

# Using Data to Help with Recruitment, Development and Support of Resource Families

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“Using Real Data in Real Time”  
to do Real Work

Judith Wildfire

March 17 - 18, 2008

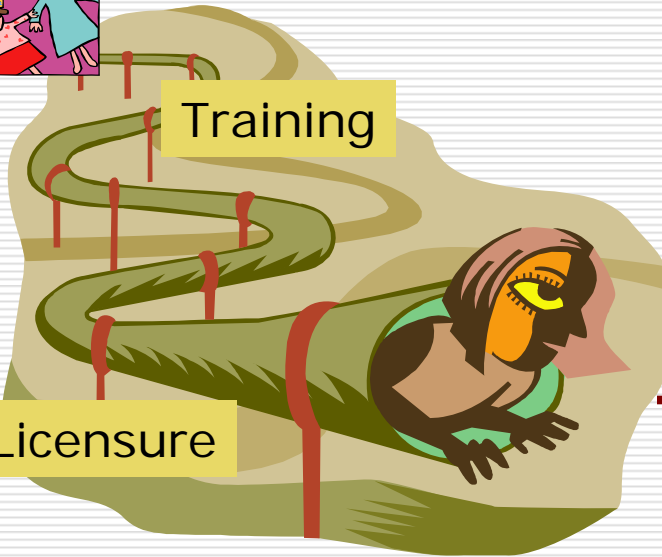
To increase available resource families we need data that track the entire process

Recruitment



Training

Licensure



Placement

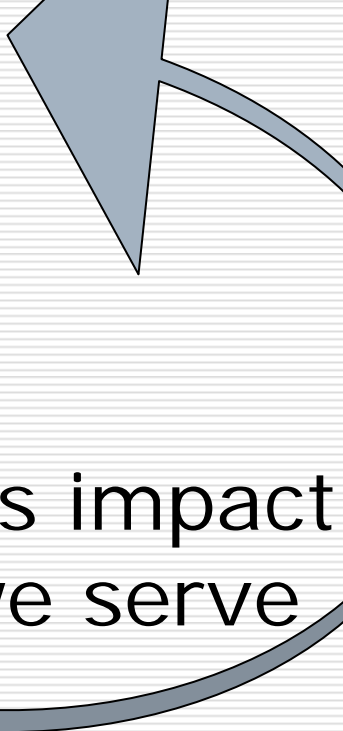
- One stable placements
- Placement in families
- Siblings placed together

Support



# Using Data is an Ongoing Process

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- Planning Period
  - Early Implementation
  - Assessing our progress
  - Mid-course corrections
  - Evaluating our success & its impact on outcomes for children we serve
  - Planning what to do next

## *Planning Period*

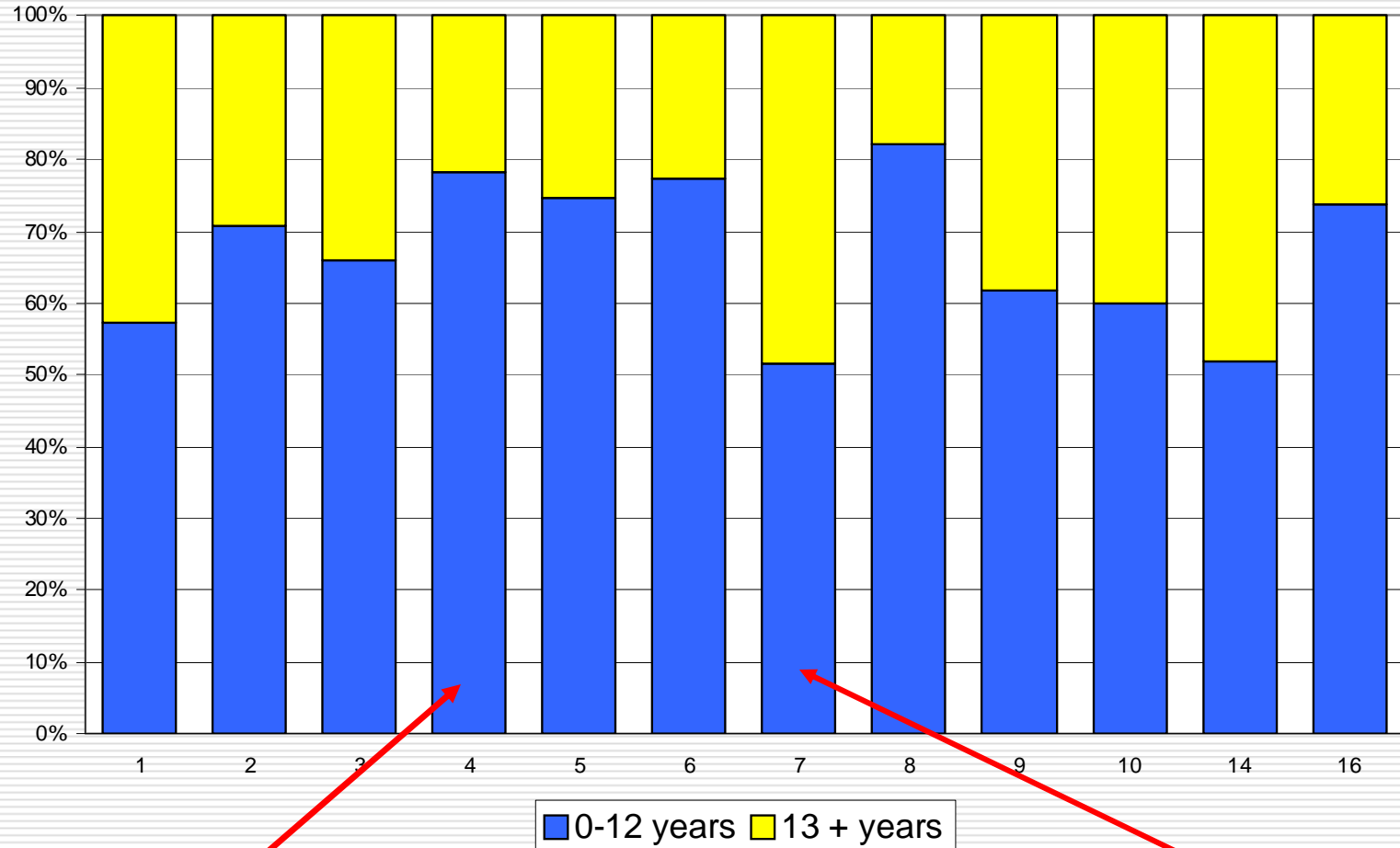
Want to ***Focus*** the Work by Answering Questions such as:

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- How many foster homes do we need?
  - How many homes do we have & are they the type of homes we need?
    - Location?
    - Willing to care for teens?
    - Willing to care for sibling groups?
    - Willing to care for medically fragile?
  - How many children need a home?
    - Who are the children who need a home?
  - Do the homes we have match the needs of the children we serve?

Data on the age of children in placement provides summary information about the types of foster homes we need

### Age of Children

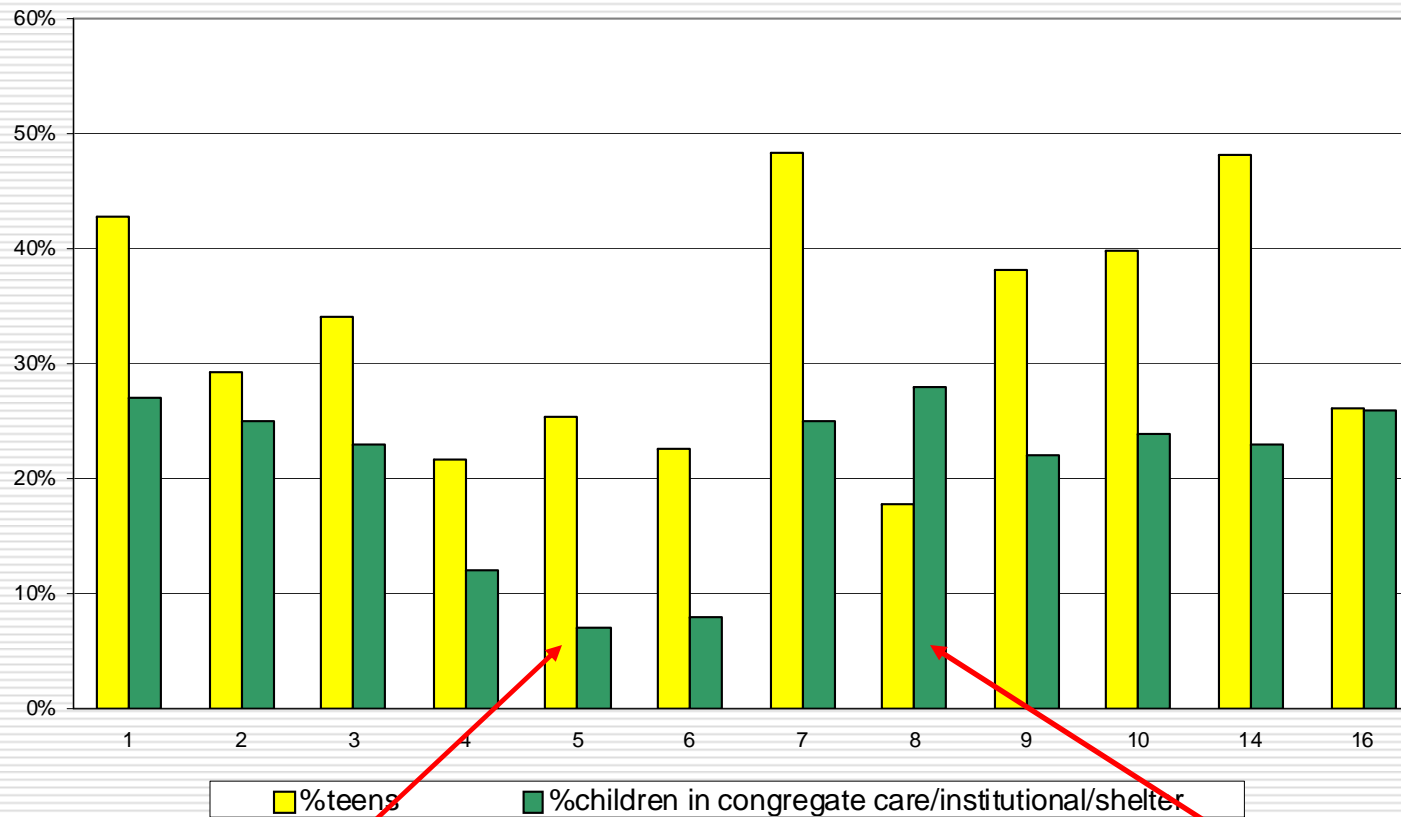


This agency needs more home for younger children

This agency needs about same # homes for older children as they do for younger children

Comparing placement data to data on the characteristics of children we serve provides information we can use to target recruitment of resource families

**Percentage of Teens &  
Percentage of Children Placed in Congregate Care**

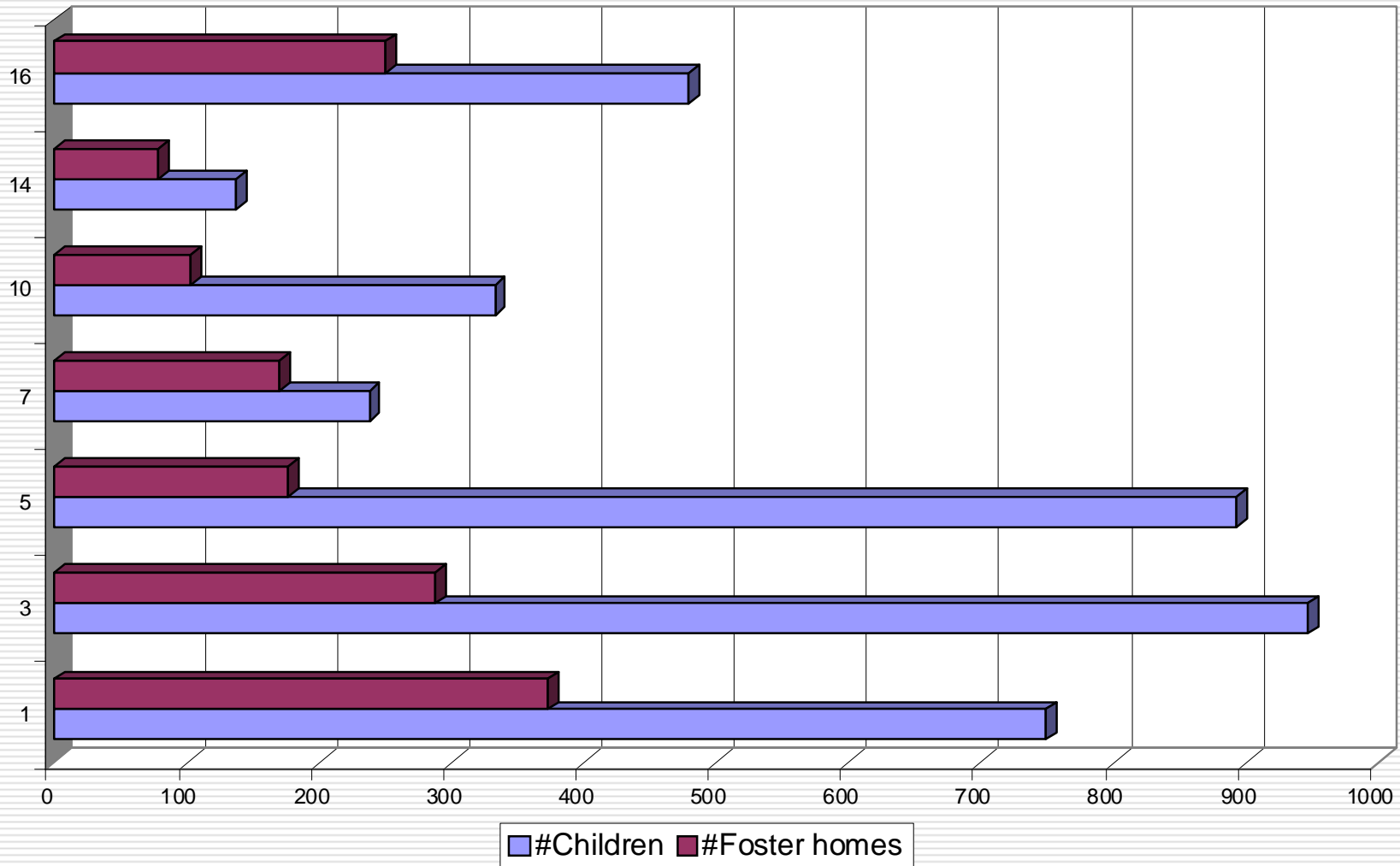


% of all children placed in congregate care is much smaller than % teens served.. suggesting many teens are placed in family settings

% of children placed in congregate care settings is greater than % of teens served.. suggesting that younger children are also placed in congregate care

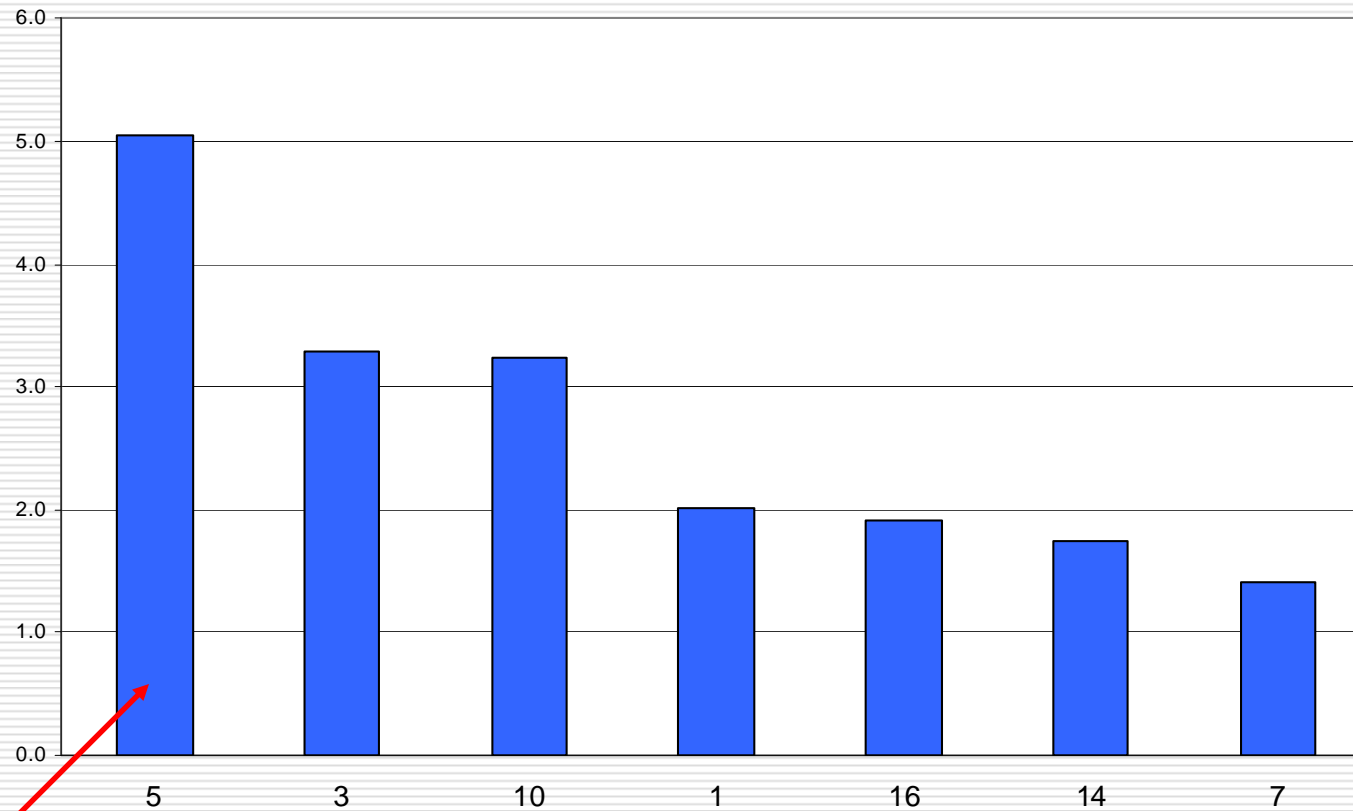
Comparing number of foster homes to number of children served provides information on need for additional foster homes

### Number of Foster Homes & Number of Children



## Examining the ratio of # children served to # foster homes provides information on need for more homes

Ratio: Children to Foster homes



In an agency that averages 2 beds per home, a ratio of 5 children per home may suggest a need for more homes.

## Basic knowledge about our system can be used to estimate number of homes needed

### Estimating Number of Foster Homes

Step 1. Estimate homes needed for children in care			
1. #Kids in care 12/31/2006	569		
2. Estimate % of children who should be with:			
Relative caregivers	25%		
Group home/res tx/other non-family settings	15%		
Foster homes	60%		
= Kids needing foster home		341	
3. Average days in placement	360		
= Estimated total bed days for current census for a year			122904
Step 2: Estimate homes that will be needed for children coming into care during the next year			
1. #Children entering placement 2007	0		
2. Estimate % of children who should be with:			
- Relative caregivers	25%		
- Group home/res tx/other non-family settings	15%		
- Foster homes	60%		
= Kids needing foster home		0	
3. Average days in placement	360		
= Estimated Total bed days for new entries for a year			0
Step 3. Determine total number of homes needed for all children			
1. Total bed days - annual (based on 2007)			122904
2. Total daily beds needed			337
3. Average number of beds in each home	3		
Total foster homes - needed (3 children/home- assuming 100% occupancy)			112
3. Average Occupancy rate	60%		
<b>Total homes needed (assuming 3 children/home and 60% occupancy)</b>			<b>187</b>
Step 4. Determine number of additional homes needed			
1. Current Number of Homes	150		
= New Homes Needed			37

## 8 Steps:

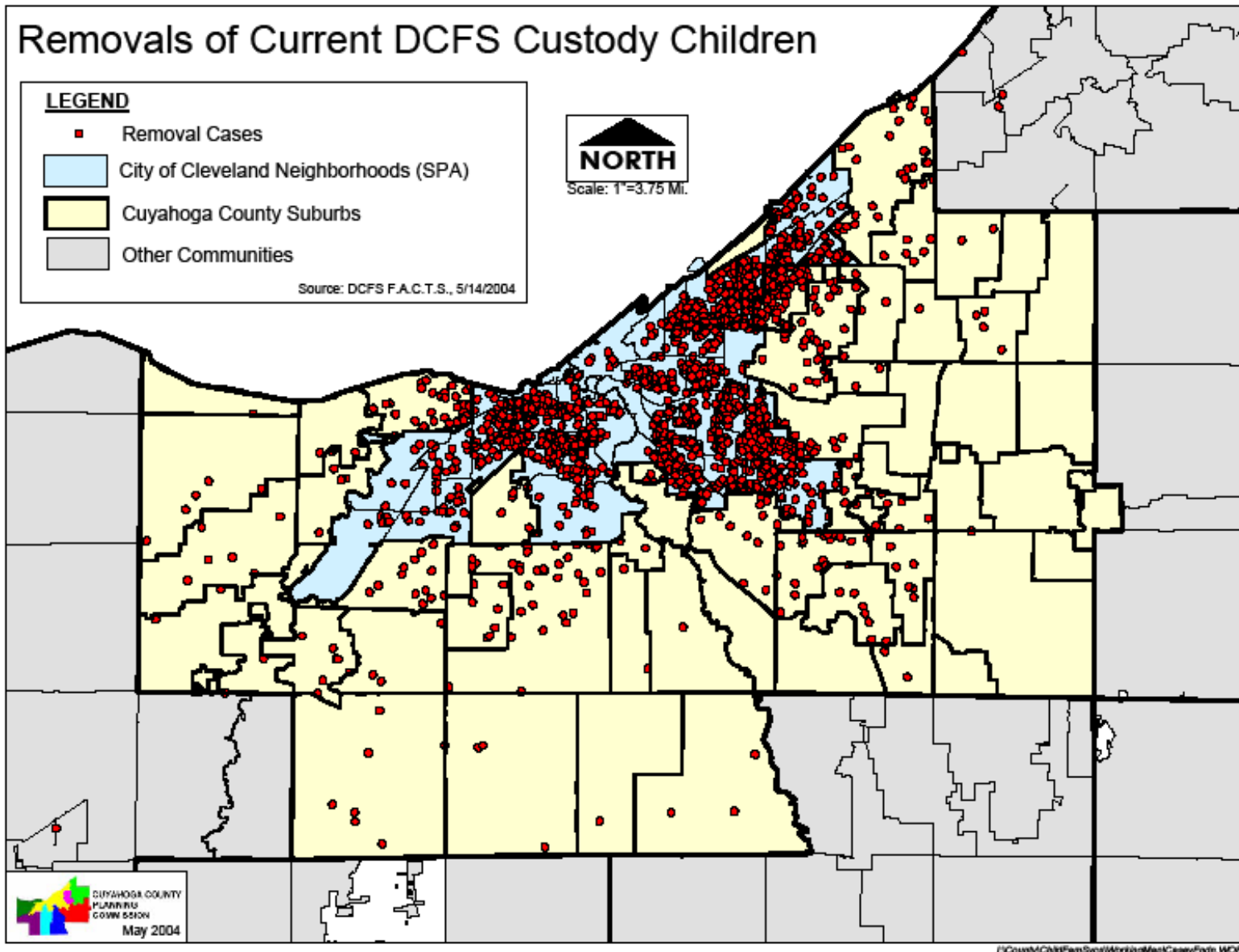
- ❑ 1: Input #children in care today
- ❑ 2: Input percentage of children normally placed with relatives in your agency
- ❑ 3: Input percentage of children who NEED group care in your agency
- ❑ 4: Input average length of stay in days
- ❑ 5: Input #children estimated to enter care next year
- ❑ 6: Input average number of beds in a foster home
- ❑ 7: Input average occupancy rate for foster homes in your agency
- ❑ 8: Input #active foster homes

### Estimating Number of Foster Homes

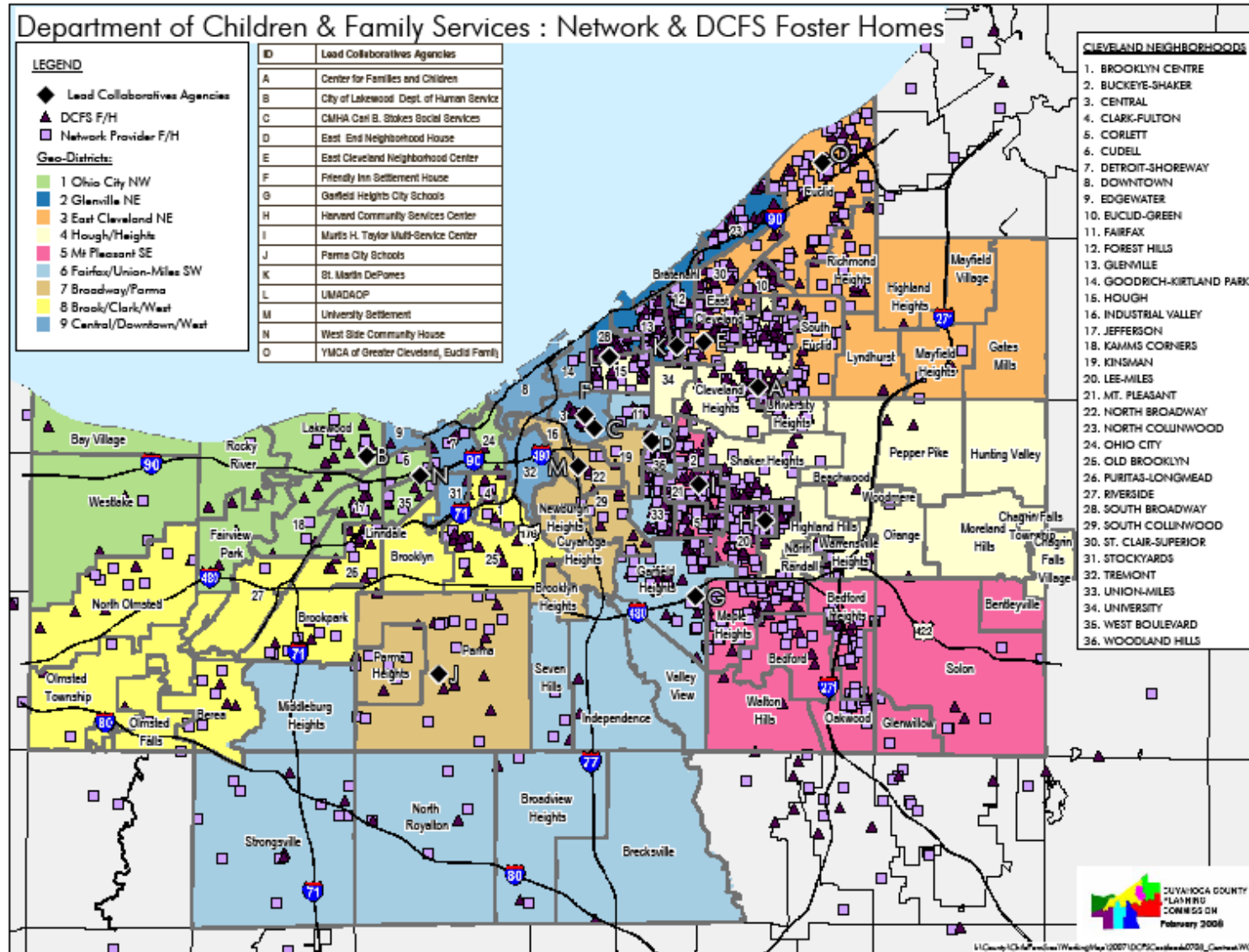
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Note: input your own data into yellow cells

# Using Maps to Recruit Resource Family Homes: We need homes in the Neighborhoods from which the children originally come



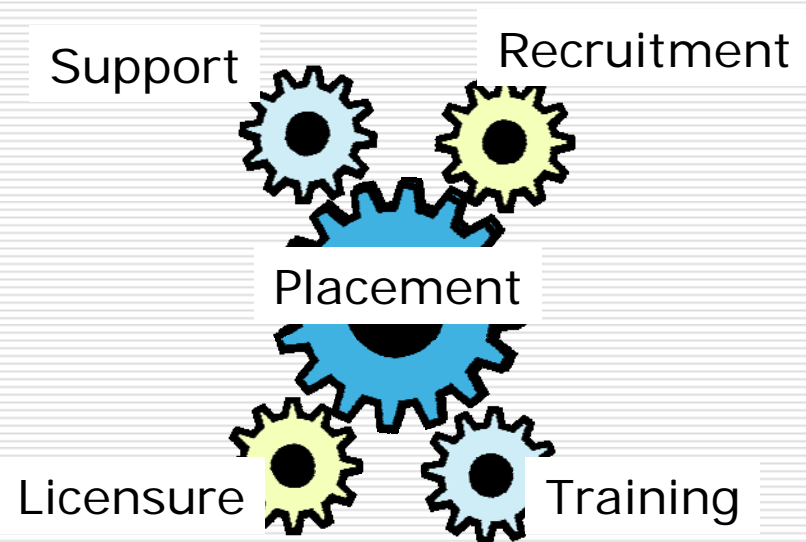
# Using Maps to Recruit Resource Family Homes: Where are our homes?



# *Moving from Planning to Early Implementation:* To Enhance our Processes for recruiting and supporting resource families

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- ❑ To increase available resource families we need data that track the entire process
- ❑ Data for all these processes must be analyzed together



# Licensed Foster Home Activity, 2007

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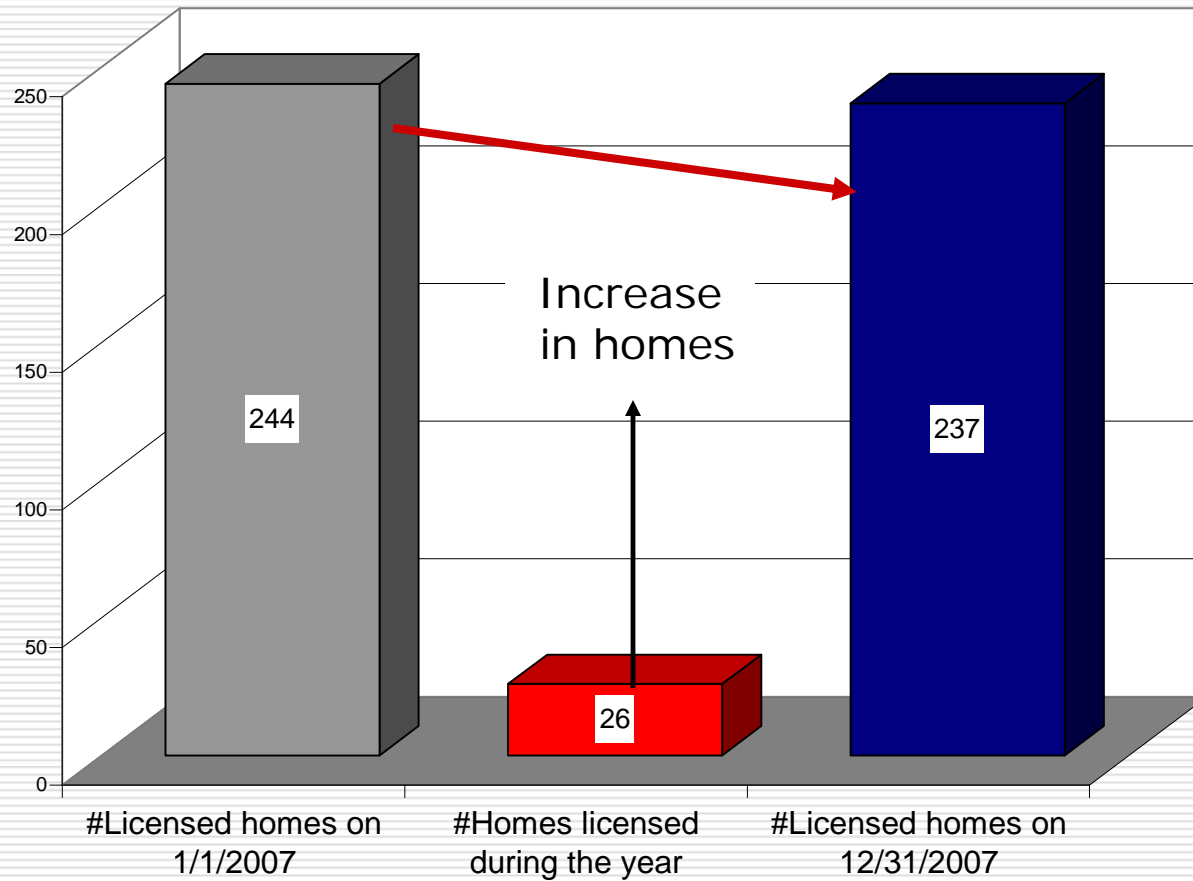
# Using Data is About Relationships

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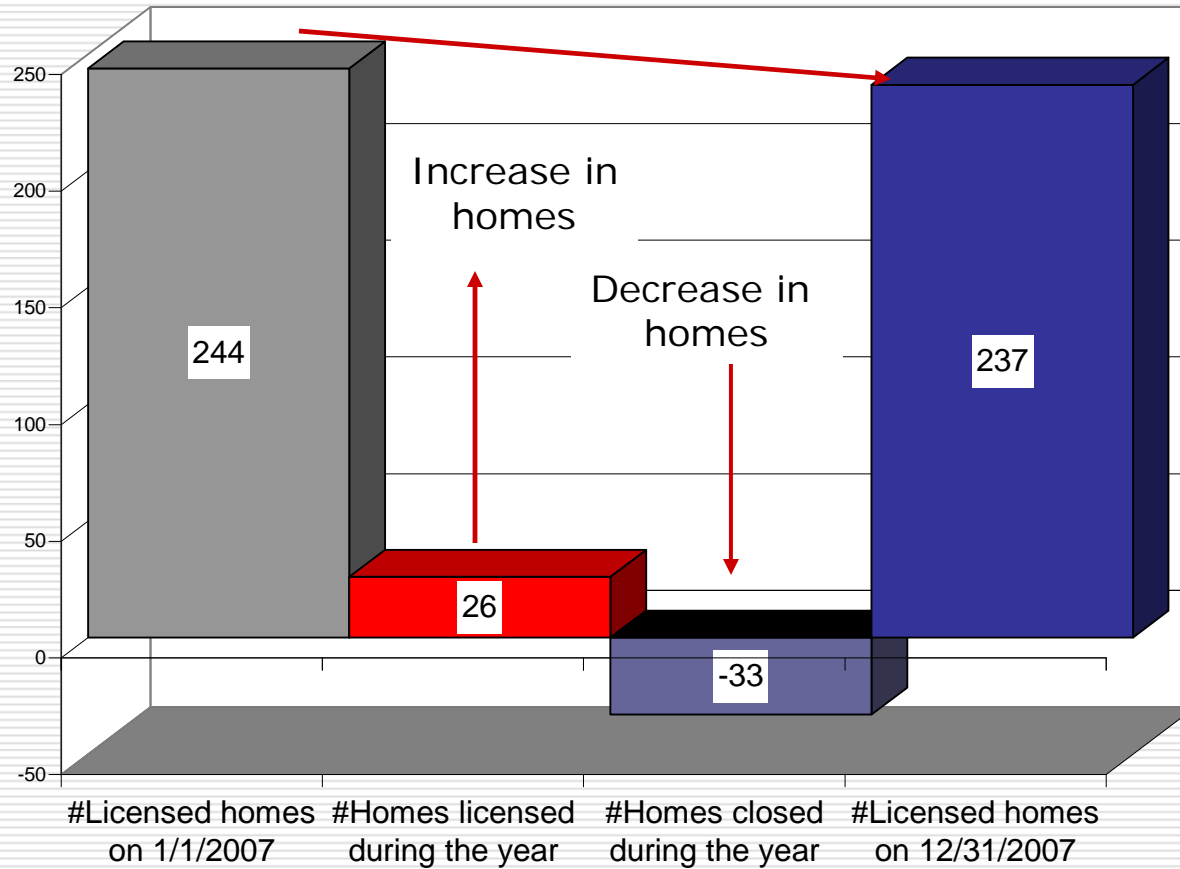
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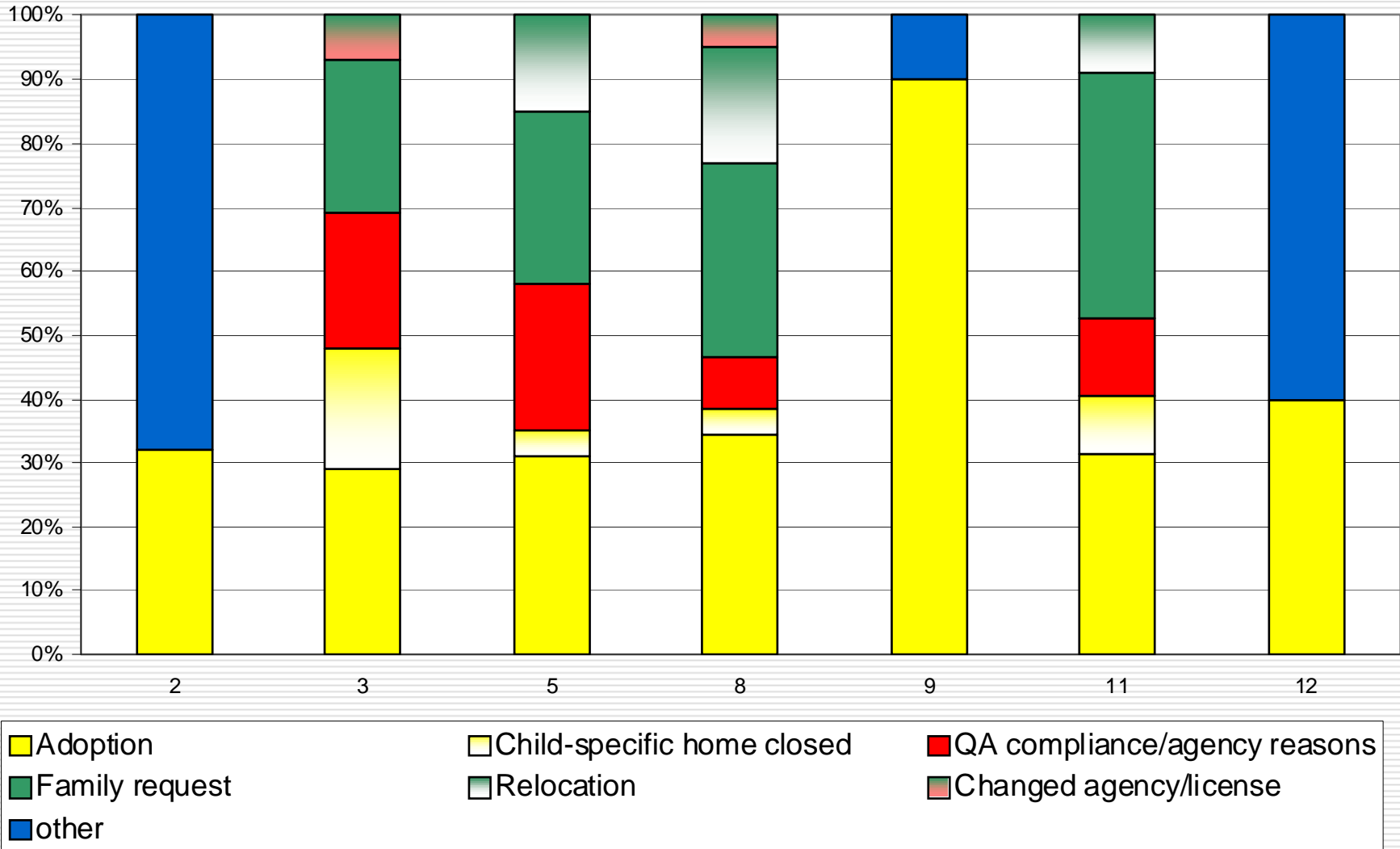
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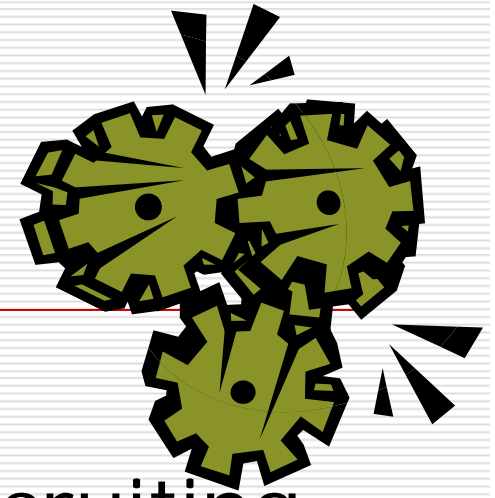
Information about why foster homes close help to target our support for resource families

## Reasons for Foster Home Closings



# Recruitment, Licensure, Training Data Questions

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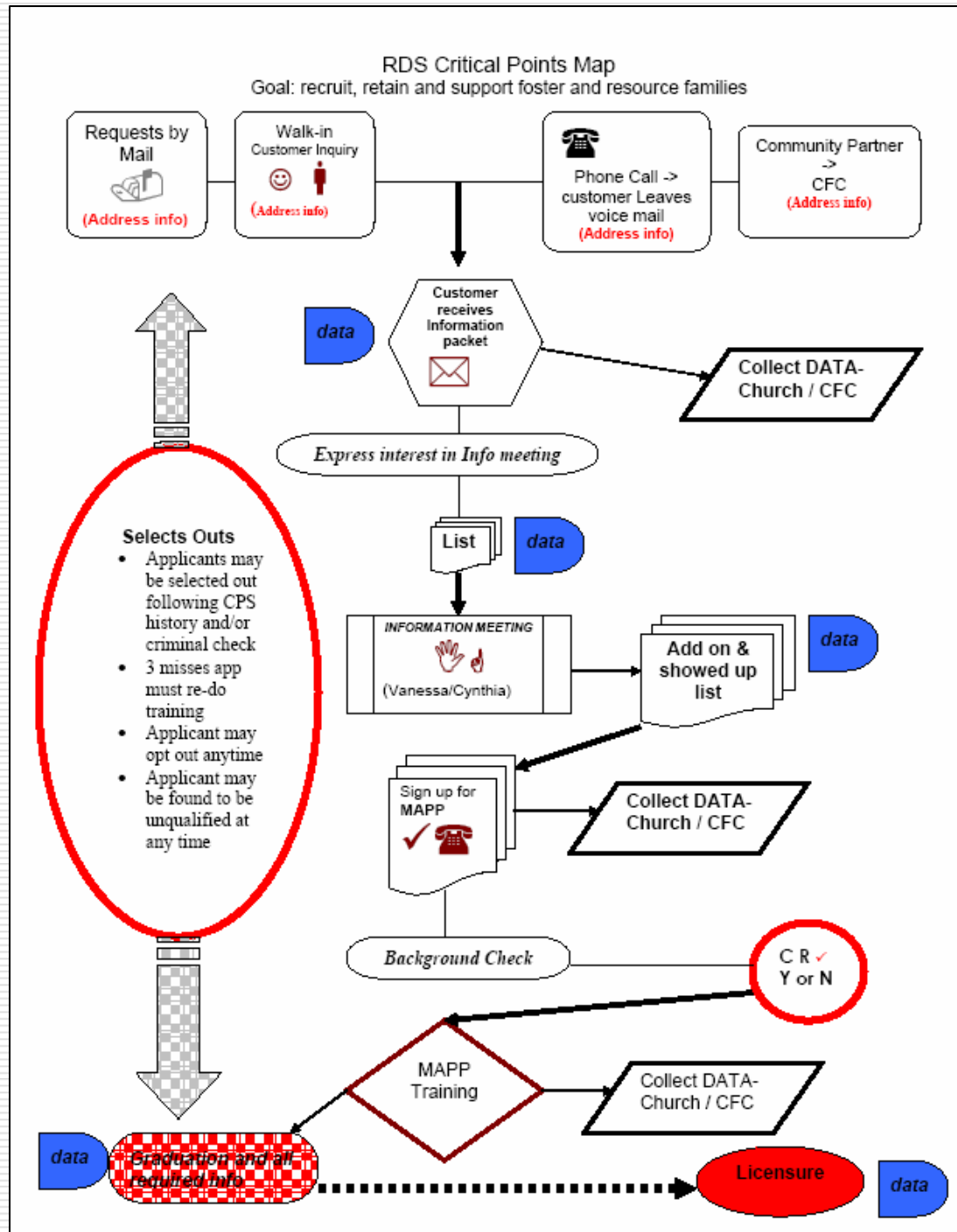


- What is the best source for recruiting new homes?
- Where do we lose families in our process?
- How long does it take a family to go from 'expressing interest' to 'being licensed'? To having a child placed with them?

First step of using data to support efforts To recruit resource families is:

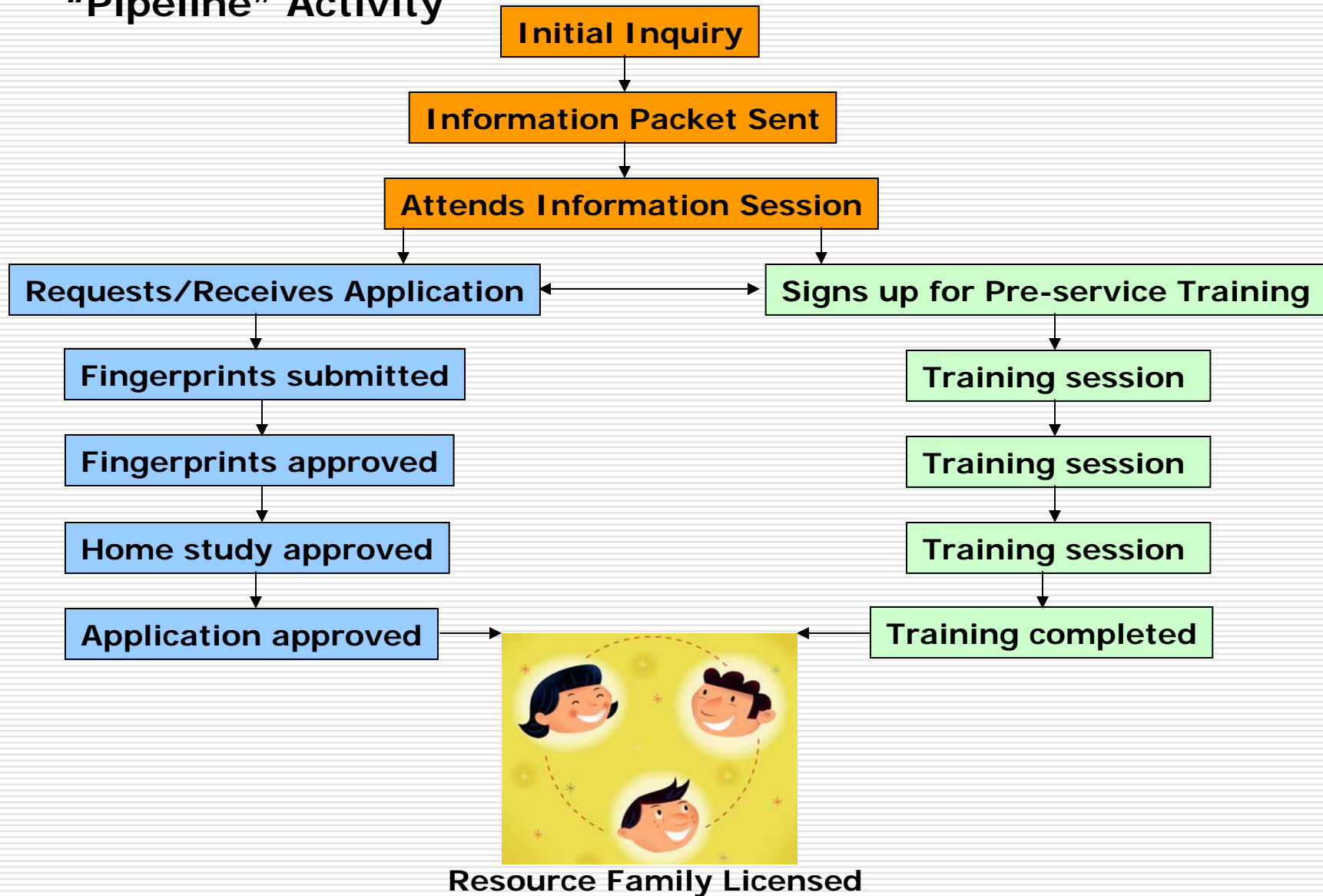
## Understanding the Process of Recruitment, Training and Licensure:

### The "Pipeline"<sup>1</sup>

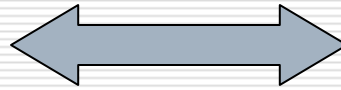


<sup>1</sup> Developed by DHHS, Wake County, NC

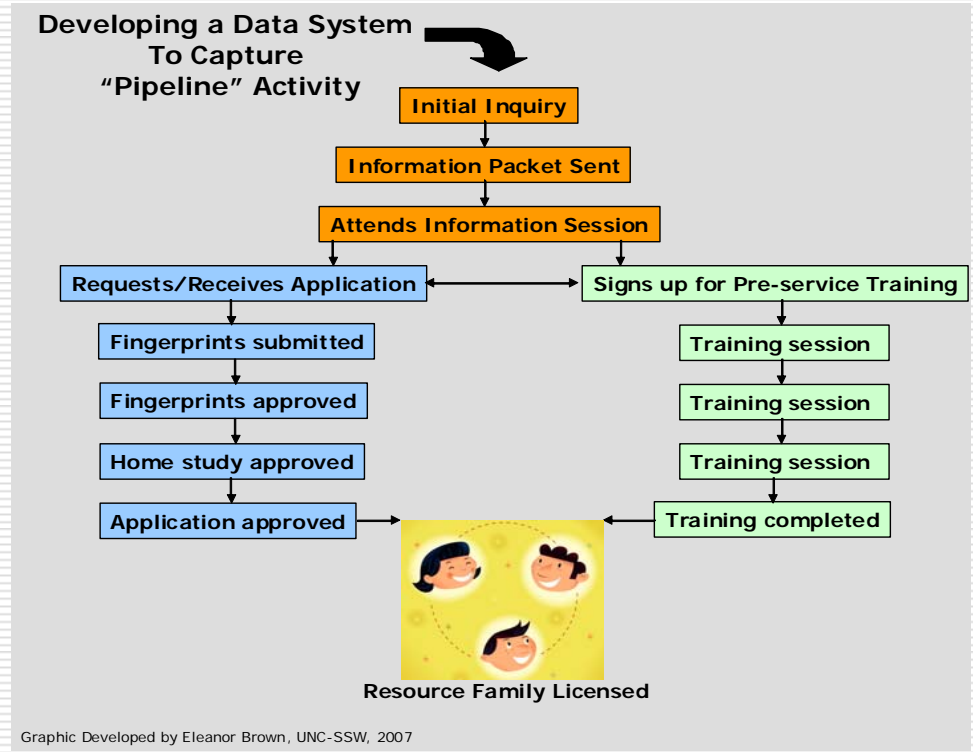
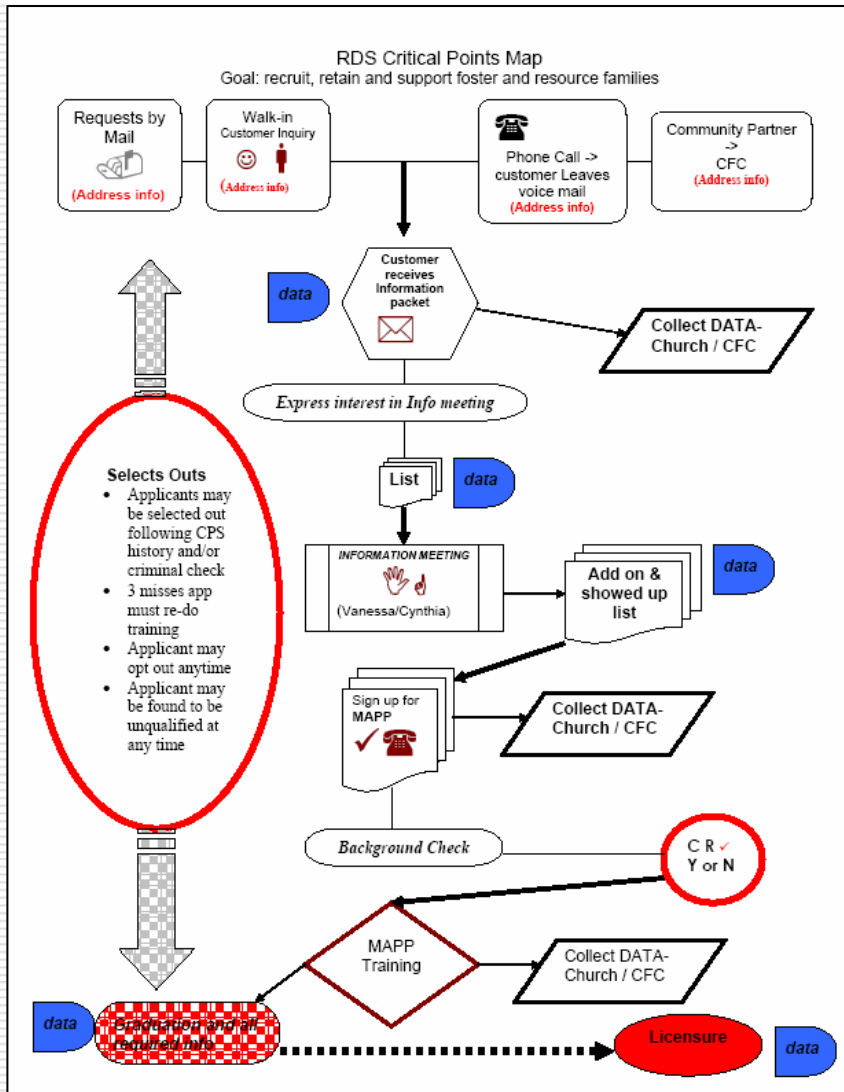
# Developing a Data System To Capture "Pipeline" Activity



# Our Process



# Our Data System



# Three Types of Data to Use

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- ❑ Counts of homes over time
  - Active homes
  - Newly opened homes
  - Closed homes
    - ❑ Reason for closing
- ❑ Counts of “pipeline” events over time
  - Families asking about being foster parent
  - Families starting and completing training
  - Home studies completed
- ❑ Tracking individual families through events over time

(1)  
Counts of  
Homes &  
Events

**Summary Report: Resource Home Recruitment, Training, Support**

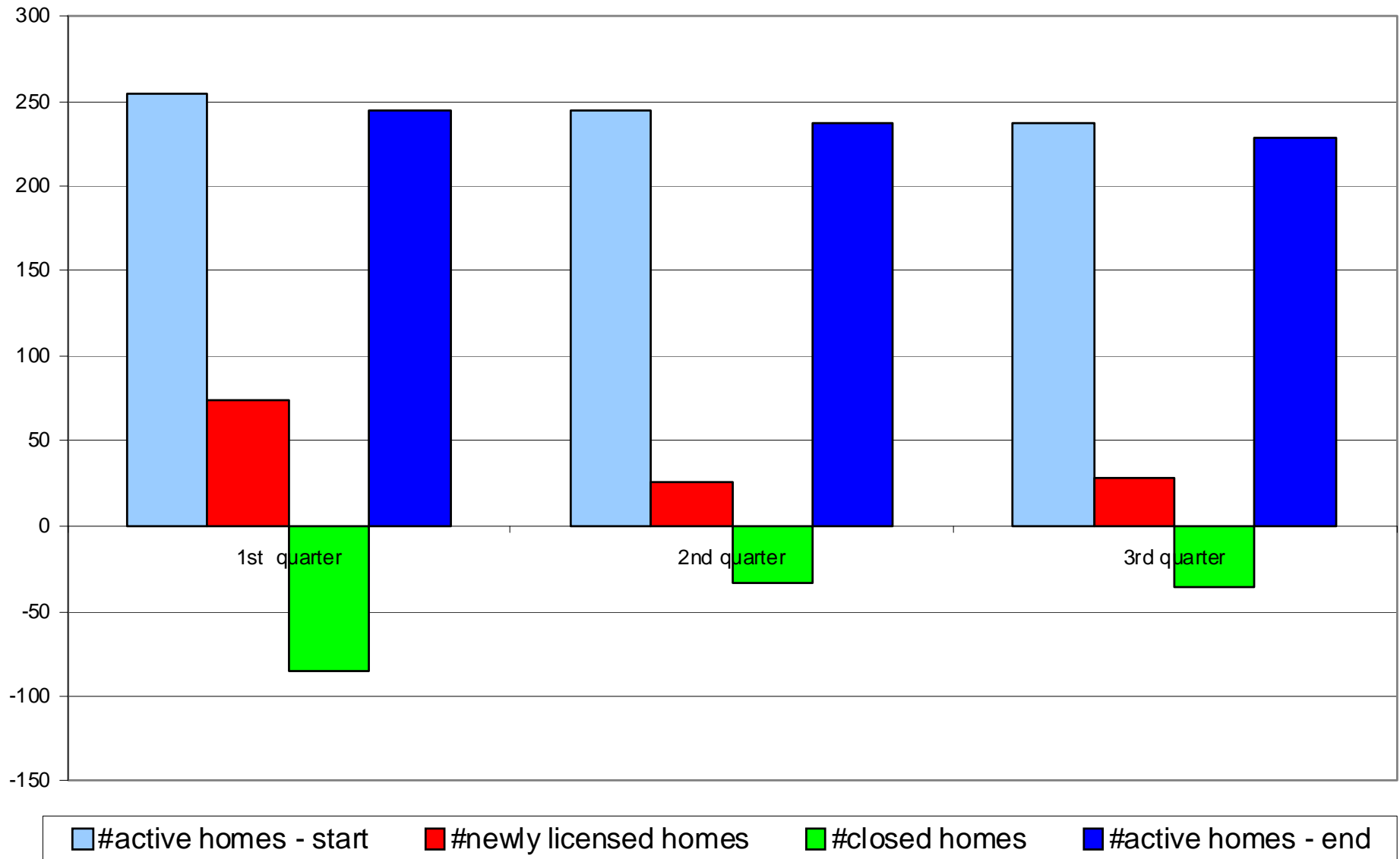
Site:

Specify year covered by report:

	Quarter: Jul - Sep	Quarter: Oct - Dec	Quarter: Jan - Mar	Quarter: Apr - Jun	Total (YTD)	
Number of active Homes first day of quarter ( <i>licensed foster homes</i> )					NA	NA
Number of Inquiries about becoming a foster family during quarter ( <i>calls to inquiry line + walkins to inquire + letters of inquiries</i> )					0	0
Number of potential foster <i>families</i> beginning training during quarter					0	0
- ratio of inquiries to foster <i>families</i> starting training	-	-	-	-	-	-
Number of potential foster <i>families</i> completing training during quarter					0	0
- ratio of # of families completing training to # starting training	-	-	-	-	-	-
Number of home studies completed during the quarter					0	0
- ratio of home studies completed to foster families completing training	-	-	-	-	-	-
Number of homes licensed/certified/approved this quarter					0	0
-- #Foster homes that are child specific						
-- #Foster homes for youth ages 8-11 years					0	0
-- #Foster homes for youth 12 years and older					0	0
--# Foster homes for sibling groups of 3 or more					0	0
--# Foster homes for children with special needs					0	0
-- % of newly licensed homes that are child specific	-	-	-	-	-	-
-- % of newly licensed homes that will take youth ages 8-11 years	-	-	-	-	-	-
-- % of newly licensed homes that will take youth 12 years and older	-	-	-	-	-	-
-- % of newly licensed homes that will take sibling groups of 3 or more	-	-	-	-	-	-
-- % of newly licensed homes that wil take children with special needs	-	-	-	-	-	-
Number of FHs Closed during quarter					0	0
--# Homes closed because foster parents adopted foster child					0	0
--# Homes closed due to Foster parent decision					0	0
- # Home closed due to Agency decision					0	0
--%of homes closed because foster parents adopted child	-	-	-	-	-	-
--%of homes closed due to foster parent decision (other than adoption)	-	-	-	-	-	-
--%of homes closed due to agency decision (other than adoption)	-	-	-	-	-	-
Number of Active Foster Homes on last day of quarter	0	0	0	0	NA	NA
Net increase (decrease) in Foster Homes during quarter	0	0	0	0	0	0

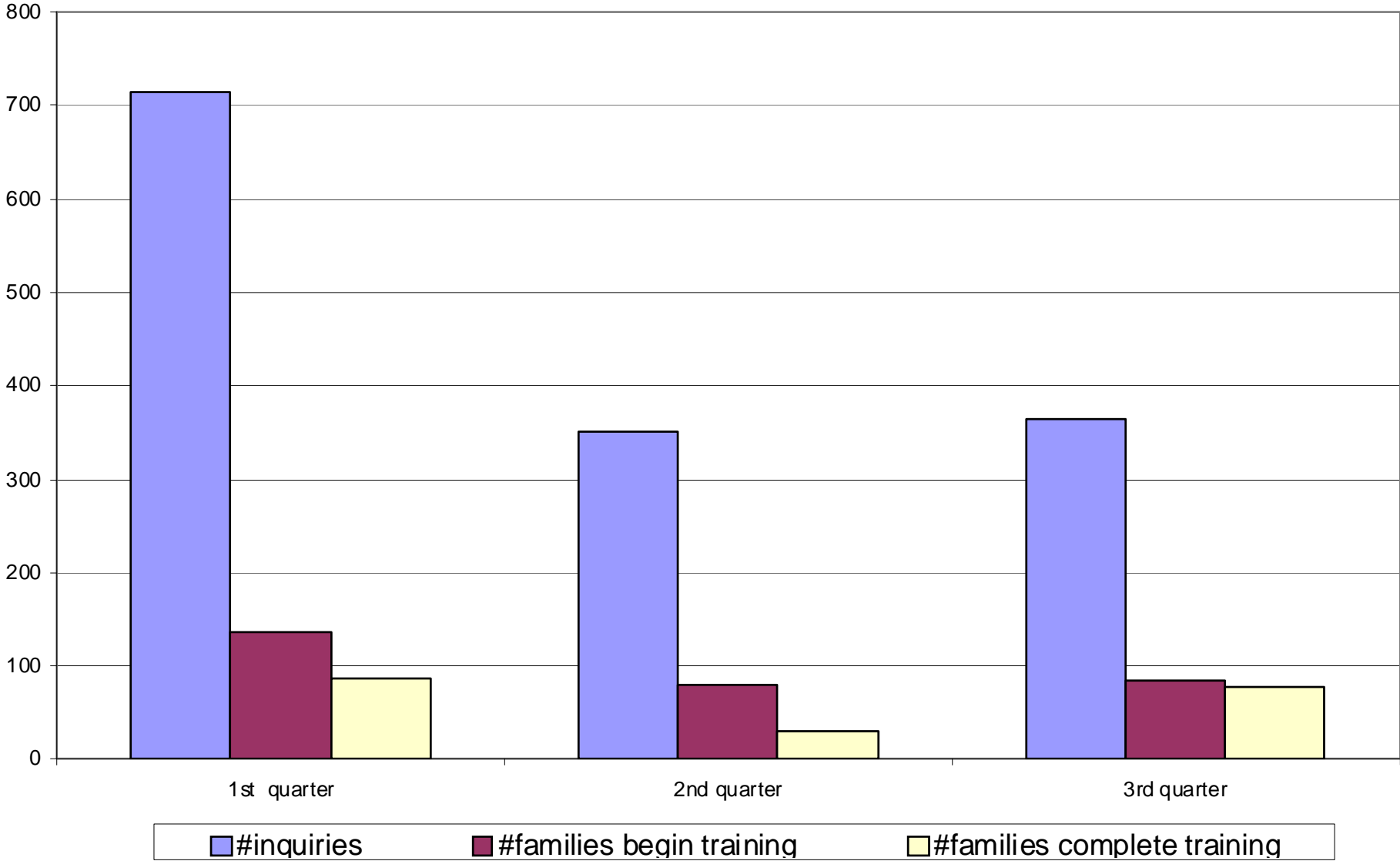
# (1) Counts of Homes

## Foster Homes: Openings and Closing and Active Homes During a 9-Month Time Period



## (2) Counts of Events

Numbers of Families Asking about Being Foster Parent, Attending and Completing Training



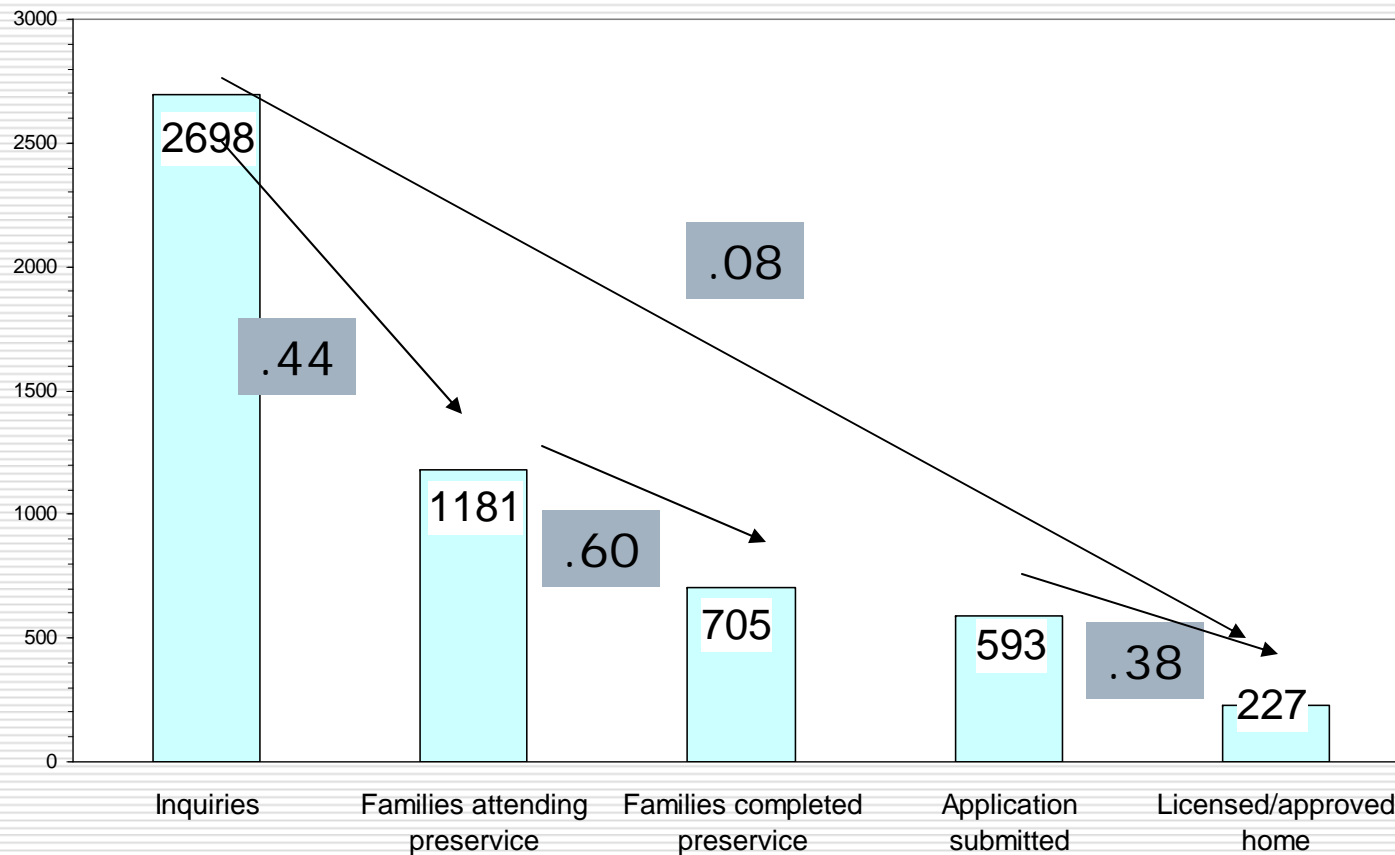
## (2) Counts of Events

	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Inquiries	3680	3458	2548	2698	1710	3039	2295	2312	1560
Families attending preservice	1002	1373	1390	1181	1079	906	804	725	683
Families completed preservice	663	739	705	705	519	502	412	369	288
Application submitted	696	702	727	593	534	435	439	365	282
Licensed/approved home	200	194	173	227	180	273	166		183

# *Using Data is About Relationships*

Comparing Data on Different Processes Provides Information on How our System Works Together

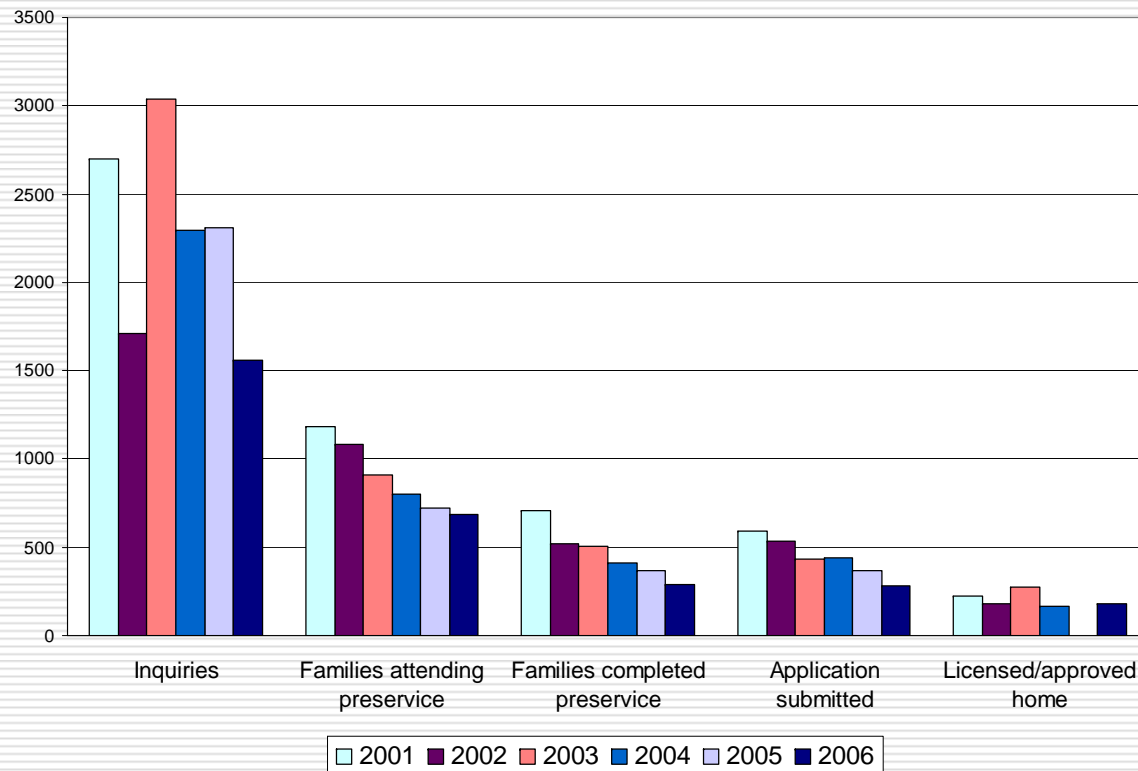
**Foster Home Pipeline Illustration: Inquiries to Licensure**



*Using Data is About Relationships*

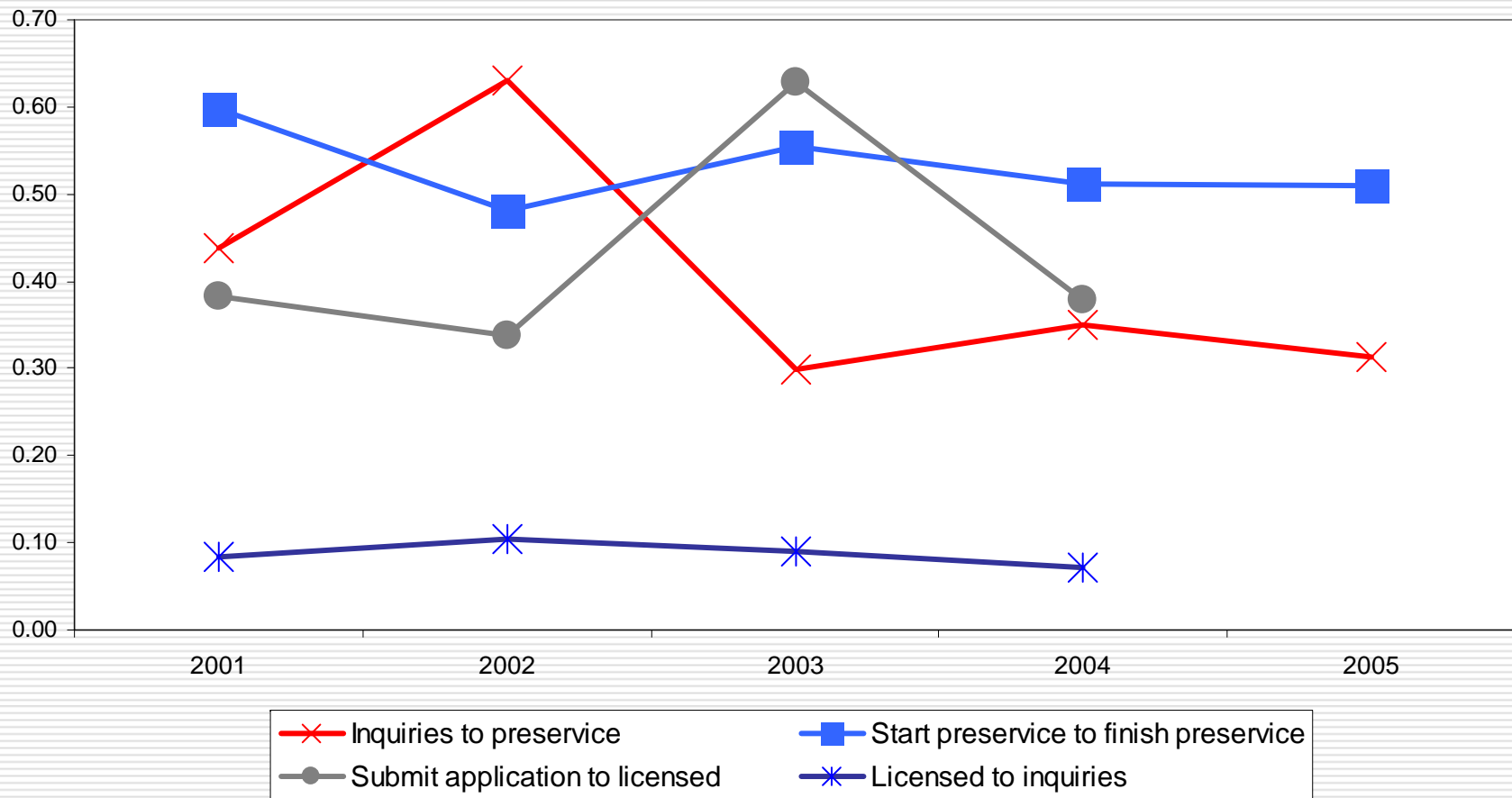
# Comparing Data across Years Provides Information on Change

**Foster Home Pipeline Illustration: Inquiries to Licensure**



*Using Data is About Relationships*  
Comparing Data across Years Provides  
Information on Change

**Rate of Progression through Different Decision Points on  
the Pipeline**



3. Tracking individual resource families over time

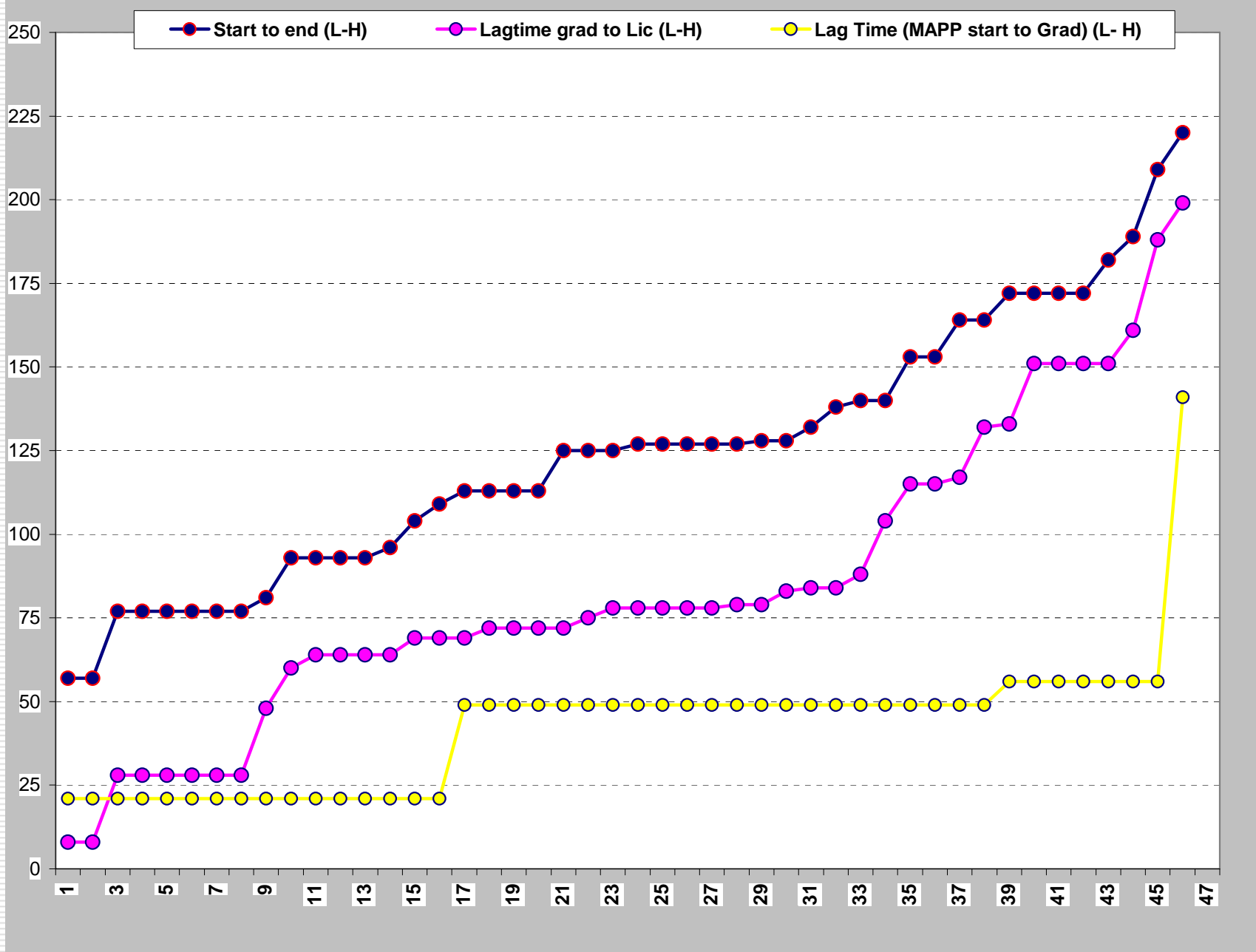
*Using Data is About Relationships:*

## Comparing Data on Different Points in the Process Provides Information on How our System Works

### MAPP to Licensure

MAPP Graduates	Number in Graduating Class	Number from Class who went on to get Licensed	Fewest days it took to finish to longest days it took to finish	Range
2/18/2003	26	11	93 days – 220 days	127 days
3/13/2003	24	7	104 days – 140 days	36 days
3/22/2003	13	5	81 days – 182 days	101 days
4/22/2003	25	9	127 days – 164 days	37 days
6/12/2003	17	6	113 days – 132 days	19 days
7/29/2003	22	6	57 days – 77 days	20 days

### 3. Tracking individual resource families over time

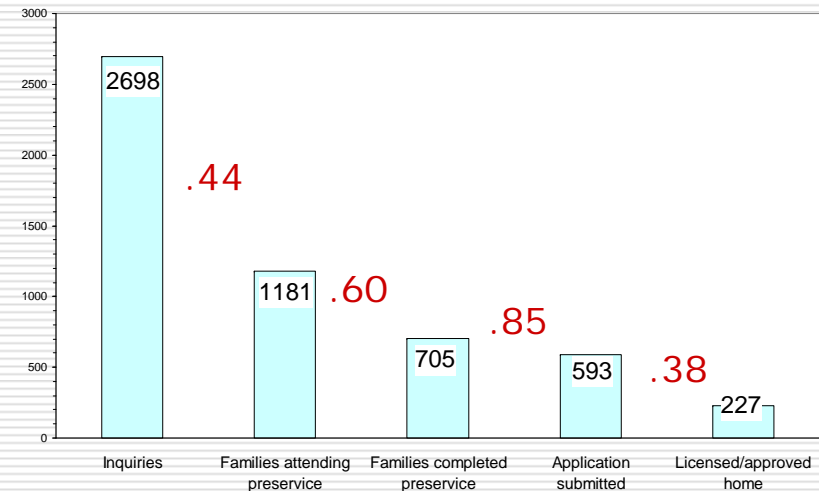


# ASSESSING OUR PROGRESS & MAKING MID-COURSE CORRECTIONS

## Recruit, train and support foster parents

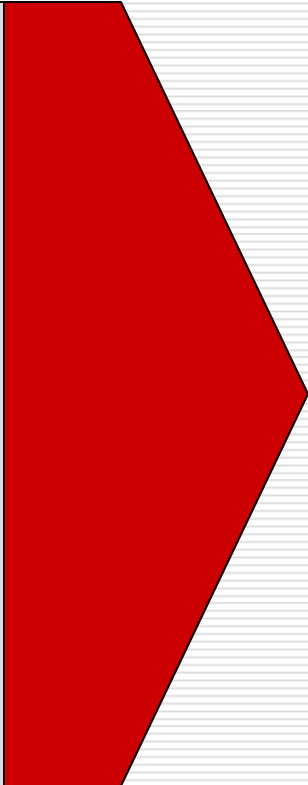
- 234 inquiries about fostering teens
- 103 families begin training
- 62 families completed training
- 53 applications
- 20 homes

Foster Home Pipeline Illustration: Inquiries to Licensure



Increase children in stable placement  
Increase teens in family settings increases  
Increase siblings placed together increases

## Identify Steps: Recruit, train and support resource families

- Interest people in becoming foster parents
  - Train
  - Complete home studies
  - License
  - Place child in home
  - Provide ongoing support
- 

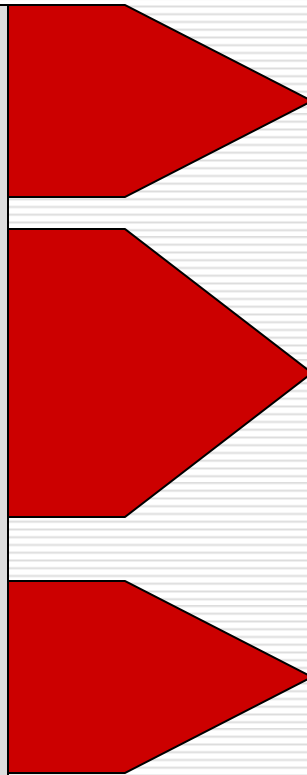
More Active Resource Families

## Benchmarks

- Define our progress along the way
- Should be reachable
- Should be related to the work that we are doing
- Should require us to "stretch"
- Look at benchmarks using percentages / rates & numbers

## Identify Steps: Recruit, train and support resource families

- Interest people in becoming foster parents
- Train
- Complete home studies
- License
- Place child in home
- Provide ongoing support



More Active Resource Families

## Set Benchmarks

- In next 3 months, 50 families interested in fostering teens
- Reduce the time a family must wait to start training by 1 month
- Increase by 25 percentage points the number of families that complete training
- Decrease the number of foster families closing due to dissatisfaction with the agency by 20 homes

## *Evaluating our Success*

To **Assess** the Impact of our Work  
by Answering Questions such as:

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- ❑ What are the outcomes for children placed in our system?
  - Are we placing children in family settings?
  - Are we able to keep sibling groups together?
  - Are we able to maintain other family connections and other life connections?
  - Do children in our system have stability?

# Using Data: Getting Started

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- Identify data sources & Answer these questions (*Planning period*)
  - What are characteristics of children entering care in each district?
    - Age
    - Other siblings in care
    - Medically fragile/ special needs
    - Other.....
  - How many homes do we currently have for these populations in each district?
    - Teens
    - Sibling groups
    - Medically fragile/special needs
    - Other.....

# Using Data: Next steps

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- ❑ Collect data on recruitment, training, licensure of homes for our populations
- ❑ Put in place simple tracking report that brings together data on recruitment, training, licensure of homes for our populations
- ❑ Examine data on tracking report across multiple time periods
- ❑ Develop benchmarks to track key steps in our plan (*Implementation*)

# Using Data: Next steps

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- ❑ Examine data on tracking report across multiple time periods (*Planning & Mid-course corrections*)
- ❑ Develop a family specific tracking system that follows each potential resource family through all steps of our process
- ❑ Put in place a process to regularly revisit our data (*Evaluation*)

# Using Data: At Beginning, End & All Times In-Between

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- We must be able to answer questions about the experiences of **ALL** children placed in our care:
  - Are we placing children in family settings?
  - Are we able to keep sibling groups together?
  - Are we able to maintain other family connections and other life connections?
  - Do children in our system have stability?

Today's Presentation will be posted at:

[www.wildfireassociates.com](http://www.wildfireassociates.com)

