The Family Foster Home
Over/Under Capacity
Report

August 2002

This report contains data collected from each of the thirteen Districts and the Suncoast Region for February 2002 - July 2002
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I. Introduction

The Family Foster Home Over/Under Capacity Report is produced twice per year in a collaborative effort between the Central Office Licensing Specialist and the Licensing staff of each District and the Suncoast Region to assist in providing a statewide snapshot of licensed foster home capacity, determining the Department's ability to meet capacity needs, monitoring compliance with operating procedures and as a self-assessment tool for improvement. The August 2002 report includes data queried from The Interim Child Welfare Services Information System (ICWSIS) July 2002 as well as information reported by each District and the Suncoast Region regarding licensing trends and recruitment and retention efforts. The next report will be queried in January and published in February 2003.

The homes reported are family foster homes (including emergency shelter family foster homes) which are used for placement of dependent children. This includes homes supervised by the department as well as homes supervised through community-based-care contracts throughout the state. Currently, districts 1 and 12 and the Suncoast Region have community-based-care contracts. District 1 figures include homes from a privatization contract with Homeward Bound, Inc. and the lead agency for the district, Families First Network. The district 12 lead agency is Partnership for Community-Based-Care and includes Children’s Home Society, Devereux Inc., Florida United Methodist Children’s Home and Neighbor To Family. Suncoast Region has three lead agencies. These are Family Continuity Program (Pasco and Pinellas), Hillsborough Kids, Inc. (Hillsborough) and YMCA Children, Youth and Family Services, Inc. (Manatee, Sarasota and DeSoto).

Future reports will include additional homes from various community-based-care contracts which are now in the start-up phase throughout the state. Currently, districts 4, 9, 10 and 15 are in the start-up contract phase. All districts will have community-based-care contracts by December 31, 2004.

II. Foster Home Licensed Capacity (Graph #1)

- There were **4463** family foster/shelter homes as of July, 2002.
- For Distribution By District, please see Graph #2.
- **11.6%** (n=518) of these homes were *over* licensed capacity.
- **35.5%** (n=1586) of these homes were *at* licensed capacity.
- **52.9%** (n=2359) of these homes were *under* licensed capacity.
• 27.3% (n=1217) of the homes had no foster children placed.

Comparisons to February 2002 report:
• We added 75 family foster homes.
• There was an increase of 0.6 % (n=33) in the number of homes that were over licensed capacity.
• There was an increase of 1.5% (n=82) in the number of homes at licensed capacity.
• There was an decrease of 2.1% (n=40) in the number of homes under licensed capacity.
• There was not any significant change in the number of homes with no foster children placed, from 28% to 27.3%.
• Many of the homes under capacity are reported to be used for respite or are homes limited to specific types of children. Some foster parents specialize in placements of medically or emotionally needy children, which will often result in their homes being under capacity. Other foster parents may be more suited to care for certain groups of children- infants, teens, males, females, etc., which limits the placements made..

III. Distribution of Licensed Capacity (Graphs #3A & B)
• The total licensed bed capacity statewide for this report is 10,966.
• 23.7% (n=1056) of the homes are licensed for 1 child.
• 35.9% (n=1602) of the homes are licensed for 2 children.
• 19.8% (n=884) of the homes are licensed for 3 children.
• 12.8% (n=573) of the homes are licensed for 4 children.
• 7.7% (n=342) of the homes are licensed for 5 children.
• 0.1% (n=6) of the homes are licensed for more than five children.

Comparisons to February 2002 report:
• We had an increase in bed capacity of 126 beds.
• The percentage of homes licensed for more than five children remained at 0.1% and the number of homes increased by only 3 homes.
• Previous reports combined the reported bed capacity as follows: 1-2 children; 3-4 children; 5 children; and more than five. Changes have been made to this report to break down the licensed bed capacity by individual capacity numbers. Separate figures are now provided for homes licensed for 1 child, two children, etc. However, the percentages have remained constant when looking at homes licensed for 1 and 2 children combined, 3 and four combined, homes licensed for five children and homes licensed for more than five.

IV. Homes with a Total of More than Five Children (Graphs #4A & B)
• 8.2% (n=365) of the foster homes had more than five total children in the home. This is in-line with the 8% of foster homes with more than five total children in the home which was reported February 2002.
Distribution of the homes with more than five total children is as follows:

<table>
<thead>
<tr>
<th>Number of Homes</th>
<th>Total Children</th>
</tr>
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<tbody>
<tr>
<td>198 homes</td>
<td>6</td>
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<tr>
<td>86 homes</td>
<td>7</td>
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<td>2 homes</td>
<td>14</td>
</tr>
<tr>
<td>0 homes</td>
<td>15 or more</td>
</tr>
</tbody>
</table>

Comparisons to February 2002 report:

- The number of foster homes with a total of more than five children increased by 12 homes. There were 353 homes with more than five total children in January 2002 and 365 for this report. However, the percentage of family foster homes with more than five children total remained at 8% due to the increase in the total number of licensed family foster homes.
- In the February 2002 report, four homes had 15 or more children total. As of this report, there are no homes with 15 or more children total.

V. Summary of Licensed Capacity Data

Since the February 2002 report, we had an increase of 75 family foster homes and 126 beds. There was a slight increase (n=33) in the number of homes over licensed capacity and a slight decrease in the number of homes under licensed capacity (n=40). The total number of homes under licensed capacity was 2359 (52.9% of all homes). It is important to note that having a substantial number of foster homes under capacity allows for various placement options when removing children from their homes or when needing to replace already dependent children, providing better opportunities to find the most suitable, least restrictive placement for special needs children.

There were only six homes licensed for more than five children, which is a small increase of three homes since the previous report. The February 2002 report included data on required waivers for homes with more than five children total. Our licensing data system, ICWSIS, has undergone a number of updates. An upside to these changes includes a requirement that a waiver approval date be entered whenever a home shows to have five children total and a sixth child is being entered in the system. For this reason, there should be no placement recorded in ICWSIS that would violate the waiver approval requirement. Therefore, the data previously reported regarding the number of homes with or without approved waivers is no longer captured.

VI. District/Regional Comments

District One:
- The number of homes has decreased from 187 homes in December, 2001 to 184 in July, 2002. The total capacity of the homes in July, 2002 is 428 beds.
- Number of homes with more than five total children increased from 8 in December 2001 to 14 in July 2002.
In one county, weekly placement meetings include licensing staff, special initiative counselors, placement counselors, family services counselors, and mental health staff, as well as supervisors and OPA’s to facilitate more effective placements. Monthly meetings in the other counties also include opportunities to discuss recruitment progress, licensing issues, and foster parent needs.

District Two:
- Since the last reporting period the district has experienced improvement in the number of foster homes by going from a 10% reduction rate to a 2% increase. The last reporting period also showed a 10% reduction in capacity compared to a 2% decrease this period.
- District 2 met their adoption goal of 120 placements, thus offsetting some of the gain realized through recruitment and retention contracts.
- The movement from foster home to medical or therapeutic foster homes created a lesser number of regular foster beds.
- District 2 was approximately half way into the fiscal year when the recruitment and retention contracts were executed. A transition period occurred when the provider had to hire and train MAPP trainers prior to conducting their first class. The transition created a lag during which one of the two providers was unable to meet their goal of developing 20 new homes.

District Three:
- District 3 surpassed our goal to increase the number of licensed homes by 5% during the last fiscal year, and in fact increased the number by 10%. We also worked diligently to improve the quality of homes licensed and closed a number of homes considered “marginal.” The licensing staff and contractor licensed 107 new homes during the year. The number of family group homes has decreased, because we added a requirement that the foster parents attend the Behavior Analysis training in order to continue that status. We continually evaluate homes to arrive at realistic capacities, given the foster parent abilities, space, beds, and an historical look at how many children they typically are willing to care for.
- The current licensed capacity of District 3 homes is 801.
- There are 11 or 3.5% of our foster homes which are over capacity. This percentage remains stable with 3.2% in January 2002 as compared to 12% one year ago. Currently 35.2% of the homes are at capacity compared to 33.9% six months ago. The percentage of under capacity homes decreased to 61%.
- District 3 has only one home licensed for more than five children. This is a foster home with a capacity of six for one sibling group.
- Seventeen homes or 5% have a total of more than five children with the largest number of children in one home being nine.
- The results of our recruitment efforts have paid off with an increase of 10% this fiscal year. Except for a couple of the rural areas we get quite a number of calls from families inquiring about licensure. The District will not be renewing the contract with a private provider for recruitment and licensing.
- One of the retention efforts has been the formation of a work group in Alachua County comprised of both staff and foster parents. Together they have addressed the issues of concern, developed strategies to deal with them and later followed up with surveys to determine the results.
District Four:
- We have no homes licensed for more than five children. We have a number of homes with over five children in our district. The number has decreased over the past year. Many of those homes accommodate sibling groups and hard to place children with significant behavior problems.
- The total number of homes since February 2002 has increased from 326 to 349. The percentages of homes over capacity has decreased slightly, at capacity has decreased slightly and the percentage of homes under capacity has increased 3%.
- Our utilization rate is close to 80%. The number of homes that have no children has increased from 48 to 71 or 20%.
- We have increased the number of MAPP classes to accommodate the influx of participants.

Suncoast Region:
- The number of homes has increased from 901 to 1005.
- The total licensed capacity has increased from 2237 to 2577.
- The number and percentage of homes over capacity has decreased from 157/17.4% to 153/15.2%.
- The number and percentage of homes at capacity has increased from 262/29.1% to 328/32.6%.
- The number and percentage of homes under capacity has changed from 482/53.5% to 524/52.1%.
- The number of homes licensed for more than five total children remains at 0.
- The number of homes with more than five total children has increased from 102/11.3% to 122/12.1%.

District Seven:
- District 7 has been able to bring the homes over five down to a total of 22. All staff adhere to strict waiver criteria and all must be approved and signed off before a placement can be made.
- District 7 continues to lose family foster homes. The trend continues and over the past year more than 60 homes have been closed. The number of homes over five has continued to decline and the percentage of homes under utilized has increased. The number of family foster homes over five has dropped to a low of 22 and over capacity homes are moving down each month. District 7 had an all time high of 117 Feb 2001 and today have 22 homes over capacity.
- The Child Placing Agency homes are more stable in their numbers than the DCF homes. The District 7 adoptions units have had big pushes to finalize adoptions of children living in the foster homes. Currently 49 percent of the children being finalized are going to current foster parents. Therefore the numbers of beds for foster homes is decreasing when adoptions does good job of finalizing placements.

District Eight:
- We continue to expand our efforts to secure additional foster homes and possible group care facilities in our district. Homes which are over capacity (over 5) are visited weekly by a DCF counselor to ensure the placements are safe and stable. A weekly report is provided to the licensing unit. Our district does not have any homes licensed for more than 5.
• Our utilization of available foster homes is good. Homes who have remained inactive or who have refused to accept children, are being notified that they will not be relicensed. We are also reassessing each foster home to ensure we have them licensed at the proper capacity. This is an ongoing activity.
• We are starting to increase our licensed homes, however the number of homes over capacity has significantly increased. We are working on accelerating targeted recruitment and developing better utilization of other types of facilities.

District Nine:
• Counselors are encouraged to increase the amount of visits and phone contracts. Foster parents are encouraged to use respite care. There are no regular foster homes licensed for more than 5 children. All homes that have more than five children have the appropriate waivers on file in their licensing files. These waivers are also maintained and tracked by the Placement Unit. We continued to monitor homes under licensed capacity to determine if their census can be increased in the future.
• We have reduced the number of above license capacity homes throughout the year and waiver reasons remain the same as last year. Currently, we do not have any homes that are dual licensed nor do we have homes licensed for more than five children. The Department continues to work with several agencies to open facilities for siblings, pregnant teens and babies. All homes that are over capacity have appropriate approved waivers.

District Ten:
• 53% of our homes are under capacity. We improved by 2% compared to the last report. We have been correcting some wrong coding in ICWIS that has resulted in reporting the wrong under capacity. We will continue with these corrections as we relicense homes.
• We have The Mentor Network, Inc. working on their licensure as a CPA in our district. During this last period, all their homes appear in ICWIS as DCF foster homes. Their placements are therapeutic, therefore, we cannot utilize them for regular placements. Consequently, their vacant capacity adds to the district’s under-capacity figures.
• We have lost 47 foster homes. As a result of the upcoming privatization, more than 50% of the closed homes are due to transfers to service providers. As a result of the above and other closure reasons, we have lost 117 beds. A great number of closures are a result of adoption in the home.
• We keep licensing our foster homes to a maximum of five children. The number of homes with more than five children total remain the same, ten.

District Eleven:
• To ensure the district conducts targeted recruitment activities, it accesses data on a monthly basis from the Placement Software that we developed in order to generate a “Child in Care Report”. This report provides demographics of children coming into care by age, gender, and race. Additionally, there is a Recruitment and Retention Taskforce that meets monthly. This workgroup consists of MAPP staff, Homefinder, Resource Foster Parent Liaison, Foster Parents and other members of the community.
• We have developed the Placement Software that will alert counselors of over capacity, tracks the occurrence of over capacity and automatically produces waiver forms when an over capacity waiver is required to place a child. We are initiating an over capacity workgroup that will meet twice a month to review all over capacity homes and waivers for appropriateness. We routinely review homes that may qualify for an increase in licensed
capacity (i.e. a new home that can accommodate more than their current licensed capacity and has demonstrated the ability to successfully foster children may be increased from 2 to 4 in their license capacity).

- We are reviewing all children in foster care who are ages 11 to 17 to see if they meet criteria for enhanced RGC. When appropriate, we transfer those children to the program.
- We have had a reduction in the total number of homes from 716 to 681. This reduction is partially due to our review of licenses and homes that consequently lead to closing of some homes that were either not accepting children or who were unable due to personal circumstances.
- Total licensed capacity of homes 1805 to 1731. Again due to some home closures we have reduced the number of homes thus reducing the total capacity. We have also since February reduced all homes to a capacity below five. Only shelters and contracted group homes may license for more than five.
- Over licensed capacity has increased slightly from 6.5% to 7.6%. We continue to have difficult to place children and we have a growing number of children over 16 as well as over 18. In addition we have placed a great emphasis on keeping sibling groups together that frequently increases the over capacity.
- Under licensed capacity has been reduced from 59.5% to 51.8%. We have made great efforts to utilize more of our homes and we have reviewed many all of our homes to see if changes had to be made in capacity or if closure was necessary.
- At capacity increased from 34% to 40.5%. Again this is largely due to our efforts to better utilize our foster homes to capacity.

District Twelve:
- District 12 privatized their foster home licensing component on April 1, 2002.
- We currently not approve overcaps of homes unless there are ample supports in the home to accommodate a larger number of children. Only 28 homes are currently overcapped, with three homes having more than five children.
- Three MAPP classes held their graduations last week giving our community 37 potential new foster homes. Our licensing provider agencies are working diligently to complete those licenses in a timely manner.
- The FC and Adoption Manager for CBC has been working diligently with the Foster and Adoptive Parent Association and providers to address foster parent needs. The FC and Adoption Manager also works with client services to assist and lead case managers in the correct process in addressing needs. It is hoped that this focus will improve retention of our current foster parents.

District Thirteen:
- The District has developed a “Care Team consisting of a Coordinator, Consultant, Behavior Analyst and a parent liaison to assist in less placement disruption.
- 100% of over capacity homes have waivers.
- No homes are licensed for more than 5 children.
- Although some of our existing homes are now becoming medical or therapeutic homes we are on the incline in both the number of licensed homes increasing the total capacity.
**District Fourteen:**
- There are currently 136 foster homes with a license capacity of 311. In February 2002, there were 152 homes a licensing capacity of 383.
- There are 41 homes, which are over their license capacity. In February 2002, there were 38 homes over their license capacity.
- There are currently 43 homes under their license capacity. In February 2002, there were 54 homes under their license capacity.
- There are 52 homes at license capacity. In February 2002, there were 61 homes at their license capacity.
- There are 28 homes with more than 5 total children. In February 2002, there were 32 homes with more than 5 total children.

**District Fifteen:**
- Foster home are not licensed for more than 5. The 5-child limit is rarely excepted and only in homes with proven track records for short periods of time until more appropriate placements can be located. The district follows CFOP 175-64 regarding waivers and over capacity homes. There is a very small percentage of homes with more than 5 children, less than 5%.
- Over capacity homes were 21% in February and in August we are at 20%. Under capacity rose from 53%(75 in February to 58% (88) in August. The number of homes licensed for more than 5 children is unchanged, it remains at 0. The number of homes with more than five total children increased from 0 to7.
- District 15 has increased homes from 141 in February, 2002 to 151 in August, 2002 with a current licensed capacity of 342 beds.
### AUGUST 2002

**Over / At / Under Licensed Capacity By District**

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<tr>
<td><strong>TOTAL # of Homes</strong></td>
<td>233</td>
<td>148</td>
<td>312</td>
<td>349</td>
<td>1005</td>
<td>341</td>
<td>304</td>
<td>162</td>
<td>241</td>
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<td>106</td>
<td>294</td>
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<td><strong>% With NO Children</strong></td>
<td>25.8</td>
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#### STATEWIDE TOTALS

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<th>Number</th>
<th>Percent</th>
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<td>Total Number of Foster Homes</td>
<td>4463</td>
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<tr>
<td>Homes OVER Licensed Capacity</td>
<td>518</td>
<td>11.6%</td>
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<td>Homes AT Licensed Capacity</td>
<td>1586</td>
<td>35.5%</td>
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<td>2359</td>
<td>52.9%</td>
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<tr>
<td>Homes with NO Children</td>
<td>1217</td>
<td>27.3%</td>
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*Data indicating NO Children relates ONLY to foster children. Biological and adopted children already in the foster home are not reflected.*
N=4463  Family Foster Home Licensed Capacity August 2002

Over Licensed Capacity
11.6%
n=518

At Capacity
35.5%
n=1586

Under Capacity
52.9%
n=2359
**AUGUST 2002**  
**Distribution of Licensed Capacity By District**

<table>
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**STATEWIDE TOTALS**

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Distribution Of Licensed Capacity August 2002

N=4463

- 1 Child
  - 23.7% (n=1056)
- 2 Children
  - 35.9% (n=1602)
- 3 Children
  - 19.8% (n=884)
- 4 Children
  - 12.8% (n=573)
- 5 Children
  - 7.7% (n=342)
- >5 Children
  - 0.1% (n=6)
Percentage of Foster Homes With More Than 5 Children

N=4463

% of Homes With More Than 5 Children
8.2%
(n=365)

% of Homes With Less Than or Equal to 5 Children
91.8%
(n=4098)
Foster Homes With a Total of More Than Five Children August 2002

Districts/Region

STATE

SUN

121

365

14

0

17

46

22

16

18

10

39

11

16

28

7

0

25

50

75

100

125

150

175

200

225

250

275

300

325

350

375

400
VII. Summary of Recruitment and Retention Efforts

Retention and Recruitment of foster homes are priority for the both the Department licensing staff and community based care agencies. In line with strategies to increase the number of foster families, the Department continues to supplement and strengthen district/region foster care retention and recruitment efforts with statewide initiatives to help heighten awareness of the need for additional homes on an on-going basis. Central Office Staff provide technical assistance to districts including monthly statewide conference calls with district retention/recruitment teams (local DCF and CBC staff involved with retention and/or recruitment efforts).

The Multi Ethnic Placement Act (MEPA-IEP) requires states to develop a plan that provides for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed. The Plan must include a description of the characteristics of waiting children, specific strategies to reach all parts of the community, diverse methods of disseminating both general and child specific information, strategies for assuring that all-prospective parents have timely access to the home study process, including location and hours of services that facilitate access by all members of the community, strategies for training staff to work with diverse cultural, racial, and economic communities, strategies for dealing with linguistic barriers, non-discriminatory fee structures, and procedures for a timely search for prospective parents for a waiting child, including the use of exchanges and other interagency efforts, provided that such procedures must ensure that placement of a child in an appropriate household is not delayed by the search for a same race or ethnic placement.

Listed below are local retention and recruitment initiatives as reported by each district/region:

**District One:**
- Printing of new brochures, posters, etc. containing lead agency information.
- Bus Shelter campaign with 8 bus shelters across Escambia County.
- Press releases and Public Service Announcements provided across the district.
- 20 billboards to be produced district-wide.
- Mass mailings to churches, civic groups re: foster parents and needs of foster children.
- TV and radio presentations.
- Re-recruitment – contacting former foster parents who may be interested in re-licensing their homes.
- Targeted recruitment for Family Shelter Homes.
• Appreciation gift baskets.
• Offering support during particularly difficult placements.
• Developing an on-call system for foster parents to access for support and behavioral intervention before placement disruption occurs.
• Increased information gathered and provided to foster parents regarding potential placements in an effort to strengthen initial matches between children and foster parents.

District Two:
• Monthly newsletter and foster parent website geared toward retention by keeping foster parents informed of happenings, new ideas, training opportunities and parenting assistance.
• Brochures distributed at various community locations and events to publicize foster care in hopes of getting new recruits.
• Foster Parent Association meetings, brunches, picnics, etc. are creating networking opportunities for foster parents to assist each other.
• PowerPoint presentations to community / service groups/ faith based groups / professional organizations to create community awareness and spread the word about foster parenting. Church presentations have been most effective.
• Billboards and television commercials have produced a large number of inquires and enrollment in MAPP.
• Mayor’s proclamation of Foster Parent Appreciation month at several city halls throughout the district emphasized the importance of foster parents to communities.
• Participation in the monthly Recruitment / Retention conference call and monthly DCF / provider meetings provide useful knowledge for recruitment and retention.
• One provider offers a stipend for foster parents who successfully recruit other foster parents.

District Three:
• Utilized print, radio, and TV media to emphasize the need for foster homes
• Many families have contacted licensing as a result of the negative national and statewide press the department has received.
• Finalizing materials for a “speakers bureau” to use in presentations to community groups to enlist current foster parents and other staff to assist in presenting the need for families to targeted community groups such as schools, law enforcement, and medical professionals.
• Will take advantage of the materials central office provided during this year.
• Will implement the mentoring program, which we expect to have a significantly positive effect on retention.
Formation of a work group in Alachua County comprised of both staff and foster parents to address issues of concern, develop strategies to deal with them and later follow up with surveys to determine the results.

District Four:
- Started a mentoring program for foster parents.
- Will assign a second set of foster families to 20 foster parent mentors to help new families adjust to the foster care system.
- We continue to train foster parents in three behavioral courses: the Professional Development Center offers two courses, six and fifteen hours, on discipline and behavior and the University of Florida behaviorists teach a thirty-hour course. Recently began providing foster parents a stipend to recruit new families (Thus far five families have been paid $100.00 each.
- Recruitment and Retention counselors are involved in fund raising each year. This past fiscal year we raised over $10,000 to supplement activities of the foster parent associations. There are several big events each year. We also hold an annual Foster Parent Appreciation Banquet in June. This year we had 300 in attendance.
- The Retention and Recruitment counselors work very closely with the foster parents on a daily basis giving advice, make needed referrals, helping to solve problems, being a listening ear and attempting to make the job of foster parenting easier.
- The foster parent associations are another source of help in the retention of foster parents. They are a good source of current information. They provide respite for each other and good fellowship with others who are facing the same challenges of foster parenting. We lend support to the four groups in our area by providing a liaison for each group, attending the monthly meetings and helping in any way we can.
- Began a coordinated campaign with an advertising agency last year.
- Advertisements on 20 city buses.
- We have 10, 30 and 60 second spots on 12 different radio stations.
- Brochures and posters are in 3 kiosks in different area shopping malls.
- Several billboards are in strategic locations throughout the city and advertising spots on 34 screens in three movie theaters.
- Partnered with the public library and retail bookstores to hand out 20,000 bookmarks.
- Produced magnetic signs, which will be placed on government and private vehicles throughout the district.
- Preparation to kick off a new campaign to appeal to the large military community in the Jacksonville area included production of a poster with the slogan “Heroes Abroad, Heroes at Home” to be unveiled with media at one of the local naval facilities. The plan is to saturate the surrounding community with framed posters to display at businesses, civic organizations, and churches in the areas around these two large navy bases.
• Appealing to the department staff to help recruit foster and adoptive families through visits to each service center in every county to enlist the help of staff. Framed posters, brochures and holders are given to staff to distribute to their churches, businesses they frequent, or anywhere that will agree to display the products.

• Foster and adoptive parents are the best recruiters. Each quarter they are provided recruitment packets containing brochures, business cards and informational material, as well as class schedules so they can help recruit.

Suncost Region:
• Each CBC agency routinely monitors gaps in available placements and the type of children needing placement. The Region coordinated recruitment efforts for teenage homes, and to improve visibility, recruitment coordination was moved to the Regional Communications office. CBC agencies use every speaking opportunity to recruit targeted homes, as well as using existing homes to assist in the recruitment efforts. The Region has distributed posters, flyers, brochures, videos and other recruitment materials to all CBC providers in the Region.

District Seven:
• Completed two radio presentations on 1140 AM, ‘Silla Calient’ and Joaquin Claudio’s program. This station has a 90% Hispanic audience.
• Attempting to contact Dora Toro, owner of ‘La Prenza.’ A very popular Hispanic newspaper. Ms. Toro has agreed to interview and publish an article on a Hispanic foster family.
• Participated in state-wide recruitment conference calls.
• MAPP training sessions to began in the Oakridge & Kissimmee service centers to recruit more foster family in Osceola County area.
• Contact w/ Anita Garcia, Youth and Family Services representative, requested brochures.
• Foster parents helped distribute posters with the #1-866.
• Latino Community Fair on August 3, 2002 in Orlando.
• Helga Meija & Yvonne Vassel to appear on 1140 AM, “Silla Caliente (The Hot Seat) on August 19, 2002 at 12:30 P.M.
• Invited to contact program manger for a presentation1140 AM, program “Radio la Paz”. Recruiter was invited to contact program manger for a presentation date.
• Sheryl Weber requested brochures for church event.
• Erin Brooke has provided recruiter with 10 church contacts for presentations. Recruiters will continue to confirm presentation events.
• Pioneer Day: Recruiters will attend event and give out brochures.
District Eight:

- Currently working on networking several provider agencies to assist in recruitment, retention efforts using the same materials and format for public speaking and orientations.
- The Family Safety Program Administrator has provided money to these agencies to hire staff for the recruitment and training of foster families, and hopefully to expand their ability to perform licensing functions as well. The goal is to create more foster homes responsible for emergency shelter and regular foster care.
- Recruitment events were held on March 22 and July 10 as requested by State Office.
- Planning the adoption call out for November.
- The Public Information Officer is very active in our recruitment efforts.
- The last press release was focused on recruitment for teenagers.
- Create a newsletter for foster parent/adoPTION information and recruitment and develop an editorial board including foster parents.
- Utilize and distribute professional brochures from Tallahassee.
- Biannual media events - May/November.
- Recruit bilingual homes and Hispanic trainers.
- Ongoing participation in community events with displays and brochures.
- Coordinate activities with statewide initiatives.
- Develop a web page for foster parent recruitment purposes.
- Utilize and publicize email address for interested applicants.
- Utilize the business cards and buttons developed for recruitment.
- Continue Speaker’s Bureau.
- Faith-Based Challenge.
- Continue adoption displays at all events, including adoption call-out.
- Coordinate with all provider agencies to coordinate the availability of MAPP training.
- Ensure there is sufficient MAPP trainers and staff to conduct home studies in a timely fashion.
- Ensure MAPP training is provided in locations and times that make it accessible to all individuals interested in foster parenting.
- Require MAPP trainers to have FP co-trainers.
- Plan for cultural competency training by Spaulding.
- Work with community organizations to sponsor training events.
• Arrange a “cultural day” for foster parents.
• Recruit staff and providers who are fluent in other languages.
• Develop recruitment materials in different languages.
• Utilize Hispanic Community sponsors to assist with ways to recruit Spanish-speaking foster families.
• Develop a foster parent task force for recruitment.
• Continue survey spot for existing foster parents to provide names and addresses of prospective foster parents. Periodically provide them recruitment business cards to distribute.
• Continue to advertise in local publications regularly, (i.e. Parenting News, etc.).
• Communicate with different organizations for recruitment purposes.
• Continue surveys of foster parents who have left the program (DCF).
• Identify all email addresses of foster parents for communications and encourage foster parents to email concerns.
• Foster parent liaison from DCF to address foster parent concerns.
• Identify foster families interested in a “foster buddy or mentoring system” through each county to support other foster parents. Develop a team of mentors.
• Continue efforts to sensitize staff on the importance of communicating with foster parents.
• Develop gift certificates donations to support Foster Parent “Welcome bags”.
• Continue a strategy to target recruitment of respite providers for foster parents.
• Reinstate “Circle” meetings – (Foster parent support meetings in geographic areas).
• Continue Foster Parent Appreciation dinners.
• Continue holiday event activities and enhancements, (i.e. Easter Egg hunt, parades, etc.).
• Provide sufficient in-service training opportunities for foster parents at times and locations convenient for their attendance.
• Obtain corporate sponsorship to underwrite TV and print advertising focusing on foster/adoptive parents.
• Utilize recruitment video.
• Use 1-800-89Family for Recruitment efforts.
• Provide 24/7 support for foster parents.
• When appropriate, involve foster parents in decision making.
• One Church One Child (OCOC) Coordinator will develop individualized recruitment plan for every child without an identified family, and assist adoption counselors in facilitating resources for locating appropriate families.
• OCOC coordinator will coordinate all information on adoption exchange and investigate other adoption agencies out of state, which might help locate families for our children.
• Ensure media coverage for the Adoption Call-out in November.

District Nine:
• Continued partnership with the Foster Parents’ Recruitment Coalition through community-based efforts for recruiting foster parents. Several Coordinated Events for recruiting families have been held.
• WPTV, Channel 5 held a weeklong media blitz with videos featuring current foster homes and parents, and highlighted individual children. This event also included a live phone bank of staff who took inquiries and answer questions concerning the opportunities of fostering our children.
• Many festivals were held, such as: West Palm Beach’s Famous Sunfest, Festival; Public schools and other private agencies’ resource fairs information booths and displays at the various shopping malls throughout the county; religious festivals; Highridge Family Center; South County Family Child Care neighborhood group; gigantic garage sales; Annual resource fair; Patch Reef Park Family; the annual South Florida Fair in suburban West Palm Beach; and many PSA’s in county-wide local newspapers, media advertisements, and community service group presentations.
• Attendance by Foster Parent Liaison at monthly foster parent association meetings, which are held in the northern, southern and western parts of Palm Beach County. At these meetings, new information is disseminated, the foster parents air concerns, and questions are answered.
• Foster parent handbooks have been updated and distributed to all foster parents.
• Child Resource Records have been prepared for each child to enable foster parents to have more information on the children.
• Birthday cards are mailed out to each foster parent monthly as well as holiday greetings.
• The Foster Parent Liaison and Placement Unit staff offer information and referral services.
• Foster parents are invited to attend state and national foster Parents conferences (expenses paid by the Department).
• Foster Parent Appreciation month was celebrated by a spaghetti dinner as well as an evening cruise.
• Information booths and displays will be set at the following events; Mounts’ Public Safety/Youth Affairs Highridge Family Center, South County Family Child care Neighborhood group, Gigantic Garages sales, 5th Annual Reef Park Family Festival, Project In with United Way, and “Each One Reach One”.
• Counselors are encouraged to increase the amount of visits and phone contracts.
• Foster parents are encouraged to use respite care.
District Ten:
- District has PSA’s running via radio and television.
- An independent contractor is recruiting via faith based organizations.
- Recruiters are in the community libraries day and evening.
- The county may be doing some advertising for the agency.
- Foster parents will be reimbursed for recruiting prospective foster parents.
- Since the recruitment campaign began in May 2002, we are receiving 25-30 telephone calls a day inquiring about foster care and adoption.
- We are training regularly in two faith based organizations.
- Providers are working in partnership by training overflow families.

District Eleven-A:
- Partnerships with the community (i.e. Miami Police Department and the Miami Beach Convention Center) have been established and have resulted in our being able to set up booths at their events.
- Notice regarding the need for foster and adoptive families have been given out with all payroll checks.
- Presentations and orientations are being conducted in community churches regarding our programs.
- Media coverage included Channel 23 presenting a series on our need for Hispanic Families.
- Articles in local newspapers delineating the need for foster and adoptive families (i.e. “South Florida Brick”).
- On-going PSA’s.
- Community events (i.e. The event held on 6/22/02 at the Miami-Metro Zoo).
- We were able to form a partnership with Miami- Dade County and they sent a flyer out to all of their employees that outline needs recruitment needs.
- Tables have been set up at local supermarkets for recruitment and information distribution.
- We are working with Taco Bell to have our flyers distributed to their customers.
- Department staff attends and are active participants at the monthly Foster Parent Mentoring meetings. At this meeting, we conduct a presentation to the families in attendance and outline our recruitment needs.
- Quarterly Newsletter to Foster Parents: “A Foster Parent Connection”.
- In-service Calendar including but not limited to the following topics: “Fostering Sexual Aggressors” and “HIV/AIDS”.

• 15-hour Positive Parenting and 30 minute Positive Parenting Training on behavior modification techniques/strategies for our foster parents.
• Foster Parent Mentoring Meetings.
• There is a Foster Parent Liaison on board, Ms. Twanna Neal Thomas.
• Attendance to Foster Parent Conference (i.e. The 6th Annual Educational Conference in Jacksonville to be held 8/9/02 to 8/10/02.
• There is a Homefinder, Toni White and Resource Foster Parent Liaison, Bree Bofill on our staff.

District Eleven-B:
• Develop a media plan using materials from the statewide recruitment program “Caring for Children through Community Partnerships”.
• Develop a media kit that includes a glossary of terms and fact sheet regarding past, present and future of Foster Care in Monroe County, foster care in Florida and US, on how to become a foster parent, Monroe County Foster/Adoptive Parent Association.
• Fundraising Events.
• Schedule of 2002-2003 MAPP Classes, information photographs for reproduction from statewide media campaign.
• Develop a one year print and broadcast advertising budget.
• Use of Media Public Service Announcements and Community Calendars.
• Use Op Editorials from Foster Parents, DCF Caseworkers, Judicial System Personnel, etc.
• Develop Awareness Month promotions.
• Conduct presentations to Community and Service Organizations and Groups by Wesley House Family Services Administration Team (Executive Director, Director of Development, and Education Director) and FACES Team. The Presentation Tour will focus mainly on the Middle Keys (Marathon and Big Pine Key) but will also include presentations in the Upper Keys, Lower Keys and Key West.
• National Adoption Month Calling Out Ceremony.
• Child Abuse Prevention Month Proclamations.
• National Foster Care Appreciation Month Activities.
• Four MAPP Training courses with a minimum of one in the Middle Keys.
• Incorporation of all re-certification training materials in all four MAPP trainings
• Licensed Foster Parent involvement in training courses.
• Provide Quarterly and 1Re-licensure visit for all active licensed Foster Homes.
• Follow-up on concerns or questions through information and referral.
• Routinely submit referrals to Wesley House Family Services Neighborhood Centers for family support issues.
• Provide any technical assistance request made by the Department of Children & Families.
• Support Professional Development of Foster Parents.
• Increase training opportunities for Foster Parents for state required 8-hours of in-service training.
• Facilitate the first annual Foster Care Conference in Monroe County-Fall/Winter 2002.
• Develop resource library for foster parents.
• Inform foster parents of current state and national issues pertaining to foster care.
• Link foster parents with resources for technical support and networking.
• Provide foster parents with information articles.
• Facilitate development and support of the Monroe County Foster/Adoptive Parent Association.
• Facilitate monthly teleconference meetings.
• Support for fundraising activities.
• Support for Foster Kids Closet in the Upper Keys.
• The Wesley House Family Services will promote/encourage more interest in emergency shelter and fostering rather than adoption.
• The Wesley House Family Services will continue to partner with community agencies for increased clinical services to prevent disruption and foster parent discouragement and burnout.
• The Wesley House Family Services is re-evaluating the license capacity of all the current homes in order to have a more accurate picture of the capacity in Monroe County.
• Homes that are typically unavailable will be re-evaluated and offered to become resource foster homes to provide for respite or emergency shelter.
• There are no homes in Monroe County with more than five children.
• The Mayor of the city of Key West has been actively involved in the process and many community stakeholders including businesses have been more proactive with ways to attract or to support more foster homes in the community.
• The Foster/Adoptive parents association for Monroe County is also developing as a group with a voice in the community. The group has incorporated and holds monthly meetings via teleconference as to include foster parents throughout the Keys.
• The Foster Home Coordinator from the Wesley House Family Services, the president of the Foster/Adoptive Parents Association and department staff are always present at teleconference meetings with the State Recruitment/Retention, State Licensing and the
Statewide Foster Parent Association in order to keep up to date with the most current information affecting foster homes in Florida.

District Twelve:
- Thank you cards sent to all current foster parents thanking them for their hard work along with free pizza and movie rental coupons.
- Ads placed in the local newspaper on Mother’s Day and Father’s Day for our foster parents.
- Co-locating the foster parents association president in our offices.
- Payment of childcare expenses at all FP association meetings.
- Payment of registration and hotel fees for our foster parents to attend the FP conference.
- Advertisement on the city buses.
- In process of coordinating a “Night Out At The Ball Park” in appreciation of our foster parents.
- Scheduling monthly orientations to educate the public on the need for foster parents on a regular basis.
- Collaborating with our licensing providers at local events to enhance recruitment efforts.
- Posting recruitment messages on each city’s newsletter in our district.
- Posting recruitment messages in medical facilities’ employee newsletter to specifically recruit homes for medically needy children.
- We advertise in medical facility employee newsletters to obtain trained medical staff for medically needy children, and putting out the message in every city in our district through the use of city newsletters and utility bills, in order to recruit homes from all races in order to accommodate the children coming into care.

District Thirteen:
- Bank on this! Area banks are investing in the Department of Children & Families by allowing Recruiters to recruit on site.
- Contact the local hospitals and set up booths and distribute informative information concerning fostering.
- Received the go ahead from one Utilities Company which are allowing 1200 flyers with the toll free number to go out in the city of Bushnell, FL.
- Schedule and set up a Parent Information Center in area Libraries throughout the county. i.e. flyers, brochures, registration forms for MAPP training.
- Set up recruitment booths with the following sites: Books –A- Million, Borders Outreach, Central Florida Community College, Lake & Sumter Community College, Community Technical & Adult Center, Webster College.
- Request the local Chinese and Pizza Restaurants to attach Flyers to their delivery boxes.
• Continue to meet and speak on Sunday nights at the different churches in Marion County in conjunction with the NAACP mass meetings.
• Continue to meet with the Marion County Children’s Alliance, The Faith Community Network, meet with local Civic/Service Organizations, group meeting and churches area wide.
• Phon-A-Thon through out the district from old collective inquiries for the last two years. This will ensure no one has fallen through the cracks and to revisit those families who fail to follow through with the MAPP training.
• Contact the NFL (National Football League) to encourage promotional advertising or District picnic with local person i.e. Donte Culpepper from Marion County, Ron Dixon, Elsie Johnson from Sumter County and from the Professional League for Baseball are Bronson Arroyo and Mike Walker from Hernando County.
• Have quarterly meetings with the Foster Care and Adoptive Advisory Committee to receive input for recruiting and retention of foster parents.
• Conduct home visits to newly licensed foster parents within 30-45 days of initial placement in the home.
• Conduct an exit interview tool for foster parents that decide to not re-license.
• Quarterly foster parent newsletter to keep foster parents abreast of district activities, policies and procedural changes.
• Conduct quarterly meetings with foster parent association presidents.
• Conduct monthly meeting with foster parents to discuss recruitment and retention inputs.
• Schedule and coordinate Foster Parent Appreciation Banquet during the month of May.
• Identify a Foster Parent of the Quarter and Year in each County.
• Respond to foster parent issues and concerns in a timely manner.
• Conduct a minimum of 2 visits per year with foster parents.
• Ensure that Certified Behavior Analysts specifically work with foster parents.
• Positive Parenting Training available to foster parents through PDC and the Behavior Analysts.
• Continue to re-evaluate placements options for child(ren) in a foster home over capacity for possible relative or other placement.
• Continue to increase capacities as needed through attrition.
• Continue implementing the need assessment to determine the children most in need of placement. Review the Districts Management Report to determine changes in the out-of-home care population.
• Review homes on a quarterly basis that have been licensed for a year and with a total capacity of one or two children to determine if capacity increases are feasible.
• Contact all foster parents and discuss alternative placement options such as emergency or respite.
• Monthly review and report of all over-capacity homes.
• Monthly review of over-capacity waivers to ensure all homes have appropriate waivers.
• The District has developed a “Care Team consisting of a Coordinator, Consultant, Behavior Analyst and a parent liaison to assist in less placement disruption.
• The District is developing a Mentoring Program for new foster parents to ensure that quality assurance is provided.
• The District is developing a Grandparent Program for the purpose of mentoring and respite care.
• The District is currently considering contracting out the Placement Unit.
• Monthly Foster Parent Association mtgs. (by county).
• Quarterly newsletter generated to foster parents.
• Follow-up contacts with newly licensed homes.
• In-service trainings provided monthly by county.
• Exit Interviews conducted with foster parent who no longer wish to remain foster parents.
• Counseling and listening to foster parents during relicensure visits (“smoozing”).
• Counseling, listening, being empathetic and returning phone calls to foster parents.
• Address licensing concerns generated by foster parents.
• Act as Liaison between foster parents and the Department.

**District Fourteen:**
• Passed out flyers at Dundee Ridge Technical School during the week of 7/21/02.
• Attended several Polk County Schools during the week of 7/21/02 and various Polk County PTA’s the week of 7/29/02.
• Met with the editorial board of the Tampa Tribune the month of August.
• Attended the Kids Health Days to distribute flyers during the week of 7/29/02.
• The local newspaper, the Ledger, met with licensing and adoption staff for the development of a on-going article on what is involved in the process of adopting, how to become approved, and then on-going articles about children adopted and children ready to be adopted.
• District fall festival is planned for all foster and adoptive families from the Department and private agencies.

**District Fifteen:**
• District 15 and community based partners, Hibiscus Children’s Center and Children’s Home Society launched the statewide campaign kickoff “Caring for Children Through Community Partnerships” on 07/10.
• Establishing a district recruitment and retention committee.
• Displays at the county libraries, displays at the Service centers.
• Radio interviews on 3 stations.
• T.V interviews – Channel 21 and Channel 13.
• Victoria Rowell PSA on local TV stations.
• Ads currently airing on the Christian FM, Radio station.
• Ads in the local papers twice weekly for recruitment.
• Mall marquees in Martin and Indian River County proclaimed the need for foster parents. Distributing posters and brochures, flyers provided by Central Office to businesses in the counties. Also information booths are manned at local festivals and community events.
• 2002 Share-A Haircut Campaign sponsored by Hair Cuttery stores on the Treasure Coast provides 400 free haircuts to help children in our care get ready for the coming school year.
• MAPP Classes are being offered in the evenings and on Saturday to accommodate prospective parents’ schedules.
• Bimonthly newsletter, foster parent appreciation picnic 2002 to bring the foster parents together district wide for a day of fun, food, and relaxation. Summer camp campaign, local fairs, rodeo admission and ride tickets for everyone in the foster home, Easter ad valentine baskets, Christmas Drive to make Christmas Bright. Kids Hope of the Treasure Coast utilizes “ounce of prevention funds” to meet quality of life requests for foster children including class rings, prom gown, class pictures, yearbooks and field trips at no cost to the foster parents. The Special Opportunity Source (SOS) is partnership between District 15 and St. Andrews Episcopal Church in Ft. Pierce. This partnership enables the district to benefit from 501C3 status allowing us to vie for grants and claim donations from foundations such as duffel bags, etc.
• The district has entered into a contract with a local provider to increase capacity and target recruitment for a specific population of adolescents and teenagers.