

## Alabama 2019 APSR: Training Plan

### **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.

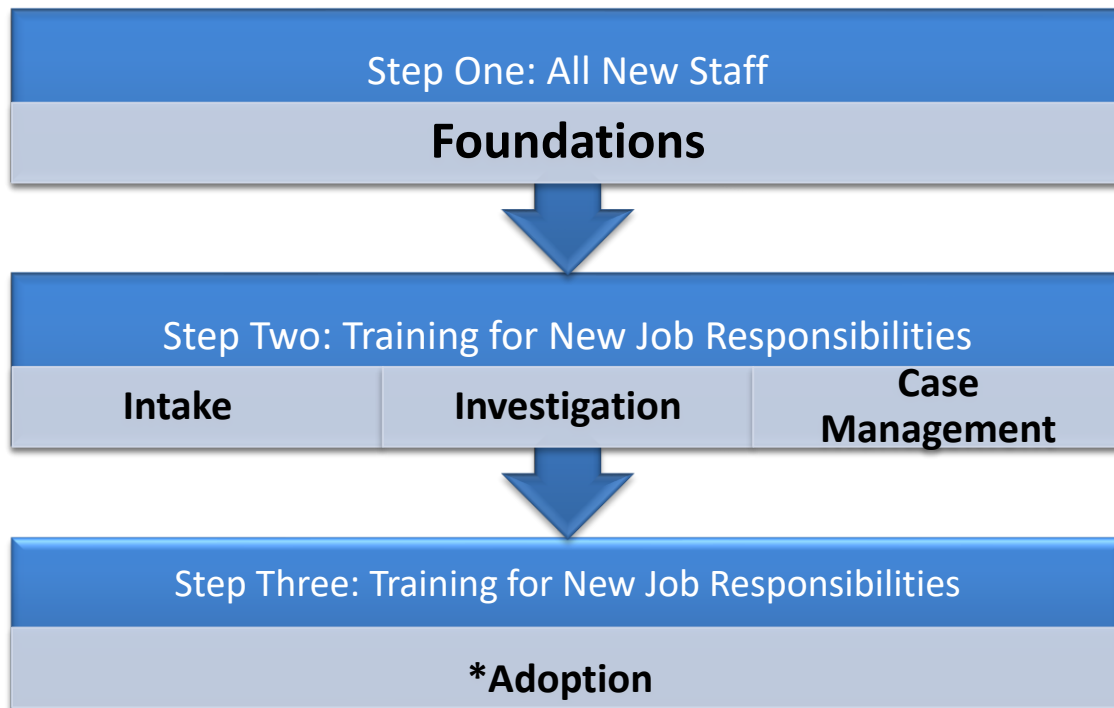
### **DESCRIPTION OF INITIAL IN-SERVICE TRAINING PROGRAM FOR NEW CHILD WELFARE STAFF:**

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 incorporates more online resources. The classroom modules have been designed for the specific duties of the worker, saving time spent away from the office. Additionally our SACWIS system, FACTS, has been incorporated into the Child Welfare Curriculum (STEP-Striving Toward Excellence in Practice), 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.

**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 included more information regarding domestic violence in the preservice training. 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. Substance abuse is a major problem in the families that we serve. Opioid abuse, along with other substances is a tremendous problem in the state of Alabama. Division staff could benefit from a training that provides signs, symptoms, and solutions in order to assist them in working with families who are affected by substance abuse. OCWT is currently exploring plans to provide Substance Abuse training for staff. While there is never an excuse to abuse a child, there are contributing factors and causes that lead to situations that result in child abuse. It is important for child welfare workers to determine what underlying issues a family may have experienced that caused the abuse, and to assist families in recognizing them in order to begin the healing process that will ensure their safety. In that regard, OCWT will be offering Underlying Conditions to provide staff with tools that will help them get to the core of the issue.

### **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 has been 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.

### **Training Checklists**

The training checklists that follow reflect the various training events currently projected for fiscal years 2018 and 2019. If additional training activities occur/are planned for FY 18, or for FY 2019, the training checklist(s) for such will be submitted to the ACF, Region IV Office. The training checklists that follow are organized in the following way:

- **Training Checklists - Same as 2015-2019 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 2019 APSR – Final Alabama Training Plan. For each one, the page number in the 2015 – 2019 CFSP is provided.**

- |  |                 |
|--|-----------------|
| 1. Performance Appraisal               | CFSP Page #: 6  |
| 2. Progressive Discipline              | CFSP Page #: 7  |
| 3. Read – Act Leadership               | CFSP Page #: 8  |
| 4. Alabama Higher Education Consortium | CFSP Page #: 29 |
| 5. Youth Advisory Council Meetings     | CFSP Page #: 45 |

- **Training Checklists: Submitted with 2015-2019 CFSP, Revised, Remain the Same as the 2018 Training Plan:**

These checklists were submitted with the 2015-2019 CFSP, experienced subsequent changes, but remain the same as in the 2018 APSR, Training Plan. **They are therefore not included in the 2019 APSR – Final Alabama Training Plan. For each one, the page number in the 2015-2019 CFSP, as well as in the 2018 APSR Training Plan, is indicated.**

- |                                     |                 |             |
|-------------------------------------|-----------------|-------------|
| 1. Supervisor Conference            | CFSP Page #: 21 | 2018 TP: 48 |
| 2. FACTS Refresher                  | CFSP Page #: 22 | 2018 TP: 44 |
| 3. Annual Youth Leadership Training | CFSP Page #: 39 | 2018 TP: 61 |
| 4. Annual ILP Networking Conference | CFSP Page #: 41 | 2018 TP: 63 |
| 5. State QA Coordinator Meeting     | CFSP Page #: 42 | 2018 TP: 64 |
| 6. Annual Adjunct Reviewer Training | CFSP Page #: 43 | 2018 TP: 65 |
| 7. AFAPA Contract                   | CFSP Page #: 44 | 2018 TP: 66 |

- **Training Checklists – Deleted from 2015-2019 CFSP:**

These checklists reflect training events that were submitted with the 2015-2019 CFSP, but are not planned for FY 19, and thereby are being deleted from the Alabama Training Plan. **They are therefore not included in the 2019 APSR – Final Alabama Training Plan. For each one, the page number in the 2015-2019 CFSP is indicated.**

- |                                       |                 |
|---------------------------------------|-----------------|
| 1. Concurrent Permanent Planning      | CFSP Page #: 17 |
| 2. FACTS Finance/Provider Courses     | CFSP Page #: 23 |
| 3. FACTS Basic User Courses           | CFSP Page #: 24 |
| 4. Medicaid Rehabilitation Training * | CFSP Page #: 19 |

\* No costs to this training event other than SDHR staff travel – see checklist on meetings/trainings by QAD and FSD staff (p. 23).

- **Training Checklists – New Since The 2015-2019 CFSP and Deleted from CFSP:**

These checklists reflect training events that were **added** at some point since the 2015-2019 CFSP was submitted, and with the **2019 APSR Submission**, are being **deleted** from the Alabama Training Plan (2015-2019 CFSP). **They are therefore not included in the 2019 APSR – Final Alabama Training Plan. For each one, the year it was added is noted, as well as the page number in the 2018 APSR Training Plan (APSR).**

- |                                 |   |                       |
|---------------------------------|---|-----------------------|
| 1. Multi-disciplinary Team Bldg | New w/ 2016 APSR / Deleted w/ 2019 APSR | Page # in 2018 TP: 17 |
| 2. Nat'l Conf. Chld Abuse/Neg.  | New w/ 2017 APSR / Deleted w/ 2019 APSR | Page # in 2018 TP: 28 |
| 3. Safety Assess/Safety Plan    | New w/ 2018 APSR / Deleted w/ 2019 APSR | Page # in 2018 TP: 29 |

4. SLO Meeting	New w/ 2018 APSR / Deleted w/ 2019 APSR	Page # in 2018 TP: 30
5. ISP Form Training	New w/ 2018 APSR / Deleted w/ 2019 APSR	Page # in 2018 TP: 31
6. Supervisory Management	New w/ 2017 APSR / Deleted w/ 2019 APSR	Page # in 2018 TP: 16
7. I-CAN Team meetings *	New w/ 2018 APSR / Deleted w/ 2019 APSR	Page # in 2018 TP: 38

\* These will continue to occur at the county level.

• **Training Checklists – New Since The 2015-2019 CFSP, But Included in 2018 Final Alabama Training Plan and Remain the Same:**

These checklists reflect training events that have been added since the 2015-2019 CFSP was submitted; however, they were included in the 2018 APSR Final Alabama Training Plan (TP). For FY 2019 there are no planned changes from the information provided in the 2018 APSR TP. ***Therefore, these checklists are not included in the 2019 APSR – Alabama Training Plan. The page number in the 2018 APSR – Final Alabama Training Plan (TP), is noted.***

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. MAT	New with the 2015-2019 CFSP	Page # in 2018 TP: 49
7. Doing What Matters	New with the 2015-2019 CFSP	Page # in 2018 TP: 68
8. International Symposium	New with the 2015-2019 CFSP	Page # in 2018 TP: 69
9. Psychotropic Medications	New with the 2017 APSR Submission	Page # in 2018 TP: 18
10. Wendy Wonderful Kids (WWK)	New with the 2016 APSR Submission	Page # in 2018 TP: 23
11. ICAMA Conference	New with the 2016 APSR Submission	Page # in 2018 TP: 24
12. NACAC Conference	New with the 2016 APSR Submission	Page # in 2018 TP: 25
13. CWLA Conference	New with the 2016 APSR Submission	Page # in 2018 TP: 26
14. Guardian-ad-litem	New with the 2016 APSR Submission	Page # in 2018 TP: 27
15. NSEP	New with the 2018 APSR Submission	Page # in 2018 TP: 34

• **Training Checklist – Changes from CFSP, See Pages 6-20**

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 and the 2018 Training Plan, as noted below.

1. Tools of Choice	Edits made to the description (syllabus) of the training event.
2. Underlying Conditions	Edits made to # of participants, costs, and funding sources.
3. ISP / Substance Abuse	Edits made to title, description/# of participants/costs/funding sources.
4. Targeted Case Mgmt	Edits made to # of participants, costs, and funding sources.
6. Partnership w/ Univ of AL	Edits made to the description and curriculum outline.
7. Family Vio./Safety in CPS	Edits made to the description (notation of training for FY 2019).
8. ICPC Conference	Edits made to description, # of participants, and costs.
9. Trained Therapist Ntwk	Edits made to the description (notation of training for FY 2019).
10. APAC Contract	Edits made to description and costs.
11. Permanency Conference	Edits made to the description (notation of training for FY 2019).

- 12. Annual Nat'l IL Conf. Edits made to the description.
- 13. ILP Conf. Camps Edits made to the description.
- 14. Dream Council Mtgs. Edits made to the description.

- **Training Checklists – New To CFSP, Included in 2018 Final Alabama Training Plan & Changes Made**

These checklists reflect training events that have been added since the CFSP, remain in the 2019 Training Plan and have had changes made since its submission. Notation is provided of the year each was added to the training plan, the page number in the 2019 Training Plan, & the change(s) made.

- |                                  |  |                       |
|----------------------------------|--|-----------------------|
| 1. Sex Trafficking               | New with the 2017 APSR Submission *<br>Edits made in costs.  | Page # in 2019 TP: 21 |
| 2. Annual Meeting w/ The Tribe   | New with the 2016 APSR Submission *<br>Edits made in description.  | Page # in 2019 TP: 22 |
| 3. Mtgs/Training by QA/FS Staff  | New with the 2017 APSR Submission *<br>Edits made in description, # participants, & costs.                 | Page # in 2019 TP: 23 |
| 4. CWCI Meeting                  | New with the 2016 APSR Submission *<br>Edits made in # of participants and costs.                          | Page # in 2019 TP: 24 |
| 5. TIPS/GPS (county level)       | New with the 2018 APSR Submission<br>Edits made in description and costs.                                  | Page # in 2019 TP: 25 |
| 6. Supervisory Management        | New with the 2018 APSR Submission<br>Edits made in description.  | Page # in 2019 TP: 26 |
| 7. Child. Justice TF Annual Mtg. | New with the 2018 APSR Submission<br>Edits made in description.  | Page # in 2019 TP: 27 |
| 8. Coord. State CW Grantee Mtg   | New with the 2018 APSR Submission<br>Edits made in description.  | Page # in 2018 TP: 28 |
| 9. Judicial Child Welfare Summit | New with 2018 APSR Submission<br>Edits made to description, # of days/hours/participants, funding sources. | Page # in 2019 TP: 29 |

- **Training Checklists – New for 2019 Training Plan: See pages 30 - 34**

These checklists reflect training events that are new with the 2019 Training Plan.

- 1. Children's Justice – Substance Abuse Training.
- 2. Children's Justice – Medical aspects of child abuse/neglect investigations.
- 3. Child Advocacy Centers – investigative interview training (occurring in FY 2018).
- 4. Office of Quality Child Welfare Practice – Peer reviewer training
- 5. Behavioral Analyst Annual convention.

- Other Program Training - See Page 35

## "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 Tools of Choice Parenting Program is designed to help strengthen the parent-child relationship in order to preserve or reunify families or help the child to be accepted into a permanent living situation. The program is offered in six areas of the state. All areas are served by a state specialist employed by the Department, and one area is jointly served through a MOA with the University of South Alabama. All classes are taught by behavior analysts. There are five, three hour classes in each session. Biological, foster and adoptive parents and other caregivers are taught behavior management tools. Classes are also provided for DHR staff. The parents/ caregivers/staff learn how to focus on the child's desirable behaviors by modeling the behaviors they would like to see more often and motivating the child to do those by reinforcing the desirable behaviors. After the parents/caregivers learn the tools, they are then observed using the skills in their homes. There are three to five in-home sessions for each family. The Behavior Analysts work very closely with each parent/caregiver so that the skills are mastered while using them with their own children. The outcomes have been published and demonstrated as contributing to increased safety, permanency and case closure. The program is regularly offered to caseworkers to directly support the families they serve and refer to the program as well as improve case practice decision making.

### 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

<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

### Indicate proposed provider of training activity

<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Private university ----->	
<input checked="" type="checkbox"/> Other -----2 Contract Staff	

### Indicate duration category of the 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)

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

5 Days (additionally there are 3 to 5 visits per family)
3 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 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 checked="" type="checkbox"/> Birth parents	<input type="checkbox"/> Other community staff (medical, legal, police)

### Costing method

<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) SEE BELOW

### Estimated total cost

Unit cost	\$0.00	No. Trainees	0	Total Cost	
Estim. no. of trainees in class		500	Total Cost	\$16,000.00	

### 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) go into a pool & are distributed according to IV-E/IV-B Penetration Rate. **HR10270**

### Indicate all applicable funding sources

<input type="checkbox"/> IV-B-1 (CWS)	<input type="checkbox"/> CAPTA
<input checked="" type="checkbox"/> IV-B-2 (PSSF) Caseworker Grant Monies	<input type="checkbox"/> IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care	<input type="checkbox"/> State only
<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



**NOTE:** The Underlying Conditions training shown below, still could occur across/during the time frame covered by the CFSP; therefore this checklist remains in the Training Plan as shown below.

## "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

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

### 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 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 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"/>	3 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	Hours per day
	<input type="checkbox"/>	12 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	<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	300	Total Cost	\$40,000.00		
<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. **HR10427**

### 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

**NOTE:**

The Substance Abuse, Symptoms, Signs and Solutions, is a two-day training for workers to understand the dynamics of working with families involved in substance abuse. It did not take place in FY 2018. However, it could occur across/during the time frame covered by the CFSP; therefore this checklist remains in the Training Plan as shown below.

## "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 Substance abuse, symptoms, signs, and solutions is a two-day training for workers to understand the dynamics of working with families involved in substance abuse. 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.

### 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 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"/>	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	6 Hours per day
	<input type="checkbox"/>	12 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		500		Total Cost	\$65,200.00
<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. **HR10427**

### 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

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.  
REV MAX 1

### 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	<input type="checkbox"/>	Specify
<input checked="" type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)	<input type="checkbox"/>	Public university	<input type="checkbox"/>	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input type="checkbox"/>	
<input type="checkbox"/> Conference/workshop	<input type="checkbox"/>	Other ----->	<input type="checkbox"/>	

### 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			150	Total Cost	\$13,724.00
<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. HR 10091 (TCM Child).

### 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 checked="" type="checkbox"/>	Other, Specify Title XIX
<input checked="" type="checkbox"/> SSBG	<input type="checkbox"/>	Other, Specify

**Brief Syllabus of Training Activity:** Partnership with the University of Alabama – Contingent on funding, the Department will partner with the University of Alabama to provide the following training opportunities for child welfare staff: 1) Continuation of Leadership, Management, and Supervision (LAMAS) training curriculum for DHR child welfare staff through workshops and distance learning; 2) Provision of social work license preparation material to new child welfare social work staff; 3) Leadership development and workforce development training for DHR County Directors and Child Welfare Administrators in DHR County Offices; 4) 16<sup>th</sup> Annual Fall Social Work Conference was held on 10/5-6/17. The theme was “Well-being: Seeing the Big Picture”. Topics included: Building wellbeing and resilience in child welfare organization and practitioners; secondary traumatic stress and child welfare; well-being in youth w/disabilities aging out of foster care; impact of grief, loss, and trauma in child welfare organizations; resilience in children; social work ethics; the 17<sup>th</sup> Annual Fall Social Work Conference is planned for October 18-19, 2018. 5)BSW/MSW Student Stipends; MSW Stipends are available through the University of Alabama School of Social Work and Alabama A&M Social Work Program. BSW Stipends are available through Alabama A&M University, Alabama State University, Auburn University, Jacksonville State University, Miles College, Oakwood University, Talladega College, Tuskegee University, University of Alabama, University of Alabama at Birmingham, University of Montevallo, and University of South Alabama. MSW and BSW students receive a monetary stipend. Stipend recipients must meet all eligibility requirements, complete a field placement with ALDHR prior to graduation, and complete a work obligation with ALDHR upon graduation. MSW students receive \$7500-\$9000 (depending on funds available). BSW students receive \$2000. Note: Beginning January of FY19, BSW and MSW stipend students will receive \$5000 and 24 months of coaching from an experienced child welfare professional.

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 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 checked="" 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 checked="" type="checkbox"/>	Public university ----->	Univ. of Alabama	
<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)	2	Days (Fall SW Conference)		
<input checked="" type="checkbox"/>	Long Term (Eight or more consecutive work weeks)	5	Hours per day (Fall SW Conference)		
	Some parts of contract are long-term, others are short.	<input checked="" type="checkbox"/>	Credit hours Varies		
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 checked="" 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"/>	Other community staff (university staff involved in the partnership)		
Costing method			Estimated total cost		
<input type="checkbox"/>	Unit cost per trainee (tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	600
<input type="checkbox"/>	Cost per class/training function	Estim. no. of trainees in class		Total Cost	\$0.00
<input checked="" type="checkbox"/>	Other (specify) SEE BELOW			Total Cost	\$250,000.00
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 and fringe benefits) go into a pool and are distributed according to IV-E / IV-B Penetration Rate. <b>University code per billing, hr10424, 10425, 10426, 10428, 10429, 10430</b>					
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		

**LAMAS Leadership Academy NOTE: The child welfare leadership training topics under the purpose and goals of the LAMAS Leadership Academy will continue to be offered; however, the portion that includes the training outline has been finished.**

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 1of3 (90 min)

LAMAS Leadership Academy Part 2of 3 (105 min)

LAMAS Leadership Academy Part 3of3 (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.**

## "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 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 2019. 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.

### 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 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 ----->	

### 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 checked="" type="checkbox"/>		Hours per day	10
	<input type="checkbox"/>		Credit hours	8

### 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 checked="" type="checkbox"/>	Child placement agency staff	Specify
<input type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	Other State agency staff (JJ, MH, DD, etc.)	Multidisciplinary Teams
	<input type="checkbox"/>	Other community staff (medical, legal, police)	Medical, legal, LE

### 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		90	Total Cost	\$40,000.00	
<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)

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). **HR10472**

### 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 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 Association of Administrators on the Interstate Compact for the Placement of Children conference by a staff member(s) of the Alabama DHR, Family Services Division, Office of ICPC. This yearly AAICPC Annual Business Meeting, Training Workshop, and Child Welfare Conference is utilized by the ICPC staff in order to be able to process adoption, foster care, relative, parent, and residential ICPC referrals in compliance with the Interstate Compact law. Training provides current updates on Federal law impacting ICPC as well as changes to current APHSA (American Public Human Services Association) Regulations in order to provide safety and permanency to children placed across state lines. The yearly Conference addresses current problems and solutions for issues impacting permanency for children. Examples would include workshops regarding drug addiction, mental health issues, rehomeing for children whose adoptions have disrupted, sex trafficking, and many more issues currently affecting children.

## "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

Association of Administrators on the Interstate Compact for the Placement of Children. See above for a description.

### 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 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)		In-house agency training staff	Specify
<input type="checkbox"/> Initial In-Service (Intensive training to prepare new employees)		Public university ----->	
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)		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)		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 type="checkbox"/> Volunteers of State/local agency administering State Plan		Child caring agency staff	
<input type="checkbox"/> Persons preparing for employment with State/local agency		Child placement agency staff	Specify
<input type="checkbox"/> Foster parents		Other State agency staff (JJ, MH, DD, etc.)	
		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	\$5,000.00
<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)

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). **HR10434 or HR10940**

### Indicate all applicable funding sources

<input type="checkbox"/> IV-B-1 (CWS)		CAPTA
<input type="checkbox"/> IV-B-2 (PSSF)		IV-E Chafee ILP
<input type="checkbox"/> IV-E Foster Care		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		Other, Specify
<input type="checkbox"/> SSBG		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>													
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 2019.													
<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 checked="" 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 checked="" 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>	<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 checked="" type="checkbox"/> Conference/workshop	<input type="checkbox"/> In-house agency training staff <span style="float: right; font-size: x-small;">Specify</span> <input type="checkbox"/> Public university -----> _____ <input type="checkbox"/> Private university -----> _____ <input checked="" type="checkbox"/> Other -----Nationally and regionally known experts.												
<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"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 1 Days <input type="checkbox"/> Hours per day <input type="checkbox"/> 6 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 checked="" type="checkbox"/> Persons preparing for employment with State/local agency <input checked="" type="checkbox"/> Foster parents	<input checked="" type="checkbox"/> Adoptive parents <input checked="" type="checkbox"/> Child caring agency staff <input checked="" type="checkbox"/> Child placement agency staff <span style="float: right; font-size: x-small;">Specify</span> <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"/> Cost per class/training function <input checked="" type="checkbox"/> Other (specify)	<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>750</td> <td>Total Cost</td> <td>\$23,000.00</td> <td></td> </tr> </table>	Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00	Estim. no. of trainees in class		750	Total Cost	\$23,000.00	
Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00								
Estim. no. of trainees in class		750	Total Cost	\$23,000.00									
<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 IV-B-2 (PSSF) grant. <b>HR10434 or HR10940</b>													
<i>Indicate all applicable funding sources</i>													
<input type="checkbox"/> IV-B-1 (CWS) <input checked="" 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 checked="" 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 brief syllabus of the training activity						
<p>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, to include trauma-informed services and strategies for community stakeholders, foster parents, and social workers - these are provided on demand, really a component of the outreach and Information &amp; 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.</p>						
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				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 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.)				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		1912	Total Cost	\$40,000.00	
<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)						
<p>Costs are taken from the budget attached to the 2015-2016 renewal contract with Children's Aid Society/APAC. <b>HR10434 or HR10940</b></p>						
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 checked="" 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*

2019 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	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. 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. **HR10940**

*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 checked="" type="checkbox"/> State only (mark only if other than non-Fed match)
<input type="checkbox"/> IV-E Adoption	<input 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 Foster Youth serving as ambassadors and youth peer leaders from across the state. 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	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 type="checkbox"/> Other ----->	<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"/> 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.)	Specify
<input checked="" type="checkbox"/> Foster Youth	<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		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. **HR10163**

### 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 are held at various locations across the state, utilizing college campuses when possible. 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"/> 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>		<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 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 checked="" type="checkbox"/> Other: Children's Aid Society	Specify							
<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"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 3 Days <input checked="" 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"/> 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 checked="" type="checkbox"/> Foster Youth	<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>							
<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)	<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <thead> <tr> <th style="width: 25%;">Unit cost</th> <th style="width: 25%;">\$0.00</th> <th style="width: 25%;">No. Trainees</th> <th style="width: 25%;">Total Cost</th> </tr> </thead> <tbody> <tr> <td>Estim. no. of trainees in class</td> <td></td> <td style="text-align: center;">150</td> <td>Total Cost \$107,000.00</td> </tr> </tbody> </table>	Unit cost	\$0.00	No. Trainees	Total Cost	Estim. no. of trainees in class		150	Total Cost \$107,000.00
Unit cost	\$0.00	No. Trainees	Total Cost						
Estim. no. of trainees in class		150	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. <b>HR10163</b>									
<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 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>			
ILP DREAM Council Meetings are held on various Saturdays of the month at DHR County offices across the State each year. As a part of continued Leadership Training for DREAM Ambassador, 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.			
<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 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 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"/> 9 Days		
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/> 4 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 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	Specify	
<input checked="" 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)	Foster Youth	
<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
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class	50-75	Total Cost
<input type="checkbox"/> Other (specify)			\$12,000.00
<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. <b>HR10163</b>			
<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

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)		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 ----->	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)	<input checked="" type="checkbox"/>	24 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 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	Specify
<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

Unit cost per trainee (Tuition/books/supplies per trainee) or		Unit cost	\$0.00	No. Trainees	1200	Total Cost	\$0.00
Cost per class/training function		Estim. no. of trainees in class				Total Cost	\$50,000
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. **HR10409**

### 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)

### 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. The 2018 annual meeting was held on April 27, 2018, at the offices of the Poarch Band of Creek Indians. (see 2019 APSR for details).

### 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 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="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 proposed provider of training activity

### Indicate duration category of the 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	

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

### 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="text"/>
	<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) <b>or</b>	<input type="checkbox"/> Unit cost	\$0.00	<input type="checkbox"/> No. Trainees	0	<input type="checkbox"/> Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/> Estim. no. of trainees in class			8	<input type="checkbox"/> 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. **HR10093**

### 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 and Quality Assurance 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

<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

### Indicate proposed provider of training activity

<input checked="" type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Public university ----->	
<input type="checkbox"/> Private university ----->	
<input type="checkbox"/> Other ----->	

### Indicate duration category of the 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)

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

2	Days
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

<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

### Estimated total cost

Unit cost	\$0.00	No. Trainees	0	Total Cost	\$0.00
Estim. no. of trainees in class			1564	Total Cost	\$240,000.00

### Cost allocation methodology

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 Random Moment Sampling. Most will be service workers whose cost is distributed based on services work sampling. **Usually, HR10053, Directors use HR 10050.**

### 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	State only (mark only if other than non-Fed match)
<input checked="" type="checkbox"/> IV-E Adoption	Other, Specify
<input checked="" type="checkbox"/> TANF	Other, Specify
<input checked="" type="checkbox"/> SSBG	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 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.					
<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 - As planned by Region IV 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	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)			Total Cost	\$3,000.00
<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 <b>HR10093</b>					
<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 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

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 11 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.

### 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 checked="" 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 -----> <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span>
<input type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university -----> <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span>
<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)	<input type="checkbox"/>	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	<input checked="" type="checkbox"/>	3 Hours per day-session
	<input type="checkbox"/>	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 <span style="float: right; font-size: small;">Specify</span>
<input checked="" type="checkbox"/> Foster parents (prospective)	<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>

### 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		1000	Total Cost	\$220,000.00	
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)

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 /

### 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)

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

DHR Supervisory Management 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	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 ----->		

### 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 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) or	<input type="checkbox"/> Unit cost	\$0.00	<input type="checkbox"/> No. Trainees		<input type="checkbox"/> Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function	<input type="checkbox"/> Estim. no. of trainees in class		100	<input type="checkbox"/> 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. **HR10407**

### 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 2018 Children's Justice Act Annual Meeting on July 19-20, 2018, by the Family Services, CPS Program Manager.

*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).

**HR10172**

*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)

<i>Provide a one paragraph brief syllabus of the training activity</i>					
Coordinated State Child Welfare Programs Grantee Meetings in 2018.					
<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 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		
<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 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"/>	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
<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	\$3,376.00
<i>Cost allocation methodology</i>					
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)					
Direct charge to grant. <b>HR10434 or HR10093 (CWS)</b>					
<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 - <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		





## "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 will be held in Tuscaloosa, AL, in October, 2018. This was a collaborative meeting between AOC and DHR, with Casey Family Programs also being involved. Topics will include: Alabama Kinship Guardianship process and round-table discussions regarding the challenges of Kinship Guardianship and the Family First Prevention Services Act.

*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)	2 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	Hours per day - 6 first day; 4 second 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 <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		150	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.  
**HR10270 or HR10419 - Juvenile Code Training if funds are not available.**

*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

Substance abuse training is a planned expenditure of Children's Justice Grant funds for FY 2019. The two-day training will be held in three (3) regions of the state. The goal of training will be to increase the knowledge of assessment workers and Law Enforcement staff regarding the indicators that a family has substance abuse issues.

### 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

<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

### Indicate proposed provider of training activity

<input type="checkbox"/> In-house agency training staff	Specify
<input type="checkbox"/> Public university ----->	<input style="width: 100%;" type="text"/>
<input type="checkbox"/> Private university ----->	<input style="width: 100%;" type="text"/>
<input checked="" type="checkbox"/> Other -(to be decided)----->	<input style="width: 100%;" type="text"/>

### Indicate duration category of the 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)

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

<input type="checkbox"/> 2 Days
<input type="checkbox"/> 6 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)

Specify

Law Enforcement

### Costing method

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) <b>or</b>		<input type="checkbox"/> Unit cost	\$0.00	<input type="checkbox"/> No. Trainees	0	<input type="checkbox"/> Total Cost	\$0.00
<input type="checkbox"/> Cost per class/training function		<input type="checkbox"/> Estim. no. of trainees in class		<input type="checkbox"/>	300	<input type="checkbox"/> Total Cost	\$75,000.00
<input type="checkbox"/> Other (specify) travel/per diem							

### Estimated total cost

### 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 the grant for travel, per diem, registration and materials and trainer costs. **HR10172**

### 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 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*

Medical aspects in Child Abuse/Neglect Investigations/Assessment Training, is a planned expenditure of Children's Justice Grant funds for FY 2019. The one-day training will be held in four (4) regions of the state. The goal of the training will be to provide frontline child abuse assessment staff with a foundation of knowledge regarding the medical aspects and indicators in child abuse cases.

*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	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 type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/> Other -(to be decided)----->	<input style="width: 100%;" 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"/>	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	6 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 style="width: 100%;" type="text"/>
	<input type="checkbox"/> Other community staff (medical, legal, police)	<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		160	Total Cost	\$45,000.00	
<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)

Costs are directly charged to the grant for travel, per diem, registration and materials and trainer costs. **HR10172**

*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 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 Alabama Network of Childrebn's Advocacy Centers (CAC)will provide investigative interview training for dhild abuse and neglect assessments across the state. Four sessions will be held across the state in FY 2018 (sites are the following counties: Madison, Lee, Baldwin, and Tuscaloosa). Training will focus on communication skills, disclosure, interview structure, allegations, culture, disabilities and trauma.

### 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 <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 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 CAC Staff----->

### 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)	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 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 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	120	Total Cost	\$20,000.00
Cost per class/training function	Estim. no. of trainees in class				Total Cost	
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)

Reporting code: **HR10406, CW Training**

### 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*

Peer reviewer training will be provided by staff from the Office of Quality Child Welfare Practice to county child welfare supervisors in four sites across the state (counties of Jefferson, Madison, Montgomery, and Mobile). The training is designed to build supervisory capacity in conducting comprehensive record reviews and providing constructive feedback to workers relative to child safety, permanency, and well-being.

*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 checked="" type="checkbox"/> Continuing In-Service (On-going training for existing employees)	<input type="checkbox"/>	Private university ----->	<input type="text"/>
<input type="checkbox"/> Conference/workshop	<input checked="" type="checkbox"/>	Other - Staff from Office of Quality Child Welfare Practice----->	<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"/>	1 Days
<input type="checkbox"/> Long Term (Eight or more consecutive work weeks)	<input type="checkbox"/>	5 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*

*Estimated total cost*

<input type="checkbox"/> Unit cost per trainee (Tuition/books/supplies per trainee) or	Unit cost	\$0.00	No. Trainees	300	Total Cost	\$5,600.00
<input type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class				Total Cost	
<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)

**HR Code - HR10452.** 1. Training costs are part of overhead (supplies, printing, notebooks, etc.).  
2. Employees use their own Program Effort Codes to cost out their training.

*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 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 <b>brief syllabus</b> of the training activity			
Alabama Association for Behavior Analyst Annual Convention. This is an annual convention that the Board Certified Behavior Analyst attend to learn about new interventions that have been researched that may be helpful in working with the children they serve through the Department. The convention is held in Birmingham, AL.			
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 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"/>	<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 Alabama Association for Behavior Analyst	
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"/>	8 Hours per day	
	<input type="checkbox"/>	15 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	Specify
<input type="checkbox"/> Foster parents	<input checked="" type="checkbox"/>	<input type="checkbox"/> Other State agency staff (JJ, MH, DD, etc.)	Behavior Analyst
		<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	\$345.00	No. Trainees
<input checked="" type="checkbox"/> Cost per class/training function	Estim. no. of trainees in class		Total Cost
<input checked="" type="checkbox"/> Other (specify) travel/per diem			\$3,200.00
Cost allocation methodology			
Describe basis for allocating costs among benefiting programs & funding sources (including application of eligibility rates, where applicable)			
IV-B CWS program	42.0% all state	IV-E Foster Care, Adoption & Guard.	25.5% split ½ state, ½ federal
Title XX, SSBG	15.25% all federal	TANF program (EA & JOBS)	4.25% split ½ state, ½ federal
Medicaid TCM and Eligibility programs	13.0% all state		
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	

**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.
- Training for Hospital groups
- Conferences/meetings on ICPC Border Agreements

**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

## **Alabama Health Care Services Plan**

### **2015 – 2019 CFSP**

#### **Table of Contents**

- I. Introduction**
- II. Importance of a Medical Home**
- III. Initial Medical Examination**

- IV. Timeframe for Initial/Periodic Medical Exam**
- V. EPSDT**
- VI. Health Care for Children Not eligible for Foster Care Medicaid**
- VII. Monitoring and Treatment of Ongoing Health Care Needs**
- VIII. Importance of Immunizations**
- IX. Coordination Between DHR and County health Departments**
- X. Coordination of Health Services Between DHR and Alabama Early Intervention Service (AEIS)**
- XI. Coordination of Health Information Between DHR and Foster Parents**
- XII. Dental Care**
- XIII. Mental Health Needs of Children In Foster Care**
- XIV. Use of Prescription Medication for Children in Psychiatric Residential Treatment Placements**
- XV. Criteria for Prescription of Medication for Mental Health Reasons**
- XVI. Oversight of Medications in Foster Family Homes**
- XVII. Health Care Oversight for Older Youth Currently Served in Foster Care and Transitioning Out of Foster Care**
- XVIII. Department's Evaluation of Health Services**
- XIX. DHR Assessment, Treatment and Monitoring of Emotional Trauma / Training of Staff & Providers to Support the Treatment of Emotional Trauma**
- XX. Psychotropic Medications**
- XXI. Procedures and Protocols Regarding Diagnosis & Treatment**

**NOTE: See notation in the body of the report concerning this requirement)**

## HEALTH CARE SERVICES PLAN

### **I. Introduction**

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 provider** 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~~-provider" 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 and Comprehensive Family Assessment 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 2007.

“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:**

**Psychotropic Medication / Monitoring Protocol**

The psychotropic medication and monitoring protocol was implemented in October 2016 in a continued effort to minimize placement moves and reliance on psychotropic medication as a behavioral control. The project began with an introductory training for seven pilot counties, as follows: Montgomery, Autauga, Elmore, Macon, Bullock, Russell, and Lee. The Alabama Psychotropic Medication Review Team (APMRT) consists of a part-time Child Psychiatrist, a Nurse Practitioner, and two Board Certified Behavioral Analysts. The APMRT Team will review monthly medication data provided through a partnership with the Alabama Medicaid Agency; identify young people who are too young to be prescribed psychotropic medications, prescribed too many medications of the same or similar classes and too many medications, per set criteria. They will contact the county office, share their concerns and begin consultation to decrease reliance and use and provide behavioral support as a mechanism to safely reduce use of medications, when appropriate. Data from the initial year of service indicates activities in four distinct areas: 1) Presentations and group training services; 2) Behavioral services delivered to foster children and their respective foster parents; 3) Documents and guidelines that APMRT's Child Psychiatrist and Psychiatric Nurse developed for prescribers and caseworkers; and 4) Quantitative analysis of the psychotropic medication prescriptions based on data provided from the seven pilot counties. Quantitative information on the various areas is offered for each area of activity.

#### Area 1:

- The project director and psychiatric nurse practitioner have provided six 50 to 90 minute presentations to 81 caseworkers and directors in the pilot counties.
- The team BCBA's developed a series of foster parent training modules and presentations entitled Family Engagement and Training Services (FEATS). The FEATS training contains three 45-min classes. Class one focuses on teaching foster children self-care skills using behavior-analytic instructional techniques. Class two defines "trauma" and outlines how traumatic events give rise to skill deficits and problem behavior by children in foster care. Class three focuses on teaching medication advocacy to foster parents. In addition to outlining common side effects, the third module trains parents to ask prescribers direct questions about decreasing psychotropic medication after problem behavior abates.
- The APRMT developed a webpage describing the services that are provided to the pilot counties.
- The APMRT BCBA's have provided continuing education credits to parents who completed in-home training for personalized behavior intervention plans.

#### Area 2:

- The APRMT began receiving referrals for behavioral services in March 2016. To date, the team BCBA's have made contact with and provided the trauma assessment to over 30 clients in the pilot counties and have also provided consultation for 3 individuals in residential facilities that are outside of the pilot county catchment.
- Across the seven pilot counties, 60% of the foster parents who were eligible to receive behavioral services from the APMRT accepted the services.
- All of the referral cases reported problem behavior in the foster home. Specifically, 25% reported tantrums, 33% reported noncompliance, 33% reported property destruction, 25% reported self-care deficits, and 10% reported self-injurious behavior, among other problems.

#### Area 3:

- The APMRT has agreed to use a trauma assessment tool that was recommended by SAMSHA. However, the team has found this tool to be inadequate with our client population. In early June, the team adopted the use of (a) The Trauma Symptom Checklist for Children (TSCC) and (b) The Trauma Symptom Checklist for Young Children (TSCYC). Both tools have considerable empirical support for the prescribed populations.
- The APRMT developed a worksheet organizing all psychotropic medications by class and indication, as well as generic and tradenames. This worksheet also included safe dosages.



- The team’s Child Psychiatrist and Psychiatric Nurse Practitioner developed “black box” warning documents each class of psychotropic medication (e.g., Neuroleptics, Stimulants) for prescribers, foster parents, and case workers. The documents indicate the specific usages for each type of medication and outline the various side effects that are known for each medication.
- The team’s Child Psychiatrist, Psychiatric Nurse Practitioner, and BCBA’s developed training modules to teach case workers and foster parents to request reductions in psychotropic medication for their foster child when meeting with their respective prescriber.
- The team’s Child Psychiatrist and Psychiatric Nurse Practitioner are currently developing (with the assistance of video production specialists at Auburn University) two series of training modules on each class of psychotropic medication with embedded videos and PPT presentations for broader dissemination. The first series will be tailored to caseworkers and foster parents. The second series will be geared toward prescribers and viewers will have an option to obtain continuing education units.

Area 4:

- The APMRT receive a monthly data set comprising drug prescriptions purchased by or for children in the foster care system. This includes demographic information about the client (gender, age, county of residence), all drugs purchased through Medicaid and their cost, the prescribing physician, the Medicaid program that was charged, the client’s home county, and other information.
- The psychotropic drugs purchased are identified and then reviewed for each client individually to obtain the pattern of medication use. We identify high-priority cases, which include children age 5 and under, two or more medications from the same class, or five or more different psychotropic drugs purchased.
- These clients are identified, reviewed by the project psychiatrist, and their names are communicated to the social worker with the goal of working with the foster parents to reduce psychotropic drug use and replace it with behavior management of problem behavior.
- The information on prescribing physicians in the Medicaid database was used to contact them to introduce ourselves and offer our assistance.

This information motivates our strategy of providing behavioral skills training to foster parents, our development of web-based instruction to parents about how to work with the prescribing physician to reduce psychotropic drug use, and will inform the information that we provide in continuing education for both physicians and foster parents.

The addition of the new TIPS foster parent training will provide foster parents with trauma-informed training materials that will offer them additional tools to serve the specific needs of foster youth.

**XXII. Procedures and Protocols Regarding Diagnosis and Placement.**

Alabama has requested an extension to August 15, 2018, in order to meet the mandates established by the **Family First Prevention Services Act**. By/on that date a revised Health Care Services Plan will be submitted, that includes content addressing the below requirement:

States will need to establish as part of their health care services oversight and coordination plan procedures and protocols to ensure that children in foster care are not being inappropriately diagnosed with mental illnesses, disorders or disabilities that may result in the child not being placed with a foster family home. (Sec. 50743)

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 8 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.

On January 21, 2016, President Obama declared that a major disaster existed 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.

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.

### **2017 Update:**

Per the Alabama Emergency Management Agency - Human Services Branch, Alabama had one Small Business Administration (SBA) declaration in 2017. The SBA declaration (Jefferson County) resulted in \$466,700 (Homes: \$371,900.00/Businesses: \$94,800.00) being approved in low-interest loans for the recovery effort.

The unusually active 2017 hurricane season saw Hurricane Nate striking the northern Gulf Coast on October 7-8. Hurricane Nate made two landfalls as a Category 1 hurricane, first in southeast Louisiana and then near Biloxi, Mississippi. The storm then tracked inland, spawning several tornadoes and causing tree damage, structural damage, and power outages across Alabama. (Ref: Haggerty Consulting)

On November 16, 2017, President Trump declared that a major disaster exists in the State of Alabama. Per the AEMA Hazard Mitigation Officer, Alabama received mitigation funding after Hurricane Nate impacted the state.

Public Assistance (PA) for 2017 (Provided by AEMA Public Assistance Section):

- Hurricane Irma (EM-3389) - On September 11, 2017, federal emergency aid was made available to the State of Alabama (all 67 counties and the Poarch Band of Creek Indians) to supplement state, tribal, and local response efforts due to the emergency conditions in the area affected by Hurricane Irma

beginning on September 8, 2017, and continuing. Specifically, FEMA is authorized to identify, mobilize, and provide at its discretion, equipment and resources necessary to alleviate the impacts of the emergency. Emergency protective measures (Public Assistance Category B), including direct federal assistance, will be provided at 75 percent federal funding. Total federal assistance awarded: \$561,059

- Hurricane Nate (DR-4349) – On November 16, 2017, President Donald Trump approved Governor Kay Ivey’s request for a Presidential Emergency Declaration for the State of Alabama. The following areas of the State of Alabama have been designated as adversely affected by this major disaster: Baldwin, Choctaw, Clarke, Mobile, and Washington Counties for all categories of Public Assistance. Autauga, Dallas, and Macon Counties for emergency protective measures (Category B) under the Public Assistance program.
- Total federal assistance awarded: TBD (processing applications)

**Survivor Recovery:**

Per ADHR Information Services Division, no county DHR offices implemented their ISD disaster plan in 2017. However, several offices closed early or opened late due to hazardous road conditions caused by severe weather events. The State Emergency Operations Center was activated and ADHR staff deployed to AEMA Division Offices and the SEOC, 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 2017 events.

**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 data detailed in the 2019 APSR by the Office of Data Analysis (ODA) (Systemic Factors, number 19: Statewide Information System), the racial/ethnic make-up of our children in foster care is

White: 62.57% Black or African American: 36.22% Two or more races: 6.40%  
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 2018A) indicates that 4.9% of the children in foster care are of Hispanic ethnicity.

There is a similar report for characteristics of foster home (PVDR230) which captures characteristics for provisional and approved foster homes such as foster parent race and age. There are plans to make edits to this report so that all information on it will be accurate and reliable and will capture in-depth data for both traditional foster homes and therapeutic foster homes by county and zip code. In the meantime, 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 73.20% of the number one heads of household in 1,745 approved foster homes are white and 20.6 percent are black or African American. Seldom is information provided on a second head of household. The query reports that 0.86 % of head of household ones are of Hispanic origin. In the area of language the query only reports that one family speaks English and German, one family speaks English and Japanese, one family speaks English and Vietnamese, and nine families speak English and Spanish. There is also one family that is able to communicate in American Sign Language. 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 2017; (b) information about inquiries, GPS/TIPS completion and new FFH/AR approved in FY 2017. 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 to be updated during this reporting cycle.

**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 2018 to include a television and radio PSA's featuring University of Alabama head football coach Nick Saban and Gus Malzahn .

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

## Recruitment Activities 2017-2018

AREA OF RECRUITMENT	TYPE OF RECRUITMENT	NAME	DATE OF RECRUITMENT	RECRUITMENT DETAILS FOLLOW UP	STAFF
Birmingham	Flyers	Advent Episcopal School/Church	11/28/2017	MM took fliers to Advent Episcopal School.; MM was notified the school was limited to what fliers they could put out. MM traveled to Advent Episcopal Church and was able to leave fliers with the outreach contact.	Marteissa Mauldin
Birmingham	Flyers	Hoover Library	11/29/2017	MM took fliers to be placed in circulation at Hoover Library.	Marteissa Mauldin
Birmingham	Flyers	Marteissa Mauldin	11/27/2017	MM took fliers to Birmingham Public Library for display- contact Ms. Davis	Marteissa Mauldin
Birmingham	Signs	Road Signs Edgewood/Homewood	1/24/2018	Placed road signs in Edgewood/Homewood areas.	Marteissa Mauldin
Birmingham	Signs	Road Signs Pelham/Hoover	1/23/2018	Placed road signs in Pelham/Hoover area.	Marteissa Mauldin
Birmingham	Signs	Road Signs Trussville/Clay/Irondale	1/22/2018	Placed road signs in Trussville/Clay/Irondale area	Marteissa Mauldin

Huntsville	Company/Business/Church	Rivertree Church Resource Directory	11/16/2017	APAC was contacted by Rivertree Church in HVL with request to include upcoming TIPS classes in a directory they maintain for foster/adoptive/potential families. Rachel Roberts spoke with Melanie Braddock ( <a href="mailto:Melanie.I.braddock@gmail.com">Melanie.I.braddock@gmail.com</a> ; 703-395-5071) and supplied her with the upcoming dates for HVL area locations: Hi Melanie, Great speaking with you today! Thanks so much for thinking of us and including us in your information for potential families! I'd love to partner with Rivertree any way we can. Here are our Huntsville area locations and dates for Orientations this year. We may add additional ones depending on the need, but these three will definitely happen. Also, just to make sure I mention, we occasionally need to reschedule these for various reasons, but interested families can always call or email to confirm that they're on! Kids to Love 12/11/2017 Mayfair COC 3/5/2018 Mayfair COC 6/4/2018 My contact info is below, and any interested family is welcome to contact us with any questions! I've attached our brochure that outlines ALL the APAC services for foster and adoptive families as well. Thanks again Melanie! Rachel Roberts, LBSW, MSW	Rachel Roberts
Huntsville	Signs	Home of Mayo Family-Meridianville	11/30/2017	FA Jessica Dieken placed a road sign at the home of James & Michelle Mayo at family's request.	Rachel Roberts
Mobile	Other	Meeting with Baldwin DHR	2/19/2018	Suzie Diamond, Rachel Roberts, and Emily Patterson met with Program Manager Tina Green and resource unit of Baldwin DHR to discuss APAC services and highlight how the county and APAC can make family referrals to one another.	Rachel Roberts
Mobile	Other	Meeting with Mobile DHR	2/20/2018	Suzie Diamond, Rachel Roberts, and Emily Patterson met with resource and adoption unit supervisors of Mobile DHR to discuss APAC services and highlight how the county and APAC can make family referrals to one another.	Rachel Roberts
Montgomery	Company/Business/Church	Follow up gift to Publix @ Taylor Junction	2/2/2018	Rachel Roberts sent a thank you letter and promo items, as well as marketing materials, to Publix @ Taylor Junction as a thank you for great customer service.	Rachel Roberts
Northern Region	Flyers	Flyers to Jefferson	1/29/2018	Distributed PAS fliers to Jefferson County Libraries.	Marteissa Mauldin

		County Libraries			
Northern Region	Flyers	Flyers to Shelby County Libraries	1/30/2018	Distributed PAS fliers to Shelby County Libraries.	Marteissa Mauldin
Statewide	Other	Adoption Day Proclamation	11/30/2017	Jeff McGee attended the state Adoption Day Proclamation on behalf of CAS.	Rachel Roberts
Statewide	Other	County Director Letter	1/25/2018	Rachel Roberts sent a letter to each county director outlining PAS services, and presenting PAS as a resource to whom the counties can refer adoption-only families.	Rachel Roberts
Statewide	Other	HerCampus blog article	1/22/2018	APAC was mentioned in a blog article by an adult adoptee on the Her Campus blog: <a href="https://www.hercampus.com/school/jax-state/no-month-november">https://www.hercampus.com/school/jax-state/no-month-november</a>	
Statewide	Radio	APR Interview	1/29/2018	Brock Sellers did a brief interview for AL Public Radio re: International Adoption Day. Aired at the following times: 6:04 am 7:04 am 8:04 am 4:32 pm 5:00 pm	Rachel Roberts
Statewide	Relational Meeting	Family Guidance Center meeting	2/12/2018	Regina Allison, Program Director @ FGC, former Family Finders employee, discussed former recruitment strategies including NAM balloon releases.	Rachel Roberts
Birmingham	Booths	BHM Parent Special Needs Expo	3/10/2018	APAC was represented with a booth at the Birmingham Parent Special Needs Expo. Approximately 250-300 attendees. ~50 face to face contacts. R. Roberts, Suzie Diamond, Mollie Peevy, Kendra Alley, and Ema Hagood (intern) in attendance.	Rachel Roberts
Huntsville	Booths	Huntsville Library Q&A	3/10/2018	Jessica Dieken & Robbie Shockey represented APAC at a booth at a community Q&A session at Huntsville Public Library. 2 face to face contacts (weather)	Rachel Roberts
Statewide	Other	Board Orientation	4/1/2018	The CAS Board was provided with a showing of the new APAC Orientation video and Caron Sandefur spoke briefly with the Board members about recruitment of potential adoptive families.	Rachel Roberts
Birmingham	Flyers	Trussville/Pinson/Clay blitz	4/6/2018	Brittan Popham completed Blitz (flyers & brochures to ~35 business/entities) in the Trussville/Pinson/Clay area	Brittany Popham
Birmingham	Speaking Engagement	Margaret City Council Meeting	4/17/2018	Brittany Popham spoke at the Margaret City Council Meeting. Council was receptive and a Lion's Club member in attendance provided card and asked for APAC to come to speak to one of his meetings	Brittany Popham

Birmingham	Flyers	Birmingham Mommy	4/19/2018	APAC promos and flyers were put in swag bags for a Birmingham Mommy's event with 100 mothers and or person supporting mothers were in attendance.	Brittany Popham
Statewide	Booths	AFAPA Conference	5/10/2018	APAC was represented at AFAPA conference and HS-only services were emphasized.	Rachel Roberts
Birmingham	Speaking Engagment	Dawson Family of Faith Panel	5/20/2018	Brittany & Rachel participated in foster/adoption Panel and resource booth at Dawson Family of Faith. This is a relationship that is being formed through a current APAC family. The church is starting a F/A ministry, and APAC has expressed a desire to continue partnership with them.	Brittany Popham
Birmingham	Relational Meeting	Trussville Teamworxx Networking Event	5/17/2017	Brittany attended Trussville Teamworxx Networking Event and made contacts and potential leads for families utilizing services, promotional marketing person, and possible free advertising on BhamGrub.com	Brittany Popham
Other	Flyers	Athens blitz	5/19/2018	Brittany went to Athens area and completed Athens Blitz	Brittany Popham
Other	Booths	Florence First Friday	6/1/2018	Brittany attended Florence First Friday and set up a table	Brittany Popham
Birmingham	Speaking Engagment	Odenville Chamber of Commerce	6/4/2018	Brittany spoke at Odenville Chamber of Commerce	Brittany Popham
Birmingham	Ads	Vestavia Athletic Association ad	6/26/2018	1/4 pg. ad purchased in Vestavia Athletic Assoc. book (500+ printed)	Rachel Roberts
Statewide	Traditional Media	AL. com interview	3/21/2018	Suzie Diamond & Rachel Roberts were interviewed for AL.com, The Birmingham News, The Huntsville Times, and The Mobile Press-Register re: recruitment	Rachel Roberts
Dothan	Flyers	Dothan Blitz	2/27/2018	Jackie Turner & Meredith Turner completed a blitz in the Dothan area (~45 businesses/entities)	Meredith Turner
Montgomery	Flyers	Montgomery blitz	3/1/2018	Donna Brock completed a blitz in the Montgomery area (~20 businesses/entities)	Rachel Roberts
Prattville	Flyers	Prattville blitz	3/1/2018	Meredith Turner completed a blitz in the Prattville area	Rachel Roberts
Statewide	Speaking Engagment	DT training	3/20/2018	Emily Patterson spoke and gave out APAC material at DT to other agency & DHR trainers	Rachel Roberts
Statewide	Booths	PTA Conference	6/1/2018	Jill Sexton spoke and represented APAC at a booth at the Statewide PTA Conference. Hannah Taylor in attendance.	Rachel Roberts

Statewide	Other	Dollar General Adoption Incentive	5/1/2018	APAC sent a letter to DG corporate in response to company's inclusion of an adoption incentive for DG employees, educating about APAC's services and seeking additional recruitment opportunities	Rachel Roberts
Birmingham	Flyers	South Highland Presbyterian Church	6/26/2018	Flyers put up at South Highland Presbyterian Church	Brittany Popham
Birmingham	Flyers	ACIPCO	6/26/2018	Flyers put up in main office building	Brittany Popham

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. Social media however, 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 Department's grants with the Dave Thomas Foundation for Adoption that operates the *Wendy's Wonderful Kids* projects in two geographic locations in the state which includes Northern and Southern sites. We secured our first DTF/WWK grant during FY 2007 (Mobile, Baldwin & southwest Alabama) and the second DTA/WWK grant during FY 2010-2011. We were recently awarded our 2018-19 grant to continue this valuable partnership which will continue in the aforementioned sites

### 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:**  
children

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.

**FY 2018 Status:** This continues to be a work in progress, however FACTS functional meetings with FSD management continues to occur. Efforts are occurring to ensure this objective is met.

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.

**FY 2018 Status:** A foster care consultant has been assigned to all counties. A part of their role and responsibilities are tied to training county resource workers and supervisors. This work will be ongoing and made a part of the quarterly reporting in the Office of Foster Care.

**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.

**FY 2018 Status:** The query continues to run quarterly.

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.

**FY 2018 Status:** The Department continues to partner and contract with professional and natural supports in the area of language translation.

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.



**FY 2018 Status:** The Department continues to provide this free service.

**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:**

- 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)

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2016	GPS PARTICIPANTS	NEW FOSTER HOMES
17	Colbert	19	6	2
18	Conecuh	8	7	0
19	Coosa	7	2	2
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

COUNTY NUMBER	COUNTY NAME	INQUIRIES FY 2016	GPS PARTICIPANTS	NEW FOSTER HOMES
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
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	15	0	0
67	Winston	11	3	5

2. 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 are 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).

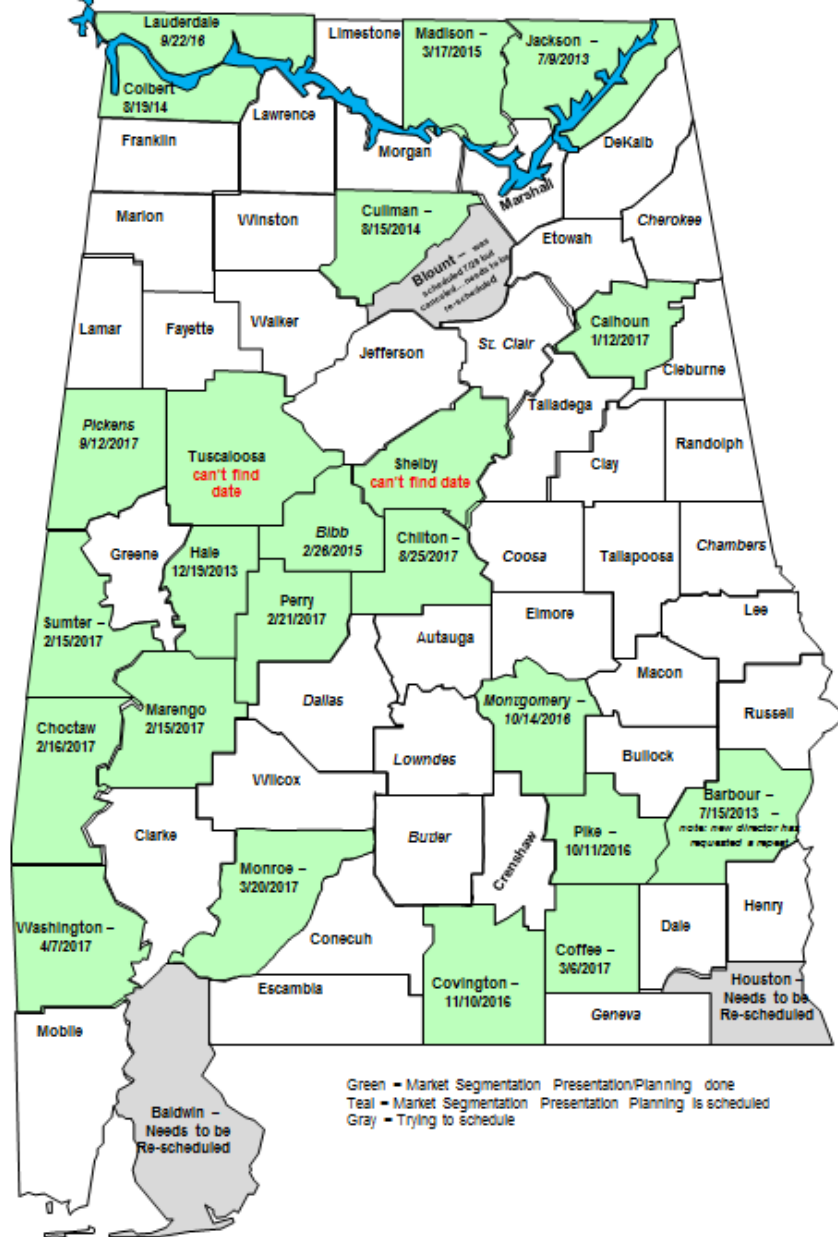
**FY 2017 Status:** On-site diligent recruitment planning work sessions were held in the following counties since 10/1/2016:

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



**FY 2018 Status:** No additional on-site diligent recruitment work sessions have occurred.

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.

**FY 2018 Status:** With the recent assignment of Foster Care Consultants for each county, this will increase the partnership and bring more clarity to state-level and county recruitment responsibilities. The State office has partnered with several counties to assist with recruitment efforts. A few of these examples are the Dollar General Stores recruitment receipt campaign, the Birmingham Magic City Classic HBCU football game recruitment campaign and a mass mail-out post card campaign.

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.

**FY 2018 Status:** This partnership for on-site recruitment response continues with 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.

**FY 2018 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.

**FY 2018 Status:** This contract remains 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.

**FY 2018 Status:** This service is currently in place. The Pre & Post Adoption Services Contract request for proposals was released in the spring 2017 and a new contract was recently signed. Changes included termination of the child-specific recruitment component (because outcomes were not being achieved) and the number of special need adoptive homes was increased from 50 annually to 75.

- 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.

**FY 2018 Status:** This continues to be a valuable function of the Office of Adoption and Foster Care

**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:**

- Draft and release an administrative letter reminding counties of the purpose and importance of appropriate continuing education training for their foster parents.

**To be completed by October 2018.**

- 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. **To be completed by October 2018.**

**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”.

**FY 2018 Status:**

Training for approved homes is addressed in the Foster Family Home/Adoptive Resource Policy. Policy states foster parents must complete the 15 hours of training and document in FACTS. Policy does not mandate what type of training each foster parent is required to attend as it is left up to the resource workers in the county. To assist county resource workers in this effort, trauma training has been offered in several sessions.

The Department has partnered with Children’s Aid/APAC and has offered Trauma training in several regions of the state that included line staff, managers, directors and foster parents. This training was also a part of both Supervisor’s conferences, the Permanency Conference and Director’s Annual meeting. Upcoming trainings are also being offered by internationally renowned parenting experts from the U.K. This training will focus on healing children through therapeutic parenting.

- 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 & Stealing
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.

**FY 2018 Status:** The 2018 AFAPA conference was held May 2018; Keynote Speaker was Author Sue Badeau -Bridging the Gap for Kids Conference Topics included:

The Toll of Trauma on our Foster Children  
Working with Birth Parents,  
Developing Empathy with Granny, Understanding, Sexualized Behaviors in Children, Behavior Management and Medication Advocacy for Foster Children  
Suffering, Stress and Strain,  
Legal Issues for Foster Parents,  
Hair Care. Adoption Subsidy,  
Understanding Sexualized Behaviors in Children,  
Bridging the Gap to Permanency,  
Car Seat Safety,  
Independent Living Program, Strategies for Challenging Behavior,  
Allegations and Documentation,  
Drug Awareness,  
Strategies for Challenging Behavior, All About Me  
Cultural Diversity and Bias,  
Transitions to Permanency,  
Day to Day Living with FAS, Put Your Own Oxygen Mask on First,  
Secondhand Trauma, Stress, and Resilience,  
You Can't Pour from an Empty Cup ( Self Care) and  
Supporting Adolescents as they Transition & Thrive for Adulthood.

**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.

**FY 2018 Status:** The Department launched a 2018 stakeholder group that includes, state office staff, directors, line staff, policy manager, foster youth and foster parent. This group meets to explore challenges and recommend policy changes to address the use of social media in recruitment, general and child-specific.

The Department has also submitted a list serve inquiry for assistance from other states in this area.

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

**FY 2018 Status:** No additional changes to report.

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.

**FY 2018 Status:** No additional changes to report

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.

**FY 2018 Status:** The stakeholder group mentioned in update number 1 will extend invitations to our recruitment partners listed above as well as State DHR legal for input on the development of social media policies.

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.

**FY 2018 Status:** No additional changes or policy drafts to report as of yet.

**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.

**FY 2018 Status:** The Department applied for and was awarded the 2018-2019 Wendy's Wonderful Kids grant renewal.

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.

**FY 2018 Status:** The ODA reports there are 118 children ages 14 and older in foster care with TPR and a goal of APPLA as of 6/26/2018.

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.

**FY 2018 Status:** There continues to be no children in either Wendy's Wonderful Kids recruiter's caseload that has a TPR with a goal of APPLA. All youth have a plan of Adoption No Identified Resource.

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.

**FY 2018 Status:** Both Northern and Southern Wendy Wonderful Kids recruiters continue to maintain monthly face to face visits with all the youth on their caseloads.

**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 a 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.

**FY 2018 Status:** The Office of FC/ILP has collaborated with the DREAM Ambassadors to design several recruitment displays to be used for recruitment around the state. Members of the DREAM Ambassadors along with other youth will schedule time during their 2018 Summer Camp to design and present their display to the State Office Staff. DREAM Ambassadors and other foster youth will also partner with the Office of Foster Care during the Magic City Classic and other local recruitment efforts taking place around the State.

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.

**FY 2018 Status:** Representatives from the Office of FC will continue to attend IL conferences and monthly meetings to speak with Dream Ambassadors, Dream Council members as well as other youth participating in Independent Living services in order to gain insight and input regarding their hopes and dreams for foster parent recruitment. This will allow their voices to be heard in order to see change.

**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.

**FY 2018 Status:** The Spanish Language PSA continues to run and is heard through our partnership with the Alabama Broadcasters Association.

- 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.

**FY 2018 Status:** The Spanish Language “Open your Heart, Open your Home” poster was approved and is available from general services. Counties will be reminded by the Office of Foster Care that this poster can be ordered from Service Now and is item 99-5.

- 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.

**FY 2018 Status:** This service continues and Policy is in place.

#### **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 NRCDRAFAP (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  
ACTIVITIES AS OF  
3/31/2018**

- 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. Most recently Auburn coach Gus Malzahn has done a promo.
- 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 Boost – 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.
- 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**

<b>CO. #</b>	<b>CO. NAME</b>	<b>2017 COUNTY PLAN(S)</b>	<b>2017 COMPLETED STRATEGIES</b>
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</li> </ul>	<p>Submitted by Onya Myhand, 6/29/2018</p> <p>Due to transition our County has experienced, we had not completed all of the activities on the previous plan submitted. We did make presentations at local churches and groups. One of the barriers to holding a local STEPS training is we did not have trained staff. Staff was trained in late 2017; however we are in the process of recruiting a foster parent who will need to be STEPS trained.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>City Fest in Prattville, AL.</p> <ul style="list-style-type: none"> <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, WNGI 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> <p>2) <u>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>3) <u>Churches and other Religious Organizations</u></p> <ul style="list-style-type: none"> <li>Contact local churches to schedule speaking</li> </ul>	County Completed their planned strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>engagements to various church groups/organizations</p> <ul style="list-style-type: none"> <li>• Contact local churches and provide inserts to distribute in church bulletins/newsletters</li> </ul> <p>4) <u>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>5) <u>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>6) <u>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</p>	<p>Submitted by Deana Stinson, 5/30/2018</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 BCDHR resource unit completed presentations to several community organizations including the Head Start Program, some local churches, and the local boys and girls club regarding</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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 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</p>	<p>foster/adoption recruitment, and recruitment incentives will also be used according to policy requirements to aid in recruitment assistance from existing foster parents. A recruitment drive was also conducted at Wallace Community College in which a Heart Gallery Display was set up.</p> <p>During the Fiscal year the county conducted 3 GPS orientations with only one developing into a complete class which was completed and resulted in 1 approved home. 2 additional deciding together classes were completed and both families are completing the approval process at this time.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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	Submitted by John Richards, 1/27/2017 Bibb County DHR has developed the following plan of activities for	Bibb County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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> <li>F. Bibb DHR will set up a booth at Tannehill Trade Days on April 15, 2017.</li> <li>G. Foster Parent Appreciation Party will be scheduled in May 2017.</li> <li>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.</li> </ul> <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</p>	<p>Blount County completed their strategies and also spoke at multiple churches as well as put out yard signs.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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>Submitted by Juanita G. Smith, 6/29/2018</p> <ul style="list-style-type: none"> <li>• 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.<b>[Juanita G. Smith] Completed process with 20 inquiries.</b></li> <li>• 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.<b>[Juanita G. Smith] Completed</b></li> <li>• 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.<b>[Juanita G. Smith] Completed process</b></li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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 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> <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</p>	<ul style="list-style-type: none"> <li>• A copy of the log will be provided to the Supervisor at individual worker conferences.<b>[Juanita G. Smith] Verbal acknowledgement of inquiries</b></li> <li>• 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. <b>[Juanita G. Smith] Process not completed as stated however potential foster providers wanted to be notified of either orientation process or class start date.</b></li> <li>• 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.<b>[Juanita G. Smith] Completed process; most completed during orientation</b></li> <li>• Once applications are received RD will request that ASA make a provider record in order to separately maintain applications and pertinent information.<b>[Juanita G. Smith] Completed process</b></li> <li>• If there are 2 or more inquiries noted Resource Developer will schedule a GPS class. [Juanita G. Smith] GPS class was ongoing through Oct. 2016 with (8) families and two families attending from Pike County; TIPS class for March 13, 2017 cancelled due to a lack of participation; TIPS orientation began August 28, 2017 with 5 families <b>(only 2 completed the training).</b></li> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>Informational Seminars) to recruit Foster/Adoptive 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 2017.</p>	<ul style="list-style-type: none"> <li>• 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).<b>[Juanita G. Smith] Process was not needed as class was held at Bullock DHR.</b></li> <li>• 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. <b>[Juanita G. Smith] Process not completed</b></li> </ul>
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</li> </ol>	<p>Submitted by Lisa Butts, 6/29/2018</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. <b><u>This was completed.</u></b></li> </ol>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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.</p> <ol style="list-style-type: none"> <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>	<ol style="list-style-type: none"> <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. <b><u>Bookmarks were not provided. Facebook Post was completed, Resource Worker also did have a booth at this Health Fair, and Resource Worker did receive TIPS training.</u></b></li> <li>3. County Director, Supervisor and/or Resource Worker will speak at churches, civic groups throughout the year. <b><u>This did occur at some local clubs and churches.</u></b></li> <li>4. May—GPS Co-leader will receive TIPS training this month. <b><u>Co-Leader did complete training but then she moved to Daphne, AL so at this time we do not have a local GPS Co-leader.</u></b></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. <b><u>This was all completed.</u></b></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> </ul>	<p>Submitted by Lolitha Phillips, 6/25/2018</p> <ul style="list-style-type: none"> <li>• Provided GPS/TIPS classes three times during the FY 2017.</li> <li>• Sent flyers to local churches and organizations.</li> <li>• Recruitment during Social Work Day at Jacksonville State University in March 2017.</li> <li>• Posted flyers providing notification of upcoming GPS/TIPS classes throughout the year.</li> <li>• Recruitment at the Fun Run for the Links Program in April 2017.</li> <li>• Recruitment at Oxford Fest in October 2016.</li> <li>• Recruitment at Weaver Festival in September 2017.</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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> <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>	<ul style="list-style-type: none"> <li>• Met with the staff and discussed recruitment strategies with the State DHR Office of Adoptions.</li> <li>• Director and Resource Supervisor completed an 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> <li>• Posted flyers at local restaurants, hair salons and barber shops.</li> <li>• Conducted speaking engagements at local churches and organizations.</li> <li>• Placed yard signs in the community.</li> <li>• Posted banners at 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> </ul>	<p>Submitted by Julia Ann Hyde, 6/25/2018</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.</li> <li>• At the beginning of the school year we also talked openly with the teachers about being a foster care resource for children that they know. We have been successful with this in terms of immediate placements of children in provisional homes. We have opened at least 6 homes as a result of provisional placement.</li> <li>• Director and supervisors spoke with the schools, as is done annually, to speak with the teachers about DHR, and the need for more foster homes. This occurred in August 2017.</li> <li>• We also find that our immediate response to those who do inquire is rewarding for us. When people make up</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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>	<p>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.</p> <ul style="list-style-type: none"> <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>	<p>Submitted by Amber Spears, 6/22/2018</p> <p>10/1/16—Resource worker and supervisor attended a fall festival to recruit potential foster parents.  12/1/16—A reception was held to recognize current foster parents and to recruit prospective foster parents. Community members attended and photographs of the event were published in the newspaper.  5/10/17—Staff had shirts made for foster parent recruitment that had the Department's phone number. Staff members wore the shirts on Fridays and made them available for foster parents. The Department utilized yard signs to advertise the need for foster parents throughout the year.  Resource worker and Director spoke at different community events and functions including the Children's Policy Council regarding the need for foster homes.</p> <p>Another GPS group was held during the year but wasn't completed until the following fiscal year.</p>
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</li> </ol>	<p>Chilton county completed their strategies.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>fostering</p> <ol style="list-style-type: none"> <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> <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> </ul>	County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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> <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>	<p>The county completed all of their strategies with the exception of participating in the Christmas parade and having current foster parents bring a prospective foster parent to the appreciation dinner.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
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>	<p>Submitted by Pamela Brooks, 06/27/2018</p> <ol style="list-style-type: none"> <li>1. Posters displayed in local businesses, the DHR lobby, the court house lobby and mailed to churches to display.</li> <li>2. Banners were placed at DHR and the Courthouse during May and June,</li> <li>3. The Drug Store advertised foster parents needed on their digital bulletin outside during the month of May and November.</li> <li>4. Director, resource worker and other management spoke at different civic events and talked about the need for foster parents.</li> </ol>
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</li> </ul>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>Enforcement, etc. make announcements on their Facebook pages that the County has upcoming Foster and Adoptive parent classes.</p> <ul style="list-style-type: none"> <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> <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> <li></li> <li>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.</li> </ul> <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</li> </ul>	<p>Submitted by Amanda Wallace, 6/29/2018</p> <p>Advertisement for months of May and November regarding need for Foster/Adoptive Parents</p> <ul style="list-style-type: none"> <li>Southeast Sun, Enterprise Ledger</li> <li>Social Media advertisement</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> <li>National Adoption Day Event in November 2016</li> <li>Orphan Sunday in November 2016</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> <ul style="list-style-type: none"> <li>Coffee County organized/planned/hosted a Prudent Parent training in Feb 2017.</li> <li>Notification to foster/adoptive parents via email, mail, or telephone about training events within the state.</li> <li>CPR and water safety were provided.</li> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>parents for certain children in foster care and for children in the future.</p> <ul style="list-style-type: none"> <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>	<p>Specialized Recruitment</p> <ul style="list-style-type: none"> <li>• Purchased 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 purchased with Adoption Incentive Funds</li> <li>• Educational learning programs, tutoring, language/speech classes, treatment assessments, and behavior management training purchased by Adoption Incentive Funds to promote permanency for children in foster care with permanency plans of adoption.</li> <li>• Connie Rogers completed training with targeted marketing for FP recruitment in March 2017.</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> <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> </ul>	<p>County did not provide an update.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
18	Conecuh	<ul style="list-style-type: none"> <li>• Place yard signs throughout the community.</li> </ul> <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</p> <p>In May, we are planning to have a Foster/Adoptive Parent Appreciation luncheon and invite prospective parents.</p>	<p>Submitted by Bernadette Dees, 6/29/2018</p> <p>In regards to the information submitted by Kristi Maddox, these recruitments efforts were not completed. During this time Conecuh County DHR was in transition. However recruitments efforts were done through varies community partner meetings and other speaking engagements.</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> </ul>	<p>Submitted by Autumn White, 6/22/2018</p> <ul style="list-style-type: none"> <li>• Coosa County DHR will had a booth at Central High School’s Annual Family Fun Day where we distributed flyers and packets of information to members of the community who are interested in fostering and adoption. Our current foster parents also participated at this event to assist with recruitment and answer questions. T-shirts were 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 event occurred the last Saturday of April in preparation for Foster Care Awareness Month in May.</li> <li>• We gave a presentation about fostering and adoption to Central Middle School.</li> <li>• Mandatory reporter trainings were provided to the schools and there was a highlight on the recruitment of foster homes.</li> <li>• The Department gave presentations at local neighborhood watch meetings and churches.</li> <li>• Flyers were distributed at stakeholder meetings and monthly Quality Assurance meetings.</li> <li>• For National Adoption Month in November, we ran an ad in the local newspaper to focus on adoption, state website, and the need for foster/adoptive homes.</li> <li>• Coosa County purchased signs and banners as well as purchased books on adoption with adoption incentive funds.</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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><u>Faithbased Recruitment:</u></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><u>County Wide Events:</u></b> Staff will strengthen its efforts to target the population area within Covington County by advertising in local businesses and at county events. <ul 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> </ul> </li> <li>- <b><u>Advertising through local businesses:</u></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><u>Newspapers/Billboards/Social Media:</u></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><u>Partnering with Schools:</u></b> DHR will work with the local schools to inquire about football program ads for high school</li> </ul>	<p>Submitted by Natalie Pinson, 6/25/2018</p> <ul style="list-style-type: none"> <li>-TIPS class was offered in January and August 2017.</li> <li><b><u>Faithbased Recruitment:</u></b> <ul style="list-style-type: none"> <li>-Covington County DHR Supervisors and Director spoke at area churches in the target area. Covington County DHR passed out recruitment information at a local Faithbased Men’s Event. We had current foster fathers who also spoke with men who attended and encouraged them to foster. We had several recruited this event.</li> </ul> </li> <li><b><u>County Wide Events:</u></b> <ul style="list-style-type: none"> <li>-We passed out recruitment information (fans) at local football games.</li> <li>-We displayed banners at the Rattlesnake Rodeo and had a table at the Covington County Fair.</li> </ul> </li> <li><b><u>Advertising through local businesses:</u></b> <ul style="list-style-type: none"> <li>-We displayed class information in local restaurant bathrooms and churches concerning the upcoming classes.</li> </ul> </li> <li><b><u>Newspapers/Billboards/Social Media:</u></b> <ul style="list-style-type: none"> <li>-We placed a billboard in front of DHR for recruitment. We partnered with the Covington County Commission to proclaim foster parent appreciation in May 2017. We had staff to paint rocks with the theme of foster care and shared a picture on social media. The people who found them were encouraged to put a hashtag #fosterparentsrock This was placed on the Facebook page “andy rocks” and was shared multiple times. This went with the trend of people painting rocks then hiding them for others to find and then share on social media.</li> </ul> </li> <li><b><u>Partnering with Schools:</u></b> <ul style="list-style-type: none"> <li>-Fan have been handed out at football games within the county.</li> </ul> </li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		football games. Any remaining adoption incentive money will be used to purchase fans (if approved) with information for fostering or adopting.	
21	Crenshaw	Submitted by Amy Floyd, 1/27/2017 <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</li> </ul>	Submitted by Amy Floyd, 6/28/2018 <ul style="list-style-type: none"> <li>• PSA's on our local radio station, WAOQ - completed</li> <li>• Advertisement in the local newspaper, Luverne Journal-completed</li> <li>• Letter to the editor of local newspaper for foster/adoptive parent recruitment- completed</li> <li>• Distribute recruitment material during sporting events and local special events -completed</li> <li>• Insert flyers in local church bulletins – not completed</li> <li>• Foster/Adoption Display at our library-completed</li> <li>• Speak at local civic organizations – completed</li> <li>• Speak to local churches (i.e. small groups, congregation, Sunday school classes, etc.) - completed</li> <li>• Flyers on local pizza restaurant boxes - not completed</li> <li>• Flyers in our local supermarket sale paper - not completed</li> <li>• Hand out free drink koozies at our local sports park - completed</li> <li>• Banner/signs at local recreational park - completed</li> <li>• Advertisement on our Health Department Scrolling Marque Sign - not completed</li> <li>• National Logo sign displayed in the area where our local hospital, health department, DHR and children's hospital are located – completed</li> <li>• Recruitment Display at Relay for life walk/run &amp; at the court house during National Child Abuse &amp; Neglect Prevention Month - completed</li> <li>• Foster/Adoptive Parent Recruitment cards available for taking at other local business - completed</li> <li>• Recruitment Display at local Peanut Boil Festival – not completed</li> <li>• Open house at the local Development Center for recruitment of foster/adoptive homes – not completed</li> <li>• Recruitment flyers/posters on display at local doctor's offices, hospitals, dentists, etc. - completed</li> <li>• Recruitment signs displayed throughout the county - completed</li> <li>• In February we will focus on "Open your Heart, Open your Home" recruitment activities- completed.</li> <li>• A coloring contest will be held in February in which the</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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 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>	<p>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 foster homes- completed.</p> <ul style="list-style-type: none"> <li>• In May we will partner with Probate Judge Will Tate in making a proclamation for National Adoption Month. At this time we will hold a community wide balloon release- completed.</li> <li>• 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-not completed.</li> <li>• Also, in May and November we will hold an Open House at our local Development Center in effort to recruit foster and adoptive parents- not completed</li> </ul>
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>	Cullman county completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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> <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</li> </ul>	<p>Submitted by Stephanie McKnight, 06/27/2018</p> <ul style="list-style-type: none"> <li>• Cards provided to Ozark City Schools as well as information about fostering</li> <li>• Staff and current foster parents have publicized the need for foster families on social media</li> <li>• Heart Gallery was set up at Ozark Municipal building and the Dale County Courthouse with refreshments</li> <li>• Booth at Crawdad Festival in October</li> <li>• Last year, GPS/TIPS not held in the county because of low number of applicants. Applicants were sent to surrounding counties for training.</li> <li>• Speaker at Baptist Association and information given out</li> <li>• Foster and Adoption information was placed in the Dale County Courthouse</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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.</p> <ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>• Former Director attended CPC meetings last year and provided data and reminded of need for foster and adoptive parents at quarterly meetings</li> <li>• All staff living in Dale County as well as some others in the community have Open Your Heart/Open Your Home yard signs on display</li> <li>• Heart Gallery exhibits were in place at the Dale County Courthouse and Ozark Municipal building in February and November. Local newspaper and TV station did stories about fostering and adopting.</li> <li>• Foster/Adoptive Parent Picnic held for current parents at a local park in May</li> <li>• We have two homes available to take special needs children at this time.</li> <li>• Resource worker has spoken with the Dale County Retired Teachers Organization, Kiwanis Club, Dale County Guardians ad Litem, all DHR staff to ask for help in recruiting from their churches and civic groups.</li> </ul>
24	Dallas	<p>Submitted by Wanda Goodwin, 1/30/2017</p> <p>February</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>May</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>Submitted by Lynn Whiddon-Hooker, 6/29/2018 Per our conversation from earlier, and after meeting with Ms. Dudley, see below my reply (highlighted).</p> <p>February</p> <ul style="list-style-type: none"> <li>• Send recruitment material and application packets to area churches. <b>Recruitment material and application packages were mailed to area churches.</b> 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”. <b>Concordia College was not contacted.</b> 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. <b>Visits were not made to area churches for follow up due to time restraints.</b></li> </ul> <p>May</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>November</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> <p>On-Going</p> <ul style="list-style-type: none"> <li>Encourage foster parents to recruit by reminding them of recruitment incentives.</li> </ul>	<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. This event was held and the Selma Times Journal ran an article in the newspaper in May.</li> <li>The Selma Dallas Library will be contacted regarding creating a display of books on foster care. The library was contacted and agreed to the display however time restraints prevented the fulfillment.</li> </ul> <p>November</p> <ul style="list-style-type: none"> <li>Adoption celebration will be held in November and publicized in the local newspaper. There were no allocated funds to hold a celebration.</li> <li>The Selma Dallas Library will be contacted regarding creating a display of books on adoption. Time restraints prevented the fulfillment.</li> </ul> <p>On-Going</p> <ul style="list-style-type: none"> <li>Encourage foster parents to recruit by reminding them of recruitment incentives. Foster parents were made aware of the recruitment incentives. During FY2017, no prospective foster parents were recruited by existing foster parents.</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</li> </ul>	<p>Submitted by Denise Raines, 06/27/2018</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. (this was completed)</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. (this was completed)</li> <li>The Department will contact the Tourist Information Center about posting information on the Marquee.(this was completed)</li> <li>Make speeches to civic clubs and other organizations to recruit more families during the month of February.(this was completed)</li> <li>Contact local movie theaters and request to play PSA</li> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>announcement in their bulletins and see if they will advertise on their marquees.</p> <ul style="list-style-type: none"> <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>	<p>before movie starts. (this was requested however they were unable to do this)</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. (this was completed)</li> <li>• Discuss with State Office what kind of article/advertisement can be published in the newspaper. (this was completed)</li> <li>• Resource worker will mail letters of need for foster/adoptive homes to local and surrounding churches. (this was completed)</li> <li>• Discuss recruitment with local businesses while gathering needed items for Foster Care Awareness Month. (this was completed)</li> <li>• Encourage staff to recruit in their churches/communities; provide them with basic information regarding the application. (this was completed)</li> <li>• Contact current foster parents and utilize them in speaking engagements. (we were not able to complete this)</li> <li>• Resource worker will follow up with all previous inquires that are not licensed or excluded This was completed</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.(unable to use incentive money for those items)</li> <li>• Provide and gather information on the FP incentive money to other foster parents. (this was completed)</li> <li>• Develop flyer for distribution. (This was completed)</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</li> </ul>	<p>Submitted by Michelle O. Wood, 6/27/2018</p> <ul style="list-style-type: none"> <li>• Flyers were handed out in the Millbrook area including grocery stores, drug stores, banks, and doctor's offices</li> <li>• Resource worker, supervisor, and foster care worker spoke at local churches regarding the need for foster homes</li> <li>• Director spoke at Lions Club and a local church event regarding the need for foster homes</li> <li>• An incentive was paid to a current foster parent for referring a family who completed TIPS and became a licensed foster home for the county</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		bulletins. <ul style="list-style-type: none"> <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	Submitted by Tracie James, 5/31/2017 <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>	Submitted by Tracie James, 06/27/2018 <p><b>Escambia County completed the following for FY 2017:</b></p> <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> </ul>
28	Etowah	Submitted by Beverly Bankston, 5/30/2017 <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> </ul>	<ul style="list-style-type: none"> <li>• Recruited on 3-3-17 at the First Friday event hosted by United Way-achieved</li> <li>• Recruited on 3-10-17 at the Gadsden State Community College Resource Day-achieved</li> <li>• Participated in recruitment efforts at the 4-22-17 WWMU Women’s Group Conference-achieved</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-partially achieved.</li> <li>• Plan to attend EBC Prayer Group 5-31-17-achieved.</li> <li>• Plan to attend most First Friday events- but specifically for July 7, 2017-partially achieved.</li> <li>• Plan to provide a foster parent appreciation event-acheived</li> <li>• Plan to recruit at the Back to School Community Event (FUMC) on 8-4-17-partially achieved.</li> <li>• TIPPS class just ended on 05/23/17 and we have 4 foster homes and 4 provisional foster homes ready to license-partially</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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>	<p>achieved</p> <ul style="list-style-type: none"> <li>• We currently have three families who are interested in our upcoming TIPPS class that will possibly be held in October 2017.-partially achieved.</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.- partially achieved</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>	Fayette County completed strategies.
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 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</li> </ul>	Franklin County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		banquet and encourage participants to bring a prospect in order for the Director and Family Service Unit to connect with potential foster parents.	
31	Geneva	<p>Submitted by Denise Hanks, 5/30/2017</p> <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>	<p>Submitted by Denise Hanks, 06/25/2018</p> <ol style="list-style-type: none"> <li>1. May 2017-County Commissioners signed a proclamation for foster parent appreciation month</li> <li>2. Mailed recruitment information to churches for their bulletins two times during the year (January and July 2017).</li> <li>3. Recruitment sign in front of DHR office during the month of May 2017.</li> <li>4. Recruitment in local newspaper every other month</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>	Greene County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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> <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>	<p>During the recruitment period (Oct.1, 2016 through Sept. 30, 2017), there were presentations done at 3 churches within Hale County during this period. Also, a booth was setup during the Fall festival in October. A presentation was done at a local civic club by the former supervisor, and flyers and brochures were placed around the county at various businesses.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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> <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>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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</li> </ol>	<p>Submitted by Julie Lindsey, 6/25/2018</p> <ul style="list-style-type: none"> <li>• We partnered with Houston County DHR for GPS classes in February 2017 and in September 2017.</li> <li>• Deciding Together is still a priority; however, we did not use it for FY 2017.</li> <li>• Recruitment letters were sent out to local churches in throughout the FY 2017.</li> <li>• Facebook posts and other social media posts throughout FY 2017. Information shared regarding "Open Your Heart and Open Your Home". This helped spread the word about the desperate need for foster/adoptive parents in the community and contact information for the Henry County Department of Human Resources. We had two foster parent adoptions in May 2017- recruitment efforts made to individuals present at adoption activities.</li> <li>• In-Service trainings presented to local law enforcement in May 2017and to Headland Middle School and Headland High School in August 2017</li> <li>• Tables were set up and information handed out at the following community events: <ul style="list-style-type: none"> <li>• Yatta Abba Day in April</li> </ul> </li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>outlets regarding "Open your Heart, Open your Home".</p> <p>12) Continue to have Proclamation signed by Juvenile Judge for Foster Care Month in May.</p> <p>13) Continue to have Proclamation signed by Probate Judge for Adoption Month in November.</p> <p>14) Table will continue to be set up at community events:</p> <ul 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> </ul>	<ul style="list-style-type: none"> <li>• Day Lilly Festival in May</li> <li>• Relay for Life in April</li> <li>• Proclamation signed by Juvenile Judge for Foster Care Month in May 2017 and published in local newspaper.</li> <li>• Proclamation signed by Probate Judge for Adoption Month in November 2017 and published in local newspaper.</li> <li>• We had 9 families inquiring about fostering and/or adopting and we had four families to participate, three families to complete GPSTIPS, and two families were licensed.</li> </ul>
35	Houston	<p>Submitted by Stephanie McKnight, 5/26/2017</p> <p>Get Our Name Out</p> <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> <p>Make Ourselves Available</p> <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> <p>Use Foster Parent Incentive Funds</p> <ul style="list-style-type: none"> <li>• Purchase recruitment visual aids such as table clothes and signs.</li> </ul> <p>Community Involvement</p> <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>	<p>Submitted by Leslie Kelly, 6/25/2018</p> <ul style="list-style-type: none"> <li>• 10/30/2016 – Harvest Church – Table set up in church lobby with recruitment information.</li> <li>• 12/01/2016 – Children’s Policy Council - Provided information during announcements at meeting.</li> <li>• 12/06/2016 – Dothan Area Chamber of Commerce – Presented information at commerce meeting.</li> <li>• 12/10/2016 – Saddle Up Santa – Booth set up with recruitment information.</li> <li>• 01/26/2017 – Toni in the Midday – Interview conducted and recorded.</li> <li>• 05/05/2017 – The Dothan Eagle – Provided information to local newspaper for an article.</li> <li>• 06/10/2017 – Great Beulah Baptist Church – Spoke at women’s ministry meeting.</li> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
36	Jackson	<p data-bbox="380 131 863 159">Submitted by Jennifer Owens, 1/27/2019</p> <ul data-bbox="428 164 1167 1416" style="list-style-type: none"> <li data-bbox="428 164 1167 224">• TIPS training in March for licensing worker and foster parent co-lead</li> <li data-bbox="428 233 1167 293">• TIPS class in March and September/Deciding Together as needed</li> <li data-bbox="428 303 1167 363">• Information about classes is mailed to all churches within the county at least one month prior to classes beginning</li> <li data-bbox="428 373 1167 404">• Posters will be hung at local businesses prior to classes</li> <li data-bbox="428 414 1167 474">• Contact banks and other business with marquis to advertise classes</li> <li data-bbox="428 483 1167 581">• Contact banks, utility companies, and other local businesses about placing information in their monthly statements</li> <li data-bbox="428 591 747 621">• Recruitment yard signs</li> <li data-bbox="428 631 926 662">• Recruitment signs at two softball fields</li> <li data-bbox="428 672 911 703">• Recruitment ad on School Calendars</li> <li data-bbox="428 712 1094 773">• Bookmarks and other informative materials provided during any recruiting events</li> <li data-bbox="428 782 1062 842">• Worker sends postcards/application packets to all inquiries about foster parenting</li> <li data-bbox="428 852 1094 912">• Contact newspapers about approved articles prior to classes</li> <li data-bbox="428 922 1129 982">• Contact Baptist Association and Ministerial Association about putting information in their newsletter</li> <li data-bbox="428 992 1163 1052">• Luggage and clothing donations from Unclaimed Baggage to help integrate into placement</li> <li data-bbox="428 1062 884 1092">• Scottsboro Christmas Parade float</li> <li data-bbox="428 1102 1115 1162">• Speaking engagements with churches, church groups, other organizations</li> <li data-bbox="428 1172 1062 1203">• Ask Chamber Chat to feature a local foster parent</li> <li data-bbox="428 1213 1167 1273">• FAPA began a Facebook page in an effort to recruit and to post about training opportunities.</li> <li data-bbox="428 1282 1115 1343">• Recruitment incentive paid to current foster parents as they refer families that become licensed.</li> <li data-bbox="428 1352 1129 1412">• Worker is present at monthly FAPA meetings to provide training and support</li> </ul>	<p data-bbox="1190 131 1673 159">Submitted by Kristie Crabtree, 5/21/2018</p> <p data-bbox="1190 201 1955 613">Co-leaders have received TIPS and Prudent Parenting training. Mailed information about classes to local churches, yard signs, signs at softball fields, ad on school calendars, entered float in local Christmas Parade, speaking engagements with civic organizations, paid recruitment incentives, Foster Parent Appreciation dinner, Back to School Party, Christmas Party, present at every FAPA meeting. FAPA began a Facebook page to assist in recruiting and share training. Licensing worker provided a short 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)</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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</li> </ul>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>families quarterly</p> <ul style="list-style-type: none"> <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 Division	<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 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> <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> <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</b></li> </ul>	Jefferson County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p data-bbox="478 131 827 159"><b>potential homes per Group)</b></p> <ul data-bbox="432 196 1167 375" style="list-style-type: none"> <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> <p data-bbox="380 407 604 435"><b>Requested Items:</b></p> <p data-bbox="732 440 804 467"><b>Cost:</b></p> <p data-bbox="380 500 1167 1198"> ink cartridge @ 24.38 ea 487.60  20 Brother Innobella LC1013PKS Tri-pack  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 </p> <p data-bbox="380 1263 674 1291"><b>Recruitment Activities:</b></p> <p data-bbox="380 1323 1150 1440"><b>The Recruitment Committee will serve as a working group to assist with recruitment and retention of foster and adoptive resources in the county. The committee would expand our scope and assist with brainstorming recruitment ideas,</b></p>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p><b>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> </ul>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <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> <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>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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>	Lamar County completed their strategies
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>	Lauderdale completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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</li> </ul>	Lawrence County completed their strategies.



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>regional and local radio stations regarding foster/adoptive recruitment.</p> <ul style="list-style-type: none"> <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> <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</li> </ul>	<p>Submitted by Emily Jones, 06/27/2018</p> <p>In August 2017, The Resource unit sent letters to local churches throughout Lee County in an effort to recruit foster parents.</p> <p>In November 2017, we shared a recruitment flyer via social media.</p> <p>We asked new community partners, church members, foster parents, and adoptive parents to be active recruiters throughout the year.</p> <p>Panel night is held with each TIPS class and others are encouraged to attend for recruitment and information purposes.</p> <p>Lee County Resource unit completed a back log of inquiries for 2015-2016. We are currently teaching 2017 inquiries.</p> <p>Lee county taught one class which was held March-June 2017, due to only one worker being trained. That class licensed 7 homes.</p> <p>Lee County partnered with Alabama Mentor and Alabama Baptist Children’s Home and obtained 8 homes.</p> <p>Lee County has completed two TIPS classes this year. There will be 15 homes licensed from those classes. Another class will begin July 2018 and the last class for the year will be October 2018. Each class will being with 12 homes.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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.</p> <ul style="list-style-type: none"> <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>	<p>Lee County partnered with Russell County DHR and completed a TIPS class at Golden Acres Baptist Church in Phenix City, AL. Lee County was able to obtain 5 homes out of that class.</p> <p>In October 2017, Lee County DHR spoke at Lakeview Baptist Church to complete an information session with Alabama Baptist Children's Home.</p>
42	Limestone	Submitted by Shelrol Arnold, 6/21/2017	<ul style="list-style-type: none"> <li>• Recruitment signs placed throughout the</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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> <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>	<p>community...May-December 2017 Recruitment signs were placed throughout Limestone County during this time period.</p> <ul style="list-style-type: none"> <li>• Select Churches will be presented with information on fostering/adoptions...September-December 2017 No presentations in regards to fostering/adoptions were made at select churches during this time.</li> <li>• Foster/Adoptive information on scrolling digital sign at City Hall...June-November 2017 Information was placed on scrolling digital sign for recruitment purposes at City Hall.</li> <li>• Attend community meeting (Step Up) to present information/recruit potential foster/adoptive parents...August 2017 Three resource workers attended community meeting to pass out flyers and present information for recruitment purposes.</li> <li>• Recruit at City Hall Counsel meeting ... July 2017 Flyers were passed out during City Hall Counsel Meeting</li> <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 Resource workers presented information to staff members in staff meeting.</li> <li>• Eat, Enjoy, Explore day...Recruitment effort in community to educate/recruit potential foster/adoptive parents... July 22, 2017 Meeting at local restaurant for recruitment purposes held.</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 Set up table and passed out flyers during event.</li> <li>• Participate in Fiddler's Convention to make community aware of need for foster/adoptive parents (flyers/stickers) October 2017 Passed out flyers for Fiddler's Convention</li> <li>• Celebration/Recruitment reception to promote awareness and recognize parents who adoptive in 2016 and 2017...November 2017</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
			<p>Did celebration, but not during fiscal year- occurred November 2017  ** Also facilitated community breakfast with local attorneys and foster parents to emphasize partnership and working together- September 12, 2017</p>
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</li> </ul>	<p>Submitted by Rachel Waters, 06/25/2018</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): <u>Lowndes County DHR set up a booth to recruit foster parents. There were many inquiries but no one actually completed an application.</u></li> <li>• Local health fair October LCBOE Head Start (Resource &amp; Service Supervisors): <u>Supervisors were on program to talk about the different services that the department provides. Recruitment effort was conducted to seek applicants.</u></li> <li>• Senior Olympic held in March (Adult Service Supervisor): <u>Staff set up booth to recruit applicants interested in becoming foster parents. Many inquired but no one completed an application.</u></li> <li>• SCADC and Beulah P. B. Church Mayfest May 2017(Director) Participation &amp; Collaboration: <u>Staff set up booth to recruit applicants interested in becoming foster parents. Many inquired but no one completed an application.</u></li> </ul> <p>Planning and Sponsoring:</p> <ul style="list-style-type: none"> <li>• Free Advertisements Lowndes Signal, July 2017 (Resource Supervisor): <u>Article was submitted to Lowndes Signal advertising county needs Foster Parents.</u></li> <li>• Senior Olympic held in March (Adult Service Supervisor) <u>Worker attended planning meetings.</u></li> </ul> <p>Distribution of flyers:</p> <ul style="list-style-type: none"> <li>• Local Churches June 2017 targeting communities of faith (Resource Supervisor). <u>Flyers were distributed to local churches. Flyers were posted on church bulletins and read out loud.</u></li> <li>• Post Offices within the County June 2017targeting special race and ethnic groups (Resource Supervisor) <u>Flyers were posted in the Local Post Offices.</u></li> <li>• Local Businesses June 2017 targeting group speaking another languages (Resource Supervisor) <u>Flyers were posted in local b businesses</u></li> <li>• Court House June 2017 targeting all citizens (Resource</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		targeting children with special health care or Developmental needs. Resource & Service Supervisor) <ul style="list-style-type: none"> <li>Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail</li> </ul>	Supervisor) Flyers were posted in the courthouse. <ul style="list-style-type: none"> <li>Local Mental Health &amp; Health Department August 2017 targeting children with special health care or Developmental needs. Resource &amp; Service Supervisor) <u>Flyers were posted in local Mental Health and Health Department</u></li> <li>Department will follow up with potential foster/adoptive parent's inquiries through phone contact and through the mail. <u>Supervisor contacted past foster parents to see if they were still interested in becoming license again.</u></li> </ul>
44	Macon	Submitted by Kimberly Edmondson, 2/1/2017 <b>January 2017</b> <ul style="list-style-type: none"> <li>Distribute flyers to current foster parents to assist with recruiting new parents within their neighborhoods.</li> </ul> <b>February 2017</b> <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> <b>March 2017</b> <u>Community Wide Recruitment</u> <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> <b>April 2017</b> Community Organizations Presentations (Date & Time TBA) <ul style="list-style-type: none"> <li>Golden Life</li> <li>Retired Nurses</li> <li>Kiwanis Club</li> </ul> <b>May 2017</b> <ul style="list-style-type: none"> <li>Foster Parent Appreciation Celebration</li> <li>Recruitment Booth- Carver Festival</li> </ul> <b>June 2017</b>	Submitted by Kimberly Edmondson, 6/29/2018 <b>October 2016</b> <ul style="list-style-type: none"> <li>Resource Worker, Walker spoke to the Senior Citizens of District# 2, Warrior Stand Community about the need for Foster Parents 10/18/16</li> </ul> <b>November 2016</b> <ul style="list-style-type: none"> <li>Resource Worker, Walker did Foster Care Recruitment Presentation at Shady Grove Baptist Church 11/13/16</li> </ul> <b>December 2016</b> <ul style="list-style-type: none"> <li>Resource Worker, Walker did Foster Care Recruitment Presentation at Retired Teachers Association Meeting 12/14/16</li> <li>Resource Worker, Walker did Foster Care Recruitment Presentation during the local chapter of Zeta Phi Beta monthly meeting (12/17/16)</li> </ul> <b>January 2017</b> <ul style="list-style-type: none"> <li>Flyers were given to the active foster parents to distribute at each of their respected churches: Friendship Baptist church, Shiloh AME Zion Church, Bethel Missionary Baptist Church</li> </ul> <b>February 2017</b> <ul style="list-style-type: none"> <li>A recruitment board was placed in front lobby of the agency on 02/14/17 from 9:00 am -3:00pm</li> <li>Recruitment Ad was displayed in the community section of The Tuskegee News Paper all month long.</li> <li>Resource Worker did a presentation to attendees at Macon County Children Policy Town Hall Meeting advocating for the need of Adult &amp; Youth Foster Parent Homes on 02/06/17 @ 6:00 pm. This event was held at the Tuskegee Municipal Complex, Tuskegee, AL.</li> </ul> <b>March 2017</b> <ul style="list-style-type: none"> <li>Recruitment flyers were placed in the lobbies of the following city/government buildings: Town of Franklin City Hall, Town</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p><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></p> <p><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> <p><b>November 2017</b></p> <p>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>	<p>of Shorter City Hall, Macon County Courthouse, &amp; Macon Co. DHR.</p> <ul style="list-style-type: none"> <li>• Local Businesses: Loretta’s Cleaners, Macon County Head start, VIP Barber Shop, Elegant Hair Salon, Big Jay’s Barber Shop, Quick Mart Gas Station, Tiger Pause Café, &amp; Green Folk Gas Station.</li> </ul> <p><b>April 2017</b></p> <p>Presentation at Golden Life Center (Thursday, April 13, 2017)</p> <p><b>May 2017</b></p> <ul style="list-style-type: none"> <li>• Foster Parent Appreciation Luncheon- May 18, 2018 @ 11:30 am- Commissioner’s Annex Tuskegee, AL.</li> </ul> <p><b>June 2017</b></p> <ul style="list-style-type: none"> <li>• Delivered flyers to numerous churches in the county</li> </ul> <p><b>July 2017</b></p> <ul style="list-style-type: none"> <li>• Canvased Washington Plaza Shopping Center Parking Lot talking to residents about the need for foster parents (7/12/17)</li> </ul> <p><b>August 2017</b></p> <ul style="list-style-type: none"> <li>• Foster Care Recruitment Booth –(08/02/17- 9am- 11am)</li> </ul> <p><b>September 2017</b></p> <ul style="list-style-type: none"> <li>• Distributed flyers to current foster parents to assist with recruiting new parents within their neighborhoods.</li> </ul>
45	Madison	<p>Submitted by Tonita Phipps, 1/30/2017</p> <p>February</p>	<p>February</p> <ul style="list-style-type: none"> <li>• The Department will hold a Foster Parent Appreciation get together Yes</li> <li>• Stadiums and local businesses will be contacted about</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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> </ul>	<p>displaying a banner No</p> <ul style="list-style-type: none"> <li>• Madison County will meet with AFAPA to discuss plans to reinstate the local Foster Parent Association Yes</li> <li>• Contact local shopping mall to display banners throughout the month No</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 Yes</li> <li>• Foster Parent Appreciation Picnic Yes</li> <li>• Place pamphlets in the Mt. Gap 5k No</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 No</li> <li>• The Department will work on partnering with Wendy's throughout the month of November No</li> <li>• Sponsoring a day for foster kids to participate in Ice Skating at Big Spring Park Yes (moved to an indoor)</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 Yes</li> <li>• Quarterly news letters to the foster parents reminding them of the need for more homes Yes</li> <li>• Order new brochures and banners as needed Not needed</li> <li>• Partner with the local churches (provide brochures, speak at events, be included in newsletters) No</li> <li>• Pass out brochures at local events (Concerts in the Park, Food truck gatherings, etc.) No</li> <li>• Put out a banner at the car show in June No</li> <li>• Donate free or reduced cost swim lessons through the YMCA to foster families No</li> <li>• Sponsor an indoor skating event during Spring Break No</li> <li>• Look into the Civic Center donating tickets to one of their events No</li> <li>• Provide brochures/speak to the nursing staff at the local hospital to recruit medically fragile foster homes Yes</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ul style="list-style-type: none"> <li>• Sponsor an indoor skating event during Spring Break</li> <li>• Look into the Civic Center donating tickets to one of their events</li> <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>	<ul style="list-style-type: none"> <li>• Contact the Chamber of Commerce to place information on their website Unsure</li> <li>• Contact local schools and businesses to put out yard signs No</li> <li>• Sponsor a Christmas Tree at the park in December No</li> <li>• Partner with CONNECT Yes</li> <li>• Pass out information at the local parades No</li> <li>• Complete three TIPs classes Yes</li> <li>• Train two additional foster parents to teach TIPs No (Only one)</li> <li>• Train three additional workers to teach TIPs Yes</li> <li>• Contact local universities/colleges to display materials at the colleges No</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>	<p>Submitted by Dawn Hewitt, 6/26/2018</p> <p>Marengo County understands the importance of having ample foster homes for our county. <b>All of the activities below were completed.</b></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> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
			<ul style="list-style-type: none"> <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>	Marion County completed all their strategies.
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.  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>	<p>Submitted by Heather Lowe, 06/26/2018</p> <p>Social media promotion of “open your heart, open your home.”(MCFAPA Facebook page as well as MCDHR Facebook page).  Distribution of flyers in local church bulletins.  Banner displayed at area libraries.  Business cards and flyers distributed.  Staff attended Chamber of Commerce, Interagency and other community events.  Spoke at area churches promoting foster parenting.  Word of mouth by current foster parents.</p>
49	Mobile	Submitted by Juanita Spinks, 1/27/2017	<p>Submitted by Susan Haggerty, 06/27/2018</p> <ul style="list-style-type: none"> <li>• Continue to coordinate and partner with APAC to assist with</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p><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><b>Plan: The following are methods of strategies that will be used during FY 2016-2017 to achieve this goal.</b></p> <ul 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, WPML, 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</li> </ul>	<p>recruitment events and activities within the community.</p> <ul style="list-style-type: none"> <li>• Provide foster parents with pre- &amp; post-adoptive services as deemed appropriate and necessary. <u>Ongoing</u></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. <u>We decreased our number of foster/adoptive homes from 114 in October 2016 to 109 in September 2017). Even though our foster home number did not increase during this time period, 32 homes were approved as foster/adoptive homes. We lost several homes during this period. Currently we have 141 approved foster homes which is a definite increase.</u></li> <li>• Provide Foster Parent Orientation each month to maximize community awareness. <u>Ongoing</u></li> <li>• Provide 3 annual GPS/TIPS Training class modules. <u>Ongoing</u></li> <li>• Publish monthly in Teamwork Newsletter the ongoing need for an increase in foster/adoptive homes. <u>Ongoing</u></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. <u>Ongoing</u></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. <u>Tables were set up in various community programs.</u></li> <li>• Make weekly presentation to Mobile County Circuit perspective jurors. <u>Ongoing</u></li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>throughout the community regarding information on becoming a foster/adoptive parent.</p> <ul style="list-style-type: none"> <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>Submitted by Latonya Wells-Horne, 1/26/2017</p> <p>October 2016</p> <ul 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> <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</li> </ul>	<p>Submitted by Barbara Wesley, 6/29/2018</p> <p><u>October 2016</u></p> <ul 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> <p><u>November 2016</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>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 in local newspaper</li> </ul> <p><u>January 2017</u></p> <ul style="list-style-type: none"> <li>• Flyers, banners 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>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>inside/outside of DHR building</p> <ul style="list-style-type: none"> <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> <li>• Speaking engagements at civic, social services and public agencies</li> </ul>	<p><u>February 2017</u></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><u>March-April 2017</u></p> <ul style="list-style-type: none"> <li>• Monthly handouts 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><u>May 2017</u></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 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><u>June –August 2017</u></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> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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>	<ul style="list-style-type: none"> <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> <li>• Speaking engagements at civic, social services and public agencies</li> </ul> <p><u>September 2017</u></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 home 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</p>	<p>Submitted by Ruthie D. Fitzpatrick, 6/29/2018</p> <ul style="list-style-type: none"> <li>• 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. We have worked with Morningview, Frazer, Live the Promise and other local churches to recruit foster/adoptive homes.</li> <li>• 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. –We have been able to license at least one volunteer that was licensed as a foster /adoptive home and family is currently serving as a foster parent.</li> <li>• Montgomery County DHR will continue to assess the training needs of our current foster/adoptive homes to</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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 flier's community wide in order 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>	<p>ensure retention of those homes.-The Department has offered additional prudent parent trainings, and provide foster parents information training opportunities that are available through APAC and other organizations</p> <ul style="list-style-type: none"> <li>• 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. – The Department was able to offer 4 sessions of TIPS training.</li> <li>• 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 wide in order to interest in becoming foster/adoptive parents. –The Department was able to complete one recruitment activity for Foster care awareness month.</li> <li>• We will complete a 24 month strategic plan through the Market Segmentation Process this Spring to target specific county needs.- The Department has not complete this task and will make efforts to continue to complete.</li> <li>• We will continue to partner with neighboring counties in order to offer training more often in our region. –The Department has worked with two surrounding counties for TIPS trainings.</li> <li>• We will continue to utilize state and national websites through State Department of Human Resources for child specific adoption recruitment.-The Department has utilized the State Department of Human Resources for child specific recruitment and has made referrals for approximately 4 children that were in need of recruitment.</li> </ul>
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</li> </ul>	No updates provided by county

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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.</p> <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</li> </ul>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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.</p> <ul style="list-style-type: none"> <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> </ol>	No updates provided by county



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ol style="list-style-type: none"> <li data-bbox="380 131 1165 228">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 data-bbox="380 261 1165 399">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 data-bbox="380 431 1165 496">4. Participate in the local weekly radio program "Body Love" to discuss the Department's recruitment efforts.</li> <li data-bbox="380 529 1165 764">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 data-bbox="380 797 1165 894">6. Request that current foster parents share their foster parenting experiences with their neighbors, relatives, &amp; church members.</li> <li data-bbox="380 927 1165 992">7. Create a display in the DHR lobby concerning foster parent recruitment.</li> <li data-bbox="380 1024 1165 1089">8. Caseworkers actively recruit church members, neighbors, &amp; etc.</li> <li data-bbox="380 1122 1165 1219">9. Maintain contact with Dallas County DHR to notification when GPS/TIPS Training is scheduled (Perry County partners with Dallas County).</li> <li data-bbox="380 1252 1165 1284">10. Continue informal recruitment by word of mouth.</li> <li data-bbox="380 1317 1165 1382">11. Request that the local QA Committee (several are retired school teachers) assist with recruitment efforts.</li> <li data-bbox="380 1414 1165 1442">12. Place recruitment items (buttons, hand sanitizer, and</li> </ol>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		posters) in DHR lobby.	
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> <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>	Pickens County completed their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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</li> </ol>	<p>Submitted by Patty M. Faircloth, 6/29/2018</p> <p>I have spoken to Mrs. Hardy and have highlighted the Recruitment efforts that were made during the 2016-2017 Plan.</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> </ol>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>someone with them, invite lawyers, the CAC, medical personnel and law enforcement.</p> <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>	<ol style="list-style-type: none"> <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> <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>Submitted by Nikki Wynn, 6/25/2018</p> <p>FP/AP Diligent Recruitment for FY 2017:</p> <ul style="list-style-type: none"> <li>• 10/08/16-Craft Show on the Median in Wedowee</li> <li>• 10/26/16-First 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> <li>• 02/19/17-Speaking at Peace and Goodwill Baptist Church-Roanoke</li> <li>• 04/12/17-Speaking at Cheaha Head Start</li> <li>• 05/20/17-Set up a booth at Paddling for Paws at Lakeside Marina</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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 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</p>	<p>Submitted by Tensie Lockhart, 06/27/2018</p> <p>Attended community and schools events to promote fostering and adoption  Mailed letters to local churches/community organizations  Partnered with Golden Baptist Church for a community wide recruitment effort  Encouraged foster parent recruitment incentive  Recruited previous foster parents for short term/respite placements  Offered support services to maintain currently approved foster family homes  Offered TIPS foster/adoptive training three times a year</p> <p>The Department will continue to attend community events to recruit foster and adoptive parents. We are actively recruiting for teenagers and for children who are behaviorally challenged.</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>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> </ol>	<p>Submitted by Meighan Benefield, 06/27/2018</p> <p>Church Outreach--COMPLETED</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> </ol>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>6. Put magnetic signs on vehicles driven by our workers.</p> <p>7. Newspaper article in St. Clair County News and the Daily Home</p> <p>8. Contact our local radio station so they can make an announcement.</p> <p>Social Media</p> <p>9. Workers will change their profile pictures in May and November to be the Open Your Heart, Open Your Home image.</p> <p>10. Share articles related to fostering to let people know there is a growing need.</p>	<p>6. Put magnetic signs on vehicles driven by our workers. COMPLETED</p> <p>7. Newspaper article in St. Clair County News and the Daily Home. COMPLETED</p> <p>8. Contact our local radio station so they can make an announcement. COMPLETED</p> <p>Social Media</p> <p>9. Workers will change their profile pictures in May and November to be the Open Your Heart, Open Your Home image.</p> <p>Share articles related to fostering to let people know there is a growing need.</p>
59	Shelby	<p>Submitted by Lorie McCullough, 1/30/2017</p> <p><b><u>Recruitment within the community:</u></b></p> <p>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 were 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.</p> <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</li> </ul>	<p>Submitted by Lorie McCullough, 06/25/2018</p> <p><b><u>Recruitment within the community:</u></b></p> <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. <u>Information was shared with all staff of upcoming TIPS classes. Employees reached out in their by taking flyers that detailed information of next class scheduled.</u></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. <u>Contact has been made through social media and email to increase awareness of the need for foster parents as well as upcoming TIPS classes.</u></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. <u>Requests have been made to present at local churches.</u></li> <li>• Specific recruitment for foster parents that will take sibling</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>staff to church events to inform the community on the need.</p> <ul style="list-style-type: none"> <li>• Specific recruitment for foster parents that will take sibling groups and teens.</li> </ul> <p><b><u>Planned Activities</u></b></p> <p>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 &amp; Adoption t-shirts on Mondays.</p> <p style="padding-left: 40px;">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> <p><b><u>TIPS Classes</u></b></p> <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> <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</li> </ul>	<p>groups and teens. <u>We continue to recruit through our DHR staff, foster parents, and churches explaining the specific need for foster parents for sibling groups and teens.</u></p> <p><b><u>Planned Activities</u></b></p> <p>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 &amp; Adoption t-shirts on Mondays. <u>Foster and Adoption T-shirts were worn by staff to promote awareness.</u></p> <p>Open Your Heart. Open your Home – February – <u>Recruitment awareness through GPS class flyer</u> Foster Care Awareness Month - May – 2017 – <u>Foster Parent Night Out 2017</u> National Adoption Month – November – <u>Lunch to Celebrate Adoption Day and continue awareness – November 2017</u></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) – <u>County Fair (October 2017) Shelby County Resource Fair (April 2016) , churches –Oak Mountain Presbyterian, etc.</u></li> <li>• Coordinate a recruitment kick-off event for the community to highlight the awareness and need of foster parents. <u>We participated in local events to present our need for foster parents and our upcoming TIPS classes this included the County Fair, Shelby County Resource fair, and local churches.</u></li> </ul> <p><b><u>TIPS Classes</u></b></p> <ul style="list-style-type: none"> <li>• TIPS classes completed – Winter 2016, Fall 2017, Spring</li> </ul>



CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		ensure that monthly satisfaction surveys are completed.	<p>2017, and Summer 2017. The Spring 2017 class was on a Sunday afternoon.</p> <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. This has not yet been completed; however, GPS / TIPS class information has been shared through social media. Continue to complete exit conferences for foster parents and provisionally licensed foster parents who choose to no longer foster with the agency. <u>This is completed and documented in the provider narratives.</u> SCDHR will continue to send and ensure that monthly satisfaction surveys are completed. <u>Monthly surveys were sent out to the foster parents and documented strengths and needs through Quality Assurance.</u></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>	The county completed their strategies.
61	Talladega	<p>Submitted by Bethany Mellon, 6/26/2017</p> <ol style="list-style-type: none"> <li>Talladega DHR will continuously display a recruitment banner on the front lawn.</li> <li>Talladega DHR will have a display booth at local events throughout the county, such as Sunshine Saturday.</li> <li>One resource worker will be designated to recruitment efforts.</li> <li>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>Resource Unit and child welfare workers will speak to the congregation at their churches in an effort to recruit foster parents.</li> </ol>	<p>Submitted by Bethany Mellon, 6/25/2018</p> <ol style="list-style-type: none"> <li>Talladega DHR will display a recruitment banner on the front lawn of the office.</li> <li>Talladega DHR will have a display booth at Sunshine Saturday (north and south ends of the county), Talladega County Block Party and Christmas on the Square</li> <li>One resource worker will be designated to recruitment efforts.</li> <li>The resource worker 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>The resource worker will speak to church congregations</li> </ol>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<ol style="list-style-type: none"> <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>	<p>throughout the county to recruit potential foster homes.</p> <ol style="list-style-type: none"> <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 marquee boards 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. 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</li> </ul>	<p>Submitted by Lewis Prince, 6/25/2018</p> <ul style="list-style-type: none"> <li>• The county director spoke several times to groups in FY 2017 including the United Way Social Services Consensus Committee, the Dadeville Kiwanis, the Children's Policy Council, and a couple of local churches.</li> <li>• The director gave out literature during the May 2017 County DHR Board Meeting and the County QA Committee meeting and gave a brief program regarding the need for foster/adoptive parents.</li> <li>• The county director spoke in FY2017 to the United Way Social Services Consensus Committee.</li> <li>• The Dadeville Area Chamber of Commerce at the county DHR request sent out literature in 2017 regarding the need for Foster/Adoptive Parents.</li> <li>• The ILP program moved forward during the last year and took steps to educate our foster care staff and foster parents regarding the needs of our ILP age children and the need to secure more homes willing to foster these older youth.</li> <li>• The county director spoke to a couple of local churches. Two local churches hosted Tallapoosa DHR TIPS training classes last fiscal year.</li> <li>• For both TIPS training sessions this year county employees were informed and personally asked to spread the word in the community.</li> <li>• The supply of foster parent packets is utilized and</li> </ul>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<p>foster/adoptive parenting.</p> <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>	<p>maintained through the year by our foster parent trainers and lead clerical.</p> <ul style="list-style-type: none"> <li>• For both TIPS training sessions this year our existing foster parents were informed and personally asked to spread the word in the community.</li> </ul>
63	Tuscaloosa	<p>Submitted by David Massey, 1/30/2017</p> <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>• Creative 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>	No updates provided by county

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
64	Walker	<p>Submitted by Tina Rickles, 1/30/2017</p> <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> <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>	Walker County completed their strategies.
65	Washington	Submitted by Ashley Carlock, 1/30/2017	No updates provided by county

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		<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>	

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
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>(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>(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>	<p>Submitted by Carol Dixon, 6/29/2018</p> <p>The Wilcox County Department of Human Resources will implement the following 2017 Foster/Adoptive Parents Recruitment Plan:</p> <p>I. Distribution of Promotional Materials:</p> <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>Flyers distributed and in lobby.</p> <p>(B.) The recruitment need will be shared directly with DHR staff members and community partners on an ongoing basis.</p> <p>Completed. Shared at all Board Meetings, monthly Childrens Policy Council, MDT meetings</p> <p>(C.) DHR will also set up booths at various local events to provide information and recruit potential foster parents.</p> <p>Completed. Tables set up at Family Summit, BBQ cookoff, Relay for Life, World Elder Abuse Awareness Day, Parent Day at local schools</p> <p>II. Media Campaign/Advertisements:</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</p>

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
			<p>Foster/Adoptive Parenting.</p> <p>Done</p> <p>(C.) Continue to conduct a recruitment event annually in November which is National Adoption Month.</p> <p>Done</p> <p>III. Foster/Adoptive Resource Listing:</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</li> </ol>	Winston County completed all of their strategies.

CO. #	CO. NAME	2017 COUNTY PLAN(S)	2017 COMPLETED STRATEGIES
		and Haleyville Christmas parades with a recruitment float.	