

PREPARED BY
CHRISTINA KARSENGRAY
IN COLLABORATION WITH DISTRICT RFRC

PRESENTED ON
Jan 8, 2021

RESOURCE FAMILY RETENTION RECRUITMENT
CHAMPION TEAM

MONTHLY REPORT

December 2021

DEC 2021



SCOTT ROOEN

DISTRICT 1

CLATSOP, COLUMBIA, TILLAMOOK

ONGOING WORK

- “The Neighborhood” is coming to Clatsop and Tillamook
- Partnership with GOBHI
- Ice breakers in D1
- Continued work on retention/recruitment plan

D1 SUMMARY

This month the focus was on the final coordination and completion of the holiday events for Columbia, Clatsop, and Tillamook Counties. All three counties held drive-thru-style events that included Santa, presents for the children, gifts for the resource parents, and much more. Many volunteers from the community came to offer support and each event brought joy to the children and families that participated.

To support the district's retention and recruitment plan, I held the district's very first virtual Learning Lab for resource families. These Learning Lab sessions will be held monthly and focus on a specific topic or pain point directly related to data received from families. For example, this month's topic focused on childcare reimbursement and its steps to ensure timely and consistent processing of payments.

Focusing on the customer service retention goal, I worked with two counties to bring a reimbursement process together for a resource family who had not felt supported due to not being reimbursed.

I worked with prospective general applicant resource families to answer questions and help them better understand the foster care system. As a result, one family was explicitly recruited for the district's recruitment goal number 3, a family that would like to foster sibling groups

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Riverside Community Outreach board meetings
- Clatsop County Practice Level workgroup
- Temporary Lodging Structure Workgroup
- Equity and Inclusion Committee

Trainings I have participated in this month include:

- Learning Lab

THE NUMBERS

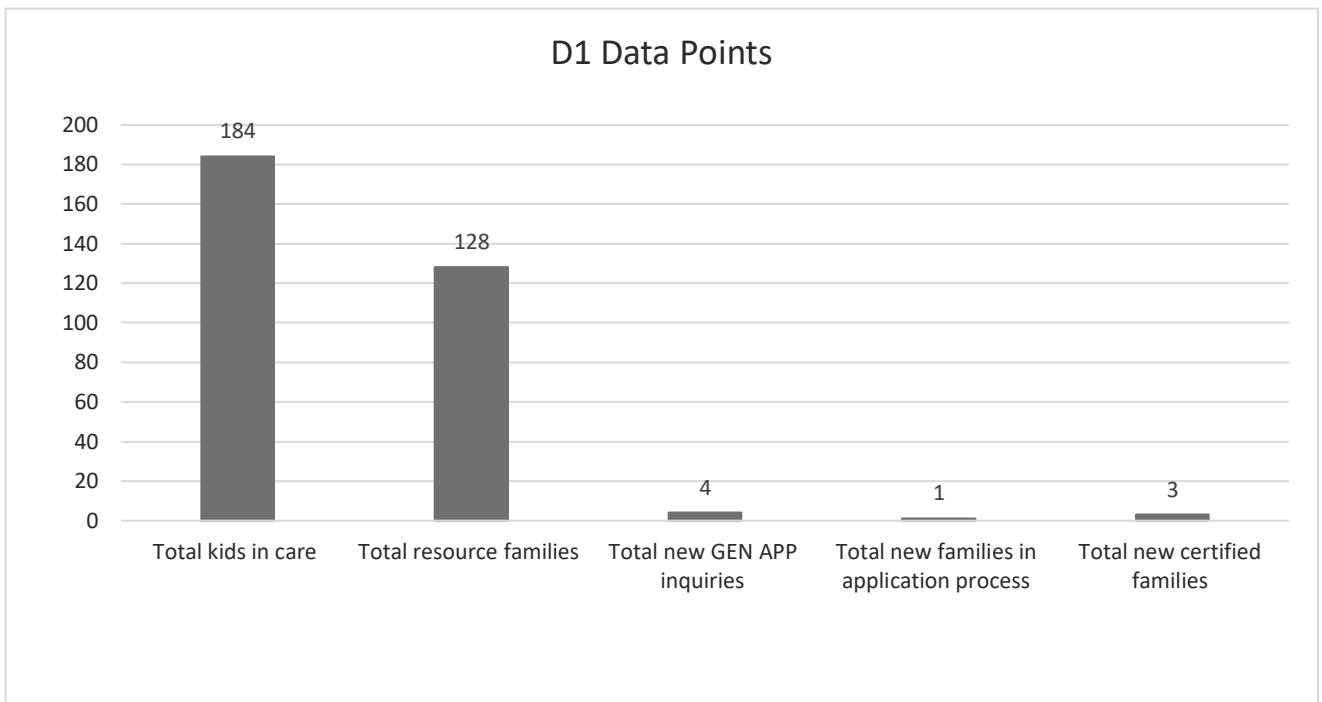
DISTRICT 1

DATA

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**All data is reported for the current month period*

Please reach out to Scott.H.Roos@dhsosha.state.or.us with any questions.



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OUTCOMES

- Coordinated with volunteers who participated in the holiday events.
- Had a successful Learning Lab with resource families
- From the district wide Learning Lab connections were made between families in separate counties who needed help with respite.
- Through collaboration with staff outside my district, I was able to help a resource family with reimbursement barriers increasing their satisfaction with the fostering process.
- Recruitment of a family who is interested in fostering sibling groups
- Assisted in finding placement for a youth who was in temporary lodging
- Delivery of holiday gifts to families
- Coordinated with local businesses and D1’s Every Child Affiliate; a large donation of over 400 stuffed animals for children in care.

COMMUNITY CONNECTIONS

- KEEP
- Every Child
- GOBHI
- Columbia County Elks
- Our Lady Victory Church
- Columbia Memorial Hospital
- Local FedEx
- CASA
- Youth Era
- TLC banks
- Coastline Fellowship Church
- St. Mary’s Church



LIZ HAUCK
MAGDA BEJARANO

DISTRICT 2 MULTNOMAH

ONGOING WORK

We will continue watching out for the start of the market segmentation project by ORRAI that will be piloted in D2 and D6 in collaboration with Every Child soon.

Liz, Magda and Billy will discuss a transition plan for D2 Champions as Magda will be moving to a different position with the Oregon Housing and Community Services department during the month of January.

D2 SUMMARY

The end of December marks the end of the first quarter in the implementation of D2's retention and recruitment 12-month action plan. This first quarter focused heavily on assessing our readiness to reach out to different communities. This involved working closely with community partners, local staff and ODHS communications team and creative services team to develop targeted messages and identify opportunities to spread the word. We are working on several parallel efforts to recruit new resource parents for teens, children from racial and ethnic minority backgrounds, children and young people with special behavioral or developmental needs, and for children in foster care who identify as LGBTQIA2S+.

We paid special attention to the data and information gathered around inquiries and certifications in D2 to start learning about the impact of recruitment work. Although it is early in the process to draw conclusions, we are monitoring closely the data keeping practices and tools in the district and gaining a better understanding of the origin of our inquiries and certification process. Additionally, the D2 Certification, Recruitment & Placement Implementation Workgroup met to revise the district's data baselines on retention and recruitment, to explore better tools to track progress towards RR goals/strategies, and to determine monthly reporting formats and data needs in D2. Their perspective and recommendations will be key in our evaluation process.

One of the highlights of December was the participation of local leadership in retention and recruitment efforts for families to care for children and young people with special needs in D2. Local leadership facilitated a partnership with FACT Oregon that allowed us to publish an article on FACT's newsletter featuring the story of an experienced resource family who encouraged others to consider the rewards of caring for children in foster care with developmental disabilities. We were also invited to participate in the upcoming FACT summit in January to talk to staff and the community about foster care. A similar partnership with the Oregon Autism Society is being facilitated by the local leadership with the goal of providing training and tools for caseworkers and resource families working with children on the autism spectrum.

Workgroups/subcommittees/meetings/actions teams we have participated in this month include:

- D2 Daily Certification/Recruitment/Placement huddle
- Unaccompanied Minors State-Wide workgroup
- Certification Leadership Implementation workgroup
- D2 Certification, Recruitment and Placement workgroup
- D2 Teen Retention and Recruitment workgroup

Trainings we have participated in this month include:

- Champion Learning Lab

THE NUMBERS

DISTRICT 2

DATA

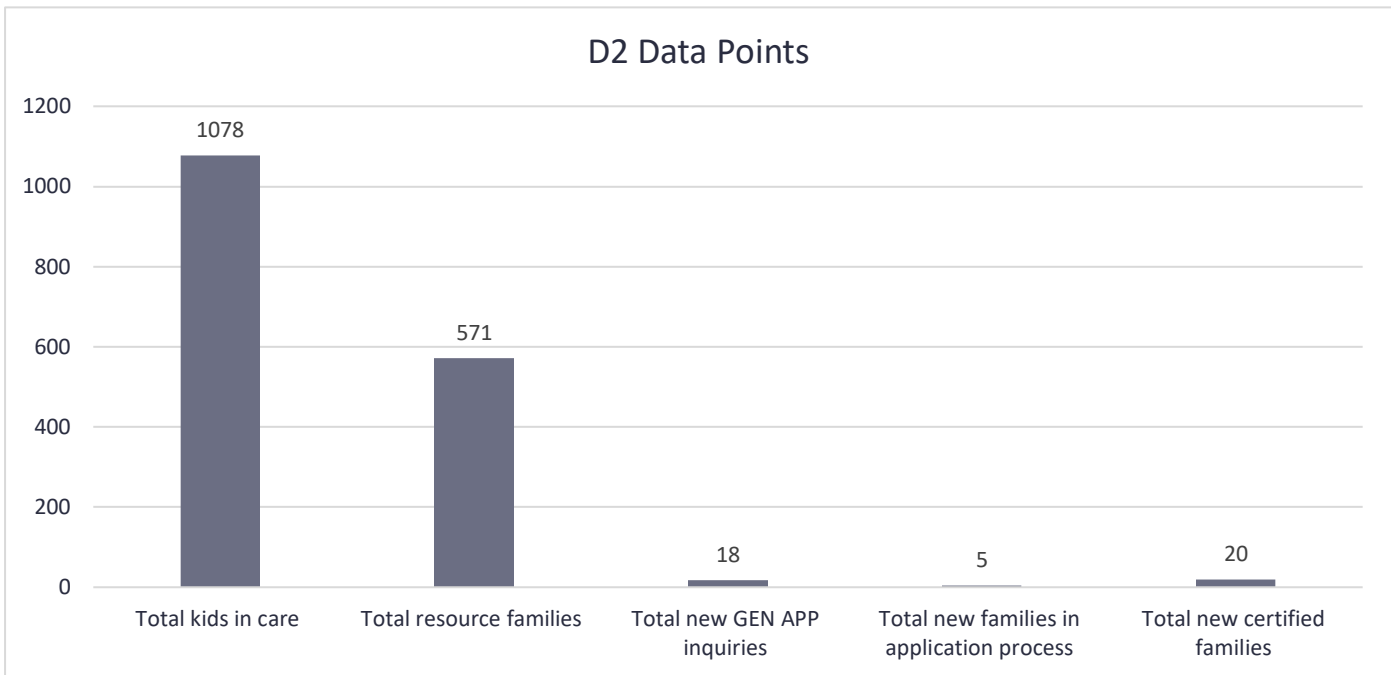
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Please reach out to Elizabeth.Hauck@dhsosha.state.or.us or Magda.Y.Bejarano@dhsosha.state.or.us with any questions.



D2 Data Points



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OUTCOMES

- Liz and Magda are testing a new template and distribution method for the local resource parent newsletter they will be calling Caregiver Happenings in Multnomah County. This new format will facilitate translating the content into different languages, is compliant with ADA standards and will make distributing information to resource parents more effective and safer.
- FACT newsletter worked with a current resource family to create an article for their newsletter focusing on the details of caring for children with disabilities. This article highlights the process of becoming a resource parent, the challenges the family has encountered and the rewards of caring for youth with similar needs. FACT's newsletter is distributed to about 13,000 subscribers.
- Liz facilitated a collaboration with the Portland Winterhawks hockey team to feature a resource parent during the Community Moments segment on December 10th's game. The resource parent shared part of her story and encouraged attendees to inquire about becoming a resource parent for teens. We hosted a table with information during the game.

COMMUNITY CONNECTIONS

- Toys for Tots
- Winterhawks
- FACT Oregon
- Every Child PDX
- KEEP
- PDX Parent Magazine
- Autism Society of Oregon
- GOBHI

JOSEPH SARKEZ

DISTRICT 3

**POLK, YAMHILL,
MARION**

ONGOING WORK

- Continued action plan coordination and execution focused on meeting recruitment and retention goals.
- Reengaging with Pacific Source.
- Working with Every Child, resource parents and branches on how to create resource parent support groups, led by resource parents and what that can look like.
 - Update: Every Child and the resource family champions are working on this goal at a statewide level.
- Spanish Explore Fostering Event was rescheduled February
- Resource Parent Night Out planning underway with Every Child and Foster Care Stability group in Yamhill.
- Working with the Confederated Tribes of Grand Ronde to improve educational opportunities between our CW staff, resource parents (both Tribe affiliated and not) and our tribal children.
- Foster Plus and D3 collaboration examining how we can support teens and children in care who are transitioning between placements or need higher levels of care.
- Collaborating with Maria Corona who is part of the Metro Leadership Class of 2021-22. She has a goal of recruiting more LGBTQIA2S+ affirming resource families in Marion County.
- Respite Care Network and our local Yamhill County child welfare branch are working together to determine what is the best path forward as the state is also working in a respite program.

D3 SUMMARY

December was a productive month. 12 new general foster care inquiries came through this month. Many of the new inquiries were interested or hopeful to take in teens and/or children identifying as LGBTQ+. Since June 2021 we have been able to recruit 8 potential resource parents who identify as and/or are affirming of the LGBTQ+ community, 9 who would prefer to take in teenagers and 5 who identify as Hispanic or Latino and can speak Spanish.

Our D3 recruitment and retention workgroup met this month to further advance our retention goals focused on establishing improved communication to resource parents and ensuring their needs are being addressed, and how to create positive connection opportunities between resource and bio parents. We are still in the planning phase and hope to have something rolled out sometime in 2022.

Every Child in Marion and Yamhill Counties have been able to obtain toy donations for Marion County and clothing and gift card donations in Yamhill County. Every Child Polk County is still working on creating a community network as the presence there is newer, but it is growing. Every Child Polk County has taken a lead on creating an Explore Fostering Event that will be in Spanish. This event will likely take place in February and will be open to all D3.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Polk, Yamhill and Marion branch team meetings
- Every Child/ branch meeting
- Champion meetings
- Retention Plan workgroup with PM
- Yamhill Foster Care Stability group
- D1, D15 and D3 collaboration meeting with our FCC
- District and program managers meeting quarterly

Trainings I have participated in this month include:

- Champion Learning Lab

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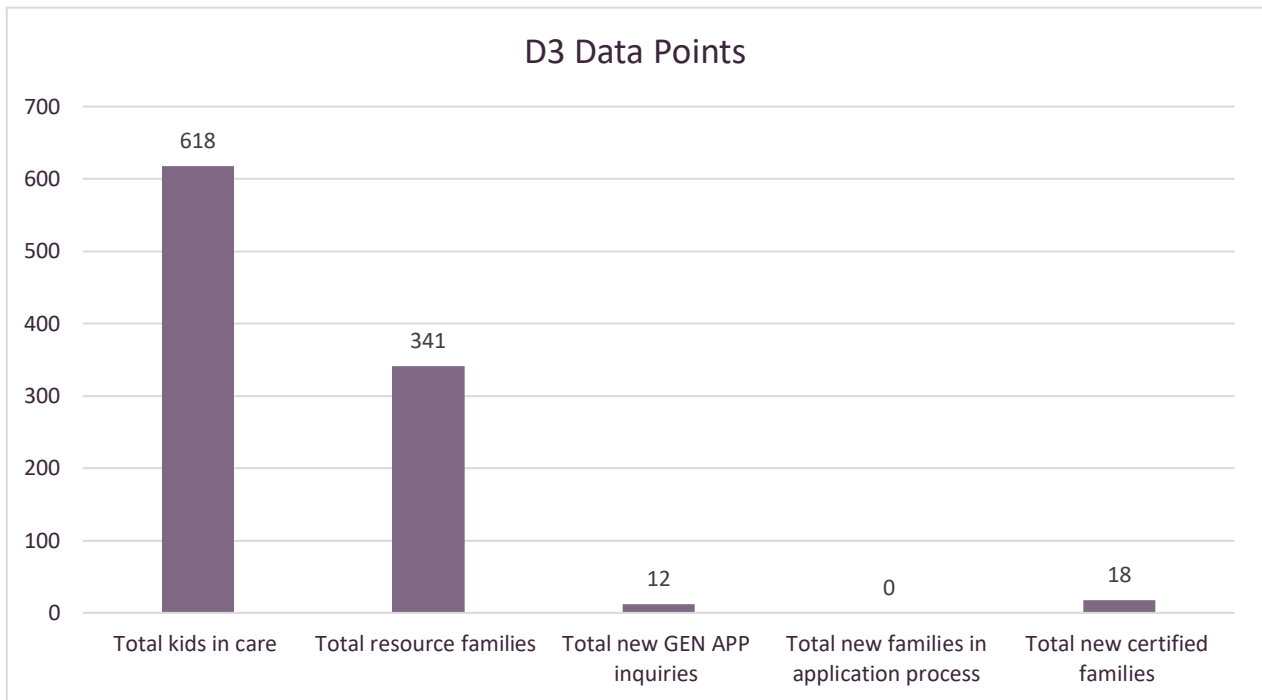
DISTRICT 3

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OUTCOMES

- Every Child, Marion CASA with Marion ODHS completed a successful toy drive for children in care.
- Yamhill County- Every Child was able to obtain a large variety of donations from the community to stock up the resource room supply closet. They received donation of pajamas, sweatshirts/hoodies, shoes and gift cards!

COMMUNITY CONNECTIONS

- Individual/ small group meetings with: Every Child
- Connecting with Pacific Source

CHAMPION COLLABORATIONS

- Collaboration with other champions on creating an information sharing document.
- D1, D15 and D3 collaboration monthly - retention and recruitment plans
- Looking at joint materials for advertising recruitment messaging.

ANDREA BELLOWS

DISTRICT 4 LINCOLN, LINN, BENTON

ONGOING WORK

- Recruitment/retention events
 - *Respite Mix & Mingle in January 2022*
- Recruitment/Retention Plans
- Lincoln County Support Group (still trying to get this off the ground)
- Linn County Support Group (the first Saturday of each month-skipping January 1)
- Video script for statewide recruitment video
- Hiring and onboarding of a new Champion for D4 - TBD

D4 SUMMARY

December 2021 was a whirlwind of activity in District 4, including supporting the impressive efforts of Linn & Benton counties to provide gifts to children in and out of care, as well as efforts by the Lincoln County Foster Parent Association to provide gifts to children experiencing foster care! In addition to these awesome events, I saw resource families jumping up to support each other, and to support children at risk of temporary lodging. I also observed community partners stepping up for families and ODHS, including the Calvary Chapel Church in Sweet Home partnering with Every Child to “bless” resource homes in Sweet Home. Every Child was able to provide treats to staff multiple times this month and The Contingent of Every Child also provided Lincoln County ODHS with \$500 worth of online advertising to recruit resource families! The Oregon Resource Family Association also donated gift cards to all the Districts in Oregon (coming soon!).

All these acts and actions were amazing to witness and experience. My proudest moments, however, were related to finding potential placements for young people identifying as LGBTQIA2S+. I was able to work with community partners, current and inquiring resource parents, and ODHS staff to come up with some supportive, affirming placement ideas for young people in need of placements. That was so exciting!

As I step out of the ‘Champion’ role, I’m proud of the efforts and connections I’ve made with partners in District 4. I’ve met and collaborated with some remarkable people and entities. In particular, I’m honored to work with organizations and individuals who are affirming of LGBTQIA2S+ young people who are experiencing foster care. Many parts of retention & recruitment of resource families are important, including understanding the need for children and young adults of all kinds to be with people who can affirm their identities (whether that be race, ethnicity, religion, SOGIE, etc). I hope, at the very least, my time as D4’s ‘Champion’ has left us with more open, affirming, supportive families for the young people we serve.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Lincoln County Every Child Steering Committee
- New/Coming: Community Action Team (coordinated in December, occurring in January)!
- Recruitment video workgroup

Trainings I have participated in this month include:

- Richard Rose – Communicating & Direct Work with Traumatized Children
- PSU – Secondary Traumatic Stress (refresher)
- PSU – Values & Ethics (refresher)
- Impact of State & Federal Law on CW Practice

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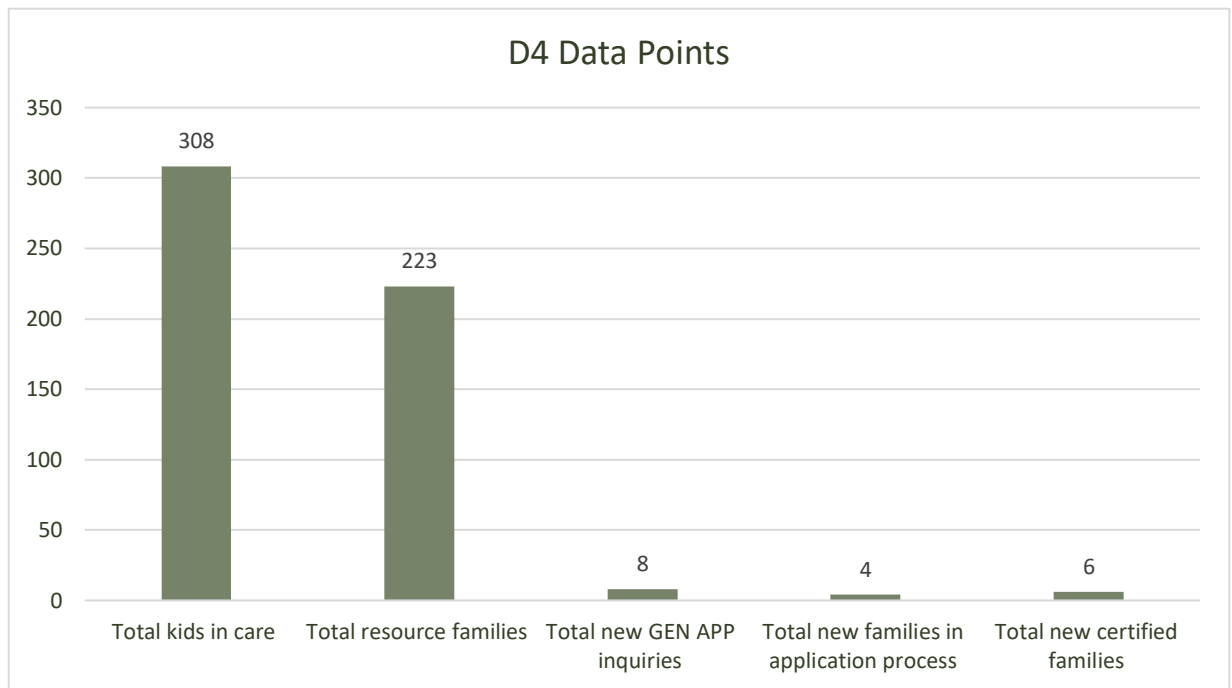
DISTRICT 4

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Please reach out to Andrea.Bellows2@dhsosha.state.or.us with any questions.



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OUTCOMES

- Assisted Communications & LB Certification in honoring the Darland family for 30 years of service as resource parents.
- Connected a LGBTQIA2S+ affirming recruit/applicant with Linn/Benton certification, where a placement is being made for a youth identifying as trans!! (recruitment goal #1)
- Coordinated with the System of Care group to hold a retention/recruitment meeting on 1/7/22 (retention goal #1, recruitment goals #2 & 3).
- Was asked to create ideas related to training for the new Respite Program, including analyzing existing programs/training and putting together details, time frames, etc.
- Met with Sunny in communications, as well as an OHDS videographer, Billy Cordero, and Brandyn Rice related to a recruitment/informational video for inquiring folx.
- Connected ODHS staff with training ideas & support ideas for struggling resource families.

COMMUNITY CONNECTIONS

- Lincoln County Foster Parent Association
- Oregon Central Coast Trans Community
- Linn Benton Every Child
- GOBHI
- System of Care group for D4
- Oregon Resource Family Association

MEDIA

<https://www.facebook.com/LinnFosterORAdopt>

Newsletters available upon request

BRANDYN RICE

DISTRICT 5 LANE

ONGOING WORK

- Continue scripting for video recruitment project
- Donation documentation organized for spring planning needs for resource parent appreciation
- Planning stages for January recruitment event in Cottage Grove
- Planning stages for February recruitment event for Spanish-speaking/Latinx homes
- Preparation for third CAT team meeting, and adding needed documentation to retention and recruitment plan
- Continue making direct contacts with individuals who attended CAT meeting to discuss places to begin efforts
- Planning of rural recruitment efforts in South Lane area
- December Resource Family Newsletter to go out on 1/1/2022

D5 SUMMARY

Throughout December I spent time working on supports for our local resource parents during the holiday season. I had several local businesses wanting to provide gifts for resource families. I coordinated communication between community groups, our certification team and our resource families. Two local banks provided substantial amounts of gifts for children and youth in care. I assisted by being the contact between families and the businesses. We obtained detailed wish lists and distributed hundreds of wrapped gifts to Lane County resource parents.

I also was able to assist our local FAAPA in distribution of multiple toys for children. They received large donations of toys in which D5 caseworkers were able to pick up and distribute to children they work with.

A meeting I had with five of our local ODHS staff was a direct result of conversations from our Community Action Team discussion. This aligns with measurable goal number 4 on D5's Retention and Recruitment Plan. This goal is focusing on targeted recruitment efforts in our rural towns. We began the planning discussions on putting together a recruitment event in a rural community of South Lane County. This meeting was very helpful as the staff who are participating in planning have strong connections to the Cottage Grove and Creswell community. We decided in early February we will hold an interest meeting to discuss the need for resource parents in Cottage Grove and Creswell communities (known as South Lane). This group provided great ideas and connections to start the planning.

This month, as a result of the Community Engagement workgroup meetings, our local Every Child director and I worked on a presentation for a statewide group. We presented recommendations at Every Child/Champion meeting on December 9th.

I also worked this month with another champion, Andrea Bellows, on planning ideas around respite orientation. Andrea is putting together plans for orientation and I was able to provide her with information that I've used in Lane County regarding our respite program.

I held our second CAT meeting in December. This meeting is in direct correlation to D5's retention goal number 5. Participation in this meeting was strong. It was evident that steps are being made towards achieving the set goals and action items.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Participated in 7 different TL staffing/prevention staffing meetings
- Social ODHS monthly meeting workgroup
- Ongoing consultation with cert staff
- Mentor Family Program meeting and workgroup
- Community Planning and Resource Contract Team meeting
- Met w/ECLC for monthly program update meeting

THE NUMBERS

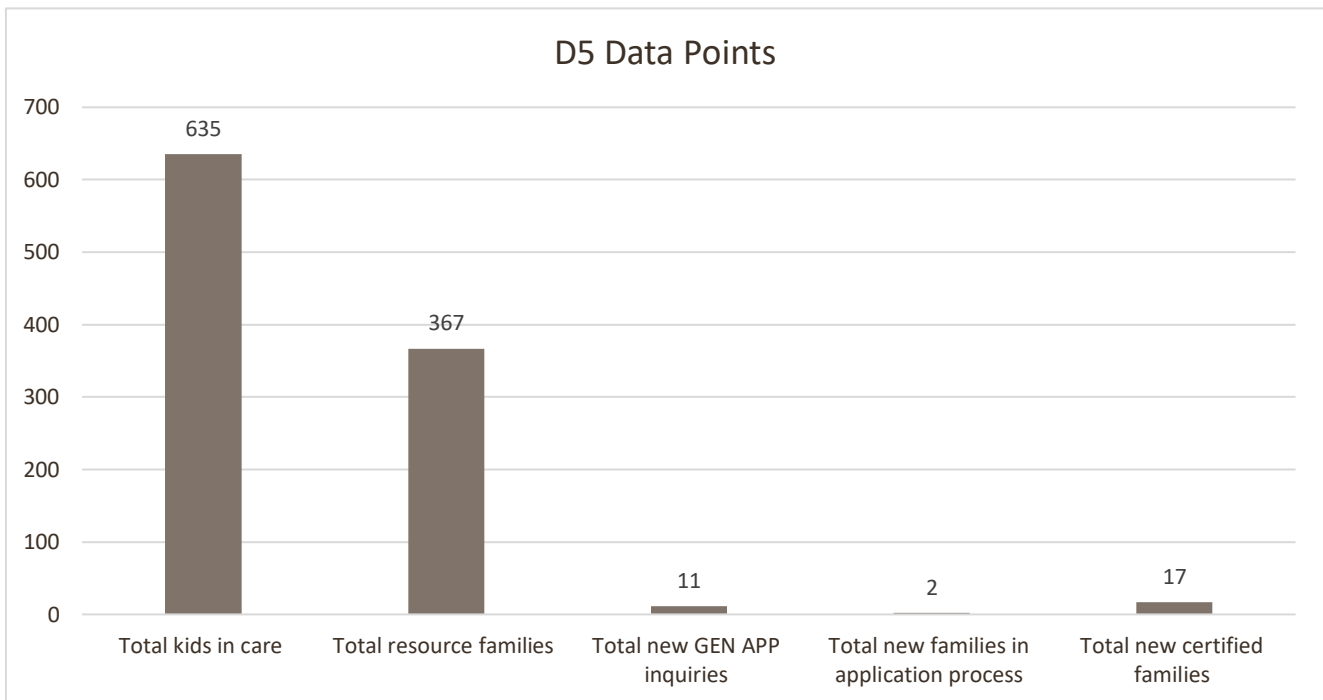
DISTRICT 5

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Please reach out to Brandyn.M.Rice@dhsosha.state.or.us with any questions.



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OUTCOMES

- Held second CAT meeting
- Worked with local businesses on gift procurement and distribution for local resource families
- Matched one new resource family with experienced mentor family
- Worked with ECLC on family ski day donation for Lane resource families
- Assessed and updated Lane office launch box need; distributed to offices
- Continued outlining action steps and strategies of D5 retention/recruitment plan. Particularly continued planning ideas of cohort plan. In correlation to retention plan measurable goal #1
- Worked on cohort presentation to certification team for January meeting
- Continued planning for LGBTQIA+ targeted recruitment efforts (in correlation with Every Child brainstorming meeting on what this need is and how to partner in this in our community)
- Assisted with staff with multiple tangible needs requests for resource families

COMMUNITY CONNECTIONS

- Worked with local bank contacts for holiday gift distribution
- Made new connections with an additional bank who provided support and is wanting to join for other resource parent supports
- Provided update for local Orange Theory gym on donations received and how to support families in future events
- Individual/ small group meetings 15th Night (community partner gathering)
- Downtown care team meeting
- Met with 15th Night staff to discuss future partnership in community group meeting. Presentation upcoming 2022

KATHRYN GARLAND

DISTRICT 6 DOUGLAS

ONGOING WORK

- I will be meeting with Robin Hill-Dunbar from The Ford Family Foundation in January to discuss further partnership and possibility of ODHS receiving a grant to fund a “benefit package” to resource families who are able to take in youth with high behavioral needs and/or are at risk of temporary lodging. **Retention goal #4**
- Speaking at Roseburg Alliance Church and First Christian Church in Roseburg in early 2022 with a call of action for their congregants to take next steps toward getting involved with Every Child and/or becoming resource parents. **Recruitment Goals #1-5**
- I will continue to work in collaboration with D6 Child Welfare leadership and staff toward the completion of recruitment and retention goals. Specifically, I recently started attending their certification leadership meetings every other week to give updates on where we are with our goals and discussing any roadblocks, etc. **Recruitment goals 1-5, Retention goals 1-5**
- In partnership with ECHO Every Child Douglas, I will work on building a resource database for community partner information and local resources using free Google platform or partnering with ECHO to utilize their “partner directory” page on their. **Retention goal #3**
- Customer Service Training to all D6 CW staff by Fall 2022. **Retention goal #2**
- Marketing segmentation pilot in Fall/Winter 2021/2022
- Every Child mentoring program pilot beginning in January 2022 **Retention goal #5**

D6 SUMMARY

The holidays are here! We kicked the month off with a special drive-through holiday event for our Douglas County resource parents. This event was Polar Express themed, and our certification team was able to bring smiles to the faces of biological children and children in foster care as they drove through and were handed armloads of presents, gift cards and hot chocolate to celebrate the holidays with us!

Four of our children in foster care benefitted from the local Salvation Army’s Dress a Child program this holiday season where volunteers shopped for clothing for these children and dropped them off to the Roseburg office. Additionally, 30 of our children in foster care attended and participated in “Shop with a Cop” where children were given the opportunity to shop for their parents, resource parents, siblings and extended family, funded by the Roseburg Police Department.

In December, we have continued to work toward our recruitment and retention goals this month. This month, our D6 program manager, certification supervisor and champion met and reviewed our goals and focus areas for 2022 based on our recruitment and retention plans. We were able to create a list of businesses we would like to reach out to and radio stations/marketing outlets that we would like to target and gain more spotlight from in 2022.

Out of this meeting also sparked the plan for the D6 champion to join the certification leadership meeting for our district every two weeks to provide updates and progress toward our goals. In turn, we believe that this strategy will help streamline communication and aid in the accomplishment of our D6 retention and recruitment goals.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Collaboration with Megan Boerste for monthly, resource family-led support group
- Recruitment Video Workgroup
- Marketing Segmentation Pilot Workgroup
- Champion Summit Planning Workgroup

Trainings I have participated in this month include:

- Weekly huddles
- Learning Lab Monday 12/9 9-12PM

THE NUMBERS

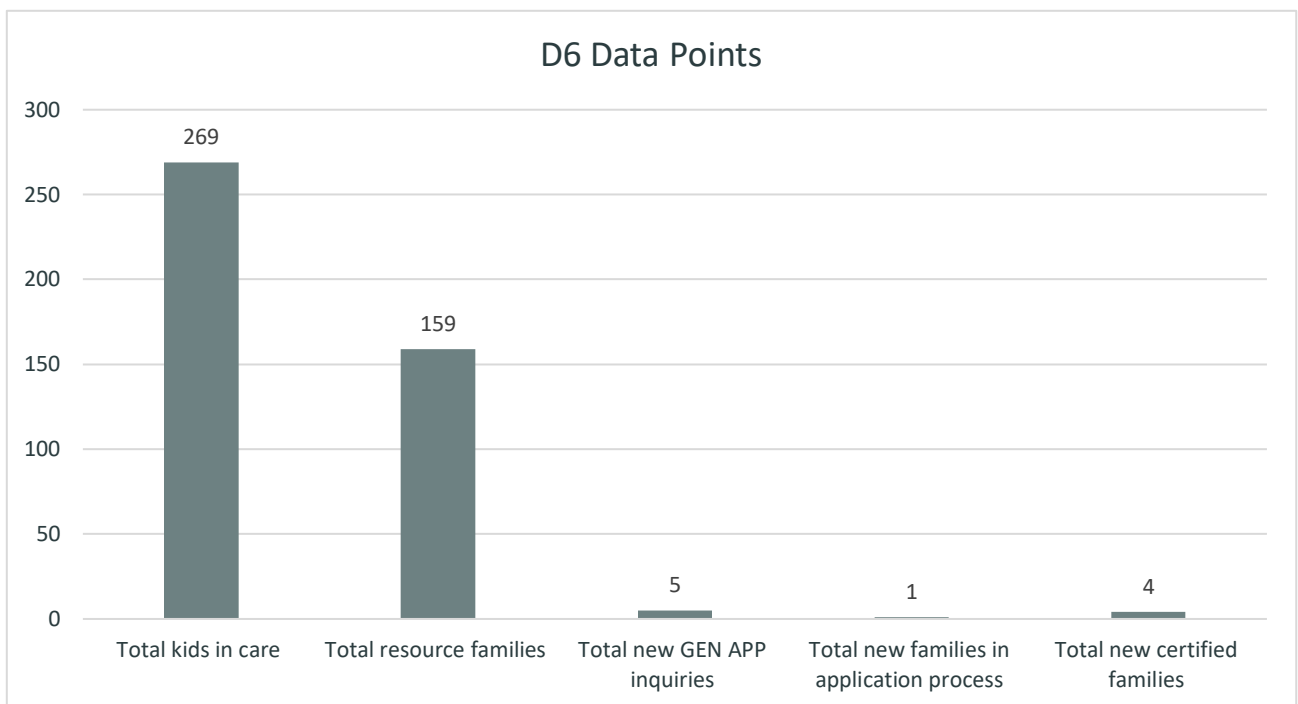
DISTRICT 6

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OUTCOMES

- Our newly established in-person resource family support group met for the first time on Monday, December 7th at Mountain Mike’s pizza in Roseburg, while still offering the option for families to join in remotely if that works out better for them.
- 64 families attended our D6 Polar Express themed holiday drive through event on December 2nd, 2021. 206 biological children and children in foster care were impacted by this event.
- Twelve inquiring resource parents attended D6 Resource Parent orientation on Tuesday, December 14th.
- Contacted all “yellow/exploring/gathering information” inquiries this month to check in with them, see where they are at and answer any questions and provide any support that they may need that would aid in them taking the next step in the inquiry process.
- Contacted all 5 new inquiries this month and walk them through the next steps in the certification process as well as invite them to attend our next resource family orientation on Wednesday, January 12th. Three of these inquiries are registered for orientation and two have submitted completed applications to become resource parents.

COMMUNITY CONNECTIONS

- Received a \$550 donation from ECHO Every Child Douglas to go toward the purchase of holiday wrapping paper, gift bags and gift cards for resource parents or children in family foster care with tangible needs.
- Set up a meeting on January 10th to meet with Sara Walz from GOBHI in Douglas County to plan coordinated recruitment and retention efforts and discuss ways that we can partner together during the 2022 calendar year. **Recruitment Goals #1-5**
- Set up a time to connect with Pastor Nathan Goble from Roseburg Alliance Church on Wednesday, January 5th to discuss how Roseburg Alliance can become a FPNO site in 2022 as well as other opportunities for their congregation to get involved with the ODHS Child Welfare program in Douglas County (Welcome Boxes through ECHO, becoming a resource parent, etc).
- Working with Kyle Bailey from the local radio station KQEN to plan an interview segment in the first quarter of 2022 with myself, D6 Program Manager Jessica Hunter and a young adult who was involved in foster care in Douglas County to share about their experience and the current need in Douglas County.



CHAMPION ROLE IN TRANSITION AT THIS TIME

DISTRICT 7
COOS, CURRY

██████████

ONGOING WORK

Work is still being done at the district level at the direction of Program Manager, Gabe Dawson. Collaboration with FC3 community action team and Every Child is ongoing and continues to be an incredible asset to our local resource parents.

For more information on the specific work being done in District 7, please email Program Manager, Gabe Dawson at Gabriel.dawson@dhs.cha.state.or.us

Please check back next month for more information.

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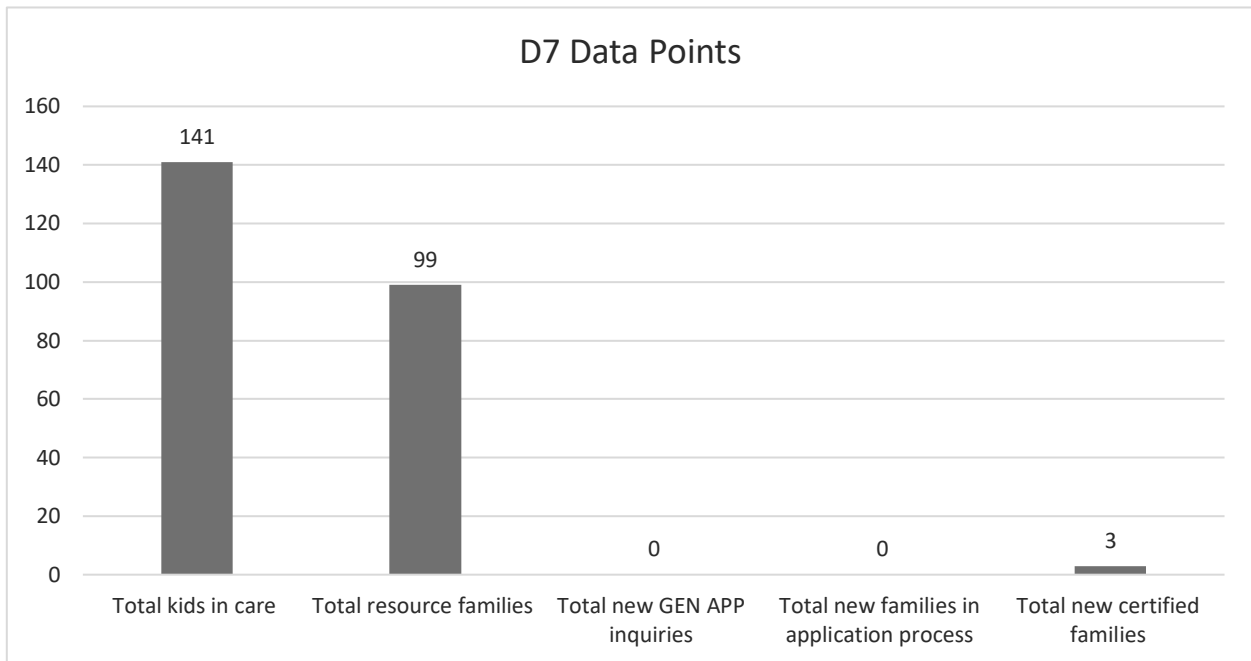
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BOB HENDRICK

DISTRICT 8 JACKSON, JOSEPHINE

ONGOING WORK

- We have a community partner who will be creating self-care kits for intake workers to have when they go out on critical injury/fatality cases as these often result in hours in the field without time for a break.
- Every Child in Jackson County is organizing a resource parent meet and greet so families can meet the FPNO volunteers prior to FPNO being launched.
- I am working with Every Child Jackson to prepare a St. Patrick's Day dinner for resource families.
- A community partner in Josephine County has reached out to me and stated that she has a group of colleagues who would like to help plan and put on a couple of resource appreciation events in 2022.

D8 SUMMARY

There was an outpouring in both Jackson and Josephine counties this year to support resource families, children in foster care and families of origin during the holiday season. These supports came in the form of tangible goods (pajamas, socks, underwear, toys, tradition kits, stockings, Socks of Love (socks filled with toothpaste, toothbrushes and ChapStick for children experiencing foster care)), food and Christmas trees.

I also had the opportunity to talk to a couple of well-connected community members who expressed interest in the NeighbORhood initiative. One of the members is part of a church who have a ministry program that operates much like the NeighbORhood and the other member has been looking for a way to financially support community members in need. I have connected these two people with Every Child and will be following up with them in the upcoming weeks.

The Foster Care System workgroup is hoping to add Our Foster Kids Inc to our regular meetings. OFK Inc has been a big supporter of children and young adults experiencing foster care in our community for 13 years.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child
- Foster Care System workgroup
- Youth Development workgroup
- Every Child Retention workgroup
- Birth Parents/Babies Placement
- Resource Parent Focus Groups
- Diversity, Equity and Inclusion

Trainings I have participated in this month include:

- Equity and brain science

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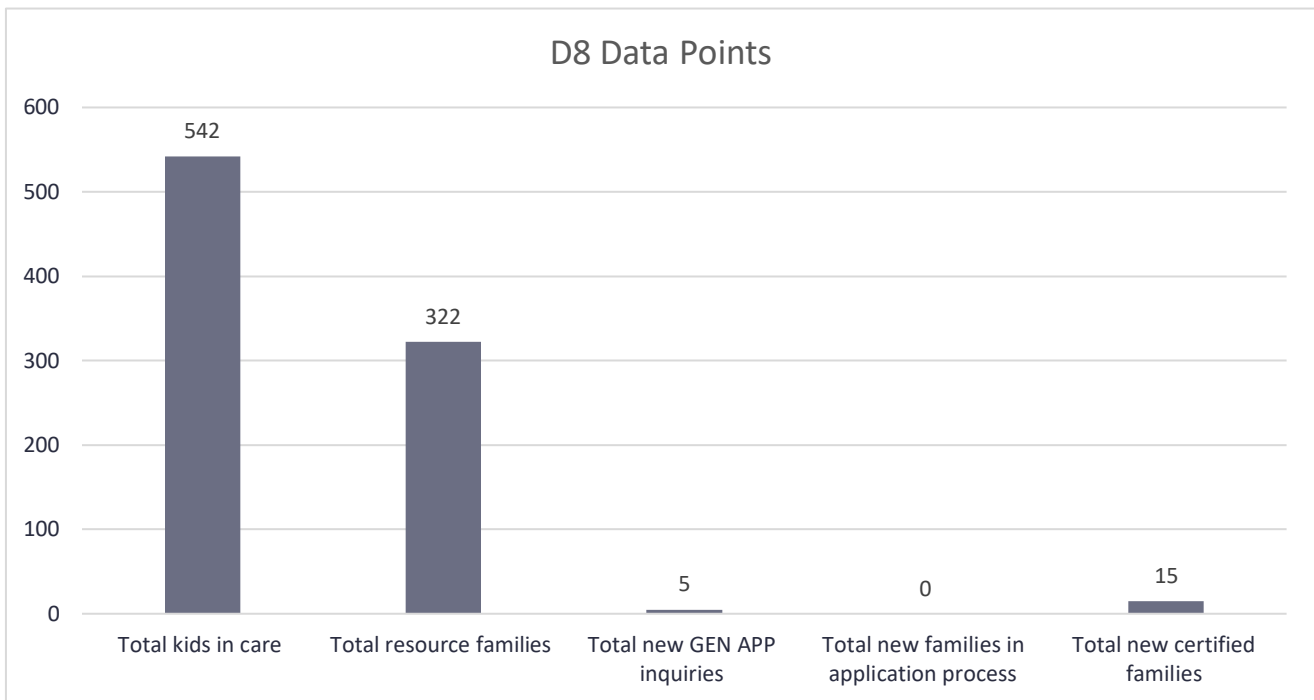
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OUTCOMES

- PowerPoint with the summary of our resource parent focus groups and have submitted it to local management.
- We had a very successful holiday season with a lot of generosity from community members to provide gifts to children experiencing foster care as well as some of our local resource families
- I was contacted by one of our local churches. They stated that they want to refocus their community outreach efforts and focus on children in foster care. I will be presenting a coffeehouse event to them in January, and they will begin enrolling families in Foundations/RAFT. They will have other families in the congregation who will focus on supporting the certified families.
- There were a dozen or so extra family tradition kits from Every Child Jackson’s event and I was able to deliver these to some of our Josephine County homes and check in with a couple of the families.

COMMUNITY CONNECTIONS

- Jackson County Foster Parent Association
- Josephine County Foster Parent Association
- Every Child Jackson
- Every Child Josephine
- SOELS Advisory Council
- Caveman Kiwanis
- City of Grants Pass
- Our Foster Kids Inc
- Edgewater Christian Fellowship
- The Church of Jesus Christ of Latter-Day Saints

IN THE MEDIA

<https://kobi5.com/news/local-news/dozens-of-gifts-food-donated-to-foster-families-throughout-josephine-co-thursday-175001/>

MARVIN HAMILTON

DISTRICT 9

HOOD RIVER, WASCO,
SHERMAN, GILLAM,
WHEELER

ONGOING WORK

- I am working with community providers such as churches and local resource providers to recruit more general applicant providers.
- Planning is underway for resource parent events for resource families and children. The Covid closure and resurgence have prevented events from happening sooner.
- I am working on a future recruitment event to set up a booth when the covid restrictions lift.

D9 SUMMARY

In December, I continued to complete actions steps associated with the retention and recruitment plans for D9. My focus in December was to update the plans made for icebreakers. I worked with the newly hired facilitator Ana Lacey who oversees writing the business process and forms used for the icebreaker process. I also focused much of my time to working with community partners to obtain gifts for the children in care.

The highlight of the Month: I worked with community partners to set up gift giving trees to obtain gifts for the children in care. The community was very helpful when it came to giving gifts and they helped meet the needs of children in care when it came to holiday gift giving.

The success of the month: When working with community partners to set up gift tree's one of our community partners went above and beyond when it came to giving to the community. The Toyota dealership in The Dalles gave several gifts for the children and then donated \$1,000.00 on top of the gifts for the children in care.

The challenge of the month: A challenge is connecting with other community partners I have not previously worked with or have a relationship with. I reached out to community partners I am currently working with so they could partner me with others in our community that may have a shared interest. I will be reaching out to those contacts in the coming months to see how we can work together to support resource families and young people in foster care.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Recruitment and retention planning.
- Weekly D9 Anti-Racism steering committee.
- D9 Anti-Racism Discussion, monthly meeting
- Foster Care Youth Transitions monthly meeting.
- FCC Champion meeting with Sally Vergara-Clement.
- Certification and Wellbeing meetings.
- EC and ODHS Champions' Quarterly Connect
- Every Child, Marcus Gillette

Trainings I have participated in this month include:

- Champions Learning Lab Training
- Birth and foster parent partnership
- ODHS - OTD - Conflict Navigation: Bridging Perspectives

THE NUMBERS

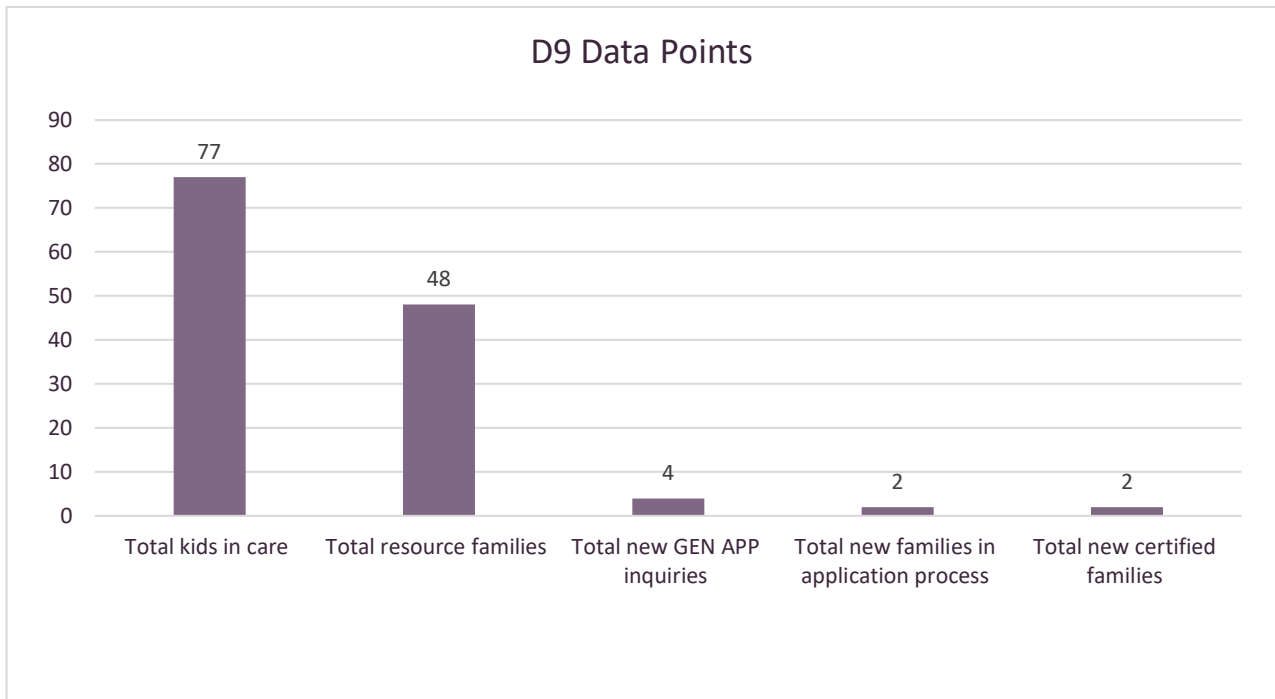
DISTRICT 9

DATA

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**All data is a reported for the current month period*

Please reach out to Marvin.Hamilton@dhsosha.state.or.us with any questions.



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OUTCOMES

- I have been working with community partner Columbia Gorge Toyota about supporting children in care. They have donated several gifts for the children and a \$1,000.00 donation to buy more gifts.
- I met with Ana Lacy, the newly hired facilitator for D9, to discuss recruitment and retention plans. We discussed the icebreaker protocol, business process, and implementations of the new protocol as it is completed.
- Recruitment and retention plan update with certification supervisor. We discussed who in the district would be responsible for implementing changes and creating a protocol for retention plans.
- I completed and sent out the winter newsletter sent to all resource families in D9.
- I collaborated with Bridget King in the production of a trifold flyer to recruit emergency placement homes.
- TL prevention staffing.
- Resource parent meeting. Conversation topics centered around reimbursement policy and how the resource parents can easily navigate the reimbursement system and access alternative care funds.

COMMUNITY CONNECTIONS

- Columbia Gorge Toyota and Honda
- Columbia Bank, The Dalles Or.
- Chamber of Commerce, The Dalles Or.



EMILY KOTAICH

DISTRICT 10 JEFFERSON, CROOK, DESCHUTES

ONGOING WORK

- Bio parent and resource parent icebreakers
 - In the coming months, we will train caseworkers on their role and start making icebreakers the expectation for all new and changed placements.
 - We plan to hold another resource parent panel to educate our families about the importance of these relationships.
- 2022 recruitment and retention planning
 - I will be working with Every Child to plan our annual calendar of events and priorities for the coming year. We are working on some new tools to boost collaboration and efficiency of our work.

D10 SUMMARY

December was a joyful culmination of many months of planning and preparations. In partnership with businesses and organizations, resource families across the tri-county were provided holiday gifts and goodies. While the events centered around gifts for foster youth, the impact was much more profound.

The holiday season offers a chance for the community to rally around our families and youth. It shows our resource families that they are not alone, and there are people supporting and encouraging them. Our community has the opportunity to learn about foster care and help in tangible ways. I see these opportunities as seeds to plant within our community. Perhaps some will grow into ongoing business partnerships or maybe someone will be inspired to pursue fostering themselves. It takes a community-centered approach to meet the true needs of our families and I love that in my role I can be the bridge to connect the two.

In December we saw an exciting uptick in completed foster provider applications submitted. From an average of 0-2 per month to 7 in late November/ December. It feels like my time spent on recruiting and supporting our applicants through the process is starting to bring about some results. We are balancing this increase with a challenge to getting them assigned to be studied. Locally we have 1 FTE certifier who studies general applicants, and due to staffing demands, they are also taking on limited PS assessments. We are collaborating with the Mobile Certification Unit to help take some of these recent applications but will have to be creative moving forward if we keep at this pace.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Collaborative Recruitment- Every Child and ODHS
- Icebreakers (retention goal #2)
- Collaborative Youth Alliance (CYA) System of Care (SOC)
- Every Child Central Oregon

Trainings I have participated in this month include:

- Learning Lab

THE NUMBERS

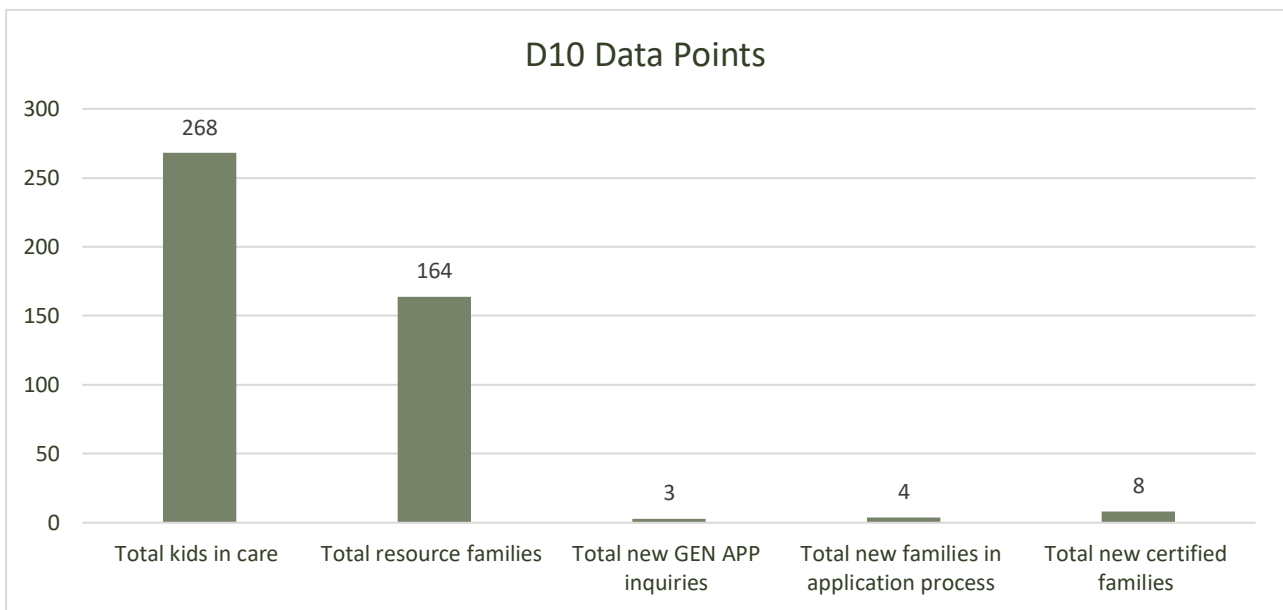
DISTRICT 10

DATA

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Please reach out to Emily.Kotaich@dhssoha.state.or.us with any questions.



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OUTCOMES

Holiday events- Wishlist fulfillment, Candy Cane Lane, and Winter Wonderland Kids Night Out Respite events.

- We continued our long-standing partnership with Costco and Hayden Homes in fulfilling the wish lists of youth in foster care. Resource parents filled out wish lists for children in their care and I worked with business partners to get these needs distributed to employees. With the help of my ODHS colleagues, I received, organized, and distributed gifts across the tri-county. In Deschutes County, we held pick-up events in Bend and Redmond. And our teams in Crook and Jefferson counties coordinated events unique to their communities. In total, 160 children received gifts through these efforts.
- The Central Oregon Foster Parent Association (COFPA) held their annual event, Candy Cane Lane. This event is a chance for resource, adoptive, and guardianship families to “shop” from a room packed with donated gifts. I assisted with set-up, clean up, and during the shopping event. This event was a wonderful opportunity to connect in person with many of the families that I only have met virtually.
- Every Child focused most of their holiday efforts on coordinating two respite nights. The theme was Winter Wonderland- Night Out for Kids. Following covid protocols, they were able to pull off some very magical and much-appreciated evenings for families and children. They had over 50 volunteers each night ensuring safety and fun for children. They had everything- a bounce house, hot cocoa bar, Santa, treats, games, and more! Resource parents were very appreciative to have the night off and the kids didn’t want to leave!

Icebreakers (Retention goal #2)

- We continued to work on the logistical pieces related to Icebreakers including protocol finalization and the development of a flowchart to help guide the process for coordination.
- We had planned to train caseworkers on how to facilitate Icebreakers but were unable to complete that in December. Our district is contending with high workloads due to staffing issues. We opted to pause on the caseworker training until things settle a bit.

COMMUNITY CONNECTIONS

- Central Oregon Foster Parent Association
- Every Child
- Collaborative Youth Alliance

BRIDGET KING

DISTRICT 11

KLAMATH, LAKE

ONGOING WORK

- 1/3/22-1/26/22, Foundations virtual cohort
- Library Nights-Ongoing
- Tribal Recruitment Subcommittee meetings
- Deep dive into recruitment and retention plans for the district.

D11 SUMMARY

Highlight of the Month: Our annual “Breakfast with Santa” was an incredible event for resource families, children in foster care and for the community as we opened 250 tickets to the public. We served 45 resource families, 87 adults and 156 children. We also served 250 guests of the public, so total people served was 593. The event raised \$2,765 for further Recruitment and Retention efforts and we had a blast doing it. Many of the people helping were child welfare staff as well as several community partners including: Nibley’s Cafe, Every Child, CASA, Toys for Tots, Rubicon, Umpqua, the Klamath County Fairgrounds, Quota Club, USChef’s store, Blonde Pineapple, The Pennbrook Company, Ben Vallejos Photography, The Red Balloon, and some individual donors. Our families enjoyed pancakes and sausage, a hot chocolate bar, coffee bar not to mention some entertainment from Albert the Amazing with his balloon art skills. In addition to all this, we also had several staff, and their children, dress up as Whoville characters and pose with families for pictures. Every child in a resource home received a new set of pajamas as well as at least one toy from Santa along with a goodie bag. Children in foster care received an additional 3 gifts as well. It was truly an amazing event that we love so much to put on for our resource families.

I want to extend a huge thank you to all those who helped in some way, but I especially want to thank all the ODHS staff who stepped up, not just at the event, but on the set-up day and all the other days leading up to it. As the organizer, thank you does not do justice to how I want to express my gratitude for all the help and support I received for this massive undertaking. Thank you!

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child Steering Committee
- Tribal Subcommittee
- Equity and Inclusion Committee
- Collaborative Recruitment Workgroup Every Child/DHS

Trainings I have participated in this month include:

- Learning Lab

THE NUMBERS

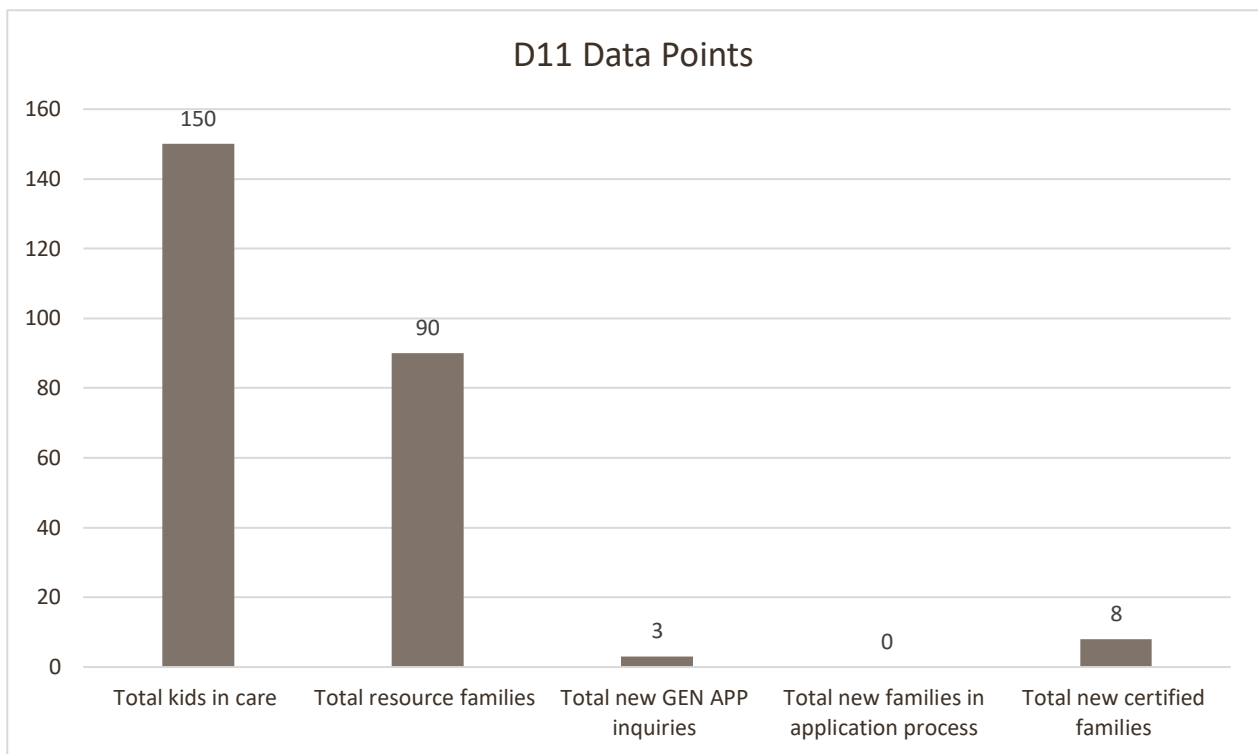
DISTRICT 11

DATA

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Please reach out to Bridget.King@dhsosha.state.or.us with any questions.



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OUTCOMES

We had a dire need for on-call placement options, so I created a Facebook post and emailed all currently certified resource homes as well and we had several families come forward to be on the on-call list for overnight and weekend emergency placements. I also had a few individuals recruited from our Facebook post asking for people to step up for the on-call list and so our district now has a good list of people that can be called for various times and days if needed.

Planning for our local offering of virtual Foundations went very well with certifiers, the certification case aide and myself as trainers. We begin our cohort on January 3rd.

I sent a few photos and a write up of the "Breakfast with Santa" event to our local paper and tv station as they were not able to attend the event in person. I am hoping that it will be reported on soon.

COMMUNITY CONNECTIONS

- Herald and News
- KOTI TV



MARVIN HAMILTON

DISTRICT 12

MARROW, UMATILLA

ONGOING WORK

- I am continuing to work with community partners such as churches, and local resource providers to recruit more general applicant providers.
- I am working on a future recruitment event that will take place after COVID restrictions are raised.
- Forge Teen Mentor program presentation will take place in January.

D12 SUMMARY

In December, I completed actions steps associated with the retention and recruitment plans for D12. My focus in December was to update the plans made for icebreakers. I worked with the supervisor writing the business process and forms used for the icebreaker process. I updated all plans, documents and business process into the retention plans for D12.

The highlight of the month: I worked with resource families who wanted to have a resource family Christmas party. I worked with D12 office specialist for donated toys for the party as well as worked with Safeway to donate food for the event. I also worked with our community partners, Campus Life, who wanted to throw a party for teens in care in the Hermiston/Pendleton area. I was able to help spread the word about the event to all the resource homes of D12 through the newsletter.

The success of the month: I found “Forge Youth Mentoring,” a teen mentor group that works in the Umatilla County area. They want to be involved with teens in care and possibly partner with ODHS. The Forge Youth Mentoring is based in Washington, Oregon, and Hawaii. The group is a faith-based bilingual support group for teens. The Forge Youth Mentoring will be giving a presentation in January about their services. be implemented in the future.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- D12 Equity & Inclusion Meeting,
- Bi-weekly meetings with Every Child, Marcus Gillette
- Recruitment and retention planning.
- Foster Care Youth Transitions monthly meeting.
- FCC Champion meeting with Sally Vergara.
- EC + ODHS Champions' Quarterly Connection

Trainings I have participated in this month include:

- Champions Learning Lab Training
- Birth and foster parent partnership
- ODHS - OTD - Conflict Navigation: Bridging Perspectives

THE NUMBERS

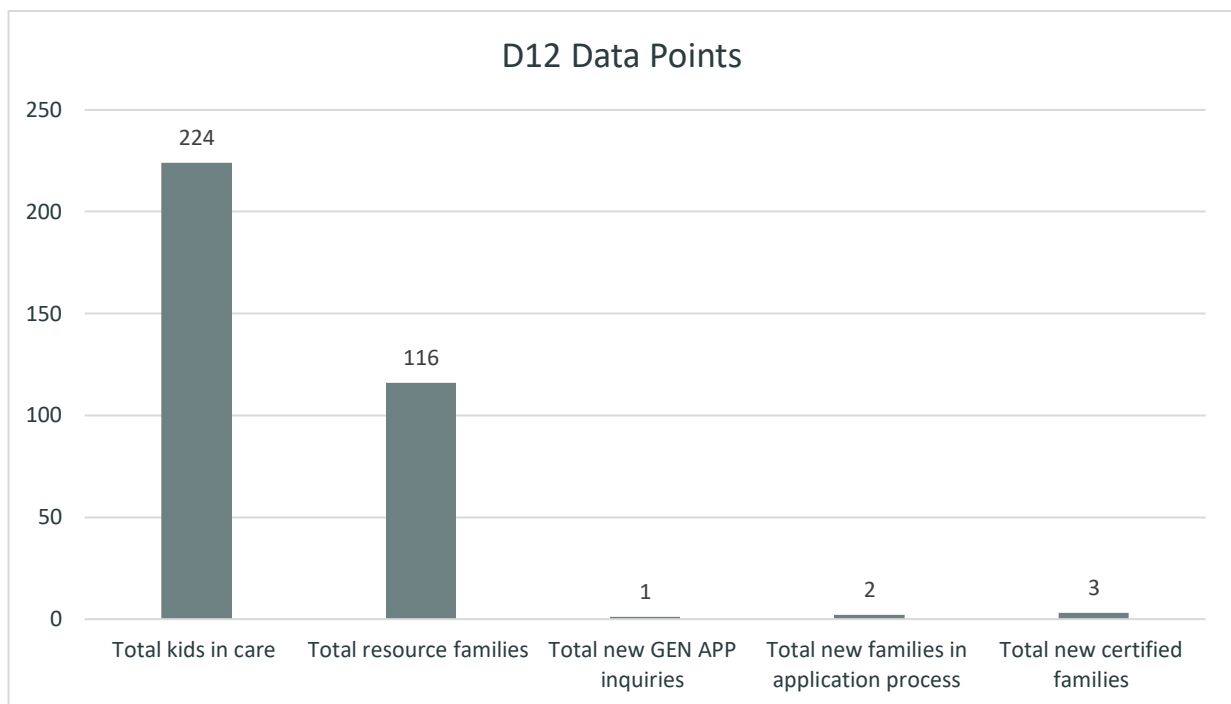
DISTRICT 12

DATA

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Please reach out to Marvin.Hamilton@dhsosha.state.or.us with any questions.



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OUTCOMES

- Campus Life put on a Christmas party
- My monthly retention and recruitment meeting focused mainly on icebreakers protocol, implementation, and staffing. Supervisor Jessica Southwick will be leading the process of implementation.
- I completed and sent out the winter newsletter sent to all resource families in D12.
- I collaborated with Bridget King in the production of a trifold flyer to recruit emergency placement homes.
- TL prevention staffing.
- I contacted the Forge Youth Mentoring program.
- Free advertisement of resource families needed. The Destiny Movie Theatre in Hermiston, Oregon, allows ODHS to have a free advertisement slide before each movie showing.

COMMUNITY CONNECTIONS

- Safeway
- Every Child
- KOHU, radio station
- Forge Youth Mentoring



TAMMIE BLESSING

DISTRICT 13

BAKER, UNION,
WALLOWA

ONGOING WORK

- A winter Virtual Explore Fostering Event targeting Districts 13 and 14 featuring resource parent panel in collaboration with Every Child Northeastern Oregon and Greater Oregon Behavioral Health.
- Statewide virtual training for resource parents on supporting LBTQIA+ children and youth offered in partnership with Rural Alliance for Diversity, Harney County in January 2022.
- Continued partnership with Every Child on both retention and recruitment efforts. Every Child is ready to offer a pilot Peer Mentorship program in District 13 and will be sharing details for implementation in December.
- A pilot peer mentoring program sponsored by Every Child will be offered in District 13 beginning in early 2022.

D13 SUMMARY

This month I have continued to work on recruitment efforts through requests of community partners in the district to use ODHS recruitment materials for posting on social media sites. To support goals 1, 2 and 3 of the district retention and recruitment plan, I have also requested that the certification team in District 13 identify existing resource families who could be developed into families to care for children and teens with mental health and behavioral challenges or be identified as affirming families for LGBTQIA+ children by providing them with additional training and support. I have started a guide of training resources for these identified families.

Throughout the month, I also participated in temporary lodging staffings, followed up on all new district general applicant inquiries and sent out exit surveys.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child/ ODHS Retention Planning workgroup.
- Every Child Northeast Oregon and ODHS workgroup
- Respite Care Training workgroup

Trainings I have participated in this month include:

- Regulating the Body with Sensory Based Interventions Part 2 with Robyn Gobbel, LCSW
- Discovery Rule Changes with Foster Care Coordinator, Sally Vergara-Clement
- Champion Learning Lab
- Time to Thrive Supporting Transgender and Non-binary Youth

THE NUMBERS

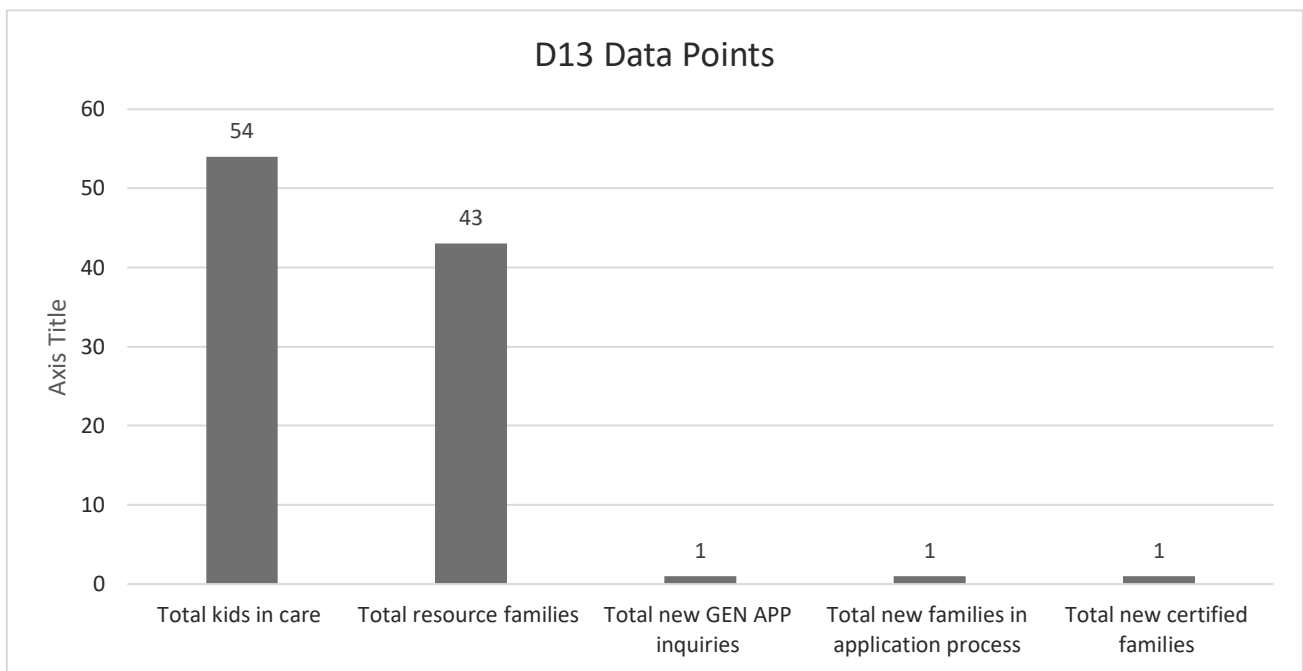
DISTRICT 13

DATA

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Please reach out to
Tammie.R.Blessing@dhsosha.state.or.us **with any questions.**



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OUTCOMES

- Through a collaborative effort with Elves on A Mission, CASA, Every Child Northeast Oregon, Lew Brothers Les Schwab and Powder River Correctional employees, gifts were provided and delivered to children experiencing foster care.
- Recruitment advertising for resource families, including families for teens and affirming families for children and youth who identify as LGBTQIA2S+; were posted on Wallowa Valley Center for Wellness and Center for Human Development, and La Grande School District Facebook pages.
- I provided education and support to a caseworker on how to use collaborative problem solving to engage with a teen in temporary lodging.
- I provided support a new resource parent by providing a written outline for using collaborative problem solving to de-escalate conflict with a teen placed in their home.
- I completed the December edition of the resource family newsletter for District 13.

COMMUNITY CONNECTIONS

- Elves on A Mission
- Greater Oregon Behavioral Health Inc.
- Every Child, Erin Taggart & Marcus Gillette
- CASA, Baker, Union and Wallowa Counties
- District resource families
- Wallowa Valley Center for Wellness
- Center for Human Development
- Rural Alliance for Diversity
- Grocery Outlet, Baker City
- Elkhorn Custom Meats

TAMMIE BLESSING

DISTRICT 14 GRANT, HARNEY, MALHEUR

ONGOING WORK

- Recruitment presentation to Ontario Chamber of Commerce January 24, 2022, in partnership with Greater Oregon Behavioral Health, Inc.
- Recruitment presentation to Harney Partners for Kids & Families at their annual meeting in January 2022.
- ODHS, GOBHI and Every Child co-sponsored Virtual Explore Fostering event in February 2022.
- Statewide virtual training for resource parents on supporting children and youth who identify as LGBTQIA+ to be offered in partnership with Harney County Rural Alliance for Diversity, Harney in January 2022.

D14 SUMMARY

During December I worked with Every Child on continued efforts to identify potential partners and affiliates in Malheur, Harney and Grant Counties necessary to launch an Every Child affiliate in District 14. I joined Marcus Gillette with Every Child in a meeting with an Ontario City Council member to provide education about Every Child and ODHS efforts to support recruitment and retention of resource families in District 14 to identify potential partners to form a steering committee in Malheur County. Discussions with Every Child continue to be on-going monthly with these efforts, and conversations about a new affiliate option for Harney and Grant Counties has been identified.

I have continued recruitment efforts for resource families through engagement with partners to plan recruitment presentations and a winter event focused on recruitment of new resource families. To support goals 1, 2 and 4 of the district retention and recruitment plan, I have worked with the certification team to identify families who would be good candidates to develop into families capable of caring for children and youth with mental health and behavioral challenges or affirming families for children and teens who identify as LGBTQIA@S+, through additional training and support. I have started a guide of training resources available for these identified families.

Throughout the month, I also participated in temporary lodging staffings, and followed up on all new district general applicant inquiries.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- District 14 Retention & Recruitment Planning workgroup.
- Every Child and ODHS Retention workgroup
- Respite Care Training workgroup

Trainings I have participated in this month include:

- Supporting Transgender and Non-binary Youth, Time to Thrive
- Regulating the Body with Sensory Based Interventions Part 2 with Robyn Gobbel, LCSW
- Discovery Rule Changes with Foster Care Coordinator, Sally Vergara-Clement
- Champion Learning Lab
- Respite care training workgroup

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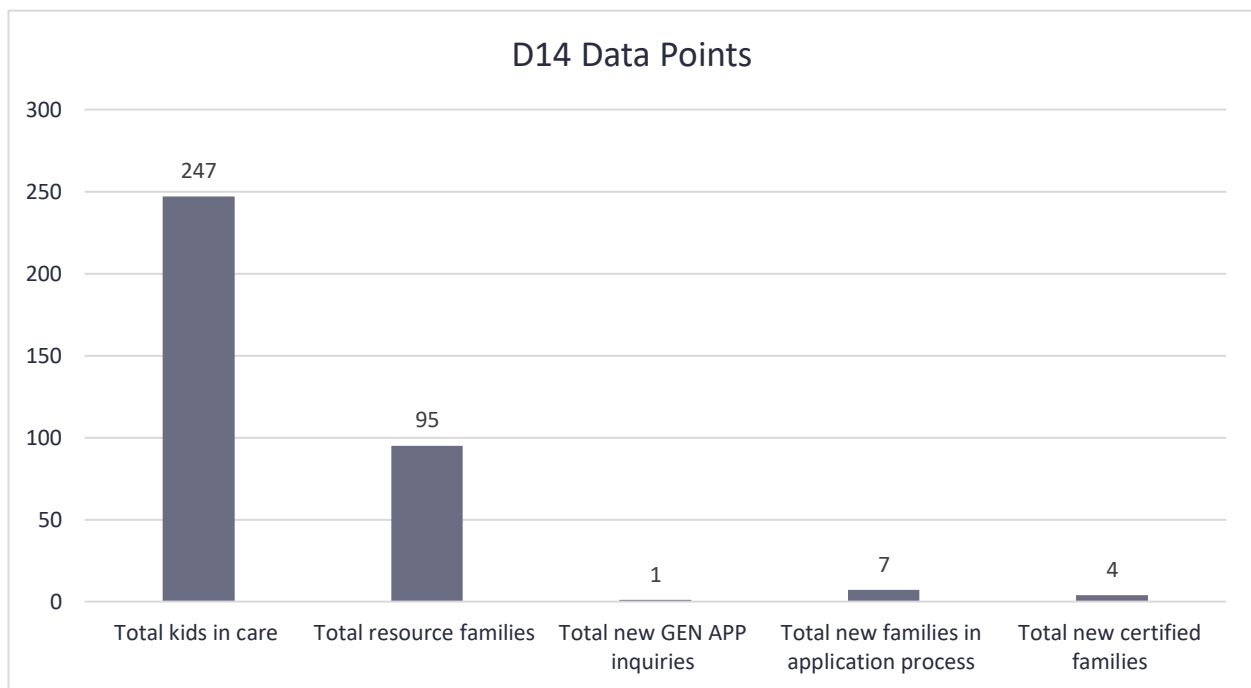
DISTRICT 14

DATA

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OUTCOMES

- I met with the President of Harney Partners for Children and Families to discuss partnering with retention and recruitment efforts for resource families in Harney County in 2022.
- I provided resource family recruitment flyers for distribution to a former foster parent who has partnerships with multiple churches in Harney County.
- Holiday appreciation gift baskets sponsored by Symmetry Care were provided to resource families in Harney County.
- Children experiencing foster care in Grant County were provided gifts through community angel trees.
- Resource families in Grant County were provided appreciation holiday gift baskets with donations from CASA, local churches, and donated funds.
- Children experiencing foster care in Grant County received needed clothing items through The Hope Chest.
- Children experiencing foster care in Malheur County participated in holiday activities provided at ODHS in Ontario and received gifts from local business and partner donors.
- I met with Greater Oregon Behavioral Health, Inc. (GOBHI) Eastern recruitment team to discuss options for collaboration on recruitment and retention efforts of resource families in Districts 13 and 14.

- I completed the December edition of the resource family newsletter for District 14 and distributed it to ODHS Child Welfare staff and District 14 resource families. The newsletter included training opportunities, resources to support resource families and links to on demand training.

COMMUNITY CONNECTIONS

- Every Child, Marcus Gillette & Erin Taggart
- CASA Harney/ Grant Counties
- Greater Oregon Behavioral Health, Inc. Eastern recruitment team
- Rural Alliance for Diversity, Harney County
- Harney County Partners for Kids & Families
- Symmetry Care

MARYANNE MILLER

DISTRICT 15 CLACKAMAS

ONGOING WORK

- Holiday party for families December 20th-23rd
- Recruitment plan meeting with certifiers
- Mix and Mingle with Every Child February
- Foster Parent Night Out December
- Working with program managers about new recruitment goal

D15 SUMMARY

This month has been very busy with retention efforts to support our resource families during the holiday season. This has included the holiday parties, gifts for resource families, and support with gift cards to help families that are overwhelmed.

Highlight of the Month: Met with Hannah with GOBHI to work together on recruitment event. We will be continuing to meet to come up with possible recruitment ideas as community partners. During 2021, we have had over 113 inquires that originated from Every Child.

Success of the month: We were able to successfully complete and exceeded the recruitment goal #1; certifying 2 affirming families for youth that identify as LGBTQIA+ by the end of December 2021, by successfully certifying 3 affirming families. We also have completed recruitment goal #2; certifying 2 homes to take our difficult to place teens.

As part of retention goal #6, I have continued participating in the Family Time program meetings to ensure that we are tracking the Icebreakers and Comfort calls as part of this program which align with retention goals #4, #5, and #6. This month they will be starting the surveys of family participation in the Family Time meetings and begin collaborating the information.

Challenge of the month: I have been working on the new recruitment goal #5 with certifying Native American families. I contacted families that have identified as Native American in the inquiry process to follow up with their request for certification. However, it has been a challenge to make connections with Covid restrictions still impacting the community.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Tri-County Summit
- Foster Parent Night Out Contract

Trainings I have participated in this month include:

- Champion Learning Lab
Understanding and Supporting Foster Youth who identify as LGBTQIA2S+

THE NUMBERS

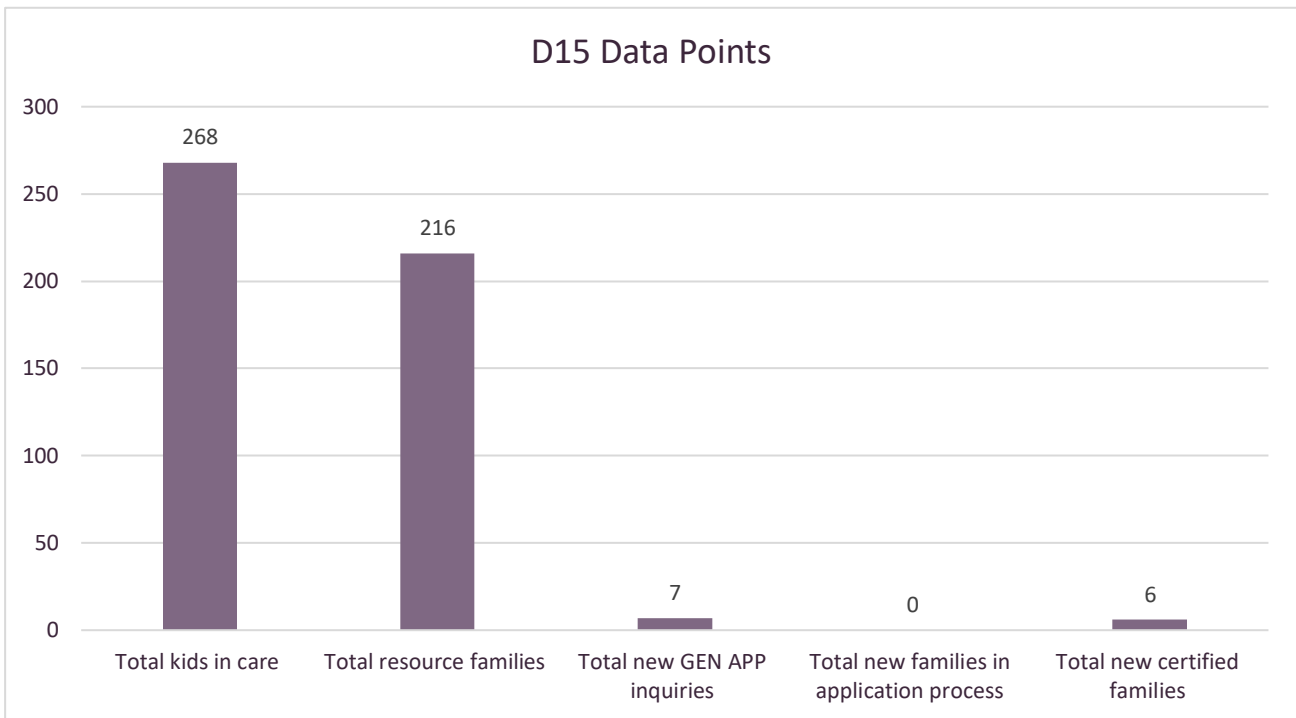
DISTRICT 15

DATA

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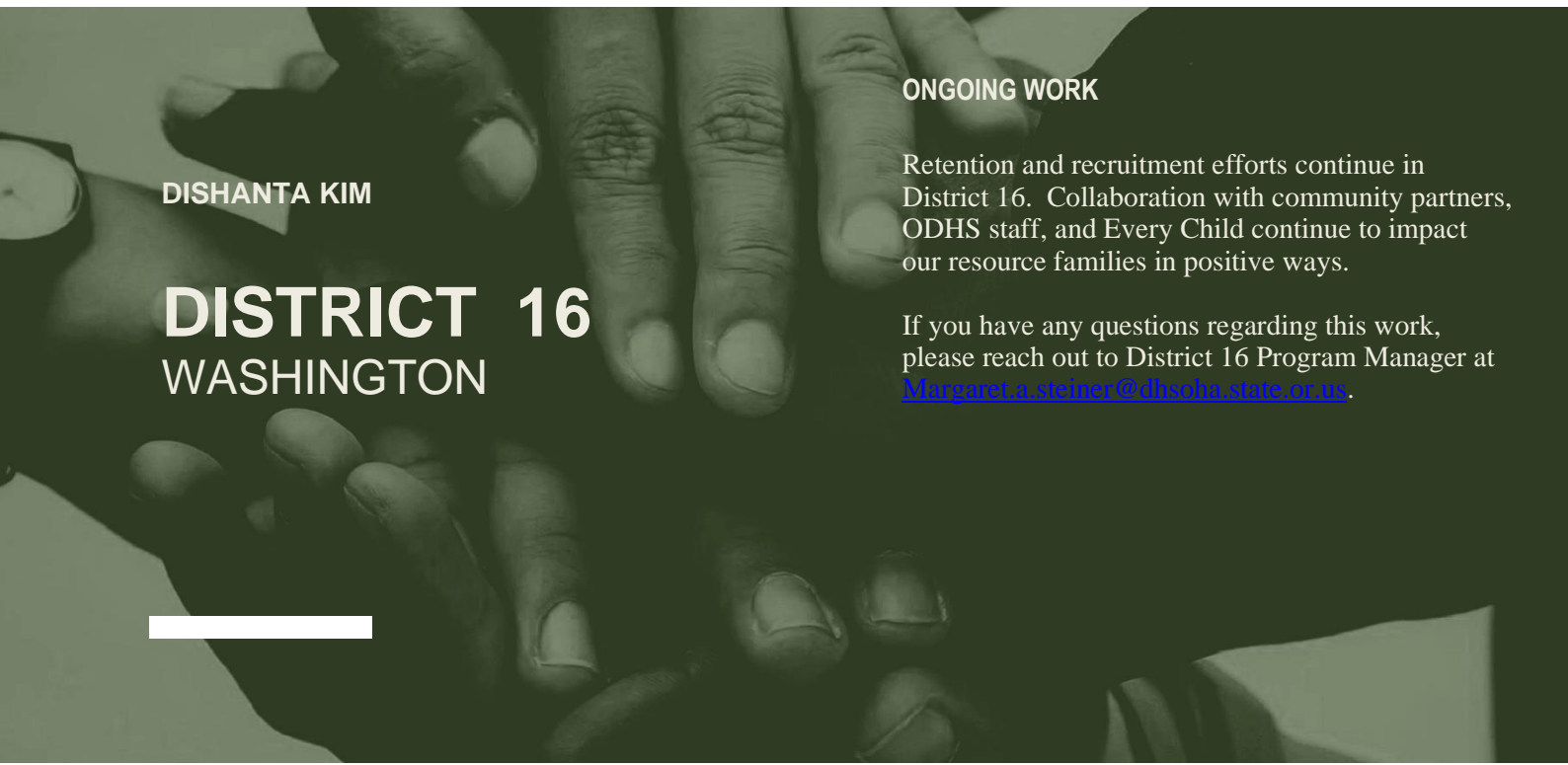
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OUTCOMES

- Participated in the Family Time Project for Clackamas County
- Began a process to track comfort calls and ice breakers
- Successfully completed Recruitment Goal #1 by the designated time

COMMUNITY CONNECTIONS

- North Clackamas School District
- Temporary Lodging Staffing
- GOBHI
- Clackamas Children’s Commission
- Every Child



DISHANTA KIM

DISTRICT 16
WASHINGTON

ONGOING WORK

Retention and recruitment efforts continue in District 16. Collaboration with community partners, ODHS staff, and Every Child continue to impact our resource families in positive ways.

If you have any questions regarding this work, please reach out to District 16 Program Manager at Margaret.a.steiner@dhs.ohio.state.or.us.

Please check back next month for more information.

THE NUMBERS

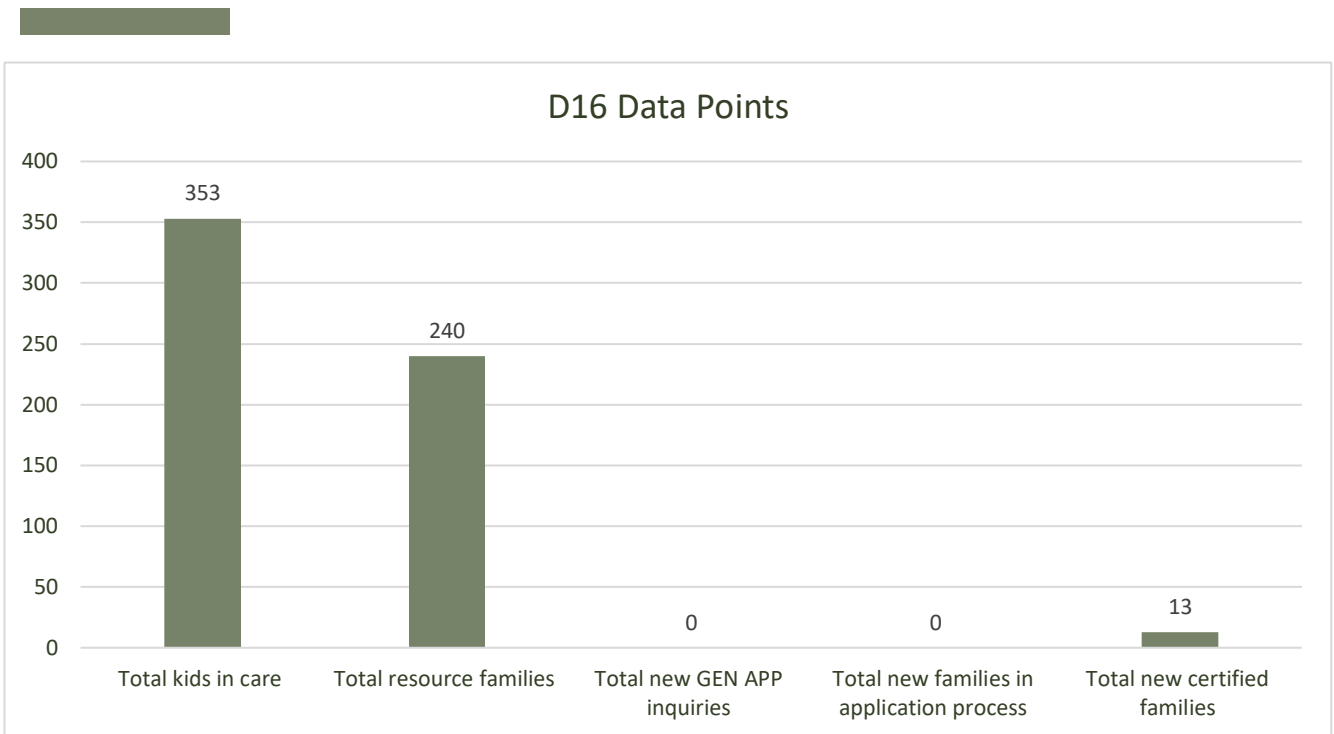
DISTRICT 16

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DATA



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