

DEPARTMENT OF SOCIAL SERVICES

CHILDREN'S DIVISION

P. O. BOX 88

JEFFERSON CITY, MISSOURI

December 20, 2011

M E M O R A N D U M

What's Inside:Recruitment,
Licensing, and
Retention Task
Force Report

TO: REGIONAL EXECUTIVE STAFF, CIRCUIT MANAGERS, AND
CHILDREN'S DIVISION STAFF

FROM: CANDACE A. SHIVELY, DIRECTOR

SUBJECT: Recruitment, Licensing, and Retention of Foster and Adoptive
Parents Task Force Report

DISCUSSION:

On July 12, 2011, Governor Nixon signed House Bill 431 and House Bill 604 into law. These bills required the Children's Division (CD) to convene a task force to review the recruitment, licensing, and retention of foster and adoptive parents statewide. The charge of the task force was to study the extent to which changes in the system of recruiting, licensing, and retaining would enhance the effectiveness of the entire system. The legislation required the task force to submit a report of their findings and recommendations to the Governor and General Assembly by December 1, 2011.

The task force members were appointed by Interim Director of the Department of Social Services, Brian Kinkade. Members included representatives from foster/adoptive parents, private agencies and contractors, the faith based community, and Children's Division staff. The task force convened for five meetings beginning in September. The group reviewed data, policy, and practices related to children in foster care and foster, relative, kinship, and adoptive parents.

The [Task Force for Recruitment, Licensing, and Retention of Foster and Adoptive Parents final report](#) has been posted on the CD Internet. Staff are encouraged to review the report in its entirety. Many recommendations can be implemented immediately at the local level to improve relationships with resource providers and enhance support systems. The final report has been shared with members of the State Foster Care and Adoption Advisory Board, who will in turn be sharing the report with resource providers across the state. Staff may want to be familiar with the findings in the report to respond to questions from their foster and adoptive providers.

The recommendations of the task force were divided into four categories: near-term items requiring CD policy and practice changes; long-term options with CD policy/practice impact requiring additional research and planning; policy

recommendations which would involve statutory or regulation changes; and long-term process improvement to research innovative and evidence based practices.

The overarching theme of the recommendations centers on respect for our foster and adoptive parents as professional members of our team. Our resource providers are critical players and provide valuable insight and expertise into the child’s overall well-being. Many recommendations from the task force pertain to increasing supports, enhanced or revised training and professional development, and improved and targeted recruitment efforts.

The task force members will continue to meet to further the recommendations in the report. Policy and practice changes will be forthcoming.

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| NECESSARY ACTION | |
| <ol style="list-style-type: none"> 1. Review this memorandum with all Children’s Division staff. 2. All questions should be cleared through normal supervisory channels and directed to: | |
| | DEPUTY DIRECTOR Melody Yancey 573-751-2427 Melody.Yancey@dss.mo.gov |
| CHILD WELFARE MANUAL REVISIONS | |
| N/A | |
| FORMS AND INSTRUCTIONS | |
| N/A | |
| REFERENCE DOCUMENTS AND RESOURCES | |
| Task Force on the Recruitment, Licensing, and Retention of Foster and Adoptive Parents final report | |
| RELATED STATUTE | |
| 210.112 | |
| ADMINISTRATIVE RULE | |
| Licensing of Foster Family Homes | |
| COUNCIL ON ACCREDITATION (COA) STANDARDS | |
| PA-FC 16 | |
| CHILD AND FAMILY SERVICES REVIEW (CFSR) | |
| CFSR Second Round Final Report | |
| <u>PROTECTIVE FACTORS</u> | |
| Parental Resilience Social Connections | |

Knowledge of Parenting and Child Development
Concrete Support in Times of Need
Social and Emotional Competence of Children

FACES REQUIREMENTS

N/A