoke at Trinity Baptist Church in Roanoke</p> <p>07/24/16- Spoke at First Baptist Church in Roanoke</p> <p>07/29/16- Family Movie Night for Rotary Club in Roanoke</p> <p>July 2016- Article published in Randolph Leader (Stuff the Bus article)</p> <p>09/11/16- Spoke at Rocky Branch Baptist Church</p> <p>09/18/16-Cornerstone Baptist Church-Roanoke</p> <p>Also, the Department has developed a letter that is distributed monthly to citizens who are listed in the phone book for the county.</p>
57	Russell	<p>Submitted by Cherry Jones, County Director, 5/4/2016</p> <p>We have mailed letters to recruit foster homes to the churches in Russell County to announce to their congregation.</p>	<p>Submitted by Cherry Jones, 5/31/2017</p> <p>To recruit foster/adoptive providers Russell County attended a Community Event in Seale, Alabama; Business Expos in local</p>

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		<p>We will be having a Recruitment Effort Day on May 12<sup>th</sup> at the Phenix City Library @ 5:00 PM ET.  An ad will be placed in the Citizens and the Ledger Enquirer newspapers.  We had a Volunteer Orientation day where we recruited for foster homes.  Encourage Foster Parents to recruit other foster parents.  We will have a Fall GPS/TIPS class</p>	<p>area; Community fair at Fort Mitchell Senior Community Center in Fort Mitchell, Alabama; Area schools career day; mailed letters to local churches and community organizations, and offered an incentive to encouraged foster parents to recruit. The Department will continue to attend Expos, Community Events and offer incentives to promote inquires for foster/adoptive providers. The Department increased the number of foster/adoptive training classes.</p> <p>The Department set up a display focusing on adoption at the Phenix City library during February "Open your Heart, Open your Home". The Department plans to mail out flyers and letters to local churches, civic organizations, and set up displays in a local community area to promote National Adoption Month.</p>
58	St. Clair	<p>Submitted by Charity Shaw, Resource Worker</p> <p>This year, our county agency has set a goal of licensing at least 25 new foster homes. We are a somewhat smaller county, in comparison to the counties that surround us, so we feel that 25 is a realistic and attainable goal to meet. Currently, we only have 30 traditional foster homes and most of them are filled to capacity. It has become a struggle to place more than one or two children at a time in the same home, meaning larger sibling groups would likely have to be separated.</p> <p>Due to the previous licensing worker retiring and the new TIPS training program, our office has not been able to train any new foster parents this year. However, there are approximately 30 families that are interested in becoming foster/adoptive parents; most of them have completed their applications as well. We plan to start TIPS classes in June and look forward to licensing all of those families.</p> <p>Even though we have several families interested in becoming foster/adoptive parents, there will always be a need for more, which is why our recruitment efforts cannot stop. Outlined below is our Recruitment Plan for the remainder of the year.</p> <ol style="list-style-type: none"> <li>1. Church Outreach <ol style="list-style-type: none"> <li>a. Send letters to all of the larger churches in the county asking them to post our recruitment flyers</li> </ol> </li> </ol>	<p>Submitted by Charity Shaw, 1/27/2017</p> <p>Last year was extremely busy for our agency but we were able to license a total of 26 foster families, who came from different places; this number includes new families, Lifeline transfers, and homes that were reopened. We were not able to start a training class until June because no one in our office was trained to teach GPS. However, one worker and one supervisor attended the TIPS Leader training in May.</p> <p>We held an Informational Meeting in June 2016 at our county office that had a fairly large turnout, in relation to the size of our county. Eighteen families attended the meeting and 14 of those families decided to start classes. We started a TIPS class the following week. Eighteen families from our county started the class; 14 of which attended the meeting. A few of the families couldn't attend the meeting but wanted to start the classes. Out of the 18 families that started the classes in June, 14 of them finished the classes and the licensing process. According to several of our community partners and other foster parents, this was the largest training class they had seen since working with the agency. We also licensed one family that attended training in Calhoun County. Two additional families attended training in Jefferson County; they are not licensed yet but their home</p>

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		<p>on their bulletin boards. Churches include:</p> <ul style="list-style-type: none"> <li>i. First Baptist in Pell City</li> <li>ii. North Valley Church</li> <li>iii. Victory Christian</li> <li>iv. Pinedale Baptist</li> </ul> <ul style="list-style-type: none"> <li>b. Churches with daycares- Ask to put flyers in each child's folder that is sent home.</li> <li>c. Ask churches to put a notice in their church worship guide/bulletin.</li> <li>d. Victory Christian Church and Private School- do a presentation at one of their evening services. Also ask the church to put our contact information on their flashing digital sign that can be seen on I-20.</li> <li>e. DHR workers will take flyers to their home churches.</li> </ul> <p>2. Local Merchants</p> <ul style="list-style-type: none"> <li>a. Griffin's Jewelry- put a flyer in each bill that is sent out during May.</li> <li>b. Aardwolf Pest Control- put a flyer in each bill that is sent out during November.</li> <li>c. Wendy's restaurant and other fast-food chains- post our flyer on their doors.</li> <li>d. Grocery Stores- put flyers in local stores.</li> </ul> <p>3. Community</p> <ul style="list-style-type: none"> <li>a. Post large banners in Pell City, Moody, Ashville, and Springville with our contact information.</li> <li>b. Put magnetic signs on vehicles driven by our workers.</li> <li>c. Newspaper article in St. Clair County News and the Daily Home</li> <li>d. Local radio station will make an announcement.</li> </ul> <p>4. Social Media</p> <ul style="list-style-type: none"> <li>a. Workers will change their profile pictures in May and November to be the Open Your Heart, Open Your Home image.</li> <li>b. Share articles related to fostering to let people know there is a growing need.</li> </ul>	<p>studies will be completed within the next few weeks so they can begin fostering. We also had five families that transferred their licenses from Lifeline Children's Services. Lastly, five previously closed foster homes decided to reopen and renew their licenses during 2016. We feel that our community efforts were brought to fruition as shown by the number of foster homes we currently have. In March of last year, we only had around 25 active foster homes. Now we have 45 active homes, which is almost double 2015's number.</p> <p>In 2017, we hope to be able to step up our recruitment efforts so we are able to license even more homes. Some of our plans are the same each year but we hope to be able to tailor our efforts to recruit more homes that will be able to specifically meet the needs that we still have. Our county is still in need of foster/adoptive homes that will parent teens, older children, and larger sibling groups.</p> <p>We plan to have two TIPS training opportunities this year, one will start in February and the other in the fall. Prior to each class, we will have informational meetings for anyone who is interested or would like more information about becoming a foster/adoptive parent. If we have any families that contact us after the classes begin, we will work with surrounding counties to see if our families can attend their classes. We have previously done this with Jefferson and Calhoun Counties and the outcome has been great. In addition to working with other county DHR agencies, we have also built a wonderful partnership with Lifeline Children's Services in Birmingham. While they are no longer licensing foster homes, Lifeline continues to train foster parents. If someone from our county contacts their agency, Lifeline will provide the training and complete most of the home study process before sending the family's information to us. However, they have also welcomed the idea of us sending potential foster parents to them for training, with the understanding that we would complete the home study process. As stated above, several families have already transferred their license to us from Lifeline so we hope to continue working with that agency to gain more foster homes.</p>

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59	Shelby	<p data-bbox="411 82 1098 110">Submitted by Riane Hinton, Program Supervisor, 5/9/2016</p> <ol data-bbox="411 155 1150 1448" style="list-style-type: none"> <li data-bbox="411 155 1150 289">1. Development of informative news article to inform the public of upcoming GPS classes and share contact information about the foster/adoptive process to be published in the Shelby County Reporter (August 2016).</li> <li data-bbox="411 293 1150 500">2. During the process of contacting churches in Shelby County, respectfully explore if the pastors of the church would make verbal announcements at church service to bring verbal awareness to the need of healthy foster/adoptive homes in Shelby County. (Continuous 2016 but emphasized in July 2016).</li> <li data-bbox="411 505 1150 711">3. After the development/revision of brochures, extend an invitation to Shelby County DHR staff and foster parents to assist us in the making connections within their churches, civic organizations and clubs for the purpose of recruiting and also spreading awareness about the needs of children living in foster care.</li> <li data-bbox="411 716 1150 849">4. Request from churches a brief segment on announcement agendas and invite licensed foster parents to accompany DHR staff to church events to inform the community on the need. (Continuous 2016)</li> <li data-bbox="411 854 1150 1166">5. The County's Resource Unit and Shelby County Foster Parents can make contact with local YMCAs/libraries/schools/churches/community events in Shelby County to explore sharing physical information on becoming a potential foster/adoptive parent (ex, flyers, brochures, setting up a back drop booth display, frequently asked questions, establish an eye-catcher ex, neon painted bike and sit road signs in front of the bike in approved locations in the community) (Continuous 2016).</li> <li data-bbox="411 1170 1150 1409">6. The County's Resource Unit, SCDHR Staff and Active Foster Parents being accessible to attending events where foster/adoptive parent recruitment can occur (setting up informational booths, attending holiday parades-float (foster parents and DHR staff on the float and distributing informational flyers during the parade) (Continuous 2016).</li> <li data-bbox="411 1414 1150 1448">7. Preparing for 2016 National Foster Parent Month and</li> </ol>	<p data-bbox="1176 82 1680 110">Submitted by Lorie McCullough, 1/30/2017</p> <ul data-bbox="1176 155 1785 329" style="list-style-type: none"> <li data-bbox="1176 155 1785 183">• Recruitment with churches in our county.</li> <li data-bbox="1176 224 1785 251">• Booth set up at community events</li> <li data-bbox="1176 292 1785 319">• Word of mouth through workers and foster parents</li> </ul>

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		<p>2016 National Adoption Month in efforts of bringing local awareness to Foster Care and Adoption in Shelby County. (Collective effort between Resource Unit and Foster Care Units) (Continuous 2016).</p> <p>8. Coordinate a recruitment kick-off event for the community to highlight the awareness and need of foster parents. (July 2016)</p> <p>9. Conducting GPS classes on a schedule in efforts of meeting potential foster/adoptive needs and the needs of children in foster care in Shelby County (April 2016 and September 2016).</p> <p>10. Inform/educate all-staff about the need to recruit foster homes and connect the positive influence they have with sharing information to public during their daily operations as a DHR employee in efforts of recruiting or sharing contact information with the public sector. (Continuous 2016)</p> <p>11. Continue to complete exit conferences for foster parents and provisionally licensed foster parents who choose to no longer foster with the agency. SCDHR will continue to send and ensure that monthly satisfaction surveys are completed. (Continuous 2016)</p>	
60	Sumter	<p>Submitted by Della Whitfield, 6/23/2016</p> <p><b>May 2016:</b></p> <ul style="list-style-type: none"> <li>• Kids Network give Away ( Community Service Partnership)</li> <li>• Della Whitfield -Parenting Summit Event Greetings</li> <li>• Church Speaking Engagements</li> <li>• Brochures and flyers distributed at Geiger Community Day</li> </ul> <p><b>June 2016:</b></p> <ul style="list-style-type: none"> <li>• Tracie Harris and Laura Larkin (speaking engagement – Gainesville Community Center)</li> <li>• Brochures, posters, flyers area churches and</li> </ul>	<p>Submitted by Tracie Harris, 5/26/2017</p> <ul style="list-style-type: none"> <li>• There was a bulletin announcement placed on the University of West Alabama’s Bulletin Board for the local television viewing (channel 3).</li> <li>• The local newspaper ran ads to make the public aware of the need for Adoptive/Foster Parents.</li> <li>• The local radio station TUG 95.3 advertised about the need for Adoptive/Foster Parents.</li> <li>• Staff handed out flyers and brochures as a recruitment effort to local churches, financial institution, various physician offices, The public Health Department, Law enforcement agencies, Law firms, etc...</li> <li>• Attended local schools during career day and similar events to recruit potential parents.</li> <li>• Held meetings with local stakeholders to bring awareness to the need for Adoptive/Foster Homes.</li> </ul>

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		<p>businesses</p> <ul style="list-style-type: none"> <li>• Foster/Adoption Resources (booth set – up at Boyd Community Day)</li> <li>• Della Whitfield -Central Chapel Primitive Baptist speak on Elder Abuse Awareness</li> <li>• Use local radio station to promote Elder Abuse Awareness</li> <li>• Work in partnership with health/wellness community awareness</li> </ul> <p><b>July 2016:</b></p> <ul style="list-style-type: none"> <li>• GPS Orientation &amp; Training Class</li> <li>• Continue to post brochures, flyers and speaking engagements</li> <li>• Develop presentations to focus on recruiting Adult Foster Homes and community partnership.</li> <li>• Sumter DHR Board Members plan to assist with community activities within various churches.</li> </ul> <p><b>August 2016:</b></p> <ul style="list-style-type: none"> <li>• Our agency will distribute flyers and banners throughout the county</li> </ul> <p><b>September through December 2016:</b></p> <ul style="list-style-type: none"> <li>• Beginning of Christmas/holiday planning</li> <li>• Adult stocking stuffers</li> <li>• Consider giving the gift of time</li> <li>• Angel Tree partnership with community</li> </ul>	<ul style="list-style-type: none"> <li>• Posted signs around the DHR office building outside and within the facility.</li> </ul>
61	Talladega	<p>Submitted by Susie Altman, 5/6/2016</p> <ol style="list-style-type: none"> <li>1. Talladega DHR will continuously display a recruitment banner on the front lawn.</li> <li>2. Talladega DHR will have a display booth at local events throughout the county, such as Sunshine Saturday.</li> <li>3. The resource unit will speak to local groups in an effort to recruit foster parents. All workers, when speaking publically, will take the opportunity to recruit Foster/Adoptive homes.</li> <li>4. Resource Unit and child welfare workers will speak to the</li> </ol>	<p>Submitted by Bethany Mellon, 6/26/2017</p> <ul style="list-style-type: none"> <li>• Talladega DHR displayed a recruitment banner on our front lawn until it had to be removed because of construction.</li> <li>• Student interns participated in several local events (countywide) including the City of Talladega Block Party.</li> <li>• Workers were encouraged to recruit whenever they are speaking in the community.</li> <li>• Student interns distributed information (flyers) to local churches, business and schools.</li> <li>• An interest survey was conducted with all active foster parents in an attempt to bring back the FPA to enhance the</li> </ul>

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		<p>congregation at their churches in an effort to recruit foster parents.</p> <ol style="list-style-type: none"> <li>5. Talladega DHR will provide Flyers for Foster Parent Recruitment to local churches, business and schools.</li> <li>6. Foster parents will also join in our effort to recruit more foster/adoptive parents, utilizing any opportunity they have.</li> <li>7. Talladega DHR will place step signs at busy intersections/high traffic areas throughout the county.</li> <li>8. Talladega DHR will ask local businesses to recruit foster parents on their marques' periodically during the year.</li> <li>9. We will ask the local <i>Daily Home</i> newspaper to advertise for foster parents in the Community Calendar section.</li> <li>10. Talladega DHR will research the use of social media as a recruitment tool.</li> <li>11. Talladega DHR will access reader boards throughout the county.</li> <li>12. At the Foster Parent Appreciation luncheon, the Foster Parents will be encouraged to bring any friends they know who have expressed the desire to become foster parents.</li> <li>13. Coloring sheets with recruitment information will be provided to the local schools.</li> </ol>	<p>working relationship with the Department and recruitment opportunities.</p> <ul style="list-style-type: none"> <li>• Signs were placed in communities throughout the county.</li> <li>• <i>The Daily Home</i> has been an active partner with the Department to help us promote activities for foster care and foster homes.</li> <li>• Local businesses did participate in the reader boards throughout the county during the month of February.</li> <li>• Foster parents were encouraged to bring friends to the appreciation event.</li> <li>• Student interns deigned and distributed coloring sheets to all of the elementary schools in the county during May.</li> </ul>
62	Tallapoosa	<p>Submitted by Brenda Floyd, County Director, 5/2/2016</p> <p>Tallapoosa County's Foster Care program continues to grow and experience many changes. Our only trained GPS trainer recently left the agency, but we have identified an employee who will be attending the TIPS training in May/June and hopefully be ready to organize a TIPS class no later than late summer/early fall. We have a longtime foster parent trained in GPS who will be attending the TIPS refresher class in July. We plan to continue to be proactive in our efforts to recruit foster families/adoptive resources for our children.</p> <ul style="list-style-type: none"> <li>• Tallapoosa County is planning to host quarterly information sessions for those interested in learning more about foster parenting either at the county office or at host locations. We plan to hold the sessions in late afternoon/early evening to provide accessibility to those working during regular business hours.</li> </ul>	<p>Submitted by Brenda Floyd, 1/30/2017</p> <p>Tallapoosa County's Foster Care program has continued to grow in the number of children we are serving as well as our need for additional foster/adoptive parents. During the past year, we experienced the loss of two workers assigned foster/adoptive home licensing duties. We are currently training our newest worker to handle licensing. We are devoted to recruiting and licensing more homes in 2017 than was done in previous years.</p> <p>Tallapoosa County DHR partnered with Randolph County DHR in April/May 2016 with a joint GPS training. Plans are in place to partner with them again with a joint TIPS training to start in April/May 2017. Two of the four families who completed the training have been licensed.</p> <p>In 2016, one Tallapoosa County worker completed TIPS training and one GPS trained foster parent co-leader completed the TIPS refresher class. Together they completed our first TIPS training</p>

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		<ul style="list-style-type: none"> <li>• We also are exploring setting up information booths at various festivals/community events held within the county each year.</li> <li>• In May and November, the local print media will be asked to publish articles in The Alexander City Outlook and The Dadeville Record newspapers highlighting the need for foster/adoptive homes. Emphasis will be targeted on the need for homes for older children, sibling groups, and children with special needs.</li> <li>• We plan to partner with other counties with foster parent training as has been done with Randolph County this year. The trainer for Randolph County DHR and the GPS trained foster parent from Tallapoosa County will complete GPS classes in May that should result in four additional homes for Tallapoosa County.</li> <li>• The remainder of the Tallapoosa County foster/adoptive parent recruitment yard signs that were purchased with earlier Adoption Incentive Funds will be displayed throughout the county.</li> <li>• The county director will continue speaking to various community and church groups on the need for foster/adoptive parents. One foster care worker has asked to do presentations to help recruit a diverse group of foster parents.</li> <li>• Tallapoosa DHR is a member of the Dadeville Chamber of Commerce. Director will continue to utilize the Chamber of Commerce and its email network with information on the need for foster/adoptive resources.</li> <li>• Local media outlets will be contacted with requests to air/publish year-round short public service announcements announcing the need for foster/adoptive homes.</li> <li>• As done in previous years, recruitment flyers will be distributed to all local schools at the end of the school year either by mail or by a DHR speaker at education</li> </ul>	<p>class September/October 2016. We had nine families complete that training and licensure is still underway for them. We anticipate most of them will be licensed. Tallapoosa County is planning a second TIPS class for late summer. We have a second Tallapoosa County worker who will attend TIPS training later this year and will have two TIPS trained workers. With two trained workers, more TIPS classes can be offered. As soon as workers are eligible, they will also be trained in Deciding Together.</p> <p>Tallapoosa County DHR has been strengthening its relationships with local churches and other community entities. First Baptist Church of Dadeville has been the host location of two our GPS/TIPS trainings. New Site Town Hall allowed us to use their Community Room in 2016. We have received invitations from several other churches including one of the larger churches in Alexander City to use its facilities. Easier accessibility by potential foster/adoptive parents should increase percentage of those completing classes.</p> <p>In May 2016 local newspapers, The Outlook and The Dadeville Record published an editorial by Alabama DHR Commissioner Nancy Buckner recognizing National Foster Care Month. In February, May, and November of this year, the local print media will be asked to publish articles highlighting the need for foster/adoptive homes.</p> <p>Last year using our adoption incentive funds, Tallapoosa County DHR purchased a 3 x 8 full color banner with the Open Your Heart, Open Your Home on it. In February, May, and November, the banner will be displayed on the front of our DHR building, which is located on heavy traffic street. We also have two vertical banners that will be rotated to sites throughout the county. The banners all have our contact information. Yard signs and post card mailers purchased in previous years continue to be utilized to recruit prospective foster parents.</p> <p>In 2016, the Director set up a booth at a local event, Books, Balls, and Blocks and will again in 2017. We have plans to set up booths at other events throughout the year, including Octoberfest.</p> <p>The CA/N supervisor annually addresses the need for foster families and distributes literature when speaking at teacher in-service meetings and trainings at the Alexander City Schools and</p>

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		<p>in-service meetings. The emphasis will be to ask school employees to consider becoming foster/adoptive resources.</p> <ul style="list-style-type: none"> <li>• Tallapoosa County will continue to give out/mail recruitment packets to those requesting more information by phone or in person.</li> <li>• As stated before, one of the most important resources that can be utilized in recruiting future foster/adoptive resources is our current group of foster/adoptive parents. They are the foundation for which we can continue to build as we increase our foster/adoptive resources.</li> </ul>	<p>the Tallapoosa County Schools. As done in previous years, recruitment flyers will be distributed to all local schools at the end of the school year either by mail or by a DHR speaker at education in-service meetings. The emphasis will be to ask school employees to consider becoming foster/adoptive resources.</p> <p>Our local foster families initiated several events as a group last year with Tallapoosa DHR providing assistance with mail outs, foster parent direct contact and recruitment materials. Last year events included a school supply drive/party for foster children, a Christmas for foster family party at a local church, a foster family toy drive/dinner event at a local church and an organizational start up meeting with a guest speaker from the Alabama Foster and Adoptive Parent Association. All these events are again being planned for this year and hopefully more. For example, several foster families have set up a Valentine's party for foster children already. Tallapoosa DHR assisted with mail outs.</p>
63	Tuscaloosa	<p>Submitted by Misty Creel, Asst. Director – 5/2/2016</p> <p>Targeted and Non-Targeted Foster/Adoptive Home Recruitment</p> <p>May 2016 Foster Care Awareness Month</p> <ul style="list-style-type: none"> <li>• Family Fun Day will include invitations for all current foster and adoptive only families as well as potential foster/adoptive families. We will solicit donations to give small gifts to each family as a token of appreciation. Each family will be encouraged to bring at least one guest with them that might be interested in becoming a foster or adoptive parent. The event will be held in at Snow Hinton Park, May 28<sup>th</sup> from 10-1. This will be an appreciation and also recruitment event.</li> </ul> <p>November 2016 Adoption Awareness Month</p> <ul style="list-style-type: none"> <li>• We've seen in the past that balloon releasing ceremonies have been done. We may try this and invite previous and current foster families that have adopted children from foster care. We are thinking of</li> </ul>	<p>Submitted by David Massey, 1/30/2017</p> <ul style="list-style-type: none"> <li>• Kids Life ongoing ad</li> <li>• Flyers to all City and County school</li> <li>• Flyers at local churches and businesses</li> <li>• Radio interview May 2016</li> <li>• Heart Gallery Display in Nov 2015</li> <li>• Decorated holiday tree on Tinsel Trail</li> <li>• Speaking engagements and booth at churches</li> <li>• Participating in Coaling Baptist Orphan Ministries Annual Event (Pancake Breakfast)</li> <li>• Foster Family Fun Day and Recruitment event</li> <li>• Renew existing recruitment banners at local schools (baseball, football, softball fields)</li> <li>• Ad in yearbook</li> <li>• Booth set up at "Doing What Matters" Conference</li> </ul>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>some other options as well.</p> <p>Different Races/Ethnic Groups</p> <ul style="list-style-type: none"> <li>• Request permission to speak and different churches in the community</li> <li>• Place posters/brochures/flyers in libraries, daycares, hair salons, barber shops, restaurants, businesses in areas of town that are concentrated by more minorities</li> </ul> <p>Medical Disabilities</p> <ul style="list-style-type: none"> <li>• Place posters/flyers/brochures in hospitals, doctors offices, emergency medical centers, etc.</li> <li>• Request to speak with nurses/doctors in larger clinics/hospitals</li> </ul> <p>Teens</p> <ul style="list-style-type: none"> <li>• Post ads in high school yearbooks</li> <li>• Banners at different high school events</li> </ul> <p>Language</p> <ul style="list-style-type: none"> <li>• Concentrate areas frequently visited by non-English speaking individuals with posters, flyers, etc.</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• Radio interview will be completed on 5/2/16 and aired on 5/8/16</li> <li>• We had a booth set up at a local high school on 4/21/16</li> <li>• Display was set up at the "Doing What Matters" conference in January 2015</li> <li>• We are waiting on a call back about purchasing an ad in a dance studio's yearbook</li> <li>• We will purchase more labels or print materials, yard signs, etc. with logo</li> <li>• Mass Email Campaign to foster parents</li> <li>• Request permission to speak to local civic and social organizations</li> <li>• Tinsel Tree at Christmas</li> </ul>	

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Church speaking engagements and posting in church bulletins</li> <li>• Ads in different local magazines and newspaper</li> </ul>	
64	Walker	<p>Submitted by Tina Rickles, 6/8/2016 –</p> <p><b>January:</b> letters, flyers, personal contacts Jasper area, Career Fair, Church appearances</p> <p><b>February:</b> displays at the mall and library</p> <p><b>March:</b> letters, flyers, personal contacts Sumiton/Dora/Cordova/Empire areas</p> <p><b>April:</b> letters to churches county wide prep for Foster Care Month in May</p> <p><b>May:</b> announcements in church bulletins, Mayor's Proclamation, Church appearances, PSA's &amp; TV appearance, newspaper articles, display on court house square for month of May</p> <p><b>June:</b> letters, flyers on pizza boxes/park and rec., personal contacts Carbon Hill/Lupton/Townley/Nauvoo areas</p> <p><b>July:</b> contact grocery stores re: flyers in bags, pizza boxes</p> <p><b>August:</b> letters, flyers, PTO's Jasper City Schools</p> <p><b>September:</b> letters, flyers to schools, PTO Walker County Schools</p> <p><b>October:</b> letters, flyers, personal contacts Curry/Boldo/Sipse/Union Chapel Areas</p> <p><b>November:</b> newspaper Articles, PSAs, TV appearance, Signs on restaurants, PTO Meetings, Adoption Month, Mayors Proclamation</p> <p><b>December:</b> letters, flyers, personal contacts, PTO Meetings, Parrish/Goodsprings, Oakman Areas</p> <ul style="list-style-type: none"> <li>• When meeting with schools we will inquire about teachers/aids/parents that are bilingual.</li> </ul>	<p>Submitted by Tina Rickles, 1/30/2017</p> <p>Walker County DHR participated in several community events to raise awareness of the need of foster homes. In May, an article was published in the local newspaper for Foster Care Awareness Month including contact information on how to become a foster parent. The Mayor of Jasper signed a proclamation in May, which was also covered in the local newspaper. Workers set up a booth in the Jasper Mall in September to distribute recruitment materials. In October, a presentation on our county's need for children and adult foster homes was given at Desperation Church, one of the largest congregations in Walker County. The proclamation in October was published in the local newspaper with contact information on becoming a foster/adoptive family. Supervisors have gone to the school system and talked to counselors about provisional approvals of teachers to foster children. The local board of directors was educated on the process of fostering/adoption in September 2016.</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
65	Washington	<p>Submitted by Sylvia Williams, 5/5/2016</p> <p>We contacted the office of adoption for free tool kits, etc. that will be displayed at the annual health Fair held in Washington County. These tools will also be displayed at any other events held throughout the county. The agency will display banners acknowledging Foster/Adoptive awareness months. There may be other events that we can attend that we do not have dates for at this time.</p>	<p>Submitted by Ashley Carlock, 1/30/2017</p> <p>During Fiscal year 2016, Washington County DHR participated in several recruitment activities. Letters and flyers were sent to 65 local churches regarding the need for foster/adoptive homes in the county. In November 2015, WCDHR participated in an event at the courthouse to bring attention to National Adoption Month. WCDHR also participated in the Career Fair in April 2016 and the County Health Fair in September 2016. Flyers, brochures, and information regarding foster care and being approved as a foster care provider was shared. In August 2016, WCDHR did a presentation at Laton Hill Baptist Church. In addition, the county director and program supervisor spoke with community providers to ensure the need for homes is understood in the community.</p>
66	Wilcox	<p>Submitted by Juanita Spinks, Director – 5/3/2016</p> <p>We are working to recruit foster parents by setting up recruitment/information tables at various community events within the county. In April we set up an information/recruitment booth at the Family Summit which was held in conjunction with the Children’s Policy Council and the Child Advocacy Center. We have plans to send recruitment flyers to Community Churches. We have a combined ceremony at our office in November to kick off our Christmas program and to recognize our foster/adoptive parents. This event is also used to recruit foster/adoptive parents. We have developed a recruitment flyer to send out this month (May) to churches, community groups and to be placed in the local newspaper in recognition of Foster Care Awareness Month. We will also send out flyers in November. Sending flyers to various churches and community groups will allow us to reach people of all races, ethnic groups, careers to include medical professionals and educators, and the faith community. Informal recruitment through word of mouth will be ongoing throughout the year as</p>	<p>Submitted by Brandon Dale, 5/30/2017</p> <p><b><u>May 25, 2016</u></b> Area Agency on Aging Senior Awareness Day in Selma, AL</p> <p><b><u>May 26, 2016</u></b> J. Paul Jones Hospital Health Fair in Camden, AL</p> <p><b><u>June 1, 2016</u></b> Flyers were mailed out to churches throughout Wilcox County discussing the counties need for foster homes and who to contact if they were interested.</p> <p><b><u>June 28, 2016</u></b> Wilcox County Community Action Agency Senior Awareness Day at the Lena Powell Convention Center in Camden, AL</p> <p><b><u>August 3, 2016</u></b> Foster’s Parent Recruitment at Piggly Wiggly in Camden, AL</p> <p><b><u>August 8, 2016</u></b> Welcome Back In-Service Workshop for Wilcox County School System</p>

CO. #	CO. NAME	2016 COUNTY PLAN(S)	2016 COMPLETED STRATEGIES
		<p>the staff will make the community aware of the need for foster parents through their day to day interaction with the people of Wilcox County and community agencies.</p>	<p><b><u>August 27, 2016</u></b> National Council of Negro Women 1<sup>st</sup> Annual Back to School Fest in Camden, AL</p> <p><b><u>November 5, 2016</u></b> First Responder's Day at the Camden Municipal Airport</p> <p><b><u>November 16, 2016</u></b> Foster Parent Appreciation and Recruitment Event held at Wilcox County DHR</p> <p><b><u>December 2, 2016</u></b> J. Paul Jones Hospital Community Christmas in Camden, AL</p> <p><b><u>December 8, 2016</u></b> Christmas on the Square in Camden, AL</p> <p>***Note***</p> <p>These events were held by community partners and would often yield a very good turnout. People would inquire about the requirements for being foster parents but when they learn that everyone in the home 18 years old and older would have to have a criminal history check done on them, they would say forget about it. We did not have a GPS/TIPS or Deciding Together classes last year because no one turned in applications and we have zero (0) new foster homes.</p>
67	Winston	<p>Submitted by Diane Watson, 6/7/2016</p> <ul style="list-style-type: none"> <li>• Place roadside signs at large intersections in the county during the months of February, May and November</li> <li>• Run announcements in the local newspaper at least twice a year</li> <li>• Purchase flyers to distribute at major county events such as the annual 911 Festival in Haleyville, Chitlin' Supper in</li> </ul>	<p>Submitted by Diane Watson 1/25/2017</p> <p>The following foster/adoptive parent recruitment efforts were made during fiscal year 2016:</p> <ol style="list-style-type: none"> <li>1) In October, an extensive article was completed in the local newspaper (The Northwest Alabamian).</li> <li>2) DHR director and resource supervisor spoke at multiple community club meetings.</li> <li>3) Signs were placed at heavily traveled intersections throughout the county during February, May and November.</li> <li>4) A worker attended and had a booth at a local parenting</li> </ol>

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		<p>Arley, Frontier Days in Double Springs, etc.</p> <ul style="list-style-type: none"> <li>• During February, May and November, family and children's service workers will rotate existing magnetic automobile signs</li> <li>• Resource worker attends/has booth at the annual Parent Fair event in Haleyville</li> <li>• Resource worker speaks at various organized club meetings such as Civitans, etc.</li> <li>• An announcement will be placed on HBTV.com, a local community news website</li> </ul>	<p>fair that is held annually.</p> <ol style="list-style-type: none"> <li>5) Signs remain permanently in the lobby at the DHR office</li> <li>6) In December, a float entirely designed for the recruitment of foster parents was placed in the Double Springs Christmas parade.</li> <li>7) CPS workers are always networking/recruiting through their churches, etc.</li> </ol>

**COUNTY RECRUITMENT PLANS 2014 -15**

<b>CO. #</b>	<b>CO. NAME</b>	<b>COUNTY PLAN</b>
1	Autauga	<p><b>Per Danita Lowe, 1/12/2015</b></p> <p>The Department is planning to send all local churches a letter asking them to place an advertisement in their Sunday Bulletin on Sunday, February 15, 2015. The Department plans to put out flyers and signs throughout the community in the month of February as in effort to recruit foster/adoptive parents. As of now, our next GPS class will be held in June 2015. The Department is planning to run an advertisement in the local newspaper(Prattville Progress) every Wednesday in the month of April 2015. In May 2015, the Department will set up a booth at Prattville City fest and provide the community with information about foster care and adoption. In December 2015, the Department is planning to participate in the local Christmas Parade. Lastly, the Department is planning to arrange speaking engagement(s) with local churches and civic groups to raise awareness about foster care and adoption.</p>
2	Baldwin	<p>Per Tina Green, 1/8/2015</p> <p>The following resources will be utilized in recruiting foster parents for the Baldwin County Department of Human Resources. The program supervisor and resource worker will work on recruitment for foster parents in Baldwin County.</p> <p><u>7) Radio/TV Broadcasting –</u></p> <ul style="list-style-type: none"> <li>• Work with local business owner, Ms. Kathy Sternenberg, who has experience in marketing and has media connections to assist in establishing a relationship between the Department and local media</li> <li>• Contact local radio/tv stations to present the need for foster parents in Baldwin County {WBHY, WYCT, WBZR, WHEP, WABF, WNGL Cumulus Media, Goforth Media, Archangel Communications (Radio); WJTC, WHBR, WKRG, WEAR, WPMI, WALA, WFNA, Local 15, Coast 360 Television (TV Stations)}</li> <li>• Provide local radio stations to do public service announcements about the need for foster and adoptive parents &amp; upcoming GPS classes</li> <li>• Provide local radio/tv stations with information regarding National Foster Care Month in May</li> <li>• Look for opportunities for resource staff to participate in interviews regarding recruitment</li> </ul> <p><u>8) Newspapers/Local Magazines/Other Written Media –</u></p> <ul style="list-style-type: none"> <li>• Contact local newspapers/sales papers to request they run monthly ad to share the need for foster and adoptive parents and who to contact for more information (Gulf Coast Newspaper, Independent, Mobile Press Register, The Islander, Baldwin Times, Daphne Bulletin, Atmore Advance, Mullett Wrapper, On-Looker, Eastern Shore Parents)</li> <li>• Contact local newspapers/sales papers to see their willingness to advertise the upcoming GPS classes in their community announcements</li> </ul> <p><u>9) Churches and other Religious Organizations</u></p> <ul style="list-style-type: none"> <li>• Contact local churches to schedule speaking engagements to various church groups/organizations</li> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p><u>10) Strawberry Festival, Arts and Crafts Festival, Hot Air Balloon Festival, Other Community Resources</u></p>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Contact the above listed festival coordinators regarding setting up an informational booth at their festivals</li> <li>• Work with Lisa Laraway, employee at Gulf State Park, regarding recruitment</li> </ul> <p><u>11) Current Foster Parents</u></p> <ul style="list-style-type: none"> <li>• Contact current foster parents and utilize them in the above listed recruitment efforts.</li> <li>• Try to have a foster parent and staff member attend all above referenced recruitment activities.</li> <li>• Program supervisor and/or resource worker will attend FAPA meetings as requested by foster parents and provide information to them at that time.</li> </ul> <p><u>12) DHR Staff</u></p> <ul style="list-style-type: none"> <li>• Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application process</li> <li>• Make sure staff is informed of GPS dates/times</li> </ul>
3	Barbour	<p>Per Eric Graves</p> <p>At this time the resource unit is using yard signs previously purchased yard signs with the State approved Open your Heart/Open your home foster/adoptive logos which have been placed in visible areas throughout the county. Additional signs will be purchased when needed.</p> <p>The County resource unit currently maintains a roster including all inquiries that have not completed training since 2013 and become licensed. The resource staff is currently in the process of sending letters to each inquiry for notification of GPS orientation (March 3, 2015). The resource unit will also be following up with telephone calls to every inquiry to discuss the training and to determine an approximate number for GPS training. At this time the county has a roster of approximately 30 inquiries.</p> <p>The resource worker is currently completing GPS training and the Supervisor is scheduled for training in March 2015. Deciding Together will also be scheduled for both (worker and supervisor) when available to assist training when GPS is not available.</p> <p>At this time a newspaper AD has been created by Dothan Eagle (Eufaula Tribune) to run prior to GPS classes; however, approval is pending from SDHR. Once approved, this AD will be purchased to announce upcoming GPS orientation and classes. This year public service announcements have also been placed in the local tribune announcing the previous GPS graduation. Information was also provided in this announcement for foster/adoptive recruitment as well as foster/adoptive appreciation celebrations that the department hosted with the help of community sponsors.</p> <p>The resource unit has completed presentations to several community organizations including the Head Start Program, local churches, and the local boys and girls club regarding foster/adoption recruitment.</p> <p>Note: Our First GPS class of 2015 will begin with orientation on March 3, 2015 and the first class will follow on March 10, 2015. There will be one additional class following for 2015 with 1 more to be scheduled depending on the amount of inquiries. (Newspaper ADS will be purchased to make announcements for all upcoming GPS plans and to announce recruiting information)</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>The resource unit was able to purchase tent in 2014 to accompany a display board previously purchased that has been created to display recruitment information. A projector and screen is also available with the capability to show heart gallery videos. This display has been used on several occasions at multiple events in 2014 and appears to be a success. Other events will be scheduled including the local Pilgrimage Festival and Indian Summer Festival in Barbour County as well other opportunities that may become available. The resource unit will continue to give presentations to local churches and community groups throughout the county. This has been a practice for the past few years and has resulted in several new foster family homes.</p> <p>The county will continue to utilize current foster parents as a recruitment resource. Recruitment incentive fees will also be used according to policy requirements to aid in recruitment assistance from existing foster parents.</p>
4	Bibb	<p>Per John Richards, 1/12/2015  Goal: License at least 4 new foster/adoptive homes and 1 adult foster home in the 2015 calendar year.</p> <p>Steps:</p> <ol style="list-style-type: none"> <li>1. New worker assigned to foster/adoptive parent licensing will attend GPS training starting 3/23/2015 and ending 4/10/2015.</li> <li>2. A list of possible candidates for recruitment will be kept and maintained by the new worker. Recruitment will be targeted and based on the principle "Good parents know good parents." Community members in good standing will be identified to assist in identifying prospective families.</li> <li>3. Recent local home studies and ICPC home studies will be reviewed for possible interest in completing GPS and being retained as a foster/adoptive home.</li> <li>4. Recruitment worker will meet with community agencies to aid in identifying recruits and spreading the word regarding foster/adoptive parent recruitment. The agencies that serve the community already likely have the inside track on candidates to help the community. Signs will be posted in the community to bolster interest in foster parenting.</li> <li>5. Possible candidates will be contacted in January 2015 for a prescreening interview and invited to a group informational meeting to be held in February 2015 at Bibb Co. DHR to discuss steps to take prior to GPS class. Candidates will be encouraged to invite other interested parties to the meeting. Attendance will not be required to proceed but will be helpful in staying organized.</li> <li>6. Candidates who wish to continue will receive an application as well as instructions regarding completing background checks, financial statements, medicals, etc. in preparation for GPS class in April.</li> <li>7. Candidates will have two weeks to complete the application. After two weeks, recruitment worker will attempt to reach the family by phone. If no success after another week, worker will mail a letter to the candidates' home requesting the family to contact the worker.</li> <li>8. Applications will be screened. Those who successfully pass prescreening will be invited to GPS class.</li> <li>9. GPS classes will be held consecutively on weekly basis on a day and time agreed upon by the group.</li> <li>10. Funds will be used on multimedia to aid in GPS classes and recruitment such as a projector for a laptop.</li> <li>11. After successful completion of GPS class, the Department will offer Deciding Together to any family still wishing to serve as foster/adoptive parents but were not identified as candidates in time or were unable to attend due to scheduling conflicts. Families will be encouraged to complete one book every two weeks to unsure timeliness. Worker will be</li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		<p>responsible for contacting the family every two weeks to follow-up on completion.            12. GPS will be completed by August 1, 2015 to include training, home evaluations, etc.</p>
5	Blount	<p>Per Debra Cheek, 1/23/2015</p> <p>During February, 2015, Blount County Department of Human Resources will implement the following steps to promote foster and adoptive homes in the county:</p> <ol style="list-style-type: none"> <li>1. Completion of Group Preparation &amp; Selection (started January 13, 2015) to include the following training:               <ul style="list-style-type: none"> <li>• Encouragement to the potential foster and/or adoptive parents in the need for homes for special needs children and teens</li> <li>• Encouragement to the potential foster and/or adoptive parents to make a thorough, informed decision as to whether they can become effective foster/adoptive parents</li> <li>• Consistent effort on the part of social workers to promote the possibility of other community partners to foster/adopt</li> </ul> </li> <li>2. Placement of adoption cards in local county areas such as banks, churches and stores</li> <li>3. Fair booth in September to promote foster/adoptive parents</li> <li>4. November banners posted at DHR and Blount County Juvenile Court, as well as the regularly scheduled adoption party to celebrate the year's successful adoptions</li> </ol>
6	Bullock	<p>Per Tracy Larkins, 1/21/2015</p> <p>When a Potential Foster/Adoptive (PF/A) person comes in to the office (or calls) to inquire about becoming a provider, the service intake worker will take their name, contact number and provide the information to the Resource Developer. The Resource Developer (RD) will maintain a log of all PF/A's that comes into the office (or calls) detailing the date of the inquiry, their name, telephone #, and address.</p> <p>If someone in the Service Unit gets a PF/A inquiry, they will give the name, contact number, address and the date of the inquiry to the R D in order that she may mail them an application and a copy of Frequently Asked Question (FAQ) about Fostering/Adopting. Applications and accompanied information will be mailed within 24 hours. This will be indicated on the log also.</p> <p>A copy of the log will be provided to the Supervisor at individual worker conferences.</p> <p>Supervisor will review the log to ensure that Resource Developer has followed up with the PF/A person to acknowledge that DHR has received their request and offer assistance in completing the application within 5 days of the inquiry's initial contact. The R D will offer assistance such as going to the home to get the application and/or by having them come into the office to discuss it further.</p> <p>If the Resource Developer has not received the application back within 9 days, on the 10<sup>th</sup> day the RD will contact the PF/A again to remind them of the application and their interest to continue with the process.</p> <p>Once applications are received RD will request that ASA make a provider record in order to separately maintain applications and pertinent information.</p> <p>If there are 2 or more inquiries noted Resource Developer will schedule a GPS class. **Perspective class scheduled to begin February 16, 2015 at 6 p.m.</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>If there is only one inquiry R D will partner with a neighboring county who will be having an upcoming GPS class or we will conduct a Deciding Together class (if needed). The President of the Bullock County Foster Parent Association will contact the PF/A's to acknowledge their interest and provide words of encouragement and support.</p> <p style="text-align: center;">Bullock County DHR Foster/Adoptive Parent Recruitment Plan FY 2015</p> <ol style="list-style-type: none"> <li>1) Participate in several community events (APS Quarterly Network; Yellow Dot; Relay for Life in May; Christmas in July; National Adoption Celebration; Pike County CAC fundraiser and Veterans and Family Informational Seminar) to recruit Foster/Adoptive families.</li> <li>2) Publicize GPS Orientation to be held at least twice yearly, February and August.</li> <li>3) Newspaper articles regarding GPS, Foster and Adoptive parent activities to raise awareness of the need for additional foster and adoptive home.</li> <li>4) Place recruitment signs in front of agency and community regarding information on becoming a foster/adoptive parent.</li> <li>5) Continue to utilize "Open your heart, Open your home" at other local events.</li> <li>6) Mail letters of need for foster/adoptive homes to local and surrounding churches.</li> <li>7) Foster/Adoptive Parent recruitment booths will be set up and flyers handed out at Annual Chunnenugee Fair in Union Springs, AL.</li> <li>8) Foster Care Awareness Month program at Richard B. Stone Armory in May and Adoption Press Conference in November at Bullock County Courthouse.</li> </ol>
7	Butler	<p>Per Lisa Butts, 1/8/2015</p> <p>In the past few years Butler County has had some positive results from posting banners at school sports events as well as in other parts of the community. We have also spread the word through posting signs in local businesses regarding informational meetings and GPS Classes. We continue to set up a booth at the county fair every year providing pamphlets and contact information as well as speaking at civic clubs and churches. This year we plan to put up 11x17 "Open Your Heart, Open Your Home" posters throughout the community in local businesses and churches. In February, we will provide "Open Your Heart, Open Your Home" bookmarks to local churches for insertion in bulletins. We will also put our banners back up. We will continue to speak at civic clubs and local churches, too. When our next GPS date is set we will again put up posters including the dates for the trainings.</p> <p>Follow-up per Lesa Syler, 1/19/2015</p> <ol style="list-style-type: none"> <li>1. February- Meet with our local ministerial association to present information regarding the need for new foster family homes. We will share information regarding the current number of children in care, number of available homes and number of Child Protective Services ongoing cases. We will also share our concerns related to children having to move outside of their communities when they enter foster care. We will partner with the ministers to reach out to their congregations.</li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		<ol style="list-style-type: none"> <li>2. February- partner with our local newspaper to prepare an article related to the need for more foster families in our community. Highlight a current foster family.</li> <li>3. February- April- visit area churches, beginning in the McKenzie and Georgiana areas, to share information regarding foster parenting and our current needs. Provide video clips and bulletin inserts to the local churches. Share information about the upcoming GPS class that is scheduled for May.</li> <li>4. May- Foster Parent Appreciation Month- host the foster parent appreciation dinner, as well as partner with our local newspaper to highlight a family who has adopted through foster care. Also use this as a time to advertise the upcoming GPS class.</li> <li>5. May- begin a new GPS class</li> <li>6. August-October- visit churches throughout the county in areas that were not visited during the first wave of recruitment.</li> <li>7. October- begin the 2<sup>nd</sup> GPS class</li> <li>8. Throughout the year we will continue to use the banners that we have purchased at various sporting events, businesses, and other areas of the county.</li> </ol>
8	Calhoun	<p>Per Jane Harris, 1/12/2015</p> <ol style="list-style-type: none"> <li>1. Provide GPS classes three times a year and Deciding Together as often as needed.</li> <li>2. Participate in local functions at Quintard Mall, Boat Show and Health Fair.</li> <li>3. February 2015 participate in event at Anniston Museum.</li> <li>4. Recruitment at Social Work Day at Jacksonville State University.</li> <li>5. Post banner at Shoney's regarding need for Foster and Adoptive Parents.</li> <li>6. Workers will speak at church groups, day care homes and other venues.</li> <li>7. Send flyers to local churches and organizations quarterly.</li> <li>8. March 2015 recruitment efforts for April GPS class.</li> <li>9. Special Recruitment for Foster Parent Awareness Month in May.</li> <li>10. Distribute flyers at Wal Mart, Winn Dixie, Piggly Wiggley, Food Outlet, Family Dollar, Cato's, and Martin's about the need for Foster and Adoptive homes. Quarterly</li> <li>11. Advertise with yard signs at local businesses and homes.</li> <li>12. Public Service Announcements with radio stations and Channel 24</li> <li>13. QUARTERLY (SPECIAL ANNOUNCEMENTS FOR FOSTERCARE AND ADOPTION AWARENESS MONTHS)</li> <li>14. Partner with the Foster Parent Association to recruit homes at different venues quarterly.</li> <li>15. Attend Oxford Fest and recruit with Foster Parents.</li> <li>16. Foster Parent Incentive Fund to assist in recruitment efforts.</li> <li>17. Purchase items with DHR logo for recruitment events</li> <li>18. Special articles in the Anniston Star newspaper for May and November for Foster and Adoptive Parent awareness months.</li> <li>19. Supervisor will go out and recruit by passing out flyers and talking with customers regarding recruitment at different areas in the county.</li> </ol>
9	Chambers	<p>Per Julia Ann Hyde, 1/20/2015</p> <p>During this past year and as an on-going process, there have been many efforts to recruit foster and adoptive Homes.</p> <ol style="list-style-type: none"> <li>a. Much of the success that we have had has been in the area of word of mouth from our existing foster parents. Each</li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		<p>time we hear from an interested party, they always tell us that they have heard from one of our foster parents and are interested in talking further with us about this process.</p> <ul style="list-style-type: none"> <li>b. This past year we had a foster parent information event banquet where Freida Baker came and spoke as did our Judge and some of our foster parents as an encouragement to have others join us.</li> <li>c. We created a t-shirt for foster parents and DHR staff to wear. We recently participated in a McDonald's parade and we were able to show our signs on our cars that helped identify us.</li> <li>d. Have begun recent speaking engagements at churches in the area. We have several ministers as foster parents who give us guidance on this.</li> <li>e. One resource that we use are school teachers. We will ask that we be allowed to send a brochure through to the teachers in the two school systems. We have several teachers who are foster parents who guide us through this process.</li> <li>f. Have in the past had a running sign as advertisement on cable networks in the area and will continue to do this as well at no cost to us. This year we will also do articles on foster adoptive care and use interviews with foster parents as a part of this process. In the past they have gone with us on local TV networks to encourage others to join them.</li> <li>g. We have joined in with church events where we have had tables set up to explain the process and do hand-outs. We have created our own brochure which we use to distribute and we have little gift items that we distribute as well.</li> <li>h. We have created a video of children and adoptive parents that have been used in some circumstances. We want to create a generic video that can be used in presentations</li> <li>i. We have created a wanted poster that we have put up in various locations and we have created yard posters which are disbursed throughout the county</li> <li>j. We invite interested individuals to come to our foster parent meetings to hear their concerns and to see the comradery that exists with our foster parents.</li> <li>k. We have created an information booklet that is distributed to new foster parents about the various processes along with other information that they need to help them be better foster adoptive parents and to help them be able to answer questions</li> <li>l. We have a wall at DHR that is dedicated to our foster and adoptive homes that is covered with pictures of adoptive families.</li> </ul>
10	Cherokee	<p>Per Gerald Ware, 1/7/2015</p> <p>We will develop and utilize yard signs that will be placed throughout the community, which will address the County's need for foster/adoptive homes. The signs will have the resource worker's direct contact information.</p> <p>The resource worker will attend community events in an effort to recruit foster/adoptive parents. DHR staff will attend community meetings and discuss the need for foster/adoptive parents.</p> <p>Letters will be sent to all local churches, which will describe the need for foster/adoptive parents. The resource worker will arrange to speak at the churches, if requested. In addition to this, the worker will request that churches post a small statement in their church bulletins regarding the need for foster/adoptive homes in Cherokee County. This will be completed</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>during the month of February.</p> <p>Cherokee County DHR will host a community event this spring. Current and former foster parents will be invited as well as people from the community who might be interested in fostering and or adopting. Activities will be provided for children and the local news service will be invited.</p> <p>Current and former foster/ adoptive parents will be invited to the office for an appreciation event. Each person will be challenged to invite someone who is interested in fostering and or adopting.</p> <p>When in-service meetings are conducted with the local school systems, the worker can discuss the need for foster/adoptive parents with school faculty.</p>
11	Chilton	<p>Per Marilyn Colson, 1/12/2015</p> <ol style="list-style-type: none"> <li>11. Follow up with all inquiries to advise them of dates of upcoming GPS orientation/classes.</li> <li>12. Letters/flyers to selected churches <ul style="list-style-type: none"> <li>FUMC Clanton</li> <li>FBC Clanton</li> <li>FBC Jemison</li> <li>FBC Thorsby</li> <li>Maplesville Baptist Church</li> <li>New Life</li> <li>Church at Bethel</li> <li>Union Springs</li> <li>Walnut Creek UMC</li> <li>WEBC</li> <li>Lomax AOG</li> <li>First Assembly</li> <li>Grace Fellowship</li> </ul> </li> <li>13. Advise local media about this and provide information for a newspaper article about the recruitment efforts, as well as working with newspaper to develop a series of informative articles regarding foster/adoptive parents and DHR/GPS classes.</li> <li>14. Letters to current foster/adoptive parents</li> <li>15. On-going sign distribution of Open Your Heart/Open Your Home signs.</li> <li>16. Email to staff providing GPS information/dates encouraging staff to help identify/recruit potential foster/adoptive parents.</li> <li>17. Creating a GPS Class "event" on social media (Facebook). This will be a way to publicize GPS classes as to what they are and when they will be held. If this in ANY WAY attracts negativity, I will delete the event IMMEDIATELY.</li> <li>18. Create a recruitment "status" for employees and foster/adoptive parents to "share" on social media regarding upcoming GPS classes.</li> <li>19. Flyers for pizza boxes at Little Caesar's, Pizza Hut, Papa John's.</li> <li>20. Utilize Chamber of Commerce email newsletter announcement page and publicize at February Chamber of Commerce monthly meeting.</li> <li>21. Attend local community events where vendors/organizations can have informational booths, such as Chilton Co. Fair,</li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		Peach Festival/Jam/Parade, Health Fair, etc. and distribute recruitment materials to prospective foster/adoptive parents.
12	Choctaw	<p>Per Gloria Graham, 1/9/2015</p> <p>(4) Choctaw County DHR plans to distribute flyers to churches, civic organizations, local businesses, hospitals and other medical facilities. The flyers will contain information which will focus on the need for resources for foster/adoptive homes.</p> <p>(5) Choctaw County DHR plans to place an article in the local newspaper (upon approval from Connie Rogers) to run throughout the month of February focusing on the need for foster/adoptive homes. The newspaper article will focus on the need for homes for older children and children with special needs.</p> <p>(6) Choctaw County will continue to participate in the yearly Choctaw County Health Fair with a booth displaying information on how to become a foster/adoptive parent.</p>
13	Clarke	<p>Per April Williamson-Rocker, 1/12/2015</p> <p>Here are the ideas for Clarke County's recruitment plan for fostering or adopting children. We plan to have an Open House to invite the community to discuss fostering and adopting. During this time we will have an introduction/overview of fostering and adopting and plan to have one or two of our current foster parents to speak. We will also discuss GPS classes and the process and provide a tentative date for the next GPS classes. We will send flyers out to our community resources and invite them to attend. We would also place an ad in the local newspaper inviting the community to this event. We also have a relationship with the local radio stations and they would be willing to give us free air time to discuss the need in our county for fostering and adopting as well as inviting the community to the Open House.</p>
14	Clay	<p>Per Pamela Brooks, 3/25/2015</p> <p>Source worker will order posters from the DHR recruitment packet.</p> <p>Posters will be displayed in local businesses, the DHR lobby, the court house lobby, and mailed to churches to display.</p> <p>Check on placing banners at local ball fields to be displayed during ball season.</p> <p>Send a mass mailing to all county churches during the month of February and ask the churches to include foster/adoptive information in bulletins.</p> <p>Ms. Robertson will research for recruitment resources at no cost to the agency as per recommendations from our county QA Team.</p> <p>Source worker and other management positions will continue to speak to civic organizations, the local leadership conference, church to promote the need for foster/adoptive homes for our community.</p>
15	Cleburne	<p>Per Leslie Driver, 1/13/2015</p> <ul style="list-style-type: none"> <li>• <u>Contact Local Radio Stations and ask them to run a PSA regarding fostering/adopting with contact information.</u></li> <li>• <u>Contact Local Churches and Speak on Wednesday Evening or at Special Organizational Meetings about Fostering and Adopting</u> <ul style="list-style-type: none"> <li>○ Heflin Baptist</li> </ul> </li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>○ Freedom Baptist Church</li> <li>○ Crumbley's Chapel</li> <li>○ First United Methodist Church</li> <li>● Contact local youth ministers and discuss the need for foster/adoptive homes that are willing to accept teenage placements.</li> <li>● Synthesize data regarding current foster parents and what communities within the county do not have foster homes or are limited in the number of foster homes. Once the data is constructed contact local churches within those communities and arrange for speaking events to deliver the information to families. The target date for completing this goal is February 27, 2015.</li> <li>● Contact the President of CCFAPA and speak with them regarding the upcoming interest meeting and GPS class. Assess the possibility of payment for successful recruitment of new homes by other foster families. This recruitment incentive fee will not exceed \$100.00 as outlined in Foster Family Home/Adoptive Resource Approval Polices page 46.</li> <li>● Create and Provide flyers or information boards for placing at county offices such as city hall, the court house, local doctor's offices, etc.</li> <li>● We will utilize the local QA committee as a recruitment team. We will provide them with packets of information to share with other community members regarding the need for foster and adoptive homes. This will include a form that they can have an interested party complete with basic information so that we can follow up with them.</li> <li>● Contact the Chamber of Commerce and ask to utilize their meetings and activities for recruitment purposes.</li> <li>● Have local community members such as the EMA, Law Enforcement, etc. make announcements on their Facebook pages that the County has upcoming Foster and Adoptive parent classes.</li> </ul>
16	Coffee	<p>Per Amanda Wallace, 1/12/2015</p> <ol style="list-style-type: none"> <li>1. Speeches at local churches and Civic Clubs (Republican Women, Altrusa Club, Rotary Club, Lions Club, and the Pilot Club are examples of clubs we have talked to and will continue to attend.</li> <li>2. Display brochures and flyers at different locations around the county such as post offices, county buildings, local businesses, and local hospitals.</li> <li>3. Contact will be made with the local newspaper regarding news release and the possibility of a feature story.</li> <li>4. Recruitment event in coordination with National Adoption Awareness Day with local news station.</li> <li>5. Participate in local community events</li> </ol>
17	Colbert	<p>Per Tonya Holden, 1/9/2015</p> <ul style="list-style-type: none"> <li>● Work in partnership with our local foster and adoptive parent association to recruit through word of mouth and other civic organizations periodically throughout the year.</li> <li>● Place pamphlets in Colbert County DHR lobby.</li> <li>● Place brochures in doctor's offices, dance studios, dentist offices, restaurants, and other businesses as allowed.</li> <li>● Letters to area churches/speaking events at churches.</li> <li>● Letter to local businesses asking them to add to their business sign: <i>Contact DHR for Foster Parent/Adoption Information.</i></li> <li>● Attempt to locate free radio and newspaper advertising.</li> <li>● Return all phone calls regarding potential foster parents within 24 hours. Follow up with those expressing interest on a routine basis.</li> </ul>
18	Conecuh	<p>Per Lou Boykin, 3/9/2015</p> <p>Our agency plans to recruit foster parents utilizing the following methods:</p>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>-Through word of mouth by our staff and existing foster parents</li> <li>-Newspaper Articles</li> <li>-Hosting a Foster/Adoptive Parent Appreciation Luncheon and invite prospective parents</li> <li>-Utilizing the local Radio Station for free air time to present program</li> <li>-Contact other counties with a success rate with recruitment ideas</li> </ul>
19	Coosa	<p>Per Billie Robinson, 1/9/2015</p> <p>Coosa County DHR will continue our efforts in recruit foster/adoption throughout 2015 by the efforts listed below:</p> <ul style="list-style-type: none"> <li>7. Coosa County will purchase 2 cameras for staff to take photos of children in care for life books and sharing.</li> <li>8. Coosa County will purchase lifebook materials if funds are available after the purchase of the two cameras.</li> <li>9. Coosa County will set up a booth at annual health fair located in Coosa County in October 2015.</li> <li>10. Coosa County will use leftover incentives for recruitment of foster/adoptive homes.</li> <li>11. Coosa County will place banners and yard signs out that were purchased in past years.</li> </ul>
20	Covington	<p>Per Lesa Syler, 1/19/2015</p> <ul style="list-style-type: none"> <li>9. GPS Panel Night will be held March 2. We will celebrate the completion of the largest GPS class in Covington County's history. We will partner with local media to highlight the new potential foster parents and the reasons they made the decision to join our efforts.</li> <li>10. April-July- we will coordinate with churches in the areas of the county we have not visited and present information to these church congregations. In addition to presenting information regarding the need for foster family homes, we will also highlight the need for medically fragile homes. We currently have two medically fragile children who are placed out of the county due to the lack of available resources. We will begin with Red Level, Florala and Wing.</li> <li>11. May- as part of Foster Parent Appreciation Month, we will recognize our current foster parents, including those who complete the current GPS class. We will also invite those who are on the list of potential homes and request their assistance in providing the dinner, door prizes, etc. We believe this is a good way to have these potential foster parents become involved with our system and build a relationship with each of them.</li> <li>12. Throughout the year, we will call upon those who are considering becoming foster parents when our children have needs such as school supplies, Easter Baskets, Valentines gifts, etc. This will allow us to begin building the prospective parents comfort level and commitment to our system.</li> <li>13. July- August- we will partner with the local media to advertise the upcoming GPS class, and the need for foster families in various areas of the county. We will also highlight the need for medically fragile homes.</li> <li>14. July-August- we will place the yard signs we have previously purchased, as well as the banners that have been purchased, strategically throughout the county.</li> <li>15. August- We will begin our second GPS class of the year.</li> <li>16. Throughout the year, the staff will utilize their various social media pages to highlight the need for foster families in our area. We are able to reach a large number of individuals through this media and we have seen a tremendous response over the past year.</li> </ul> <p>We have found that our recruitment efforts are most successful when the public hears from us personally. We must make the effort to go to the public so that they know us and learn to trust us. Once they begin to see the individuals in our office and we share information about the work we do, they respond. Therefore, the majority of our recruitment efforts are related</p>

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21	Crenshaw	<p>to building relationships with those people in our community who have an interest in caring for our children.</p> <p>Per Jennifer Butts – 1/12/2015</p> <p>Local radio station, WAOQ  in the local paper, Luverne Journal  local church bulletins  n Display at our library  civic organizations  pizza restaurant boxes</p> <p>Local supermarket sale paper  Drink koozies at our local sports park  on our Health Department Scrolling Marque Sign  sign displayed in the area where our local hospital, health department, DHR and children's hospital are located  display at Relay for life walk/run  Parent Recruitment cards available for taking at other local business  Display at local Peanut Boil Festival</p>
22	Cullman	<p>Per Callie Smith – 1/14/2015</p> <p>January-  Smoke Rise Baptist Church Panel –January 18<sup>th</sup>  Mazzoula Children's Musical-January 24<sup>th</sup>- Flyers available</p> <p>February-  Ask newspaper to run notice in local news column for upcoming GPS  Leave flyers at local restaurants</p> <p>March-  Walk Me Home Event- March 14<sup>th</sup> (tentative date)  Signs/Cards at Feed and Seed Companies/Farm and Garden Shops</p> <p>April-  Safe Kids Expo April 11<sup>th</sup>  Cullman Caring for Kids Radio Show</p> <p>May-  Ask newspaper to run article on foster parents for FP appreciation month  Contact 4 churches about putting notices in their bulletins</p> <p>June-  Attend Bi-annual Cattleman's Dinner with Flyer's and Cards.  Put cards/signs at City Park and Rec office where children are signed up for sports</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>July- Ask vet clinics to put up flyers in their clinics Post Signs at the Fest Halle Marketplace</p> <p>August- Ask local radio to run advertisement Talk with school counselors about leaving information for school meetings</p> <p>September- Ask newspaper to run notice in local news column for upcoming GPS Post signs at entrance of Rodeo at the Agriculture Center</p> <p>October- Place Flyer in the Print Publication that Oktoberfest Publishes-Local Publication Ask 4 dental offices to put up flyers in their clinics</p> <p>November- Adoption Celebration for Yearly Adoptions for National Adoption Month, Take Pictures and have article in paper Place Flyers and Cards at the Sheriff's Department and Probate Office</p> <p>December- Post flyers in local stores that are frequented during Christmas Post Signs at Santa/Reindeer at Belk Shopping Center</p>
23	Dale	<p>Per Chris Woodall, 1/23/2015</p> <p>Goal: To recruit and develop foster care and/or adoptive resources (individual and couples).</p> <p>Target Area: Faith-based resources.</p> <p>A. Explore potential resources through existing relationship. <i>As a Southern Baptist Christian and interim pastor in a Southern Baptist Church; I have an existing relationship with like-minded believers through the Dale Baptist Association. In addition, the Southern Baptist Convention is currently an advocate in the area of adoption. Many leaders in the convention have adopted or plan to adopt (domestic and international).</i></p> <p>The Dale Baptist Association currently consists of 34 churches that are in Ozark, Arton, Daleville, Clayhatchee, Level Plains and throughout Dale County. These churches include diverse membership that includes Caucasians, African Americans, Korean, and Hispanics.</p> <ul style="list-style-type: none"> <li>▪ Step One: Schedule a meeting with Rev. Kenneth Hale, Associational Missionary, and discuss the need for foster and adoptive resources. Explore with him the biblical instruction and example of adoption as well as explore the state requirements and process for foster care and adoption.</li> <li>▪ Step Two: Schedule a meeting with the pastors/staff of the churches in the Association. They meet every Monday. At the meeting, share similar information with them that was shared with Rev. Hale. Explain the desire to communicate more specific information to the local congregations. Discern pastors and leaders who are</li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<p>interested in gathering more information.</p> <ul style="list-style-type: none"> <li>▪ Step Three: Schedule opportunities to promote information with congregations. This can be done on Sundays or other predetermined times. For example, schedule interest meetings at various churches. This could be done during office hours or after as needed to accommodate the schedules of those who are interested.</li> <li>▪ Step Four: Develop a list of couples and individuals who would like more information. Schedule meetings at their homes and/or DHR office to dive deeper into the process (pre-screen). For those who are interested, provide Foster Care /Adoption Application Packets.</li> <li>▪ Step Five: Develop and maintain a solid pool of foster care and adoptive resources. In the relationship with the resources, using the characteristic willing to parent form, help connect with waiting children throughout Alabama and match them with forever homes.</li> </ul> <p><i>Dale County can be the catalyst to spark of an adoption revival and see the number of children leave the system and connect with forever families.</i></p> <p>B. Explore potential resources through new relationships. In line with the faith-based movement, expand the development of resources through other Christian denominations such as Methodists, Lutheran, Assembly of God, etc. Follow the five steps in Point A in developing meetings with associations and leadership groups as well as individual churches in the community.</p> <p>C. Create avenues for developing potential resources through marketing. For example, in November (National Adoption Month), pass out information outside of Walmart, to spark the individual or couple into possibly considering becoming a resource. Consider other marketing methods to get information into the community.</p> <p>Target Area: General Public</p> <p>A. Utilize community advertisements that are no cost to community organizations (i.e. Scrolling Sign at CB&amp;T) to promote and share contact information for interested individuals and couples.</p> <p>B. Explore contact with Civic Organizations. Meetings and speaking engagements about foster care and adoption can be arranged through organizations such as Rotary Club or Kiwanis Club of Ozark.</p> <p>This plan would fit into the scope of the adoption policy. Introduction Section IV Adoption Services Segment A: Recruitment <i>“The first approach to recruitment is generic recruitment. This method makes a broad general statement of appeal to the public for homes for all waiting children, specifically those with special needs.”</i></p>
24	Dallas	<p>Per Wanda Goodwin, 1/13/2015</p> <p>Orientation/Meet &amp; Greet “Open Your Heart, Open Your Home” will be held on February 12, 2015 for prospective applicants. Flyers announcing event will be sent to local churches. Announcement will also be sent to local newspaper for publication.</p>

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		<p>In conjunction with the 50<sup>th</sup> anniversary of the civil rights movement, displays will be put up in key focal point locations, which include recruitment toolkits emphasizing “Your Ordinary Can Be a Foster Child’s Extraordinary”.</p> <p>The Selma Dallas Library will be contacted regarding creating a display of books on foster care and adoption and recruitment toolkits for the month of May.</p> <p>A Recruitment Fair at a park with food and games will be held in June.</p> <p>Display board and recruitment toolkits will be displayed at the Central Alabama State Fair in October.</p> <p>An Adoption Celebration will be held in November and publicized in the local newspaper.</p>
25	DeKalb	<p>Per Suzanne Thomas, 1/13/2015</p> <p>Media:</p> <ul style="list-style-type: none"> <li>• County will contact foster/adoptive parents asking them to help recruit on social media, in the community, and etc...</li> </ul> <p>Community Resources:</p> <ul style="list-style-type: none"> <li>• County will have a meet and greet at a local coffee shop to try to recruit more families from the community. This will be held on February 9, 2015.</li> <li>• County will make coloring sheets and give them out to local daycares with the Departments contact information to try to recruit more families.</li> <li>• County will contact local churches and ask them to make an announcement in their bulletins and see if they will advertise on their marquees.</li> <li>• The Department will contact the Tourist Information Center about posting information on the Marquee.</li> <li>• County will have yard signs made to place strategically throughout the county to recruit more foster families.</li> <li>• County will contact the DeKalb County Board of Education and ask them to notify all the parents, teachers, and education staff about the need for more foster/ adoptive parents.</li> <li>• County will contact the DeKalb County Children’s Advocacy Center to ask them to add the Department’s contact information on their newsletters and bulletins to give out during their annual fundraisers which are given out all over the community.</li> </ul> <p>Clubs and Affiliations:</p> <ul style="list-style-type: none"> <li>• Make speeches to civic clubs and other organizations to recruit more families during the month of February.</li> </ul>
26	Elmore	<p>Per Christian Holly, 1/8/2015</p> <ul style="list-style-type: none"> <li>• Flyers will be placed in local grocery stores and will be given to customers as they check out. The stores will be Winn Dixie in Wetumpka, Winn Dixie in Millbrook, Winn Dixie in Tallassee, and Food Outlet in Millbrook.</li> <li>• The recruitment board will be set up in the Elmore Community Hospital for the entire month of February, along with flyers.</li> <li>• The recruitment board will be set up in the Wetumpka and Millbrook Wal-Marts several times throughout the year.</li> </ul>

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		<ul style="list-style-type: none"> <li>• The recruitment board will be set up at the regularly occurring Chamber of Commerce Business Expo in Wetumpka.</li> <li>• Flyers and other recruitment information will be placed in local businesses such as Dr.'s offices, Dentists offices and banks.</li> <li>• Local churches will put recruitment information in the church bulletins.</li> <li>• Checking with local newspapers about running ads at least one week during the month of February.</li> <li>• Resource Worker or Supervisor will speak at local civic clubs and organizations regarding the foster care program and provide application information.</li> <li>• Elmore County DHR will host a Foster Parent Appreciation Luncheon and invite current Foster Parents to invite prospective parents. Recognition awards will be given to current Foster Parents and information provided to prospective parents. Speakers may include foster parents or former foster children.</li> <li>• Offer incentives for current foster parents who refer prospective parents who complete GPS.</li> <li>• Complete an in-house review to determine what areas of the county we are lower in number of homes and target recruitment in those areas</li> </ul>																								
27	Escambia	<p>Per Lynn Barnes, 1/19/2015</p> <table border="0"> <tr> <td data-bbox="422 613 667 646">January</td> <td data-bbox="667 613 1887 678">Radio ad on WEBJ, WPFL and WKNU regarding need for homes for large sibling groups and teenagers.</td> </tr> <tr> <td data-bbox="422 678 667 711">February</td> <td data-bbox="667 678 1887 743">Open Your Heart and Home color page will be mailed to all local churches for the Sunday School classes to color and take home.</td> </tr> <tr> <td data-bbox="422 743 667 776">March</td> <td data-bbox="667 743 1887 776">Make presentations to Civic and Community Clubs about need for foster/adoptive families.</td> </tr> <tr> <td data-bbox="422 776 667 808">April</td> <td data-bbox="667 776 1887 808">Encourage DHR staff and foster parents to post recruitment logo on Facebook page.</td> </tr> <tr> <td data-bbox="422 808 667 841">May</td> <td data-bbox="667 808 1887 841">Article in newspaper regarding National Foster Parent month spotlighting a local foster family.</td> </tr> <tr> <td data-bbox="422 841 667 873">June</td> <td data-bbox="667 841 1887 873">Booth at Blueberry Festival in Brewton.</td> </tr> <tr> <td data-bbox="422 873 667 906">July</td> <td data-bbox="667 873 1887 987">Work through the Baptist Association and non-denominational ministers to develop a calendar on dates/times in July for DHR staff and/or foster parents can go to various churches and speak to the congregations/Bible study groups, etc. about becoming foster/adoptive families or things that can be done to assist those families that are already licensed.</td> </tr> <tr> <td data-bbox="422 987 667 1019">August</td> <td data-bbox="667 987 1887 1084">Utilize Foster Parent Association and DHR staff members to post flyers/posters at Hair Salons/Hospitals/Doctor's Offices/Other Various Businesses and Churches they attend or visit regularly.</td> </tr> <tr> <td data-bbox="422 1084 667 1117">September</td> <td data-bbox="667 1084 1887 1149">Request to have informational table or at least informational material available at PTA meetings held at the schools in the county.</td> </tr> <tr> <td data-bbox="422 1149 667 1182">October</td> <td data-bbox="667 1149 1887 1182">Booth at William's Station Day in Atmore</td> </tr> <tr> <td data-bbox="422 1182 667 1214">November</td> <td data-bbox="667 1182 1887 1214">Article in newspaper regarding National Adoption Month spotlighting a local adoptive family.</td> </tr> <tr> <td data-bbox="422 1247 667 1279">December</td> <td data-bbox="667 1247 1887 1409">Involve the local Kiwanis club to offer a prize and do judging for the winner of a coloring contest. Coloring sheets (recruitment logo) will be distributed to participating churches with children's church programs (ages 5-7 years old). On the day of the contest, the pastor will be asked to tie his message for the adults to the foster/adoptive theme. The winner of the contest will receive the prize donated by Kiwanis; picture in the paper; and colored logo in Escambia's future recruitment endeavors.</td> </tr> </table>	January	Radio ad on WEBJ, WPFL and WKNU regarding need for homes for large sibling groups and teenagers.	February	Open Your Heart and Home color page will be mailed to all local churches for the Sunday School classes to color and take home.	March	Make presentations to Civic and Community Clubs about need for foster/adoptive families.	April	Encourage DHR staff and foster parents to post recruitment logo on Facebook page.	May	Article in newspaper regarding National Foster Parent month spotlighting a local foster family.	June	Booth at Blueberry Festival in Brewton.	July	Work through the Baptist Association and non-denominational ministers to develop a calendar on dates/times in July for DHR staff and/or foster parents can go to various churches and speak to the congregations/Bible study groups, etc. about becoming foster/adoptive families or things that can be done to assist those families that are already licensed.	August	Utilize Foster Parent Association and DHR staff members to post flyers/posters at Hair Salons/Hospitals/Doctor's Offices/Other Various Businesses and Churches they attend or visit regularly.	September	Request to have informational table or at least informational material available at PTA meetings held at the schools in the county.	October	Booth at William's Station Day in Atmore	November	Article in newspaper regarding National Adoption Month spotlighting a local adoptive family.	December	Involve the local Kiwanis club to offer a prize and do judging for the winner of a coloring contest. Coloring sheets (recruitment logo) will be distributed to participating churches with children's church programs (ages 5-7 years old). On the day of the contest, the pastor will be asked to tie his message for the adults to the foster/adoptive theme. The winner of the contest will receive the prize donated by Kiwanis; picture in the paper; and colored logo in Escambia's future recruitment endeavors.
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May	Article in newspaper regarding National Foster Parent month spotlighting a local foster family.																									
June	Booth at Blueberry Festival in Brewton.																									
July	Work through the Baptist Association and non-denominational ministers to develop a calendar on dates/times in July for DHR staff and/or foster parents can go to various churches and speak to the congregations/Bible study groups, etc. about becoming foster/adoptive families or things that can be done to assist those families that are already licensed.																									
August	Utilize Foster Parent Association and DHR staff members to post flyers/posters at Hair Salons/Hospitals/Doctor's Offices/Other Various Businesses and Churches they attend or visit regularly.																									
September	Request to have informational table or at least informational material available at PTA meetings held at the schools in the county.																									
October	Booth at William's Station Day in Atmore																									
November	Article in newspaper regarding National Adoption Month spotlighting a local adoptive family.																									
December	Involve the local Kiwanis club to offer a prize and do judging for the winner of a coloring contest. Coloring sheets (recruitment logo) will be distributed to participating churches with children's church programs (ages 5-7 years old). On the day of the contest, the pastor will be asked to tie his message for the adults to the foster/adoptive theme. The winner of the contest will receive the prize donated by Kiwanis; picture in the paper; and colored logo in Escambia's future recruitment endeavors.																									
28	Etowah	Per Sonya Deramus, 1/12/2015																								

CO. #	CO. NAME	COUNTY PLAN
		<p>January 2015 We will have our last day of GPS class January 13, 2015. There will be four new homes opening for foster and adoptions soon from this class.</p> <p>February 2015 We will have a booth set up with informative information for foster/adopt at the Jacksonville State Uni. Social Work Day. We will also have an informative booth inside the Gadsden Mall on the 13<sup>th</sup> and 27<sup>th</sup> of February.</p> <p>March 2015 We plan to start a new GPS class on March 3<sup>rd</sup>.</p> <p>April 2015 We will participate in the United Way give back event that is usually downtown Gadsden and will also attend 1st Friday downtown with informative booths at both. The last week in the month we plan to set up a booth at the YMCA Healthy Kids Day Event.</p> <p>May 2015 GPS will end on May 3<sup>rd</sup> and we will begin to license those homes. We will also attend 1<sup>st</sup> Friday in Gadsden on May 1. We will also have a Foster Parent Appreciation Day during this month.</p> <p>June 2015 We will have informative booths inside the Gadsden Mall on June 5, and 19<sup>th</sup> and 1<sup>st</sup> Friday downtown Gadsden June 5<sup>th</sup>.</p> <p>July 2015 We will attend 1<sup>st</sup> Friday event on July 3<sup>rd</sup> and informative booths inside the Gadsden Mall on July 10<sup>th</sup> and 24<sup>th</sup>. We will also attend the 1<sup>st</sup> Saturday event in downtown Gadsden.</p> <p>August 2015 We will participate in the United Way Good Hair Day held annually at the First United Methodist Church downtown early August.</p> <p>September 2015 start new GPS class September 1.</p> <p>October 2015 will participate in the United Way Give back event held at the Gadsden Mall on October 30.</p> <p>November 2015 complete GPS class and license new homes.</p> <p>December 2015 continue to license new homes and have informative booths in Gadsden Mall on December 4<sup>th</sup>.</p>
29	Fayette	<p>Per Dwanla Anderson, 1/12/2015</p> <p>Fayette County has placed signs throughout the county to advertise the need for foster/adoptive families. We are also getting ready to do a tri county GPS class with Marion and Lamar County. This has been advertised in our local newspaper. Also, last week the local newspaper interviewed our resource worker, Myra Rainey. The newspaper will feature an article on the need for families as well as information on becoming a foster parent.</p>
30	Franklin	<p>Per Jerry Groce, 1/14/2015</p> <p><u>Newspapers:</u> The Times Daily (Regional Paper) and Franklin County Times &amp; Red Bay Times (Local Papers) will be utilized as resources to raise community awareness of the need for more foster/adoptive parents. We will also post the times and dates for semi-annual Group Preparation Selection Classes.</p>

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		<p>We will request that a Public Information article be placed in the local Franklin County newspaper each week during the month of February. We will collaborate with Lauderdale and Colbert County DHR to run a joint Public Service Announcement in the Times Daily.</p> <p><u>Radio:</u> Public Service Announcements about GPS class orientation and class schedule will be sent to the local stations asking that they be included in their broadcast. We will also request that our staff and foster parents be allowed to do some of the announcements.</p> <p>Contact media sources include local stations: WFMH-FM 95.5, and AM 920. We will also work in conjunction with our neighboring counties of Colbert and Lauderdale to place ads on the regional radio station WQLT-FM 107.3.</p> <p><u>Public Meetings:</u> Our QA/ GPS Coordinator will be speaking at local churches, non-profit organizations, and Civic Clubs (Kiwanis, Lions, Rotary, Domestic Violence, etc.) to inform them of the need for more Foster Homes and Adoptive Placements.</p>
31	Geneva	<p>Per Denise Hanks, 1/6/2015</p> <ol style="list-style-type: none"> <li>1. Contact churches to place information in bulletins.</li> <li>2. Contact area businesses/churches with marquee and request promotional space.</li> <li>3. Contact local libraries to see if they are willing to do a display about Foster Care and adoption in the months of May and November. May is National Foster Care month and November is National Adoption Month.</li> <li>4. Contact will be made with local newspapers regarding a news release and possibly a feature story.</li> <li>5. Make bookmarks and place at the public library.</li> <li>6. We plan to request all county DHR staff and community partners, including foster parents, to post this year's recruitment logo as their profile picture on Facebook and this year's recruitment slogan as their status in May in order to raise awareness of the need for foster/adoptive families.</li> <li>7. Get on the agenda for County Commissioners for a Proclamation of National Foster/Adoptive Parent Month in May.</li> <li>8. Have a Foster/Adoptive Parent appreciation dinner. Ask each foster/adoptive parent to bring another couple who is interested.</li> <li>9. Organize a meeting/training with foster/adoptive parents. Ask them to bring one new couple who is interested in being a foster/adoptive parent.</li> <li>10. Submit a PSA to be announced by local radio stations.</li> </ol>
32	Greene	<p>Per Beverly Vester, 1/12/2015</p>

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		<p>Pamphlets will be distributed at “Grown Folks Night Out, Foster Parents Social Hour”</p> <p>February 14, 2015</p> <p>Person(s) Responsible: Foster &amp; Adoptive Parents, DHR Liaison</p> <hr/> <p>Display will be set up at the local library with books about foster care and adoption.</p> <p>Daily during the month of February</p> <p>Person(s) Responsible: Nettie Davis &amp; Joyce Gipson</p> <hr/> <p>Displays and brochures about foster care and adoption will be placed at sites where adults frequent (Hospital, Clinics, Banks, Beauty Shops, Barber Shops, and Courthouse) etc...</p> <p>During the month of February</p> <p>Person(s) Responsible: DHR Staff &amp; Volunteers</p> <hr/> <p>Speaking engagements at Civic, Social and Service organizations, etc...</p> <p>During the month of February</p> <p>Person(s) Responsible: DHR Staff, Foster Parents, &amp; Adoptive Parents</p> <hr/> <p>Announcements about foster care and adoption will be distributed at churches.</p> <p>During the month of February</p> <p>Person(s) Responsible: DHR Staff, Volunteers, Foster Parents, and Adoptive Parents</p> <hr/> <p>Display will be set up in the foyer of Greene County DHR with pamphlets and brochures about fostering and adopting.</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>During the entire month of February</p> <p>Person(s) Responsible: DHR Staff</p>
33	Hale	<p>Per Rose Shadwick, 1/9/2015</p> <p>January</p> <ul style="list-style-type: none"> <li>• Mail in Recruitment Plan</li> <li>• Community speaking engagement in schools, churches or civic club</li> </ul> <p>February</p> <ul style="list-style-type: none"> <li>• Coloring sheets to schools for Valentine's Day</li> <li>• Community speaking engagement in schools, churches or civic clubs</li> </ul> <p>March</p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers at area schools.</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p>April</p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers at area stores</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p>May</p> <ul style="list-style-type: none"> <li>• News article for Foster Parent Month</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p>June</p> <ul style="list-style-type: none"> <li>• Brochures, posters &amp; flyers at area doctors &amp; vet offices</li> <li>• Community speaking engagement in schools, churches or civic clubs.</li> </ul> <p>July</p> <ul style="list-style-type: none"> <li>• Advertise with school football schedules</li> <li>• Advertise in church bulletins</li> </ul> <p>August</p> <ul style="list-style-type: none"> <li>• Advertise in school sports programs</li> <li>• Coloring sheets and crayons to local restaurants</li> </ul> <p>September</p> <ul style="list-style-type: none"> <li>• Advertise with schools via banners</li> <li>• Community speaking engagements</li> </ul> <p>October</p>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Set up booth at Fall Festival Event(s)</li> <li>• Community speaking engagements</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>• News article for adoption month</li> <li>• Brochures, posters &amp; flyers in area churches</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• Coloring sheets to schools for Christmas</li> <li>• Brochures, flyers &amp; posters in area churches</li> </ul>
34	Henry	<p>Per Stephanie McKnight, 1/5/2015</p> <ol style="list-style-type: none"> <li>1. Distribute Coloring sheets to daycare centers and homes.</li> <li>2. Coloring sheets distributed to known churches with children’s church programs and nursery-preschool programs. (also plan to do this for as many Vacation Bible Schools as possible this summer, will need new/different coloring sheets)</li> <li>3. Church bulletin inserts for churches in Henry County. Also, ask Henry County DHR &amp; Health Department employees to take to their home churches as well.</li> <li>4. Request permission to place an insert in school report cards and also explore placing inserts in Alabama Power Company statements or local utility company/business statements.</li> <li>5. Newspaper Op-Ed piece in Abbeville Herald and Dothan Progress—</li> <li>6. Op-Ed piece posted to local online web news media such as Wiregrass Live, Ricky Stokes News, etc.</li> <li>7. Arrange another newspaper interview with foster/adoptive parent for Dothan Progress</li> <li>8. Advertise and Host Interest meeting in late February-March and July- August prior to beginning next GPS class or do Deciding Together.</li> <li>9. Seek out civic groups, clubs, organizations, church groups to provide information about becoming a foster/adoptive parent to include Chambers of Commerce, Lions &amp; Kiwanis Clubs and other such organizations.</li> <li>10. Distribute yard signs, business cards and other materials to raise awareness for the need for foster/adoptive parents.</li> </ol>
35	Houston	<p>Per Julie Lindsey – 1/5/2015</p> <p>Our big recruitment for potential foster and adoptive resources is in November during the National Peanut Festival which generates about 150,000 visitors each year. We always do a booth for foster and adoptive recruitment which also ties in with the theme of the festival each year. This past year we won 4<sup>th</sup> place for our booth.</p>

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		<p>This year, in addition to the booth at the National Peanut Festival, we plan on sending out a survey to all foster and adoptive parents/ resources as well as community partners regarding recruitment ideas. We plan on sending out the survey by 01/12/2015. After we receive the survey, we would like to invite these foster and adoptive parents/ resources as well as community partners to a meeting, tentatively scheduled for 02/12/15, to discuss what we found from the surveys and strategies to address any issues and ideas regarding recruitment. From there, we hope to develop a flyer that can be distributed to local churches and possibly local businesses. Hopefully this meeting will generate other ideas as well.</p> <p>In May we present proclamation to the County and City Commissions to recognize May as Foster Care Month. We also do proclamations in November recognizing November as Adoption month. During both of these month, some of our foster and adoptive parents are interviewed by the local newspapers in recognition of these months.</p>
36	Jackson	<p>Per Jennifer Owens, 1/12/2015</p> <ul style="list-style-type: none"> <li>• Information about classes is mailed to all churches within the county at least one month prior to classes beginning</li> <li>• Posters will be hung at the local hospital prior to classes. Worker will also contact the Rec Com to possibly hang a poster</li> <li>• Worker will contact the libraries about setting up a book display regarding foster care/foster parenting along with posters and recruiting material prior to classes beginning each time</li> <li>• Contact banks and other business with marquis to advertise classes</li> <li>• Contact North Jackson Electric Board about an article or information about classes in Alabama Living.</li> <li>• Bookmarks provided during any recruiting events</li> <li>• Worker sends postcards to all inquiries about foster parenting</li> <li>• Worker mails information to potential foster parents</li> <li>• Contact newspapers about approved articles prior to classes</li> <li>• Contact the movie theater and gas station about advertising on their screens (with approval)</li> <li>• Contact Baptist Association about putting information about classes in their newsletter</li> <li>• Contact local channels for approved PSA</li> <li>• Scottsboro Christmas Parade float</li> <li>• Speaking engagements with churches, church groups, other organizations</li> <li>• Jackson Co. Foster Parent being trained for GPS co-lead. She is very beneficial to recruiting and FAPA activities.</li> <li>• Foster Parent Appreciation Dinner, Back to School Party, Christmas Party (maintenance)</li> <li>• National Adoption Month Celebration for the year's completed adoptions (maintenance)</li> <li>• Monthly training with FAPA and Shocco Springs Training for foster parents (maintenance)</li> </ul>
37	Jefferson - includes Bessemer Division	<p>Per Courtney Hall, 1/20/2015</p> <p>Goal: Provide stable foster home placements for children entering foster care so that they experience a minimal number of placement episodes in the journey toward permanency.</p> <p>Strategies:</p> <ul style="list-style-type: none"> <li>• Increase current foster Homes in Jefferson County (Birmingham &amp; Bessemer) from current number of 220 to 250. Target approval of at least 10 homes specifically for teens and at least 5 for medically fragile/special needs children.</li> <li>• Provide foster parents with pre- &amp; post-adoptive services as needed.</li> <li>• Increase the number of children that are adopted by their TFC foster parents.</li> <li>• Make contact with all of the TFC providers and ask that we be allowed to speak to their staff about the benefits of adoption and the adoption process.</li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Partner with TFC providers by serving on their GPS panels to discuss adoption and answer any questions that the potential foster parents may have related to becoming adoptive parents of older youth.</li> <li>• Increase the number of adoptions of children that have the case plan of ANIR</li> <li>• Partner with APAC to serve on their GPS training panel for adoptive parents to develop a relationship as well as respond to any questions related to policy and procedure and practice within Jefferson County.</li> <li>• Coordinate and partner with APAC to staff recruitment events and activities within the community.</li> <li>• Utilize APAC services to support potential adoptive, adoptive and post-adoptive families.</li> <li>• Recruitment Intake Line: Provide more personalized ongoing engagement with prospective foster and adoptive resources that make inquiries via the County Hotline by sending informational packets within three days of inquiry. Follow up within one week of packet being mailed and at least monthly until participant has begun training or elected to withdraw from the process. We will follow up with inquiries made to the State Hotline by making contact within one week of receiving their contact information.</li> <li>• Refreshments for GPS orientation and training classes</li> <li>• Recruitment supplies &amp; equipment: Purchase supplies and equipment to develop presentations and literature that are more professional in appearance and appealing to prospective foster and adoptive families to be utilized at community awareness and recruitment events and presentations and training classes.</li> </ul> <p>Recruitment Activities:</p> <p>Recruit members for Resource Work Group/Committee</p> <p>The Resource Work Group committee will serve as a working group to assist with recruitment and retention efforts. The Resource group would expand our scope and assist with brainstorming recruitment ideas, identifying other resources, planning community based events and activities. The group will meet bi-monthly or quarterly based upon a consensus from the group. Participants will be recruited from DHR staff, community partners including but not limited to medical community (Nell Henderson liaison); Education (Becky Bevis, Liaison); Law Enforcement, Foster Parent Association (Tracy Hacker, FPA President, Judith Story, Bessemer President), Religious Community, Neighborhood Association presidents, Civic and Community Leaders, and Corporations, Churches; children’s policy council; local foster parent support groups (Gardendale First Baptist); Altar 84 a local Orphan Care Ministry that partners to support local foster &amp; adoptive families .</p> <ul style="list-style-type: none"> <li>• Meeting with Children’s Aid Society Independent Living Program Coordinator and Teen Advisory Board to brainstorm ideas for recruitment venues; schedule times that teens will present “Caring for Teens” message to foster parents and prospective foster parents.</li> <li>• Collaborate with Children’s Hospital of Alabama to develop strategies for recruitment of homes for medically fragile children from the medical community.</li> <li>• Contact Alabama 13 to discuss development of media campaign</li> <li>• Foster parent president Tracy Hacker to be spotlighted on “Joy in our Town” WTBN to promote awareness of need for foster and adoptive parents in Jefferson County.</li> </ul> <p>Social Media – Post notices of training, foster parent incentive payments, recruitment calendar of events on Jefferson County Alabama Foster Parent Association Facebook page. Amanda Dunn Jefferson County foster parent serves as contact; ask that she serve on workgroup committee</p> <p><u>January</u></p>

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		<p>Poster &amp; Brochure Campaign Place Open your heart posters and/or brochures in community venues, civic organizations, businesses, government offices, barber, &amp; beauty shops, daycares, churches (include ads in Church bulletins); libraries, bookstores, Board of Education, Pediatric Dentist and physician offices (Jefferson County, Birmingham City, Bessemer, Hoover, Homewood, Trussville, Vestavia), Movie Theatres and Restaurants.</p> <ul style="list-style-type: none"> <li>• 1/16/15 - Meet with Children's Aid Society Independent Living Program/Dream Council leaders to brainstorm development of literature &amp; training and recruitment venues to place posters, facilitate trainings to recruit homes specifically for teens.</li> </ul> <p>Targeted Goal: 10 new homes for teens Slogan: "Raise Hope &amp; Nurture Dreams... foster parent a teen"</p> <ul style="list-style-type: none"> <li>• Foster Parent Association Meetings (Bessemer &amp; Birmingham) announce financial incentive to foster parents for making referrals that complete the licensing process. Also send out flyer notifications to current foster parents.</li> <li>• Utilize Recruitment Incentive Fee to provide least restrictive community based placements.</li> <li>• Begin GPS orientation and Training class</li> <li>• Obtain directory of Birmingham neighborhood Associations within the 9 Districts</li> <li>• Secure approval to place a Banner with contact information at all Birmingham Blitz Basketball Games – Regina Weathersby to research</li> </ul> <p><u>February</u></p> <ul style="list-style-type: none"> <li>• Poster Campaign continues</li> <li>• Birmingham CrossPlex Sporting Events . Specific Sporting Events TBD throughout Month</li> </ul> <p>* Post a Banner at Birmingham Blitz Basketball games</p> <ul style="list-style-type: none"> <li>• Develop presentations that target potential foster homes for teens, medically fragile and sibling groups in partnership with Children's Aid Society and Children's Health Systems.</li> <li>• Dream Council to facilitate training on "fostering teens" to FPA in Birmingham &amp; Bessemer</li> <li>• Mercedes Marathon February 20-21 (unconfirmed)</li> <li>• Presentation @ a Birmingham and Bessemer Neighborhood Association meeting</li> <li>• Presentation or table set up at Alter 84 event on February 28<sup>th</sup>.</li> <li>• Meeting with Claire Lenker, Children's Hospital of Alabama</li> </ul> <p><u>March</u></p> <p>Open Your Heart Community Awareness Events Kickoff (Facilitate targeted Presentations to at least 2 community organizations per month March – September 2014; churches, civic groups, fraternities, sororities, neighborhood association meetings; professional groups, meetings, conferences. Currently identified need to be confirmed:</p> <ul style="list-style-type: none"> <li>• Birmingham Neighborhood Association (We will obtain a list of all Neighborhood associations from our local City Hall)</li> <li>• Table set up outside of hospital break rooms in effort to recruit medical staff to foster medically fragile foster children.</li> </ul> <p><u>April – Child Abuse Awareness Month</u></p> <ul style="list-style-type: none"> <li>• GPS Orientation &amp; Training Class – Bessemer</li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Community Presentations in conjunction with Child Abuse Awareness Month activities co-facilitate by Dream Council Youth</li> <li>• A Birmingham Neighborhood Association</li> <li>• April 25<sup>th</sup> – Magnolia Festival – Gardendale Civic Center Kerri Rice Contact</li> </ul> <p><u>May – Foster Care Month</u></p> <ul style="list-style-type: none"> <li>• GPS orientation &amp; Training Class – Bessemer</li> <li>• I Love Homewood Day – Pamela Steele contact</li> <li>• Community Presentations in conjunction with Child Abuse Awareness Month activities co-facilitate by CAS ILP Program/Dream Council Youth</li> <li>• May 16th - Foster Parent Appreciation Dinner or Lunch</li> </ul> <p><u>June</u> Birmingham and Bessemer Neighborhood Association June 6<sup>th</sup> - Juneteenth Culture Feast – Pam Steele Contact</p> <p><u>July</u> Birmingham and Bessemer Neighborhood Association Tannehill Trade Days – Anna Smith Contact</p> <p><u>August</u> Birmingham and Bessemer Neighborhood Association Request table set-up at local churches and organizations back to school events and services.</p> <p><u>September</u> Birmingham and Bessemer Neighborhood Association</p> <p><u>October</u> Birmingham and Bessemer Neighborhood Association</p>
38	Lamar	<p>Per Rachel Oakes, 12/30/2014</p> <p>Because we are not able to have frequent GPS classes locally due to lack of interest and lack of a foster parent leader, we have partnered with Fayette and Marion Counties to have GPS classes beginning in February. We will plan to recruit prior to the beginning of the February 2015 GPS classes as well as throughout the year.</p> <p><b>January 8, 2015</b> Service Unit meet to discuss: (a) new ideas for foster parent recruitment (b) identify community partners for recruitment (c) identify workers willing to volunteer to speak (d) identify worker to respond to info requests (e) identify tracking system of responses (f) identify waiting applicants</p>

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		<p><b>January 9, 2015</b> Send letters to waiting applicants reminding them that GPS classes will be held for Lamar, Fayette, and Marion Counties at The Guin City Hall beginning on February 3<sup>rd</sup> at 6 p.m.</p> <p>Send article to local newspapers regarding the need for foster/adoptive homes.</p> <p><b>February 2015</b> Send letters to all local newspapers volunteering to speak about becoming foster/adoptive homes at church, civic, and organization meetings. The local newspapers are: The Lamar Democrat, The West Alabama Gazette, The Lamar Leader</p> <p><b>March 2015</b> Call the Office of Permanency Recruitment and Retention to obtain new recruitment materials.</p> <p>Make a list of local businesses and divide among service unit. Call local businesses and ask for permission to hang posters/place flyers.</p> <p><b>April 2015</b> Send article to local newspapers regarding the need for foster/adoptive homes.</p> <p>Contact local radio station WVSA and request public service announcements for the month of May.</p> <p>Many Lamar County residents have Direct TV or Dish Satellite. Both of those media sources consider Lamar County in the Mississippi market and their customers have Mississippi News Stations. We will contact the nearest Mississippi TV station (WCBI, Columbus, Ms) and request public service announcements for May.</p> <p><b>April 2015</b> Take flyers and or posters to businesses that have agreed to partner.</p> <p><b>May 2015</b> Ensure that each person that has inquired about becoming a foster/adoptive home has received a response from our agency.</p>
39	Lauderdale	<p>Per Jennifer Berry</p> <p>All interviews, mailings, posters, etc. will mention the need for foster and adoptive homes as well as the date of our upcoming GPS classes</p> <ol style="list-style-type: none"> <li>1. Set up interviews as well as public service announcements with local radio stations to share the need for homes - Kix 96, WQLT 107.3, WLAY 103.5, Rock 105.5, Star 94.9, WBTG 106.3, WBCF 97.1, Alabama Public Radio</li> <li>2. Contact local television stations about broadcasting a story about the need for homes and possibly include an</li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		<p>interview with a foster/adoptive parent – WAAY, WAFF, WHDF, WZDX, Alabama Public Television</p> <ol style="list-style-type: none"> <li>3. Contact local newspapers and magazines about running stories about the need for homes and possibly include an interview with a foster/adoptive parent – Times Daily, Courier Journal, NOLA Magazine, Shoals Women Magazine</li> <li>4. Contact and go to the area’s larger churches to speak about the need for homes – Christ Chapel, Crosspoint Church, Faith Church, First Assembly Church, Florence Boulevard Church of Christ, Highland Baptist Church, St. Joseph Catholic Church, Underwood Baptist Church, Woodmont Baptist Church</li> <li>5. Mass mailing to all churches in the county asking them to share information with their congregations concerning the need for homes and we will include paperwork that would fit in a church bulletin or paperwork that could be hung on a bulletin board</li> <li>6. Take posters/brochures/business cards to the following places in our community that were identified as part of our county’s market segmentation – Library, Co-ops; tractor supply; various hardware stores such as Lowe’s, Home Depot, Yazoo’s, Ace Hardware, Home Depot; Bait and Tackle Shops as well as sporting goods stores such as Dick’s, Gander Mountain, Shoals Outdoors; Pet stores such as Pet Depot and Petco; Local grocery stores such as Foodland, Big Star, Publix; Craft stores such as Hobby Lobby, Joanne’s, and Hancock’s; Local gyms and the YMCA; various family restaurants; and, local school sporting events.</li> <li>7. Set up information booths at First Fridays and at any other community activity where setting up booths is allowed to share the need for homes</li> <li>8. Ask our staff members to share information with their families, churches, and friends concerning the need for homes</li> <li>9. Place information in the teacher’s lounges at the city, county, and private schools advertising the need for homes</li> <li>10. Pass out the yard signs that we already have to our foster and adoptive parents, staff members, and any person or business whom is willing to display the signs where they can be seen</li> </ol>
40	Lawrence	<p>Per Debra Coffey, 1/13/2015</p> <ul style="list-style-type: none"> <li>• Advertisement in Moulton Advertiser/local newspaper and Decatur Daily</li> <li>• Presentations to churches and community organizations</li> <li>• Radio Announcements on local radio station</li> <li>• Distribute and display flyers in local businesses, schools, and medical practices</li> <li>• Inserts in local church bulletins</li> </ul>
41	Lee	<p>Per Carolyn Hunter, 1/12/2015</p> <ol style="list-style-type: none"> <li>1. Submit a PSA to be announced by local radio stations, such as Auburn Network Inc. and Jarrell Communication, in February 2015 and August 2015.</li> </ol>

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		<ol style="list-style-type: none"> <li>2. During all training meetings, foster and adoptive parents will be asked to share their experience through word of mouth, testimony, social connections, and email to their family, friends and refer potential providers to the Resource Unit. Foster parents will be asked to identify someone who has expressed an interest in fostering/adoption so that information can be provided to them along with a special invitation to the next GPS orientation.</li> <li>3. In February 2015, local churches and small businesses will be sent recruitment material containing information about how to become a foster parent for Lee County DHR.</li> <li>4. Resource Unit Workers will seek speaking engagement opportunities to inform the community about fostering and adopting. GPS orientation and classes will be available at a minimum of 3-4 times per year depending upon the need.</li> <li>5. Community partners such as Judge Mike Fellows/Carrie Fellows, Big House Foundation Director Micah Melnick, Auburn University Athletic Director Jay Jacobs/Angela Jacobs have all committed to assist in recruiting events. We will continue to ask community partners, church members, foster parents, and adoptive parents to be active recruiters throughout the year; we will provide them with recruitment materials and other assistance as requested.</li> <li>6. Resource Unit will contact Lee County Parent Magazine to see if they would be willing to run an advertisement in an attempt to recruit foster parents.</li> <li>7. DHR staff will be asked to take flyers to their churches if in Lee County.</li> <li>8. Local banks, children's clothing stores, and pediatrician offices will be contacted in February 2015 to see if flyers can be placed at their business.</li> <li>9. We are currently working with a Spanish-speaking community partner to help us recruit Spanish speaking foster parents.</li> <li>10. Businesses and licensed foster parents will be asked to display yard signs aimed at recruiting foster parents.</li> </ol>
42	Limestone	<p>Per Angela Mayberry, 1/23/2015</p> <p>Goal for 2015: Develop a Limestone County Recruitment Team to plan and implement successful foster and adoptive parent recruitment ideas in order to have a successful recruitment all year.</p> <p>Booth/Event- Foster Parent will attend the Chili Challenge February 2015 at Athens High School to pass out flyers regarding the GPS class and the need for foster homes.</p> <p>Radio- DHR will provide a recruitment announcement for WKAC and WZYP.</p> <p>Advertisement- Limestone County DHR will ask the Athens News Courier/Decatur Daily to run an article in Lifestyles in February 2015. Possible topics of discuss: General Information, Questions and Answers Interview with a foster parent, Ways to Support a foster parent, All types of foster parents (single, two parent) Teens</p> <p>DHR will run an announcement weekly in the Limestone Ledger regarding the next GPS class scheduled for March 3, 2015</p> <p>Church Involvement- Resource Worker will mail all churches in Limestone County a flyer regarding the next GPS class. All of DHR staff, foster and adoptive parents will be asked to take a brochure to display at their church, hair salon, child's school/sports facility.</p> <p>School Involvement- Resource Worker will ask local schools and daycares to hand out flyers or post a flyer during the month of February 2015.</p> <p>Public Involvement- Resource Worker will ask Dominoes or Pizza Hut to place flyer on the pizza orders.</p> <p>Continue to place sign in front of DHR regarding the need for adoptive and foster parents</p>
43	Lowndes	Per Jacqueline S Lee, 1/22/2015

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		<p>Set up booth at community events such as Old Americans Month, Back to School rally, Head Start Program on the square day of the Week of Young Child Event.</p> <p>Contact local telephone company about advertising on monthly bill.</p> <p>Place flyers on bulletin at the Courthouse, local stores, Post Office, and Dollar General.</p> <p>Place article in the Lowndes Signal local newspaper.</p> <p>Advertise by ordering Fans, planners and ink pens to distribute to churches and individuals.</p>
44	Macon	<p>Per Shavon Mayes, 1/9/2015</p> <p>The following is a list of tentative presentations Macon County Department of Human Resources has planned and/or is awaiting confirmation.</p> <p><b>January</b></p> <ul style="list-style-type: none"> <li>• Distribute flyers to current foster parents to assist with recruiting new parents within their neighborhoods.</li> </ul> <p>January 29, 2015 @ 10:00 am Local foster parent meeting at Macon County DHR</p> <p><b>February</b></p> <p>WAKA- News- Channel 8 –Recruiting for teen foster homes and foster homes for children with special needs. Date &amp; Times to be announced (No charge)</p> <p>Recruitment Ad Tuskegee News Paper (Local Newspaper) (Print date TBA) (No charge)</p> <p>Recruitment Presentation- Town of Shorter Town Hall Meeting - Date &amp; Time- 2/19/15- 5:00 pm</p> <p><b>March</b></p> <p>Community wide recruitment</p> <ul style="list-style-type: none"> <li>• Distribute flyers at local town city/government building</li> <li>• Distribute flyers at local businesses</li> <li>• Open House- Invite the community for an informal discussion on becoming foster parents</li> </ul> <p><b>April</b></p> <ul style="list-style-type: none"> <li>• Community Organizations Presentations (Date &amp; Time TBA)</li> <li>• Optimist Club</li> <li>• Golden Life</li> <li>• Retired Nurses</li> <li>• Kiwanis Club</li> </ul> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Appreciation Celebration (Date &amp; Time TBA)</li> </ul>

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		<ul style="list-style-type: none"> <li>• Recruitment Booth- Carver Festival (Date &amp; Time TBA)</li> </ul> <p><b>June</b> County Wide Church Recruitment</p> <ul style="list-style-type: none"> <li>• Mail recruitment flyers to churches in the county</li> </ul> <p><b>July</b></p> <ul style="list-style-type: none"> <li>• Canvassing shoppers at local business parking lots with recruitment flyers - 07/02/15- 10:00 am -12:00 noon</li> <li>• Canvassing shoppers at local business parking lots with recruitment flyers - 07/08/15- 10:00 am- 12:00 noon</li> <li>• Canvassing shoppers at local business parking lots with recruitment flyers - 07/21/15- 10: am- 12:00 noon</li> </ul> <p><b>August</b></p> <ul style="list-style-type: none"> <li>• Recruitment Booth in front of-local bank - (Date &amp; Time TBA)</li> <li>• Recruitment Booth at local Farmers Market - (Date &amp; Time TBA)</li> </ul> <p><b>September</b></p> <ul style="list-style-type: none"> <li>• Distribute flyers to current foster parents to assist with recruiting new parents within their neighborhoods. September 3, 2015- 10:00 am DHR</li> <li>• Set up recruitment booth in front of local grocery store (Piggly Wiggly) 09/04/15- 10 am- 1:00 pm</li> </ul> <p><b>October</b> Local City/Town Government Meetings:</p> <ul style="list-style-type: none"> <li>• City of Tuskegee Council Meeting 10/6/15 @5:30 pm</li> <li>• Town of Notasulga Meeting - (Date &amp; Time TBA)</li> <li>• Town of Franklin Meeting - (Date &amp; Time TBA)</li> </ul> <p><b>November</b> Community Organizations Presentations (Date &amp; Time TBA)</p> <ul style="list-style-type: none"> <li>• Rotary Club</li> <li>• Cadillac Club</li> <li>• Retired Teachers</li> <li>• Retired DHR Club</li> </ul> <p><b>December</b> Follow up with previous months contact</p>
45	Madison	<p>Per Terry Bell, 1/9/2015</p> <ol style="list-style-type: none"> <li>1. February 2015 <ul style="list-style-type: none"> <li>• place ad in local newspaper (will send for approval)</li> </ul> </li> </ol>

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		<ul style="list-style-type: none"> <li>• begin process to have new recruitment brochures printed</li> <li>• planning with outside trainer to conduct seminar during the summer 2015 for foster/adoptive parents, social workers, community partners</li> <li>• contact local shopping mall to display banners throughout the month</li> </ul> <p>2. Spring 2015</p> <ul style="list-style-type: none"> <li>• Send out brochures regarding foster/adopting to local churches and organizations</li> <li>• Appreciation event for foster parents incorporated with recruiting by inviting guests who are interested in fostering/adopting</li> <li>• Partner with local churches to coordinate a recruitment event at the Department</li> <li>• Purchase additional training material for foster parent training</li> <li>• Purchase life book supplies</li> <li>• Purchase cameras for use by workers/foster parents for life book purposes or other approval process needs</li> <li>• Purchase children’s books on adoption, learning equipment, educational materials</li> </ul> <p>3. Summer 2015</p> <ul style="list-style-type: none"> <li>• Host the workshop planned during Spring 2015</li> </ul>
46	Marengo	<p>Per Tawanna Jones, 1/12/2015</p> <p>Marengo County Department of Human Resources is eager to begin our recruitment campaign for Foster/Adoptive families. Our agency understands the importance of finding homes for children. We are excited about this campaign to locate families for our foster children.</p> <p>Marengo County DHR Recruitment Plan 2015:</p> <ul style="list-style-type: none"> <li>• Place Foster /Adoptive Parent brochures in local doctor’s offices and pharmacies by February 2015</li> <li>• Partner with Local foster/adoptive parents’ recruiters by March 2015 to plan and implement recruitment events</li> <li>• Our agency will place posters/banners throughout the county</li> <li>• Our agency will send out flyers to churches and civic groups</li> <li>• Our agency will contact local radio stations to promote the recruitment of foster/adoptive families</li> <li>• Our agency will present at public/private meetings information regarding foster/adoptive families recruitment</li> <li>• Our agency will place an article or advertisement in the local newspaper and/or shopper’s guide</li> </ul> <p>Marengo County DHR is extremely excited about this plan for building quality, safe, and permanent homes for our foster/adoptive children. If you have any questions, please feel free to contact the undersigned at the numbers provided.</p>
47	Marion	<p>Per Kier Vickery, 1/12/2015</p> <ul style="list-style-type: none"> <li>• Marion County DHR utilizes our local radio stations public service announcements to encourage our listeners to become foster parents.</li> </ul>

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48	Marshall	<ul style="list-style-type: none"> <li>• Marion County DHR plans to display “Become Foster Parents” signs around the county as a recruitment tactic.</li> </ul> <p>Per Martha Mcclendon, 1/12/2015</p> <p>Targeted Activities for Month of February 2015:</p> <ul style="list-style-type: none"> <li>• Newspaper articles in four county newspapers ( two in Guntersville, 1 in Albertville, and 1 in Arab) Articles have been in county newspapers in November and December 2014 to highlight adoptions in 2014 and announce GPS classes that began 1-6-15 (5 families participating)</li> <li>• Church bulletin inserts in various city/county churches (all denominations). Contacts have been made with foster parents and staff to target the churches they attend.</li> <li>• Email reminders to foster parents to help us with word of mouth contacts in the community.</li> <li>• Contacts made in February 2015 to set up for workers, staff and foster parents speak as possible to churches regarding the need for additional foster parents.</li> <li>• Local radio public service announcements and interviews throughout month of February 2014</li> <li>• Post yard signs throughout the county to promote awareness for the need for additional foster parents. These were provided by Adoption Incentive Funds in 2014.</li> <li>• Personal phone calls to all names on the list who have previously contacted DHR regarding an interest to foster.</li> <li>• Post dates of foster parent classes on Marshall County DHR FaceBook page and make use of other social media for recruitment.</li> </ul> <p>Continuous Activities:</p> <ul style="list-style-type: none"> <li>• Announcements of scheduled GPS classes through media and area newspaper. Future classes to begin in April and August 2015.</li> <li>• Individual contacts through Chamber of Commerce events, Marshall County Interagency and other community events</li> <li>• Three GPS sessions per calendar year. The first class began 1-6-15.</li> <li>• Distribution of business cards, church bulletin inserts and flyers regarding the need for additional foster homes to be used throughout the year. These were provided by Adoption Incentive Funds in previous years and supplies are still on hand.</li> </ul>
49	Mobile	<p>Per Belinda Harris, 1/12/2015</p> <p><b>January</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation – January 13, 2015 Conducted by Jessica Bones-Sigler, and D. Latorie Horn.</li> <li>• Letters to community churches requesting information regarding fostering and adopting be placed on weekly church bulletins.</li> <li>• GPS Training – January 22, and January 29, 2015 Conducted by Jessica. Bones-Sigler and Latorie Horn.</li> <li>• Television interview with a DHR representative for WMPV TV 21 “Joy In Our Town” to be broadcast in February 2015.</li> <li>• Television interview with an approved foster care provider for WMPV TV 21 “Joy In Our Town” to be broadcast in February 2015.</li> </ul> <p><b>February</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Meeting – February 10, 2015- Presentation to current foster parents regarding the need for additional foster parent in Mobile County. Foster parents will be given foster care/adoption recruiting cards for distribution.</li> <li>• GPS Training – February 5, 12, 19, 26, 2015- Conducted by Jessica Bones-Sigler and Latorie Horn.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Television broadcast of WMPV TV 21 “Joy In Our Town” – Discussion topic will be the need for foster/adoptive homes in Mobile County.</li> <li>• Television broadcast of WMPV TV 21 “Joy In Our Town” – Interview with current foster parents regarding their experiences as foster/adoptive parents.</li> <li>• Community churches will attach message in bulletins or make announcements regarding the need for Foster/Adoptive Parents.</li> <li>• Post brochures regarding becoming adoptive or foster parents in local libraries.</li> </ul> <p><b>March</b></p> <ul style="list-style-type: none"> <li>• GPS Training – March 5, 12, 19, 26, 2015- Conducted by Jessica Bones-Sigler and Latorie Horn</li> <li>• Foster Parent Orientation – March 10, 2015- Conducted by Lugretha House and Debbie Martin.</li> <li>• Recruitment Display at Chili Cook-off at “The Grounds”- March 7, 2015. Lynn Tedder Volunteer Coordinator contacted by Tonja Smith January 9, 2015</li> </ul> <p><b>April</b></p> <ul style="list-style-type: none"> <li>• Television Interview, Channel 15 – initial contact December, 24, 2015, follow up will be April 1, 2015</li> <li>• Sign Campaign/Billboard – letter submitted to Lamar Advertising to be submitted by Tonja Smith April 1, 2015</li> <li>• Foster Parent Orientation – April 14, 2015 –Conducted by Lugretha House and Debbie Martin</li> </ul> <p><b>May</b></p> <ul style="list-style-type: none"> <li>• Newspaper Interview with the Mobile County Foster Parent/s – make contact 3<sup>rd</sup> week in March-Tonja Smith and/or Donna Wilson,</li> <li>• Foster parent Reception, local media will be invited – Tentatively scheduled for May 12, 2015; initiate contact with media 1<sup>st</sup> week in April Tonja Smith/Resource Unit, Resource Unit)</li> </ul> <p><b>June</b></p> <ul style="list-style-type: none"> <li>• Newspaper Ad – in Sunday paper – make contact/submit for approval to state office 2<sup>nd</sup> week in April</li> <li>• Recruitment initiative at local churches – send out letters 4<sup>th</sup> week in May Resource unit</li> <li>• Foster Parent Orientation – June 9, 2015 -Donna Wilson/Tonja Smith</li> <li>• GPS Training – June 4, 11, 18, 25, 2015 –Conducted by Lugretha House and Debbie Martin</li> </ul> <p><b>July</b></p> <ul style="list-style-type: none"> <li>• Trinity Broadcasting interview slated to interview Foster/Adoptive parent – make contact last week in May to arrange interview (Jessica Bones-Sigler)</li> <li>• GPS Training – July 2, 9, 16, 23, 30 2015 – Conducted by Lugretha House and Debbie Martin</li> <li>• Foster Parent Orientation – July 14, 2015 -Donna Wilson/Tonja Smith</li> <li>• Post recruitment material at local libraries – 3<sup>rd</sup> week of July -Tonja Smith</li> </ul> <p><b>August</b></p> <ul style="list-style-type: none"> <li>• Partner with APAC for Recruitment Campaign – Resource Unit – make initial contact 1<sup>st</sup> week in February- Donna Wilson</li> <li>• Foster Parent Orientation – August 18, 2015-Conducted by Tonja Smith and Donna Wilson)</li> <li>• GPS Training – August 6, 2015 –Conducted by Lugretha House and Debbie Martin</li> </ul> <p><b>September</b></p> <ul style="list-style-type: none"> <li>• Attend PTA/PTO Meetings for the purpose of Foster Parent recruitment – arrange to attend meetings 2<sup>nd</sup> week in August-Resource Unit</li> <li>• Send information to local churches to include recruitment information on church bulletins – mail out information 3<sup>rd</sup></li> </ul>

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		<p>week in August-Resource Unit</p> <ul style="list-style-type: none"> <li>• GPS Training – September 24, 2015 – Conducted by Tonja Smith and Donna Wilson</li> </ul> <p><b>October</b></p> <ul style="list-style-type: none"> <li>• Recruitment Booth at Bayfest – October 3, 2015. Initiate contact to make arrangements first week in June – Resource Unit</li> <li>• GPS Training – October 8, 15, 22,29, 2015 – Conducted by Tonja Smith and Donna Wilson</li> </ul> <p><b>November</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Orientation – November 10, 2015- Conducted by Jessica Bones-Sigler and Latorie Horn</li> <li>• GPS Training – November 5,12, 19, 2015- Conducted by Tonja Smith and Donna Wilson</li> <li>• Partner with APAC for National Adoption Month –</li> </ul> <p><b>December</b></p> <ul style="list-style-type: none"> <li>• Provide literature regarding adopting and fostering at Foster Children’s Christmas Party – 1<sup>st</sup> or 2<sup>nd</sup> week in December -Resource Unit/Adoption Unit/</li> </ul>
50	Monroe	<p>Received 1/7/2015</p> <p>Monroe County will utilize our local newspaper, local radio stations and churches, public schools and library as part of our recruitment plan to develop additional foster/adoptive parents:</p> <ul style="list-style-type: none"> <li>• Contact local newspaper to run articles on foster/adoption parents</li> <li>• Contact local radio stations to run public service announcements on foster/adoption parents</li> <li>• Contact local churches to place flyers in church bulletins.</li> <li>• Contact public schools to place posters and flyers in schools</li> <li>• Contact local library to place poster and flyers on display</li> <li>• Contact and ask local church pastors to spotlight foster care during one day of worship beginning the month of February.</li> <li>• Contact local utility company (water) to insert recruitment flyers into monthly bill promoting the need for more foster / adoptive parents</li> <li>• Contact local YMCA to display a banner in the recreation center for recruitment of more foster/adoptive parents.</li> <li>• Contact county school superintendent to speak at principal / board members meeting and take material that they can take away with phone numbers.</li> <li>• Network with current foster/adoptive parents to share their experience with potential recruits.</li> </ul>
51	Montgomery	<p>Per Jan Casteel, 1/8/2015</p> <p>Needs assessment: Montgomery County DHR is fortunate to have the number of foster families that we have; however, with the number of children entering care and being adopted from care, there is always a need to license homes. Our goal is to have enough homes to make quality placements based on the needs of the children and the strengths of the families. In assessing the needs within Montgomery County, it is noted that the majority of the licensed homes are willing to accept children under the age of 5 and single placements; making it difficult to place older children or sibling groups together. Also, demographically in Montgomery County, the majority of the children who come into care are African American while the racial make-up of the approved foster homes is about equal. Most providers are unconcerned about the race of the child but in order to make quality matches between foster/adoptive parents and children; Montgomery County would like to increase the number of African American providers. Montgomery County also needs providers who are open to older children or</p>

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		<p>sibling groups.</p> <p><b>Qualifications:</b> Foster/adoptive families need to be self-sufficient, contributing families who are interested in providing quality care for foster children and are open to developing partnerships with biological families, case workers and other stake holders in a child's life. Foster/adoptive families need to be open to working toward the primary goal established by the ISP team which is usually originally return to parents and the usual original concurrent goal of Permanent Relative Placement with Transfer of Custody to the Relative while at the same time be open to providing permanence for the children placed in the home. Foster/adoptive families must be of suitable character and be able to provide a safe home in a safe neighborhood which meets Minimums Standards for Foster Family Homes.</p> <p><b>Locating the families:</b> Montgomery County has several assets as a county that are unique. Maxwell AFB and Gunter Air Field are both in Montgomery and offer a large group of community minded people who meet most of the minimum qualifications by the nature of their service in the military. As the capitol city, Montgomery County is also home for numerous state agencies that is a large pool from which to recruit families. The other option that continues to be successful is partnering with local churches to recruit foster/adoptive homes. It is a successful pairing in that churches provide a good support system to foster/adoptive parents and the children that are placed in their home. The families tend to see this as a calling and not a way to "complete their family" which makes working the case plan easier for them. This attitude also helps in recruiting families who are open to older children as they are trying to help others. Montgomery County uses incentive payments to current foster parents who refer a family who then becomes licensed for our target group of sibling groups or children 10 and over.</p> <p><b>Implementation:</b> This year, Montgomery County plans to partner with at least 2 predominately African American churches, one of which has 2 licensed families as members to recruit from their members. Montgomery County DHR is open to teaching GPS classes in the church which has been a big benefit to the families as their children are familiar with the setting and seem to be more settled in the child care which makes the families more comfortable and more likely to complete the classes. Montgomery County is working with staff at Maxwell AFB to set up a recruitment event at the Air University to recruit from their teaching staff. The local board of directors has also volunteered to be a part of recruitment by talking to their pastors and church administrators about hosting a recruitment event. We are hopeful that by recruiting for older children specifically, we'll be able to identify resources for our youth.</p>
52	Morgan	<p>Per Rita Kent, 1/12/2015</p> <ul style="list-style-type: none"> <li>• Focus in February: Recruitment of African-Americans in honor of Black History Month. Place flyers/information in primarily black churches bulletins. Contact at least 5 community organizations and/or churches that have large African American population to speak or get literature to and provide with information on the need in Morgan County for adoptive and foster homes. Utilize a current African American foster parent to assist with recruitment.</li> <li>• Focus on parents who are interested in teens-Contact community that primarily provide services to teens and get literature and offer to speak to group. Look at possibility of highlighting teen who has exited foster care or family that has adopted teens and is doing well in newspaper or local magazines. Target youth ministers at local churches. Utilize local</li> </ul>

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		<p>foster parents who primarily take teen placements to assist.</p> <ul style="list-style-type: none"> <li>• Focus on sibling recruitment-Since National Sibling Day in April 10, 2015-look at spotlighting family that has adopted sibling group and/or needs of sibling groups to local organizations/churches. Contact current or former foster parents who have adopted large sibling group to feature in local publication.</li> <li>• May is National Foster Care month so highlight local Foster Care Appreciation night in Social section of Newspaper/Community Events in Decatur. Publicize the next GPS group date and time.</li> <li>• Since Father's day and National Reunification Month are both in June, look at focusing on men's local organizations to get information regarding the role foster father's play in children's lives and look at article with local paper in Hartselle. Look at featuring single foster father who currently fosters several children.</li> <li>• Target medically fragile recruitment in August and September by contacting local nurses organizations, school nurse and medical auxiliaries. Send material regarding the need for medically fragile homes and the requirements/benefits. Try to schedule speaking engagements at several of these organizations. Request one or both of the current medically fragile foster parents who have adopted to assist with speaking engagements.</li> <li>• Target the Hispanic Community in honor of Hispanic Heritage Month in September/October. Contact Churches with Hispanic ministries and offer to speak and send material regarding becoming foster parent. Use recruitment materials in Spanish/English. Contact local churches with large Hispanic ministries. Look at possibility of employee who is bi-lingual assisting with contacts after hours for comp time.</li> <li>• November: Recruitment of adoptive parents in honor of National Adoption Month. Send information to Adoption support groups. Focus on the process of adoption and child specific vignettes of local children needing adoption.</li> <li>• Keep data on each of these activities completed and the success/lack of success of each and re-evaluate what worked and what didn't for 2016. Inquiries will be asked specifically how they heard about the need for foster/adoptive parents as well.</li> <li>• One area of recruitment that Morgan County needs to strengthen is mining relationships with youth in care to expand their placement and permanency options and increase relative placements/previous connections to the child and the re-visit their ability to become fully approved foster parents. This is typically outside the scope of responsibility of resource development staff and more the responsibility of case managers. A goal over the year will be to address this divide and look at partnering between foster care staff and resource development to improve the outlook for our children with placement plan of APPLA.</li> </ul>
53	Perry	<p>Per Rodney Kinard – 1/9/2015</p> <ol style="list-style-type: none"> <li>1. Display flyers at locations around the county, such as the Health Dept., Post Office, Courthouse, &amp; clinics</li> <li>2. Contact the many local churches in the community and request that the Department's recruitment efforts be announced in the church's bulletin.</li> <li>3. Child Abuse/Neglect training is provided to the Head Start Program (Staff &amp; Parents) yearly. During these training sessions, the Department's recruitment effort will be discussed and information will be provided.</li> <li>4. Recruitment article in the local newspaper</li> <li>5. Contact the Probate Judge and request that the month of February is proclaimed as Foster Parent Recruitment Month in Perry County.</li> <li>6. Children's Policy Council – The Department partners with several organizations, agencies, and community members via the Children's Policy Council to assist with delivering services to children and families in a collaborative effort.</li> </ol>

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		<p>The Department will request the assistance of the Children’s Policy Council to help disseminate information concerning the Department’s recruitment efforts.</p> <ol style="list-style-type: none"> <li>7. Request that current foster parents share their foster parenting experiences with their neighbors, relatives, &amp; church members.</li> <li>8. Create a display in the DHR lobby concerning foster parent recruitment.</li> <li>9. Caseworkers actively recruit church members, neighbors, &amp; etc.</li> </ol>
54	Pickens	<p>Per Randy Shelton – 1/9/2015</p> <ol style="list-style-type: none"> <li>1. Send a letter out to the churches and have them put it in their church news letter and Sunday Bulletin that they hand out when you walk in the door.</li> <li>2. Radio Public Service Announcements.</li> <li>3. Articles in The Pickens County Herald and Gazette. Maybe Shopper’s Guide.</li> <li>4. Signs placed around the county about becoming a Foster Parent including in the DHR front yard.</li> <li>5. Set up booths at the hospital and other locations around the county with information about becoming a Foster Parent. Also at any events like football games, Flea Markets, etc. And have a live person at some of the events with handouts with the name of the agency and number to contact.</li> <li>6. Goal is to complete another GPS class by June once a co-leader is located to assist with the classes.</li> </ol>
55	Pike	<p>Based on Market Segmentation Data:</p> <p>Displaying posters and brochures as follows:</p> <ul style="list-style-type: none"> <li>• Auto dealerships</li> <li>• Auto parts stores</li> <li>• Dealerships selling and/or repairing SUV’s, 4-wheelers, campers, etc.</li> <li>• Motorcycle shops</li> <li>• Home improvement stores <ul style="list-style-type: none"> <li>○ Lowes</li> <li>○ Lawrence Hardware</li> </ul> </li> <li>• Bait &amp; tackle shops <ul style="list-style-type: none"> <li>○ Paradise Adventures</li> <li>○ Trophy Seekers</li> </ul> </li> <li>• “Small motors” types of businesses – places that sell and/or repair lawn mowers, tillers, etc.</li> <li>• Local Stores: Pharmacies, etc. <ul style="list-style-type: none"> <li>○ Byrd Drug Company</li> <li>○ Collage Gifts &amp; Apparel</li> <li>○ Douglas Brothers Jewelry</li> <li>○ Glow Boutique</li> <li>○ Jinrights Antiques and Collectibles</li> <li>○ Maxine’s Flowers and gifts</li> <li>○ Don Walker’s Western Wear</li> <li>○ Pioneer Museum</li> <li>○ Fabulous First Weekend Sale – is there a publication in which you can advertise?</li> <li>○ Camp Butter and Egg</li> </ul> </li> <li>• Farmers Co-op; other feed &amp; seed stores; nurseries that sell plants and gardening supplies</li> </ul>

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		<ul style="list-style-type: none"> <li>○ Pike Farmer Co-op on Luverne Highway (US 29)</li> <li>○ Tractor Supply</li> <li>○ Goshen Farmers Co-Op</li> <li>○ Rusty's Feed</li> <li>○ Iron Mule Farm Supply</li> <li>● Clothing stores that specialize in hunting, fishing and/or farming gear and equipment</li> <li>● Pike County Lake</li> <li>● Heart of Dixie Trail Ride</li> </ul> <p>Booths/Informational Displays as follows:</p> <ul style="list-style-type: none"> <li>● Fishing tournaments, turkey shoots, skeet shoots, etc.</li> <li>● Races / race tracks</li> <li>● Truck/tractor pulls</li> <li>● Fairs, rodeos or other similar events/attractions <ul style="list-style-type: none"> <li>○ Troyfest or other Annual Arts &amp; Craft Shows</li> <li>○ Anything that happens at the Pike County Cattleman's Complex</li> <li>○ Special Olympic events</li> <li>○ Brown Bag on the Square</li> <li>○ Veteran's Day Celebration</li> <li>○ July 4<sup>th</sup> Fireworks show</li> <li>○ Annual Christmas Parade???</li> <li>○ Famer's Market</li> </ul> </li> </ul> <p>Offer to provide speakers / conduct interviews as follows:</p> <ul style="list-style-type: none"> <li>● Country music radio stations</li> <li>● Local cable access or satellite television stations</li> <li>● Local community/service clubs, including those with political focus</li> <li>● Garden clubs</li> <li>● Churches, specifically ladies groups and Sunday school classes of those 40-60 years old.</li> </ul>				
56	Randolph	<p>Per Sharonda Pettaway, 12/23/2014</p> <table border="1" data-bbox="415 1079 1854 1138"> <thead> <tr> <th data-bbox="415 1079 1486 1138">ACTIVITY</th> <th data-bbox="1486 1079 1854 1138">TARGET DATE</th> </tr> </thead> <tbody> <tr> <td data-bbox="415 1138 1486 1235">           Contact local media outlets and request that they run PSA about fostering/adopting.           <ul style="list-style-type: none"> <li>● WELR Radio – Al Haynes (334) 863-4139</li> <li>● The Randolph Leader – John Stevenson (334) 863-2819</li> </ul> </td> <td data-bbox="1486 1138 1854 1235">February 2, 2015</td> </tr> </tbody> </table>	ACTIVITY	TARGET DATE	Contact local media outlets and request that they run PSA about fostering/adopting. <ul style="list-style-type: none"> <li>● WELR Radio – Al Haynes (334) 863-4139</li> <li>● The Randolph Leader – John Stevenson (334) 863-2819</li> </ul>	February 2, 2015
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CO. #	CO. NAME	COUNTY PLAN	
		Contact local banks and ask to display brochures on their on customer service counters. <ul style="list-style-type: none"> <li>• First Bank – Jared Kirby (Roanoke &amp; Wadley)</li> <li>• Small Town Bank – Debbie Meadows (Wedowee &amp; Roanoke)</li> <li>• Bank of Wedowee – Carol Taylor (Woodland, Wedowee &amp; Roanoke)</li> </ul>	February 23, 2015
		Place flyers at local businesses/public places. <ul style="list-style-type: none"> <li>• Lakeside Marina – Wedowee</li> <li>• Main Street Coffee Shop – Wedowee</li> <li>• Jack’s Restaurant – Wedowee &amp; Roanoke</li> <li>• Home Town Pizza – Wedowee</li> <li>• Subway – Wedowee &amp; Roanoke</li> <li>• Gedney’s – Roanoke</li> <li>• Jon Boy’s Restaurant – Roanoke</li> <li>• Randolph County Courthouse – Wedowee</li> <li>• Wadley Town Hall – Wadley</li> <li>• Roanoke City Hall – Roanoke</li> <li>• Wedowee Town Hall - Wedowee</li> </ul>	February 9, 2015
		Contact local schools and ask to place recruitment information in Teacher’s Lounge. <ul style="list-style-type: none"> <li>• Randolph County Elementary and Middle Schools - Wedowee</li> <li>• Knight-Enloe Elementary School – Roanoke</li> <li>• Woodland Elementary School – Woodland</li> <li>• Wadley Elementary School - Wadley</li> </ul>	February 23, 2015
		Contact Annie Awbrey Library and request to display recruitment board and make available brochures for general public.	February 16, 2015
		Contact local churches and request to include recruitment flyer as Sunday bulletin insert, spotlight recruitment efforts in newsletter and/or allow display of recruitment information. <ul style="list-style-type: none"> <li>• Randolph County Baptist Association will be utilized to send out electronic information to their contacts via <a href="mailto:rba56@live.com">rba56@live.com</a></li> </ul>	February 16, 2015
		Resource Worker will handout recruitment information to active Randolph County Foster and Adoptive Parent Association members and ask them to share the information with at least 3 people and invite them to a meeting to learn more about fostering and adopting.	February 10, 2015
		Randolph County DHR will partner with Randolph County Foster and Adoptive Parent Association to maintain an active presence in the community which promotes awareness and service through many efforts, always emphasizing recruitment: <ul style="list-style-type: none"> <li>• Speaking engagements for local service and civic organizations (Wedowee Study Club, Roanoke Magazine Club, Wedowee Kiwanis, Mount Laurel Club,</li> </ul>	February 2, 2015

CO. #	CO. NAME	COUNTY PLAN
		<p>Wadley Kiwanis Club)</p> <ul style="list-style-type: none"> <li>• Year-round sponsorship program for foster youth by local churches and civic groups (birthday, holiday, special occasion recognition, etc.)</li> <li>• Kids Closet</li> <li>• Community events (Bike Hike, Sheriff's Rodeo, Stuff the Bus, etc.)</li> <li>• Randolph County Foster and Adoptive Parent Association various community fundraising activities</li> </ul> <p>Utilize adoption incentive funds to replenish recruitment material. <span style="float: right;">February 2, 2015</span></p>
57	Russell	<p>Per Cherry Jones, 1/20/2015</p> <ol style="list-style-type: none"> <li>1. Heart Gallery exhibit at Russell County Courthouse Annex and Russell County DHR Office spotlighting available Alabama children month of February.</li> <li>2. Participate in several community events (APS Health Fair in May at Phenix City, Relay for Life in May; Goodwill Events; Amphitheatre; Books, Balls and Buildings per Children's Policy Council in September; Christmas at Moon Lake and Bi-City Christmas Parade in December) to recruit Foster/Adoptive families.</li> <li>3. Flyers to hand out at area PTA meetings/ school events/community events re: how to become a foster/adoptive parent and process.</li> <li>4. Publicize GPS Orientation to be held at least twice yearly, February and August. Another GPS Orientation will be held based on the number of interested and waiting potential applicants.</li> <li>5. Provide Ministerial Association and Baptist Association with Church Bulletin inserts.</li> <li>6. Place information at the public library, court house, CVCC and Troy State.</li> <li>7. Inform Children's Policy Council members at quarterly meetings about how many adoptions achieved. Provide contact information to anyone who may be interested in fostering/adopting.</li> <li>8. Continue to utilize "Open Your Heart Your Home" signs in their yards and businesses that were purchased</li> <li>9. Newspaper articles regarding GPS, Foster and Adoptive parent activities, Heart Gallery, etc.</li> <li>10. PSA ---free cable for all upcoming events. Use businesses marquee to announce foster parent recruitment efforts.</li> <li>11. Inquire about signs re: becoming a foster/adoptive parent for Russell County at sporting events in community.</li> </ol>
58	St. Clair	<p>Per Janet Williams – 1/20/2015</p> <p><b>January</b> - Informational meeting for upcoming GPS class 1/20/2015 at Bethel Church in Odenville</p> <p><b>February- May --17<sup>th</sup></b> GPS classes start with Bethel Church hosting</p> <p><b>April-</b> Child abuse awareness month- sending out flyers to area churches to ask to be speaker during foster parent awareness month in May</p> <p><b>May-</b> foster parent appreciation month- picnic for foster parents and children at local park.</p> <p>PSAs with local radio and newspaper about foster parenting</p> <p><b>June &amp; July-</b>start recruiting efforts for fall classes</p>

CO. #	CO. NAME	COUNTY PLAN
		<p>Get a booth at local "Block Party" to distribute information about fostering</p> <p><b>August –November</b> -fall GPS classes</p>
59	Shelby	<p>Per Loren Humphries, 1/20/2015</p> <p>Development of informative news article to inform the public of upcoming GPS classes and share contact information about the foster/adoptive process to be published in the Shelby County Reporter (February 2015)</p> <p>Development of brochures that contains brief, helpful information and contact information for prospective foster/adoptive parents to contact SCDHR for informational purposes. (February 2015).</p> <p>After the development of brochures, begin the process of contacting (emailing) churches in Shelby County to respectfully ask to place foster/adoptive brochures in the church bulletins for informational purposes (Continuous 2015).</p> <p>During the process of emailing churches in Shelby County, respectfully explore if the pastors of the church would make verbal announcements at church service to bring verbal awareness to the need of healthy foster/adoptive homes in Shelby County (Continuous 2015 but emphasized in May 2015).</p> <p>The County's Resource Unit can make contact with local libraries/schools/churches in Shelby County to explore sharing physical information on becoming an potential foster/adoptive parent (ex, brochures, setting up a back drop booth display, frequently asked questions) (Continuous 2015).</p> <p>The County's Resource Unit being accessible to attending events where foster/adoptive parent recruitment can occur (setting up informational booths) (Continuous 2015).</p> <p>Preparing for 2015 National Foster Parent Month and 2015 National Adoption Month in efforts of bringing local awareness to Foster Care and Adoption in Shelby County. (Collective effort between Resource Unit and Foster Care Units) (Continuous 2015).</p> <p>Conducting GPS classes on a schedule in efforts of meeting potential foster/adoptive needs and the needs of children in foster care in Shelby County (Jan 2015, April 2015, and August 2015).</p> <p>Sharing with child welfare staff the positive influence they have with sharing information to public during their daily operations as a DHR employee in efforts of recruiting or sharing contact information with the public sector. Shelby County DHR will also complete an exit conference for foster parents and provisionally licensed foster parents who choose to no longer foster with the agency. SCDHR will also ensure that the quarterly satisfaction surveys are completed. (Continuous 2015)</p>
60	Sumter	Per Sherita Love, 1/22/2015

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Brochures &amp; Handouts will be distributed</li> <li>• Post an add recruiting foster/adoptive parents</li> <li>• A bulletin announcement will be run on a local television channel promoting fostering and adopting</li> <li>• A presentation on the Joys involving fostering and adopting – Sumter County Board of Education / PTA</li> <li>• Follow-up GPS orientations</li> <li>• Church Announcement regarding the opportunities and applicable information about how to become a foster/adoptive parent</li> <li>• A display of materials promoting foster / adoption will be exhibited at the DHR office</li> <li>• All employees of DHR will be asked to wear teal blue T-shirts in honor of adoption/foster children.</li> </ul>
61	Talladega	<p>Per Nicole Parker &amp; Susie Altman</p> <ol style="list-style-type: none"> <li>1. Talladega DHR will continuously display a recruitment banner on the front lawn.</li> <li>2. Talladega DHR will have a display booth at local events throughout the county, such as Sunshine Saturday.</li> <li>3. The resource unit will speak to local groups in an effort to recruit foster parents. All workers, when speaking publically, will take the opportunity to recruit foster/Adoptive homes.</li> <li>4. Resource Unit and child welfare workers will speak to the congregation at their churches in an effort to recruit foster parents.</li> <li>5. Foster parents will also join in our effort to recruit more foster/adoptive parents, utilizing any opportunity they have.</li> <li>6. Talladega DHR will set up a display booth at the Farmer's Market on the Square. We will ask Palmer Place Child Advocacy Center and FIRST Family Service Center to partner with us.</li> <li>7. Talladega DHR will place step signs at busy intersections/high traffic areas throughout the county.</li> <li>8. Talladega DHR will ask local businesses to recruit foster parents on their marques' periodically during the year.</li> <li>9. We will ask the local <i>Daily Home</i> newspaper to advertise for foster parents in the Community Calendar section.</li> <li>10. Talladega DHR will research the use of social media as a recruitment tool.</li> </ol>
62	Tallapoosa	<p>Per Lewis Prince, 1/9/2015</p> <p>Tallapoosa County's Foster Care Program has grown and continued to develop over the past year. We now have a staff GPS trainer in place and a foster parent co- leader. A GPS class was completed last summer and another is tentatively planned to start late February. Our staff trainer is set to attend Deciding Together Training this spring. Plans are for a second staff member to attend GPS Leader training this year. We now have two foster care workers. Their development is being assisted by a supervisor retiree from another county who has been contracted to assist with staff development. The staff intends to continue to be assertive in recruiting foster family homes/adoptive resources for our children.</p> <ul style="list-style-type: none"> <li>• Tallapoosa County yard signs purchased with Adoption Incentive Funds continue to be on display around the community. Staff will add to the existing placements during the month of February.</li> <li>• In February, 2015, newspaper articles will be submitted to the Alexander City Outlook and The Dadeville Record newspapers highlighting the need for foster/adoptive homes. Emphasis will be targeted on the need for homes for older children and children with special needs.</li> <li>• Various community resources including local churches, schools, community clubs and businesses had DHR staff and foster parents speak to them this past year regarding the ongoing need for foster parents in the county. This will continue in the coming year.</li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• Tallapoosa DHR now has recruitment packets that can be given out or mailed to any person or family that inquire about becoming a foster/adoptive resource.</li> <li>• Tallapoosa DHR is a member of the Dadeville Area Chamber of Commerce. They have a newsletter and email network. Plans are in place to submit our recruitment flyer to them for distribution to all Chamber members.</li> <li>• A special Valentine's recruitment card is being developed to coincide with our GPS training kickoff this spring. The card would be distributed to local churches, schools, business and community groups. The card will reflect artwork from a child's view and an invitation to attend the kickoff meeting.</li> <li>• A continuing important resource that is utilized in recruiting future foster/adoptive parents is our current group of foster/adoptive parents. They are the foundation for which we can continue to build as we increase our foster/adoptive resources.</li> </ul>
63	Tuscaloosa	<p>Per Shannon Hubbard, 1/12/2015</p> <ul style="list-style-type: none"> <li>• Lend a Hand Feature Article in <i>Tuscaloosa News</i> for National Foster Care or Adoption Month</li> <li>• Rotating ad in the Tuscaloosa News Lend a Hand section</li> <li>• E-mail campaign among foster/adoptive families</li> <li>• Contact Tuscaloosa City/County Schools for opportunities to talk at PTA, Faculty Meetings, and set up booths at fall festivals.</li> <li>• Yard sign campaign- ask workers and other agency partners to place at least one sign out in the community and share location. Contact day care centers and other places of business to see if they will allow yard signs on their property.</li> <li>• Contact Community Partners/Civic organizations for speaking opportunities.</li> <li>• Display banners- Rotate Locations – Churches, booths, local family owned restaurants such as Pottery Grill, Southland, Mr. Bill's (mom and pop type places)</li> <li>• Radio promotions- Contact local radio stations and arrange interviews to bring awareness to the community around the need for foster and adoptive parents in Tuscaloosa County. Paying special attention to get air time during National Foster Care Month and to promote Heart Gallery during National Adoption Month.</li> <li>• Heart Gallery Display "Location to be determined"</li> <li>• Chick Fil A – breakfast with Santa Cow</li> <li>• Brochure campaign- Contact local grass root/family owned business and ask to leave foster care/adoption brochures. Farmers Co-op, local feed and seed stores, local restaurants, doctor's offices etc....</li> <li>• Decorated Holiday Tree on Tinsel Trail (Nov-Dec-Jan 2015)</li> <li>• Coloring sheet campaign- Target elementary schools, daycare centers and in home daycares, churches (VBS) etc.</li> <li>• Informational booth at area farmer's markets</li> <li>• Pamphlet/brochure campaign among area hair and nail salons</li> <li>• Contact area social/civic groups/club about speaking</li> <li>• Participating in Coaling Baptist Orphan Ministries Annual Event (Typically held in May for foster care month)</li> <li>• Set up information booth at local farmers markets throughout Tuscaloosa County. (Tuscaloosa, Northport, etc.)</li> <li>• Recruitment incentive event for current foster parents.</li> <li>• Will place posters and flyers throughout the community. Lowes, Target, Walmart, Kmart etc.</li> <li>• Geographic mapping- Develop a map of where our current foster parents live and determine which areas of the county we need more homes in.</li> </ul>

CO. #	CO. NAME	COUNTY PLAN
		<ul style="list-style-type: none"> <li>• National Adoption Month Event</li> <li>• Continue partnership with Safe Haven Church and their promotion of the need for more foster/adoptive homes.</li> <li>• Renew existing recruitment banners at local schools (baseball, football, softball fields)</li> </ul>
64	Walker	<p>Per Kevin Young, 2/9/2015</p> <p><b>January:</b> letters, flyers, personal contacts Jasper area, Career Fair, Church appearances</p> <p><b>February:</b> displays at the mall and library, newspaper ads</p> <p><b>March:</b> letters, flyers, personal contacts Sumiton/Dora/Cordova/Empire areas</p> <p><b>April:</b> letters to churches county wide prep for Foster Care Month in May</p> <p><b>May:</b> announcements in church bulletins, Mayor's Proclamation, Church appearances, PSA's &amp; TV appearance, newspaper articles, display on court house square for month of May</p> <p><b>June:</b> letters, flyers on pizza boxes/park and rec., personal contacts Carbon Hill/Lupton/Townley/Nauvoo areas</p> <p><b>July:</b> contact grocery stores re: flyers in bags, pizza boxes</p> <p><b>August:</b> letters, flyers, PTO's Jasper City Schools</p> <p><b>September:</b> letters, flyers to schools, PTO Walker County Schools</p> <p><b>October:</b> letters, flyers, personal contacts Curry/Boldo/Sipse/Union Chapel Areas</p> <p><b>November:</b> newspaper Articles, PSAs, TV appearance, Signs on restaurants, PTO Meetings, Adoption Month, Mayors Proclamation</p> <p><b>December:</b> letters, flyers, personal contacts, PTO Meetings, Parrish/Goodsprings, Oakman Areas</p>
65	Washington	<p>Per Sylvia Williams, 1/12/20125</p> <ol style="list-style-type: none"> <li>1. Washington County Public Library may display message "Become A Foster or Adoptive Parent – Call 847-6100" during month of February on their message sign.</li> <li>2. Display Board and brochures at Washington County Public Library during month of February.</li> <li>3. Place a Banner saying "Foster or Adoptive Parents Needed – call 847-6100" at DHR office (Chatom) and in McIntosh.</li> <li>4. Send out flyers in local drug store bills to request volunteers for Foster/Adoptive Parents, as well as other DHR services.</li> <li>5. Washington County Health Department will highlight "Become Foster or Adoptive Parent – Call 847-6100" on their message sign in front of their building during month of February 2014.</li> </ol>
66	Wilcox	<p>Per Mechelle Bridges, 1/6/2015</p> <ol style="list-style-type: none"> <li>I. <u>Distribution of Promotional Materials:</u></li> </ol>

CO. #	CO. NAME	COUNTY PLAN
		<p>(A.) Flyers will be developed and placed in DHR and made available to other public agencies, local businesses, churches, libraries, schools, day care centers, community centers and any other appropriate locations throughout Wilcox County.</p> <p>(B.) The recruitment need will be shared directly with DHR staff members and community partners on an ongoing basis.</p> <p>II. <u>Media Campaign/Advertisements:</u></p> <p>(A.) Create a Press Release to be published in the local newspaper on a quarterly basis.</p> <p>(B.) Partner with the local Children’s Policy Council during their Annual Family Summit event in April 2015 by hosting a complimentary booth to display and share information about Foster/Adoptive Parenting.</p> <p>(C.) Continue to conduct a recruitment event annually in November which is National Adoption Month.</p> <p>III. <u>Foster/Adoptive Resource Listing:</u></p> <p>(A.) Continue working relationship with persons who have contacted DHR Regarding Foster/Adoptive Parenting to explore their current interest in Becoming a Foster/Adoptive Parent Resource in Wilcox County.</p>
67	Winston	<p>Per Mary Moore, 12/30/2014</p> <ul style="list-style-type: none"> <li>• Place roadside signs at large intersections in the county during the months of February, May and November</li> <li>• Run announcements in the local newspaper at least twice a year</li> <li>• Purchase flyers to distribute at major county events such as the annual 911 Festival in Haleyville, Chitlin’ Supper in Arley, Frontier Days in Double Springs, etc.</li> <li>• During February, May and November, family and children’s service workers will rotate existing magnetic automobile signs</li> <li>• Resource worker attends/has booth at the annual Parent Fair event in Haleyville</li> <li>• Resource worker speaks at various organized club meetings such as Civitans, etc.</li> <li>• An announcement will be placed on HBTV.com, a local community news website</li> </ul>