

**Kinship Action Plan**  
**and**  
**18 Month Update Foster/Adoptive Parent Recruitment and Retention Plan**  
**Must be submitted to your OCFS Regional Office no later than July 31, 2018**

**LDSS/Agency:** Click here to enter text.

**Date:** Click here to enter date.

**Name of Person(s) Submitting Plan:** Click here to enter text.

Counties and agencies are required to complete this template in completing their Action Plan for Increasing the Use of Kinship Foster Care Homes and to update your OCFS Regional Office on progress made towards recruitment targets set in your Foster/Adoptive Parent Recruitment and Retention Plan 2017-2019. Updates to your Foster/Adoptive Parent Recruitment and Retention Plan must cover the timeframe of January 1, 2017 to June 30, 2018.

While preparing this update, consider whether your county or agency's emerging placement trends are adequately addressed in your original plan, and what additional factors may need to be taken into account to meet the needs of children/youth over the next 18 months. If your county or agency's recruitment needs or priorities have changed since preparing your original plan, you can show any revised strategies and/or targets in this update.

**Action Plan for Increasing the Use of Kinship Foster Care Homes**

Kinship foster care includes maternal and paternal grandparents, aunts, uncles, adult siblings, godparents, friends of the family or community members who have a significant and positive relationship with the child

Using the data from Table 2 in the Trends in Relative Placements (<https://ocfs.ny.gov/main/reports/Trends-in-Relative-Placements-2017.pdf>) or other data sources please identify current performance:

We have noted that \_\_\_\_ children are placed with a relative foster care home, which is \_\_\_\_% of all foster care admissions, and \_\_\_\_ children are placed in direct kin placements (1017).

**Target: Based on the strategies we plan to implement, we believe that by 12/31/2019, \_\_\_\_% of children will be placed in kinship foster care.** (Keep in mind that effective \_\_\_\_\_ kinship foster care includes fictive kin as well)

Using the data from Table 4 in the Trends in Relative Placements (<https://ocfs.ny.gov/main/reports/Trends-in-Relative-Placements-2017.pdf>) or other data sources please identify current performance:

We have noted that \_\_\_\_ children are discharged from relative foster care to KinGap, which is \_\_\_\_% of all children discharged from relative foster homes.

**Target: Based on the strategies we plan to implement, we believe that by 12/31/2019, \_\_\_\_% of children will be discharged from kinship to KinGap.** (Keep in mind that effective \_\_\_\_\_ kinship foster care includes fictive kin as well)

**Underlying factors for your county/agency's performance**

Using the data found from the Trends in Relative Placements <https://ocfs.ny.gov/main/reports/Trends-in-Relative-Placements-2017.pdf> and from discussions with relevant stakeholders, describe the underlying factors that have affected your current performance, noting both barriers/challenges and bright spots related to both relative placements and discharges to KinGap.

**Kinship Action Plan - Strategies and Measurement**

Once you have identified one or two underlying factors for your county/agency's performance, identify a few strategies, activities and related measures that will allow you to monitor the effectiveness of your strategy.

Increasing Foster Care Kinship Placements Strategy #1	Activities	How will you know if the strategy was effective?

Increasing Foster Care Kinship Placements Strategy #2	Activities	How will you know if the strategy was effective?

Increasing KinGap Finalizations Strategy #1	Activities	How will you know if the strategy was effective?

Increasing KinGap Finalizations Strategy #2	Activities	How will you know if the strategy was effective?

## **18-month Update Foster/Adoptive Parent Recruitment and Retention Plan 2017-2019**

Updates to your plan must cover the timeframe of January 1, 2017 to June 30, 2018.

### **Reflections**

*Use the questions below to reflect on trends, strengths and challenges that your county/agency may have encountered over the last 18 months.*

1. What have been your recruitment and retention challenges in the last 18 months?
2. Which recruitment and retention strategies have been successful? How do you know the strategies are working?
3. Have you changed any of your strategies? If so, why?
4. Have your recruitment needs changed? If so, how? Also, what data supports this trend? Please indicate the change in data, as well as the data source (i.e., 15% increase in opioid-addicted infants coming into care, based on local data).
5. Please add any additional information your county/agency would like to provide about your recruitment and retention work over the past 18 months.

On the following page(s), please cut, paste and insert the charts from your Foster/Adoptive Parent Recruitment and Retention Plan 2017-2019. Reflect your progress made on recruitment targets, as well as updates and changes to your plan (see Example Chart below for how to do this).

If you did not initially write your plan in chart format, complete the blank charts provided at the end of this document to report progress on your top 3-5 priorities.

- If you choose to modify a need, please identify the change below in **bold**. If you choose to *delete* a need from the plan, please use the ~~strikethrough~~ feature
- If you choose to modify a strategy, please identify the change below in **bold**. If you choose to *delete* a strategy from the plan, please use the ~~strikethrough~~ feature
- In the **Target # in 18 months** column, please update the outcomes achieved to date
- In the **Target # in 3 years** column, revise your measurable targets based on your current 18 month progress, as needed

*Example Chart*

<b>Example Need</b> <i>Our agency currently needs more foster/adoptive families for teen boys age 13 and older</i>		
<b>Example Key Strategies</b> List strategies to be used to reach your target	<b>Target # in 18 months</b>	<b>Target # in 3 years</b>
1. <i>Support newly certified foster parents caring for teens with mentoring from experienced foster parents</i>	5 new families  Achieved: 6 new families	<del>10</del> 12 new families
2. <b><del>Build a partnership with the local high school administrators, teachers and PTA to recruit foster/adoptive parents who have experience with teenagers</del></b>  <b>Enlist the help of older teen foster youth to assist with recruitment activities such as developing recruitment events, or participating in presentations</b>	↓	↓
3. <i>Enlist the help of experienced foster parents currently caring for teens to discuss the benefits of fostering teens with foster parents who currently care for younger age groups</i>		
4. <b>May add new strategies as needed</b>	↓	

*Cut, paste and insert the charts here from your Foster/Adoptive Parent Recruitment and Retention Plan 2017-2019. If you did not initially write your plan in chart format, complete the blank charts provided at the end of this document to report progress on your top 3-5 priorities.*

<b><i>Our agency currently needs:</i></b>		
<b><i>Key Strategies</i></b> <b>List strategies to be used to reach your target</b>	<b>Target # in 18 months</b>	<b>Target # in 3 years</b>
1.		
2.		
3.		
4.		

<b><i>Our agency currently needs:</i></b>		
<b><i>Key Strategies</i></b> <b>List strategies to be used to reach your target</b>	<b>Target # in 18 months</b>	<b>Target # in 3 years</b>
1.		
2.		
3.		
4.		