

Rhode Island Department of Children, Youth & Families
Andrew C. v McKee Monitoring Team Report
Amendment to Monitoring Team Report for Reporting Period 9

Introduction

As outlined in the Settlement Agreement described in the case of *Andrew C. v. McKee*,¹ the Monitoring Team is comprised of the Office of the Child Advocate (OCA) and the Data Validator. The Data Validator has since been hired by the Rhode Island Department of Children, Youth and Families (DCYF) and is identified as Public Consulting Group LLC (PCG).

On June 30, 2023, the Monitoring Team distributed its Monitoring Team Report summarizing DCYF's performance during the ninth Reporting Period, from January 1, 2023, through June 30, 2023. In that report, the Monitoring Team noted that additional validation activities would be required beyond June 30th in order to validate DCYF's activities under the terms of Section 12 (Foster Home Array).

This amendment replaces in their entirety two sections from that report:

- Section 12: Foster Home Array; and
- Appendix B: DCYF Documentation of Activities Supporting the 2022-2023 Recruitment & Retention Plan

¹ Originally filed in 2007 as *Andrew C. v. Chafee*, the name of the case was amended in January 2015 to *Andrew C. v. Raimondo* upon Gina Raimondo's inauguration as Governor of Rhode Island. In March 2021, the name of the case was again amended when Daniel McKee was sworn in as Governor of Rhode Island, to *Andrew C. vs. McKee*.

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SECTION 12: FOSTER HOME ARRAY

Under Section 12 of the Settlement Agreement, DCYF must develop an annual recruitment and retention plan for foster homes. Under the terms of Section 12, this recruitment and retention plan must include specific targets regarding the number of foster homes to be recruited, including sub-targets for specific populations, such as adolescents, as well as populations with special needs including children with disabilities and medically fragile children. It will also include retention strategies geared toward reducing attrition among foster care providers, such as respite homes, enhanced training opportunities for foster parents, and increased visitation with foster parents.

The Settlement Agreement requires that a Foster Care Recruitment and Retention Plan be developed with the Monitoring Team and updated annually. The Department's initial plan was published in 2019; as outlined in previous Monitoring Team reports, the Monitoring Team provided extensive feedback to the Department on the content and structure of the Plan and recommended including quantitative targets describing the efforts DCYF would make in future years.

The Settlement Agreement also requires that the Department draft an annual, public report assessing the implementation of the plan over the previous twelve (12) months and identify any systemic factors that may have contributed to any shortfall in recruitment. The annual report should provide the number of homes recruited and retained by category, the number of homes recruited in each category during the implementation period, and the total number of homes available for child placement in each of the categories at the beginning and end of the 12-month period.

In November and December of 2022, the Monitoring Team met with the Department of epidemiological and licensing staff to discuss the supporting data and documentation that DCYF will be expected to provide related to its 2022 - 2023 and subsequent plans. In January 2023, in consultation with the Monitoring Team, DCYF developed and published its 2022 - 2023 *Statewide Plan for the Recruitment and Retention of Foster Families*.²

DCYF and the Monitoring Team agreed that, following the release of the 2022 - 2023 Statewide Plan, DCYF would continue to collect and report data on a quarterly basis in order to set a baseline for its improvement efforts, and that the data would be provided to the Monitoring Team to inform its targets and demonstrate progress towards meeting the goals described for the 2023 - 2024 Plan update.

Report Status

The Monitoring Team and Rhode Island agreed that by July 31, 2023, DCYF will compile and submit to The Monitoring Team the counts of available foster families, and the number within each group that were added during the 2022/2023 year. The Monitoring Team resolved to review and

² <https://dcyf.ri.gov/media/3076/download?language=en>

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validate the outcomes data provided by DCYF and would publish an amended copy of the RP9 report by August 25th, 2023.

DCYF set forth established goals for the recruitment of non-kinship, licensed foster homes in the 2022 – 2023 Recruitment & Retention Plan. The findings of this report show that DCYF did not meet the target number of 125 new non-kinship families recruited and licensed for 2022/2023; they did, however, meet all 2022/2023 target goals of recruiting and licensing foster families open to certain child characteristics.

DCYF provided RICHIST data to The Monitoring Team on July 27th, 2023, which included counts of licensed providers and child placements. DCYF made mention a discrepancy in the data they provided to The Monitoring Team with what is currently reported in the 2022 – 2023 Recruitment & Retention Plan Assessment. Specifically, in the assessment, two providers whose licenses were pending as of June 30th, 2023, were included in final counts, but are not included in the RICHIST data provided to The Monitoring Team, and therefore cannot be validated with the current data used to inform the status of this report. The Monitoring Team has made a note of this in the DCYF Outcomes Data section of this report.

In addition, DCYF provided additional data related to strategies for recruitment and retention outlined in the 2022/2023 Recruitment & Retention Plan. The Monitoring Team reviewed the data that DCYF provided, and documentation is included in the revised Appendix B included with this amendment.

Of note, in the 2022- 2023 Recruitment & Retention Plan, DCYF included a strategy to “engage in opportunities to work with local University personnel and fraternity/sorority cohorts on mentoring opportunities,” but has since shifted this goal. As such, that goal is not included in the 2022 – 2023 Recruitment & Retention Plan Assessment Report. The Monitoring Team has retained that strategy in Appendix B to indicate its removal and DCYF’s shift in focus.

The findings included in this amended report will serve to inform DCYF’s 2023 – 2024 Recruitment and Retention Plan to highlight areas where DCYF has either met or exceeded targets, or where DCYF has failed to meet targets and where additional efforts to improve foster family recruitment and retention are needed. In addition, the amended report will inform discussions between the Monitoring Team and DCYF’s 2023 – 2024 Recruitment and Retention Plan, to be published by September 15th, 2023.

DCYF’s obligation to continue working toward those targets as outlined in the 2023–2024 Plan and any subsequent plans, and provide annual report updates, will continue until it exits each of Sections 1–10 of the Settlement Agreement.

DCYF Outcomes Data

As part of The Monitoring Team’s request for quantitative data for the recruitment and retention of foster families, including foster families’ openness to specific child characteristics, DCYF provided a point-in-time count as of June 30th, 2023, of foster child placements, including the foster children in those placements, and a list of licensed and active providers. The following

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section includes the data that was required to be provided to the Monitoring Team by July 31st, 2023.

The Monitoring Team requested the following:

1. Count of new non-relative foster families by June 30, 2023 (DCYF target goal of 125)
2. Count of those new non-relative foster families open to match with youth 12 and older (DCYF target goal of 25)
3. Percent of new non-relative foster families open to match with children/youth who have a Mental Health or Physical Disability (DCYF target goal of 25%).
4. Percent of new non-relative foster families licensed to support sibling placements (DCYF target goal of 50%)
5. Count of new Emergency Response Program foster parents who can support Emergency Placement needs of Children and youth under 12 (DCYF target goal of 5)
6. The most up-to-date count of total recruited and licensed homes, including target populations, and among those recruited and licensed during FY22-FY23, the number retained as of June 30th, 2023.
7. The most up-to-date count of actively licensed homes by population type, including the recruitment, licensed, and retained goals.
8. The most up-to-date count of all licensed foster family providers in 2022/2023 and the children in those placements during that period, with the start and end date of the 12-month period. This includes a list of child names, date of birth, demographics, placement start and end dates, level of need, foster parent's demographics, and foster parent's openness to foster child by their child characteristics.

PCG validated the below methodology provided by DCYF to receive the counts that are listed in DCYF'S 2022 – 2023 Recruitment & retention plan Assessment.

To calculate population of Newly Licensed Non-Relative Kinship Providers

1. Providers must have an original license start date within 7/1/2023 – 6/30/2023.
2. Removal of providers with a License Decision of Pending or Deny.
3. Removal of Providers with a License Designation of Child-Specific ONLY or Court-Ordered.
4. Removal of providers with a License Type of Relative Foster Care.

To calculate providers open to fostering youth with a Mental Health/Physical Disability, and open to fostering youth ages 12 and older

1. If a provider was open to at least one of the characteristics, (i.e., Intellectually Challenged, medical (Mild/Severe), Mental health Issues, Physically Disabled, Learning/School issues, Oppositional/Defiant Behavior, or Recent Sexually Reactive Behavior), that provider was included as a “yes”, for providers not open to fostering a child with at least one of these characteristics, they were excluded as a “no.”
2. If a provider stated they were open to the 0-18 age range, or 11-18 age range, they were included as a yes. If providers stated they were open to 0-2 age range, 3-5 age range, 6-10 age range, they were excluded as a “no”.

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To calculate providers open to fostering siblings:

1. A manual review of the home study was conducted on the list of DCYF’s Newly Licensed population by RDS staff where they entered in “yes” or “no”.

To calculate population of providers licensed and recruited from July 1st, 2022 – June 30th, 2023 who were also retained by June 30th, 2023:

1. All providers in the Newly Licensed Non-Relative Kinship Provider list were reviewed.
2. Those providers with a license status of Inactive, Out of State, or Pending/New were excluded.
3. Those providers with a License Designation of Court-Ordered or ICPC-Child Specific were excluded.
4. Those providers with a Provider Type of Relative Foster Care or “Blanks” were excluded.

Columns highlighted in green indicate PCG’s validation of the data.

Data Request	Goal	Attained	Retained
Count of new non-relative foster families by June 30, 2023	125	85 ³	80
Count of those new non-relative foster families open to match with youth 12 and older	25	32 ³	29
Percent of new non-relative foster families open to match with children/youth who have a Mental Health or Physical Disability	25%	93% (81)	92% (74)
Percent of new non-relative foster families licensed to support sibling placements	50% of 125	64.3% of 87 (56)	65% Of 80 (52)
Count of new Emergency Response Program foster parents who can support Emergency Placement needs of Children and youth under 12	5	8	8
The most up-to-date count of actively licensed homes	N/A	631	N/A
The most up-to-date count of all licensed foster family providers in 2022/2023 and the children in those placements during that period	N/A	379 providers with active placements, 698 youth placed	N/A

³ The RIC HIST data provided to the Monitoring Team did not include two providers who were licensed on 6/30/2023, and who were therefore not included in the RIC HIST data extract.

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2022/2023 Foster Home Openness to Child Characteristics

The following table presents counts of non-kinship families, alongside the characteristics of youth to whom non-kinship foster families are open to fostering. These characteristics include a number of different youth target populations, such as children who have a mental health or physical disability. DCYF provided target goals in the 2022 – 2023 Recruitment & Retention Plan for the number of new families to be recruited during the year, by the characteristics of children they were willing to take in. In addition, DCYF also recorded the number of new families and licensed during the period that were retained as of July 1st, 2023.

Non-Kinship Foster Home Characteristic	2022-2023 Recruitment Target	2022-2023 New Families Recruited	Non-kinship homes retained as of July 1 st , 2023	PCG Validation
Licensed families open to placement of children who have a mental health or physical disability	31	81	74	81 / 72 ³
Emergency response program licensed foster parents for children 12 years of age or younger	5	8	8	8 / 8
Mental Health or Physical Disability Characteristics				
Medical (Mild)	31	71	65	71 / 64 ^{Error!} Bookmark not defined.
Learning/School Issues		67	61	67 / 60 ^{Error!} Bookmark not defined.
Mental Health Issues		52	48	52 / 47 ^{Error!} Bookmark not defined.
Intellectually Challenged		37	35	37 / 35
Oppositional/Defiant Behavior		14	11	14 / 11
Recent Sexually Reactive Behavior		6	6	6 / 6
Medical (Severe)		4	3	4 / 3
Physically Disabled		2	2	2 / 2

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APPENDIX B: DCYF DOCUMENTATION OF ACTIVITIES SUPPORTING THE 2022-2023 RECRUITMENT & RETENTION PLAN

For each of the strategies described in DCYF’s *2022-2023 Recruitment & Retention Plan*, DCYF and the Monitoring Team agreed that DCYF would provide specific documentation of having completed the activities that the Department committed to in its Plan. The documentation that DCYF and the Monitoring Team agreed would be sent is described below for each strategy, as is the list of documents or narratives that were provided by DCYF as evidence of having completed the activity.

DCYF agreed to send additional data (as of June 30th, 2023) in support of these activities no later than July 15th, 2023. The following appendix includes all the original data The Monitoring Team received on May 30th, 2023, as well as all additional data as of June 30th, 2023, as these data were not included in the original Appendix B of the RP9 report.

Planning & Operations

2022 – 2023 R&R Plan Strategy: Collaborate with Community Stakeholders on Statewide Recruitment and Retention Plan.

This strategy emphasized collaborating with community stakeholders such as the Monitoring Team Rhode Island Foster Parent Advisory Council and others on the development of the statewide Recruitment and Retention Plan.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Community Stakeholder meeting dates and agendas	<i>Meetings with Monitoring Team:</i> <ul style="list-style-type: none"> • 5/20/2022 • 6/27/2022 • 10/20/2022 • 10/31/2022 • 11/22/2022 • 12/15/2022 • 5/31/2023

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	<p><i>Meetings with Rhode Island Foster Parent Advisory Council:</i></p> <ul style="list-style-type: none"> • 10/27/2022 • 1/26/2023 • 3/30/2023 • 6/1/2023 • DCYF RIFPA June 2023 <p><i>Meetings between Agency Partnership(s):</i></p> <ul style="list-style-type: none"> • Agency Partnership Agenda (updated as of 6/27/2023)
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2022 – 2023 R&R Plan Strategies: Facilitate ongoing Active Contract Management Meetings with our Private Agency Foster Care Providers with a Focus on Sharing Recruitment and Retention Data and Strengthening Outcomes for Children and Families; Engage in Active Contract Management to Ensure Accountability for Private Agency Operations and Develop Solutions to Challenges Served in these Family Settings.

This strategy includes scheduled meetings with DCYF’s private agency foster care providers to share recruitment and retention data and to strategize strengthening outcomes for children in families, in addition engaging in active contract management to provide accountability for private agency operations to develop solutions to challenges faced in family settings.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
ACM meeting dates, presentation documents, any next steps/actions	<ul style="list-style-type: none"> • Foster Care Contract Management Presentation May 2022 • Foster Care Contract Management Presentation February 2023 • Foster Care Contract Management Presentation January 2022 • Foster Care Contract Management Presentation March 2022 • Foster Care Contract Management Presentation May 2022 • Private Foster Care Agency Contract Management Meeting Agenda – Sept. 2022

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	<ul style="list-style-type: none"> • Foster Care Contract Management Presentation February 2023 • Alliance Data Profile (Apr 2023) • Boys Town Data Profile (Apr 2023) • Child & Family Data Profile (Apr 2023) • Children’s Friend Data Profile (Apr 2023) • Communities for People Data Profile (Apr 2023) • Devereux Data Profile (Apr 2023) • FSRI Data Profile (Apr 2023) • Groden Data Profile (Apr 2023) • NAFG Data Profile (Apr 2023) • March Fingerprint Dates (re-licensing) • Agency Partnership Agenda (6/27/2023)
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2022 – 2023 R&R Plan Strategy: Expand portfolio of branded resources for coordinated and efficient communication and recruitment efforts.

This strategy includes the creation of DCYF materials and resources, including branded trainings and fact sheets, to improve communication and recruitment efforts.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Expanded portfolio with branded resources, dates, and portfolio of resources	<ul style="list-style-type: none"> • English/Spanish FAQ Materials • 2023 English/Spanish Rate Memos • English/Spanish One Page Guide for Resources Families • LON FAQ • Supporting Our Anchors • New Hire RDS September 2022 • Kinship Connections One Pagers • June Executive Leadership – What Does it Mean to be an Anchor • Resource Guides – Box Set • DCYF Pulse LRF Race Equity Plan to Add Disproportionality

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	<ul style="list-style-type: none"> • Foster Care Agencies Fact Sheets • Strategy/Recruitment Strategy Worksheet • Recruitment Strategy Worksheet • RI FELA PowerPoint Draft 3.0 – Final Version • RI FELA Training Report - Final
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2022 – 2023 R&R Plan Strategy: Continue implementation of Binti, the web-based portal for foster care recruitment and licensing, as well as matching.

This strategy includes DCYF’S implementation of Binti and monthly Binti reports for foster care recruitment, licensing, and matching, and an individual pipeline review that delineates active and inactive licenses. In addition, documentation includes Binti contract amendments regarding implementation, and meetings between Binti contractors and DCYF.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
<p>Status updates of implementation and dates, Binti scope of work, number of families recruited and licensed and number of families matched/child in placement</p>	<ul style="list-style-type: none"> • Application Dashboard for 2023-03-24 • Binti Monthly 5.1.23 • Binti Rhode Island Third Amendment 11.2202 Scope of Work • DCYF RI Projects In-Flight & scope • Individual Pipeline Review • Binti Monthly 7.1 • Update of projects & project Scope for RI <ul style="list-style-type: none"> ○ 6/1/2023 - DCYF RI shared the most recent 4:30 reporting for Binti to review and do data comparison ○ 6/29/2023 - DCYF RI shared CPA data review updates with Binti ○ 6/30/2023 - Binti team moved forward to close confirmed families, ongoing review of pending families scheduled for 7/12/2023 (53~ families left) • Number of families recruited and licensed and number of families matched/child in placement: <ul style="list-style-type: none"> ○ Received in BINTI data extracts as of 7/26/2023.

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	DCYF outcomes data were provided to PCG on 7/26/2023.
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2022 – 2023 R&R Plan Strategy: Convey all resources available to meet the linguistic needs of foster families.

This strategy includes all documentation and resources provided to both Spanish and English speaking families, including a self-assessment in Spanish.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Summary of resources/linguistic resource manual, percentage of families whose primary language is not English	<ul style="list-style-type: none"> • Resource and Division Training Folder • Rate Memo Folder • % of Families whose primary language is not English (RICHIST 809 FY Report pulled on 7/3/23) <ul style="list-style-type: none"> ○ <i>This reporting period, 7/1/22-6/30/23, there have been a total of 307 newly licensed foster parents (kinship and non-kinship) with 8.8% having a Primary language of Spanish or Portuguese.</i>

2022 – 2023 R&R Plan Strategy: Coordination with New England Child Welfare Commissioner’s group of Foster Care Managers to discuss regional challenges and strategies.

This strategy includes scheduled meetings with foster care managers, which includes ongoing and newly identified regional challenges and strategies to overcome challenges.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Meeting dates, times	<ul style="list-style-type: none"> • Final P2P7 – State Foster Care Managers Peer-to-Peer Call – July 2022 • NASFCM Annual Meeting – January 2023 • NASFCM Overview 2022 • NASFCHM 3.2.23 – March 2023 • RE Agency Partnership Agenda (Updated 6/27)

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Support & Retention

2022 – 2023 R&R Plan Strategy: Provide ongoing education on the philosophical best practices of foster care for new and existing Division of Resource Families’ staff, other DCYF staff, agency, and community partners.

This strategy includes DCYF’s ongoing efforts to implement the ‘Be an Anchor’ initiative, both within the agency and community, which encompasses DCYF’s philosophical and best practices in foster care and child welfare.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Dates of educational/informational meetings	<p><i>Resources and Division Training (New Hire RDS September 2022, June Executive Leadership - What does it mean to be an anchor, and child welfare podcast)</i></p> <p>This includes:</p> <ul style="list-style-type: none"> • Executive Team <ul style="list-style-type: none"> ○ June 2022 • New Hire Trainings <ul style="list-style-type: none"> ○ 9/23/2022 • Division of Family Services Training <ul style="list-style-type: none"> ○ 5/24/2023 <p>RI was featured in Februarys additional of Best Practices in Child Welfare podcast hosted by Tom Oates. The podcast notes the Be An Anchor approach to guiding kinship best practice in RI.</p>

2022 – 2023 R&R Plan Strategy: Ongoing support of Foster Family Advisory Council with a primary goal of bringing DCYF, foster families, and community stakeholders together to drive system improvement. The format will be developed in partnership with foster families and will aim to be solution focused.

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This strategy includes DCYF’s efforts to support the Foster Family Advisory Council to drive system improvement, and includes meetings, agendas, presentations, communication with families, and feedback on survey implementation. DCYF also provided Foster Family Advisory Council logos.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Dates of foster family advisory council meetings	<ul style="list-style-type: none"> • DCYF RIFPA October 2022 PDF • DCYF RIFPA October 2022 PPT • RI CCWIS – Foster Parent Advisory Group Minutes 11.28.2022 • DCYF RIFPA January 2023 • DCYF RIFPA March 2023 • DCYF RIFPA June 2023 • Email to DCYF and agency partners • Email to families • FFAC Logo FINAL blue orange • FFAC proof 4.17.2023 • Rhode Island Foster Parent Advisory Council 2023 • Survey [to families] Feedback

2022 – 2023 R&R Plan Strategy: Ongoing expansion of peer to peer mentoring program, supporting our Anchors for traditional families.

This strategy includes DCYF’s effort to expand their existing Peer to Peer Mentoring program, and includes tracking the number of active peer mentors and those families working with peer mentors in support of Anchors for traditional families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
number of peer mentors, number of families working with peer mentors	<ul style="list-style-type: none"> • OPRE Logic Model • Report ACF OFM PPR (Performance Progress Report) 11.30.22 • Peer Mentor Tracking June 2023

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2022 – 2023 R&R Plan Strategy: Use enrichment activities and statewide foster care appreciation events to highlight families, create opportunities for family engagement, and increase a natural support network for foster families.

This strategy includes DCYF’s effort to promote foster care and to highlight families, create more opportunities for engagement, and to expand the existing network for foster families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Dates or events	<ul style="list-style-type: none"> June 2023 RDS Calendar Report ACF OFM PPR (Performance Progress Report) 11.30.22 <p>During this reporting period 105 Licensed families are active with a Foster Parent Champion providing weekly contact. 7 Foster families declined working with a Foster Parent Champion. Foster Parent Champions attended 24 recruitment and retention events and informational sessions to recruit new foster families and to support the retention of currently licensed families.</p>

2022 – 2023 R&R Plan Strategy: In partnership with DCYF Division of Performance Improvement develop a resource family satisfaction survey to be distributed two times per year to gather data and inform Department practice.

This strategy includes DCYF’s dissemination of a Resource Family Satisfaction Survey to determine sentiment and experiences among resource families and to identify successes and opportunities for improvement in service delivery to resource families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Foster Parent Satisfactory Survey (survey provided)	<p><i>Questions were developed in partnership with the advisory group. At a quarterly council meeting in October of 2022 the members split into breakout groups to discuss and select questions that they felt were most important. Drafts of the survey were shared with the leadership group from the council as well as timeline updated. The DPI team is working in collaboration on presenting the results to the survey both at the council meeting and in a data brief.</i></p>

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	<ul style="list-style-type: none"> • Email distribution list was pulled down on 3/29/2023, active/active re-licensing families only. • 3/31/2022 - initial email sent out • 4/11/2023 - 1st reminder email sent out • 4/17/2023 - 2nd/final reminder email sent • 4/24/2023 - Survey closed <p><i>18% response rate. 178 total responses, sent to 970 valid emails. Summary or Stakeholder Feedback Survey results pending Summarization of the results in currently in progress. June 1, 2023, results should be presented to the Foster Parent Advisory Council. Survey responses will be summarized quantitatively and qualitatively.</i></p> <ul style="list-style-type: none"> • Foster Parent Satisfactory Survey 2023 (Results)
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2022 – 2023 R&R Plan Strategy: Continued implementation of Foster Parent College; online resource library for easy access to information and strategies to address challenging situations (articles, resources, videos, etc.).

This strategy includes DCYF’s continued implementation of Foster Parent College, and includes agendas, meetings, and correspondence with families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
milestones achieved, workplan, number of resources, if possible, utilization of resources	<ul style="list-style-type: none"> • Foster Parent College CPA Memo • FPC Mini Analysis Pros and Cons • FPC Summary Report • Northwest Media Foster Parent College • 2023.28.02_FosterParentCollege_Visitation • FW Foster Parent Training College Opportunity • RE Survey Email to Families and Link

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Recruitment & Awareness

2022 – 2023 R&R Plan Strategy: Expand messaging of scope of Be an Anchor by championing staff to practice the philosophical approach in their daily interactions with all children and families we serve.

This strategy includes DCYF’s efforts to expand their messaging of the ‘Be an Anchor’ campaign, which works to promote best practices in daily interactions with children and families among staff. Examples include staff training and guidelines.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Training manuals that include championing Be an Anchor (PowerPoint)	<ul style="list-style-type: none"> • Be an Anchor & YMCA Staycation STEAM Activity 2.18.23 • Be an Anchor Brand Guidelines_022521 • FP Orientation Deck Branded VLD • Be an Anchor Social Media posts.PDF • Recruitment Team Mtg Agenda (Updated) • June 15th All RDS Staff Mtg • Our Commitment Flyer • Standard Flyer • Be an Anchor Social Media Posts Apr-June <p>New Hire Trainings</p> <ul style="list-style-type: none"> • 9/23/2022 • 01/24/2023 <p>Region 1 and 4 supervisor training</p> <ul style="list-style-type: none"> • 5/24/2023 <p>Pulse Race Equity Presentation</p> <ul style="list-style-type: none"> • 6/21/2023

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2022 – 2023 R&R Plan Strategy: Support goal awareness through promotion of the 2023 “Rhode to 100 new foster homes” progress.

This strategy includes DCYF’s effort to market the 2023 “Rhode to 125 (previously 100) new foster homes”, and includes emails with agendas discussing recruitment efforts, tracking, and additional social media posts, which includes information on licensing 125 new foster families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Social media posts, dates of agency partnerships where recruitment is discussed (Tuesday meeting), agenda.	<ul style="list-style-type: none"> • Agency Partnership dates meetings <ul style="list-style-type: none"> ○ 8/1/2022 ○ 8/22/2022 ○ 12/13/2022 ○ 1/17/2023 ○ 3/14/2023 ○ 3/21/2023 ○ 5/2/2023 ○ 6/14/2023 ○ 6/20/2023 • Rhode to 125 QR code.PNG • Manual Rhode to 125 Tracking • FWD Info Session Email • Be an Anchor Social Media posts.PDF

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2022 – 2023 R&R Plan Strategy: Ongoing timetable of virtual information events to occur every two weeks at family friendly hours, and flexibility for personal meetings.

This strategy includes DCYF meetings that provide virtual information to families, including inquiry surveys, data sheets, and session schedules.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Meeting dates	<ul style="list-style-type: none"> Eventbrite Data Sheets (Includes links to MAPP training) 2023 Info Session Schedule FP Orientation Deck Branded VLD Info Session Inquiry Survey Sales Summary Virtual Info Sessions June - March 2023 Info Session Schedule (Updated) Sales Summary Virtual Info Sessions (Updated) June 2023 RDS Calendar

2022 – 2023 R&R Plan Strategy: Partner with organizations that support and represent youth in foster care to highlight youth voice.

This strategy includes efforts to partner with organizations who represent foster care youth and work to highlight youth voices, which includes Youth Advisory Councils.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
FELA training dates, number and list of partner organizations	<p><i>Division leadership participated in Authentic engagement feedback training on:</i></p> <ul style="list-style-type: none"> 7/19 7/20 9/26 12/6 <p><i>Participants included:</i></p> <ul style="list-style-type: none"> Capacity Building Center for States DCYF Staff

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	<ul style="list-style-type: none"> • Communities for People • RI SPEAK - Youth Advisory Council • RI Foster Parent Advisory Council • RI Kinship Advisory Council • RI Birth Family Advisory Council
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2022 – 2023 R&R Plan Strategy: Expand proactive print and digital media outreach, highlighting initiatives and families.

This strategy includes DCYF’s effort to expand both their print and digital media outreach, with an emphasis on flyers, images, and QR codes that highlight DCYF initiatives and foster care families.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Products of the outreach media expansion, dates ordered	<ul style="list-style-type: none"> • Camp Aldersgate Flyer • Camp Aldersgate March • Dave’s Coffee House • Daves.PNG • Lets Get Together.JPG • March 28th Notes.PNG • Notes March Spanish.PNG • STEAM YMCA April.PDF • The Village March 7th.PNG • Wilson park Event.PNG • YMCA April.PNG • Apply QR.PNG • ERP March Invite.PDF • Join Us ERP.JPG • Virtual Foster Parent Information Session.PNG • Will You be an Anchor.PNG • ARI Duffle Bag Bash Aug 13 • ARI July Kinship Flyer 2023 • 2023 DBB Save the Date • Be an Anchor Social Media Posts April – June • RDS Calendar June 2023

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2022 – 2023 R&R Plan Strategy: Facilitation of Pre Inservice meetings with all recruited families to clarify intention and matching, further ensuring we identify families committed to support the needs of our system.

This strategy includes DCYF efforts to conduct Pre Inservice meetings for recruited families to discuss intention, matching, and to help identify those families committed to supporting the needs of DCYF’s foster care system.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Meeting dates	<ul style="list-style-type: none"> • Nuts and Bolts Report 1.19.2023 • Understanding Depression and Adolescence 2.13.202 • Recruiting emails 2.21.23 • Info Session Inquiry Survey • 2023 Info Session Schedule • Sales Summary Virtual Info Sessions June • Sales Summary Virtual Info Sessions July 2023 • RDS Calendar June 2023

2022 – 2023 R&R Plan Strategy: Ongoing scheduling of preservice TIPS MAPP trainings to ensure an average of two TIPS MAPP (Trauma-Informed PS Model Approach to Partnerships in Parenting) sessions to start every other month,

This strategy includes all training and curriculum related to TIPS MAPP, which is a training model designed to help prospective adoptive and foster parents understand the differences between the desire to help in comparison to the commitment required to foster or adopt.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Training dates, curriculum	<ul style="list-style-type: none"> • 2022.1.15 Elaine and Marsha SAT • Blank TIPS MAPP Sign In • Blank TIPS MAPP Cert • Pre TIPS Consultation Intro Session Data • TIPS MAP 2022 • TIPS MAPP – Introductory Family Consultation Email • RDS Calendar 2023 • Wed 2.123 Elaine & Tiff

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	<ul style="list-style-type: none"> • 2.4.23 Elaine & Linda SAT • Pre TIPS Consultation Info Session Data • Spanish TIPS April 2023 • Family Consultations 7.1.23 • 2023 TIPS MAPP Schedule
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2022 – 2023 R&R Plan Strategy: Maintain strong workflow for application processes and personal applicant connection/entry conversation.

This strategy includes DCFY’s commitment to maintaining a strong workflow to process applications and to conduct entry conversations and connect with applicants.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
Licensing Playbook	<ul style="list-style-type: none"> • Foster Care Licensing – Case Management Playbook MARCH 2023 • RDS Playbook Final Revised – March 2023 • CPA New Pending

2022 – 2023 R&R Plan Strategy: Engage education system leaders in strengthening partnerships to recruit foster homes and encourage fictive kinship connections.

This strategy includes DCFY’s effort to strengthen partnerships with the education system in an effort to expand the recruitment of foster homes and encourage fictive kinship connections.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
meeting dates and/or correspondence with education system, strategies implemented where applicable.	<p><i>Strategies implemented where applicable:</i> Ongoing goal: This reporting period the team specifically facilitated meetings with URI and Workforce development on expanding information sharing re: the need for foster homes, portfolio of services.</p> <ul style="list-style-type: none"> • Recruitment Tracker (updated 6/30/2023)

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	<ul style="list-style-type: none"> • Training and Recruitment Flyers Info session URI • Facebook link: https://www.facebook.com/BeAnAnchorRI/
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2022 – 2023 R&R Plan Strategy: Engage in opportunities to work with local University personnel and fraternity/sorority cohorts on mentoring opportunities.⁴

This strategy includes DCYF’s efforts to work with universities, including staff/faculty, and fraternity/sorority cohorts to facilitate mentoring opportunities.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
meeting dates and/or correspondence with education system, strategies implemented where applicable	<p><i>Recruitment Tracker, Training and Recruitment Flyers, Info session URI</i></p> <p><i>Strategies implemented where applicable:</i> <u>Note: This goal has shifted as DCYF has moved their mentor focus to Peer-to-Peer mentor programming.</u></p> <p><i>Ongoing goal:</i> This reporting period the team specifically facilitated meetings with URI and Workforce development on expanding information sharing re: the need for foster homes, portfolio of services.</p>

2022 – 2023 R&R Plan Strategy: Ongoing month-long awareness campaigns for targeted appreciation, awareness, communications, and virtual programming.

⁴ DCYF discontinued this strategy in the 2022/2023 Recruitment and Retention Plan Assessment.

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This strategy includes DCYF’s effort to conduct monthly awareness campaigns to promote appreciation, awareness, communications, and available virtual programming. This strategy includes newsletters, social media posts, and other resources to support campaigns.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
link to social media postings, trainings when applicable, calendar of event	<ul style="list-style-type: none"> • Be an Anchor Social Media Posts April – June • RDS Calendar June 2023 • Facebook link: https://www.facebook.com/BeAnAnchorRI/

2022 – 2023 R&R Plan Strategy: Distributed branded giveaway materials to incentivize engagement and spread brand awareness.

This strategy includes DCYF’s promotion of branded giveaway materials to facilitate engagement and further expand brand awareness, which includes promotional item mockups (e.g., clothing), and social media posts that spread brand awareness and giveaway materials.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
dates of events, list of materials distributed	<ul style="list-style-type: none"> • Proposed Promo Items • Anchor T Mockup_R1 • Rhode Island DCYF #24256 Be an Anchor • RI Anchor Mock Up • Be an Anchor Social Media Posts

2022 – 2023 R&R Plan Strategy: Re-engagement with all kinship families who have a child who has reunified and or moved to permanency.

This strategy includes DCYF’s efforts to reengage with all kinship families who have a reunified child or child moved to permanency, which includes re-recruitment instances of engagement.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
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The department will develop a DOP that describes the mechanisms wherein all kinship families will be asked if they would become a resource family before closing. Within the DOP a mechanism to monitor the data.

- Recruitment Tracker (updated 6/30/2023)
- Licensing Closing Coversheet Fillable Jan 2023
- Re-Recruitment File

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Matching & Placement

2022 – 2023 R&R Plan Strategy: Engage in virtual social events to informally connect youth and families.

This strategy includes DCYF’s efforts to engage in virtual social events that connect youth and families, which includes social media reach and engagement.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
dates of events, number of connections made	<ul style="list-style-type: none"> Be an Anchor Social Media Posts The Village Placement Engagement Village Feb 2023 Draft RDS Calendar June 2023

2022 – 2023 R&R Plan Strategy: Complete targeted matching reviews for DCYF and Agency families.

This strategy includes DCYF’s efforts to connect youth in need of placement to DCYF staff and private agency foster care teams to assist with recruitment and matching.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
number of targeted matching reviews completed	<p>Each Tuesday youth in need of placement are presented to DCYF staff and our Private Agency Foster Care Teams with a lens to targeted recruitment and matching for waiting youth in need of a foster home. This reporting period, 38 youth were presented during agency partnership.</p> <ul style="list-style-type: none"> Agency Partnership Agenda (updated as of 6/27/2023) RDS Calendar June 2023

2022 – 2023 R&R Plan Strategy: Engage in new licensed home presentation meetings with licensing and placement teams to clarify matching and recommendations for placement.

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This strategy includes DCYF’s efforts to engage with newly licensed homes to clarify matching and recommendations for placement in foster homes.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
dates of presentation meetings	<ul style="list-style-type: none"> Agency Partnership Agenda (updated as of 6/27/2023) Village Feb 2023 draft The Village Placement Engagement email thread MATCHING pdf

2022 – 2023 R&R Plan Strategy: Engage in feedback forums with families who have found success with accepting challenging placements in the effort to duplicate factors of success.

This strategy includes DCYF’s efforts to engage with families through forums who have found success with challenging placements, in an effort to understand and duplicate factors of success. These measures include events, surveys, retention activities, and emergency response information.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
date of feedback forums, summary of successes	<p><i>Matching and Placement – The Village Placement Engagement, Support and Retention – Peer mentor</i></p> <p><i>Summary of successes:</i> The Division facilitated in partnership with The Village for RI Foster and Adoptive families two events with a focus on learning from our families on their success and challenges of placement, support, and retention. Events took place on:</p> <ul style="list-style-type: none"> Saturday 2/25 from 2-4pm Tuesday, 2/28 at 6-8pm Tuesday, 5/30 Saturday, 6/3 <p><i>Action steps include:</i></p> <ul style="list-style-type: none"> Targeted recruitment email to waiting for placement families Re-Engagement meetings with Licensing teams on targeted re-recruitment

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	<ul style="list-style-type: none"> • Strengthened Foster Parent Advisory Council format • post placement survey – RI FPAC to support • Ongoing Peer Mentor assignment • Ongoing retention activities and targeted matching meetings • Follow up with Regional Administrators on be An Anchor philosophical approach to supporting families and placement needs • Target recruitment meeting to present: Call to Action information to families and Emergency Response Information being provided to families. Meeting held on 3/23/2023.
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2022 – 2023 R&R Plan Strategy: Ongoing implementation of call-to-action step down initiative.

This strategy includes DCYF’s effort to ensure that children and youth who are not able to safely remain at home can be placed in a family setting.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
milestones and dates, workplan if available	<ul style="list-style-type: none"> • Call to Action Memo Update 2.1.2023 • Call to Action Tracker

2022 – 2023 R&R Plan Strategy: Develop a mechanism to collect from foster families their willingness to foster a child who is LGBTQIAAP+.

This strategy includes DCYF’s efforts to develop a mechanism to collect information on foster family willingness to foster an LGBTQIAAP+ youth, which includes a matching questionnaire for families to complete.

Documentation Provided by DCYF	Documentation Received Fulfilling Requirement
the mechanism is developed and the data from the onset of development is generated (January 2022).	DCYF indicates this is an ongoing strategy and data is currently being tracked through foster parent matching characteristics and within home study recommendations.