

Recruitment, Retention, Training and Support (RRTS) of Resource Families

CONTRACT DETAILS

Four Oaks Family Connections has been awarded the statewide RRTS contract. This contract will begin July 1, 2023.

Contract Constants

- Recruitment and retention plans.
- Orientation and pre-service training.
- Completion of home studies for foster homes, adoptive homes, relative homes and Interstate Compact on the Placement of Children (ICPC).
- Initial and renewal licensing/approval activities.
- Adoption respite payments will continue to be available to families with a current Iowa Department of Health and Human Services (HHS) adoption subsidy agreement.

Specialized Caseworker Model

The specialized caseworker model will position the contractor to select and train staff to roles that meet their interest and abilities and allow staff to be accessible, specially trained, and dedicated to working with families.

The specialized caseworker model will have four distinct program components:

- Recruitment and retention, inquiry, and training
- Licensing
- Support
- Centralized statewide matching

Support Caseworkers will:

- Meet face-to-face with resource families (45 minute minimum) monthly when a child is placed in the home.
- Have meaningful phone contact (15 minute minimum) monthly when a child is placed in the home.
- Meet face-to-face with resource families on a bi-monthly basis (45 minute minimum) if there is no child placed in the home.
- Have meaningful phone contact (15 minute minimum) monthly if there is no child placed in the home.
- These efforts strengthen the relationship between caseworkers and resource families and provide the support necessary for stability in the home.
- Approved (adopt only) resource families will receive bi-monthly face to face support (45 minute minimum) when no placement is in the home.
 - The focus of the support will be around opportunities to take placement of children legally available for adoption.

- Have a caseload cap of 30 resource families to ensure immediate, adequate, and meaningful support.

Statewide Matching

The contractor will utilize specialized matching caseworkers to match children with foster families who can meet the child's needs. The contractor will implement a centralized statewide matching system with a single point of referral. Matching staff will work across service areas and coordinate matching outside the child's service area when necessary.

Kinship Caregivers

The contractor will be responsible for connecting kinship caregivers to the formal licensed foster care process. The contractor will collaborate with the Kinship Navigator Program to ensure a smooth transition for families. Success will be measured on whether the family has received a license within 180 days of the date of referral.

Contractor Assistance in Finding Adoptive Homes

Contractors will continue to take a more active role in assisting HHS in finding adoptive homes which have the skills and capacity to provide permanency to children waiting for adoption. It is hoped with a more active role in supporting approved (adopt only) resource homes, contractors will have more knowledge regarding available families. HHS will continue to have the responsibility to select an adoptive home for a child available for adoption and in HHS guardianship.

Post Adoptive and Subsidized Guardianship

The goal of this service is to support and prevent disruption and/or dissolution of adoption and subsidized guardianship.

- Contractor will develop an outreach plan to provide awareness of available support and services to adoptive and subsidized guardianship families for community partners and families.
- Contractor will develop a centralized statewide referral and information system.
- Contractor will provide intensive case management service, or crisis stabilization to adoptive and subsidized guardianship families when needed.
- Contractor will provide monthly support group meetings for all public and private adoptive and subsidized guardianship families.
- Contractor will provide adoption specific training opportunities for adoptive families in Iowa.
- Subsidized adoptive families will be provided 10 days of paid respite per calendar year.
- \$100 stability grant for subsidized adoptive and subsidized guardianship families.

INTENDED OUTCOMES

- Improved matching to increase the likelihood a child's first match into a foster family will be the only placement until permanency is determined.
- Foster parents have the skills to meet each child's needs through targeted and timely ongoing training.
- Increased face-to-face support for foster and adopt only families to enhance stability and connect to support contacts.

- Enhanced and targeted support for post adopt families and subsidized guardianship families to prevent disrupted adoptions and guardianships.
- The contractor will hire specialized caseworker roles to help carry out the contract needs.
- Dedicated staff members to assist in training are accessible, specially trained and working directly with families.
- Therapeutic Foster Care will be piloted during the first year of the contract.

PERFORMANCE MEASURES

Stability

Children placed into a licensed foster family home will experience stability in placement. The contract payment for performance will be awarded at greater than or equal to seventy five (75) percent. This will be based on the percent of children who remain in the same licensed foster home 180 days after placement or:

- Will have exited the licensed foster home to a trial home visit working towards reunification;
- Will have exited to a relative/fictive kin home;
- Will have exited to a pre-adoptive placement working toward permanency;
- Will have attained permanency through adoption or guardianship; or
- Will have exited the emergency foster care placement within 48 hours of placement.

Recruitment and Retention

The contractor shall increase the net number of licensed non-white foster families available for matching, relative or fictive kin identified for a specific child or children on an annual basis. Respite only families and families on hold for 6 months or longer are not included in this measure. Relatives or fictive kin may become eligible for matching if they are approved by HHS and have the desire, skills, and capacity to care for other children.

Path to Licensure

The contractor shall facilitate support for kin and fictive kin caregivers. The contractor's performance will be measured on whether the family has received a license to provide foster care. Four Oaks will receive \$250 for each relative or fictive kin caregiver family who becomes licensed within 180 calendar days from the date of the referral from HHS or the Kinship Navigator Program.

Safe in Resource Home

Ninety-nine (99) percent of children in a licensed foster family home or pre-adoptive care will be safe from abuse by their foster or pre-adoptive parents. Statewide data collected by HHS will be used to determine if the performance standards have been met.

Adoptive and Subsidized Guardianship Family Support Services

Thirty (30) percent of families will accept and participate in services offered during required contractor check-ins which occur at a minimum, every six months.