

**Clark County Department of Family Services  
Foster Parent Recruitment Plan  
July 1, 2024 - June 30, 2025**

In accordance with assembly bill 298 (A.B. 298) Clark County Department of Family Services has adopted a plan for the recruitment and retention of foster homes. The recruitment plan outlines the appointment of employees designated to develop, carry out, and evaluate the implementation of the plan.

Goals/Target Areas	Activity Steps	Outcomes
<p><b>Recruitment of foster homes with respect to increasing homes for specific ages of children</b></p>	<ul style="list-style-type: none"> <li>• Provide in-person information sessions at minimum 3x/week to address inquiries, educate families and support families on their foster care licensing process.</li> <li>• Provide case management, follow-up and individual contact and support to perspective foster parents as they begin their fostering journey.</li> <li>• Create informational events to educate and the community on ways to support children in the foster care system.</li> <li>• Attend county, city and agency sponsored and events across Clark County to educate and provide information to attendees on ways to support foster care.</li> <li>• Actively develop relationships in community groups, in business chambers, with faith organizations, and other leadership groups who share an interest in keeping children safe.</li> <li>• Partner with representatives from Clark County, City of Las Vegas, City of Henderson, and North Las Vegas to share information with community members across Clark County on foster care and ways to support children in foster care.</li> <li>• Develop and expand Proud Partner program to gain support from local small and big businesses to support foster children. <i>i.e. Amazon, Las Vegas Aces, Las Vegas Golden Knights, Las Vegas Aviators, Las Vegas Lights, Las Vegas Thrill, etc.,</i></li> </ul>	<p>Ongoing</p>

<p><b>0-6 years old</b></p>	<ul style="list-style-type: none"> <li>• Reintroduce Foster One; Recruit One program to current licensed caregivers to share information about foster care with their and becoming involved in the foster care community.</li> <li>• Expand current partnership with Clark County Library District locations, Parks and Recreation Program and Community Centers, to share information within targeted recruitment areas with families available to care for children ages 0-6 years old.</li> <li>• Utilize various forms of media <i>i.e., social media, public service announcements, radio, television, community newsletters, mailers, etc.</i>, to educate and recruit families interested in fostering children 0-6 years old, sibling groups and teenagers</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<p><b>7-12 years old 13-17 years old</b></p>	<ul style="list-style-type: none"> <li>• Build a partnership with Clark County School District, Charter, and Private school entities to assist in recruitment efforts of families, teachers and staff open to care for children ages 7-17 years old.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

<p><b>Recruitment of foster homes that can accept placement of sibling groups to allow siblings to remain together</b></p>	<ul style="list-style-type: none"> <li>• Providing ongoing education to the community about our highest needs of placement. Provide customized talking points specific to identified targeted areas on the need for foster homes who can welcome sibling groups into their home.</li> <li>• Re-recruit and identify families who are currently licensed for two or more beds who may not have sibling groups and partner with licensing to focus on efforts moving towards families welcoming sibling groups into their home.</li> <li>• Identify and implement digital and print marketing collateral to target foster homes for sibling groups.</li> <li>• Utilize various forms of media <i>i.e., social media, public service announcements, radio, television, community newsletters, mailers, etc.</i>, to educate and recruit families interested in fostering sibling groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
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**Recruitment of foster homes to serve children with special needs**

- Re-recruit and identify families who are currently licensed for two or more beds who may not have sibling groups and partner with licensing to focus on efforts moving towards families welcoming sibling groups into their home.
- Provide accurate information during community meetings and training on types of licenses to serve children with special behavioral or therapeutic needs.
- Engage with targeted entities, agencies, community groups, or networks who currently serve the special needs population.

• Ongoing

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**Recruitment of foster homes that provide care in a racially and culturally competent manner**

- Continue adherence to MEPA guidelines to identify appropriate foster families ?
- Continue providing culturally competent training, support and resources to foster families.
- Access Interpreter services to support sharing information with non-English speaking communities on foster care and ways to support children in foster care.
- Provide all Clark County recruitment materials and forms in Spanish.
- Re-engage Spanish speaking families in the foster care licensure process by providing information and training sessions to support families through the foster care licensure process.
- Connect foster families with culturally competent resources to support foster children in their home.
- Build partnerships with minority community groups to network and educate attendees on ways to support foster care and children within their own communities.

• Ongoing

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- Maintain a familiar and welcoming presence within communities to showcase our community commitment.
- Enhance opportunities to change the culture of foster care in communities of highest removal.

**Recruitment of foster homes in top 5 geographical zones of removal**

- Provide in-person information sessions in our highest removal areas and provide free on-site fingerprinting.
  - Participate in community meetings hosted by Clark County departments in higher removal areas to provide support and education to the community about ways to support foster care.
  - ~~Contact preschools and daycares for children in high removal areas to target resources for 0-6 population as well as keeping children in the communities they originally resided in.~~
  - Partner and advertise with local recreation centers and parks in high removal areas to target caregivers open to accept placement of school age children (6-12 years) and teenagers (13-17 years).
  - Partner and advertise with local businesses in high removal areas to educate the community about the importance of keeping children in/or around the communities they originally resided in.
  - Utilize digital and print media outlets in high removal areas, including digital geofencing of homes within high removal zip codes
- Ongoing

**Recruitment of foster homes within faith-based entities *i.e., churches, organizations, groups, etc.,***

- Develop relationships, actively participate, and maintain contact within the faith-based community members and leaders.
  - Plan and host Information Meetings and trainings at local churches to educate
- Ongoing

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individuals, families, and leaders on ways to support the foster care system.

- Develop customized recruitment material to target and affirm faith-based communities.
- Continue to build faith-based relationships to speak in front of their congregations

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**Retention of foster homes to maintain their license from year-to-year**

- ~~Host and facilitate a monthly Foster Parent Resource & Support group to provide education, community, and network opportunities among foster families~~
  - Host Partnership Panel to educate future caregivers on the partnership between Family Services and Foster Parents and provide community resources to support future children in their homes.
  - Increase availability of staff to support in timely completion of child passenger safety seat installation training.
  - Provide continuous case management, follow-up and personalized contact with initial perspective foster parents when they begin their fostering journey.
  - Provide CPR/AED 1<sup>st</sup> Aid Training/Certification to foster families at initial licensure and recertification.
  - Compile foster family resource list to access free or low-cost activities in Clark County
  - Maintain and update DFS Facebook page with free and/or low-cost family friendly activities, community events, and parenting information to support foster families and bio families to participate in healthy activities.
  - Host annual events to provide items back to school supplies, holiday gifts, Easter baskets, support of our foster children including Back to School, Easter, Holiday and Graduation events.
  - Host an annual Foster Family Resource Fair where community agencies/resources come together and share how foster families can be/feel supported.
- Ongoing

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- Build community resources to share and educate foster families monthly via online Caregiver Courier.
  - Expand recruitment, support, retention across all programs that support foster care in Family Services
  - Educate New and existing Clark County Employees about the need for Foster Caregivers as well as the importance of supporting Foster Caregivers to enhance the culture of Customer Service and retention of caregivers.