

The CFSR Final Report Results Table 1 Colorado CFSR Ratings for Safety and Permanency Outcomes and Items.

Outcomes and Indicators	Outcome Ratings			Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved	Met National Standards?	Rating	Percent Strength
Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect	No	73.0	Met 1 of 2		
Item 1. Timeliness of investigations				ANI	73
Item 2. Repeat maltreatment				Strength	100
Safety Outcome 2: Children are safely maintained in their homes when possible and appropriate	No	66.2			
Item 3. Services to protect children in home				ANI	80
Item 4. Risk of harm				ANI	68
Permanency Outcome 1: Children have permanency and stability in their living situations	No	37.5	Met 3 of 4		
Item 5. Foster care reentry				Strength	93
Item 6. Stability of foster care placements				ANI	67.5
Item 7. Permanency goal for child				ANI	75
Item 8. Reunification, guardianship, and placement with relatives				ANI	65
Item 9. Adoption				ANI	26
Item 10. Other planned living arrangement				ANI	87.5
Permanency Outcome 2: The continuity of family relationships and connections is preserved	No	75.0			
Item 11. Proximity of placement				Strength	100
Item 12. Placement with siblings				ANI	68
Item 13. Visiting with parents and siblings in foster care				ANI	69
Item 14. Preserving connections				ANI	77.5
Item 15. Relative placement				ANI	65
Item 16. Relationship of child in care with parents				ANI	68

*.95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.

** Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of the cases must be rated as a Strength

Table 2 - Colorado CFSR Ratings for Child and Family Well-Being Outcomes and Items

Outcomes and Indicators	Outcome Ratings		Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved	Rating**	Percent Strength
Well-Being Outcome 1: Families have enhanced capacity to provide for children's needs	No	47.7		
Item 17. Needs/services of child, parents, and foster parents			ANI	51
Item 18. Child/family involvement in case planning			ANI	62
Item 19. Caseworker visits with child			ANI	69
Item 20. Caseworker visits with parents			ANI	59
Well-Being Outcome 2: Children receive services to meet their educational needs	No	86.0		
Item 21. Educational needs of child			ANI	86
Well-Being Outcome 3: Children receive services to meet their physical and mental health needs	No	82.0		
Item 22. Physical health of child			Strength	94
Item 23. Mental/behavioral health of child			ANI	81

* 95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.

** Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of the cases reviewed for the item (with the exception of item 21) must be rated as a Strength. Because item 21 is the only item for Well-Being Outcome 2, the requirement of a 95-percent Strength rating applies.

Appendix D - TABLE 3 COLORADO CFSR RATINGS FOR SYSTEMIC FACTORS AND ITEMS

Systemic Factors and Items	Substantial Conformity?	Score*	Item Rating**
Statewide Information System	No	2	
Item 24. The State is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care			ANI
Case Review System	No	2	
Item 25. The State provides a process that ensures that each child has a written case plan to be developed jointly with the child's parent(s) that includes the required provisions			ANI
Item 26. The State provides a process for the periodic review of the status of each child, no less frequently than once every 6 months, either by a court or by administrative review			Strength
Item 27. The State provides a process that ensures that each child in foster care under the supervision of the State has a permanency hearing in a qualified court or administrative body no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter			Strength
Item 28. The State provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act			ANI
Item 29. The State provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in, any review or hearing held with respect to the child			Strength
Quality Assurance System	No	2	
Item 30. The State has developed and implemented standards to ensure that children in foster care are provided quality services that protect the safety and health of the children			Strength
Item 31. The State is operating an identifiable quality assurance system that is in place in the jurisdictions where the services included in the Child and Family Services Plan (CFSP) are provided, evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented			ANI
Staff and Provider Training	No	2	
Item 32. The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services			ANI

Systemic Factors and Items	Substantial Conformity?	Score*	Item Rating**
Item 33. The State provides for ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP			Strength
Item 34. The State provides training for current or prospective foster parents, adoptive parents, and staff of State licensed or approved facilities that care for children receiving foster care or adoption assistance under title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children			ANI

**COLORADO
STATEWIDE STRATEGIC RECRUITMENT AND RETENTION PLAN
FOR FOSTER AND ADOPTIVE FAMILIES
2011 – 2013**



I. INTRODUCTION

In 2009, the National Resource Center for Recruitment and Retention of Foster and Adoptive Parents (NRCRRFAP) met with the Colorado Department of Human Services (CDHS), representatives of counties throughout the state, and other stakeholders in the community to review the Colorado resource family landscape. At that meeting Colorado's critical recruitment and retention issues were identified as follows:

- Critical Issue #1: How can we inform communities across the state of the needs of foster and adoptive children?
- Critical Issue #2: What can the State do to support staff to support foster/adoptive/kin parents?
- Critical Issue #3: How can we streamline a system with the child's best interests at the center of agency rules, partnerships, and communication?

That meeting was the foundation of this document, with Colorado's vision of a successful recruitment and retention program, what steps will take us toward success and how that success will be measured.

II. COLORADO DEMOGRAPHICS

Colorado is located in the Southwest portion of the United States and ranks 8th in size. Colorado is a state of contrasts. Nearly half the state is flat compared to the mountainous areas of the Rocky Mountains. The geography results in a complex, extreme weather system that may shut down mountain passes, isolate citizens with blizzards, or destroy communities with tornados. Much of Colorado's population lives along the eastern edge of the Rocky Mountains, in the Front Range Corridor. The 2007 population was estimated at 4,861,515, with a density factor of 41.5 people per square mile. Colorado has one of the highest Hispanic populations. There are two Tribal Reservations in Colorado: The Southern Ute and the Ute Mountain Ute, which are both located in the Southwest portion of the state. The Native American agencies providing supportive services are both located in Denver. The state median income is \$50,105, and 10.2% of Colorado's population lives below the poverty level.

Colorado has 64 counties. The ten large counties manage 85% of the Child Welfare workload. There are 23 mid-sized counties and 31 small counties. Two counties, Arapahoe and Jefferson, share their resource families. Two counties, Denver and Broomfield, have consolidated city-county governments. A Board of County Commissioners that also serves as the Human Services Board for the county department administers the other counties. The funding for county departments typically is 80% federal and state funds and 20% county funds. Counties have developed child welfare programs that reflect the needs of their unique communities.

Current Number of Children in Colorado Foster Care in SFY2010:

- 6,232 children in foster homes
- 3,696 children in kinship care homes (not a foster home and the family has temporary custody)
- 809 children in kinship family foster care homes
- 70 children in receiving home care

Racial and Ethnic Analysis of Children in Colorado Foster Care as of September 2009 (with some overlapping based on method of data input):

- African-American 13.00%
- Alaska/Native American .01%
- Asian .004%
- Caucasian 56.00%
- Hispanic Origin 32.00%
- Hawaiian .002%

Racial and Ethnic Analysis of Children Adopted in Colorado in SFY 2009:

- African-American 11.00%
- Alaska/Native American 02.00%
- Asian .006%
- Caucasian 61.00%
- Hispanic Origin 26.00%
- Hawaiian .001%

Racial and Ethnic Analysis of Children Age 12 and Over Adopted in Colorado in 2009 (93 children/youth):

- African-American 12.00%
- Alaska/Native American 0
- Asian 0
- Caucasian 61.00%
- Hispanic Origin 27.00%
- Hawaiian 0

Family Structure of Adoptive Families in Colorado in 2009:

- Married Couples 77.00%
- Unmarried Couples 04.00%
- Single Females 17.00%
- Single Men 02.00%

III. COLORADO DEPARTMENT OF HUMAN SERVICES RECRUITMENT PROGRAM

The Colorado Department of Human Services (CDHS) has two resource family recruiters, one who works primarily with the urban counties, and one who works primarily with rural counties. These recruiters are:

- Brian Brant – Rural Recruiter, 303-866-5930
(Alamosa, Archuleta, Baca, Bent, Chaffee, Cheyenne, Conejos, Costilla, Clear Creek, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gilpin, Gunnison, Hinsdale, Huerfano, Kiowa, Kit Carson, Lake, La Plata, Las Animas, Lincoln, Logan, Mesa, Mineral, Montrose, Morgan, Montezuma, Otero, Ouray, Park, Prowers, Phillips, Pitkin, Prowers, Pueblo, Rio Grande, Saguache, San Juan, San Miguel, Sedgwick, Summit, Washington, Yuma, and Tribes)
- Laurel Moore – Metro Recruiter, 303-866-4306
(Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, Elbert, El Paso, Grand, Jackson, Jefferson, Larimer, Moffat, Rio Blanco, Routt, Teller, Weld, Tribes, and Child Placement Agencies)

IV. RESOURCE FAMILY RECRUITMENT VISION

All children and youth will have the families they need who reflect their race, ethnicity, culture, religion, and language and are committed to providing stability, consistency, and care along the spectrum of permanence. These children and families will be valued and assisted by caring staff and community partners.

V. RECRUITMENT AND RETENTION GOALS

Mission: To recruit and maintain an array of available foster and adoptive families who reflect the diversity of the children in need of placement and who are willing and able to partner with Colorado counties and private child placement agencies to achieve safety, timely permanence, and well being for the children and youth in care.

Goal 1: The State will support and collaborate with counties and private placement agencies to develop marketing frameworks reflective of populations across the State to recruit foster and adoptive families

Objective: Develop marketing strategies reflective of the various counties across the State to recruit foster and adoptive families.

Goal 1, Strategy 1: To develop baseline data on children and families involved in the child welfare system across the State from which to build a marketing program.

Goal 1, Strategy 2: To develop radio, television, and website marketing materials designed to appeal to a range of cultures and families across the State.

Goal 1, Strategy 3: To establish a presence in communities throughout Colorado to inform and encourage families to become resource families.

Goal 2: The State will support and collaborate in cross-county and cross-agency partnerships to prepare families to care for the special treatment needs of Colorado children in placement

Objective: To improve services to children and families through education, training, technical assistance and advocacy to families and case managers.

Goal 2, Strategy 1: To increase cross-county sharing of resources.

Goal 2, Strategy 2: To increase cross-agency sharing of resources.

Goal 3: Through education, training, technical assistance, and advocacy the State will support agencies and providers in their care of children in out-of-home care

Objective: To improve services to children and families through education, training, technical assistance and advocacy to families and case managers.

Goal 3, Strategy 1: To gain accurate data to improve programs to care for children and families across the State.

Goal 3, Strategy 2: To support agency staff in their work with children in out-of-home placement.

Goal 3, Strategy 3: To support resource families through education.

VI. CHARACTERISTICS OF CHILDREN IN CARE

A. Children and Youth Requiring Foster Care and Adoption

Every child deserves a stable and lasting family life and should not be deprived of it except for urgent and compelling reasons. There are currently 365 children in Colorado in need of recruitment of adoptive families. Children who experience instability because of multiple placements have repeated losses of family, school, and friends that can interfere with their ability to organize and focus. These children frequently suffer with behavioral and mental health problems, educational difficulties, juvenile delinquency, and a lack of secure attachments with caregivers and trusting relations with adults. All of these problems can cause a child to be unable to function responsibly as an adult. All children removed from their family homes require safe, stable, and consistent families with whom they can stay temporarily.

B. Children and Youth with Special Health Care Needs

Every child and youth with special health care needs must be placed in a home that will meet their specific health care needs. Chronic illness can have a devastating impact on a child and the child's family life. Children and families coping with developmental disabilities and other special health care needs face negative stereotypic attitudes and misconceptions. These attitudes can interfere with children and youth receiving adequate services.

C. Children and Youth in Over-Represented Populations

African American and Hispanic children are dramatically over-represented at all stages of Colorado's child welfare system. These children wait far longer than Caucasian children for adoption, and are at far greater risk of never experiencing a permanent home. It is imperative that over-representation be reduced and eliminated.

D. Sibling Groups

Children being placed out of their homes suffer a myriad of losses and separation of a sibling also placed can be devastating. Siblings should be placed together absence evidence of potential harm in their being placed together. Colorado needs families who can help ensure siblings are not separated unnecessarily.

E. Children and Youth Over Age Ten

Transition into middle school presents complex challenges, including exposure to a larger peer group, increased expectations for time management and self-monitoring, renegotiation of rules with parents, and pubertal changes. For children in foster care, this transition is complicated by their maltreatment histories, living situation changes, and difficulty explaining their background to peers and teachers. Boys in foster care often have not had strong role models to help them appreciate structure and authority. Girls in foster care often have experienced sexual abuse and are at risk for associating with older antisocial males. Failures in middle school can initiate processes with cascading negative effects, including delinquency, substance abuse, mental health problems, and health-risking sexual behaviors.

F. Children and Youth with Emotional and Behavioral Challenges

Emotional and behavioral issues often stem from a child's loss of parents, siblings, grandparents, and other significant people. Depending on the circumstances, and how the child has been treated, feelings of grief, abandonment, low self-esteem, and identity confusion will arise. Children often express these very difficult feelings through equally difficult behaviors.

G. Gay, Lesbian, Bisexual, Transgender (GLBT) Children and Youth

Lesbian, gay, bisexual, and transgender children and youth (GLBT) and those perceived to be GLBT are more likely to face disapproval, abuse and neglect — including being thrown out of their homes — than their non-GLBT peers. These children and youth may miss school often to avoid harassment, many of them drop out before graduation, and may turn to suicide to avoid

hostility. Often misunderstood within the child welfare system, it is essential to provide supportive placements and services for GLBT children and youth once they are in the foster care system. Twenty to forty percent of Denver's homeless children and youth are members of the GLBT community (National Gay and Lesbian Task Force survey, 2004). These children and youth need families who are tolerant and supportive of diversity, and who welcome being educated on how best to guide these children and youth.

H. Native American Children and Youth

The mission of the National Indian Child Welfare Association is that every Indian child must have access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong - free from abuse, neglect, sexual exploitation, and the damaging effects of substance abuse. Under the Indian Child Welfare Act (ICWA) tribes have jurisdiction over the proposed adoption of any Native American child living on a reservation. Extended families or tribal placements are given automatic priority over all other applicants.

VII. 2011 – 2013 RESOURCE FAMILY RECRUITMENT PLAN AND ACTION STEPS

Goal 1: The State will support and collaborate with counties and private placement agencies to develop marketing frameworks reflective of populations across the State to recruit foster and adoptive families.

Objective: Develop marketing strategies reflective of the various counties across the State to recruit foster and adoptive families.

Goal 1, Strategy 1: To develop baseline data on children, youth and families involved in the child welfare system across the State from which to build a marketing program.

Results Intended: A clear understanding of marketing strategies appropriate for various communities across the State.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Work with the NRC Recruitment and Retention of Foster and Adoptive Parents at AdoptUSKids to develop a rural Marketing Segmentation program.	June 2012	<ul style="list-style-type: none"> Brian Brant Mary Griffin 	Submitted request to Region VIII. Preliminary discussions with the NRC occurred in December 2010. CDHS awaits approval of the request.
Establish a baseline of quantitative data regarding families who foster and adopt in Colorado through a rural Marketing Segmentation program.	June 2011	<ul style="list-style-type: none"> Brian Brant Mary Griffin 	Identification of demographic composition of children, youth and families entering the child welfare system across counties participating in rural Colorado.
Work with the NRC to establish profiles of successful foster and adoptive families in rural locations in a minimum of 10 counties.	February 2012	<ul style="list-style-type: none"> Brian Brant Mary Griffin 	Each county participating in the pilot will have increased knowledge about characteristics of successful foster and adoptive families in their respective counties.
Work with participating rural county departments to develop recruitment and retention strategies for successful foster and adoptive parents.	June 2012 and Ongoing	<ul style="list-style-type: none"> Brian Brant 	County departments participating in the rural Marketing Segmentation program will demonstrate a 10% increase in recruitment and retention of foster and adoptive families.
Sharing information and data about the characteristics of children, youth and families to rural county departments.	October 2011	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Each county, or set of contiguous counties, will have information on which to build a pool of qualified foster and adoptive families.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Using the outcomes from Marketing Segmentation, tailor recruitment efforts for rural counties.	June 2012 and Ongoing	<ul style="list-style-type: none"> Brian Brant 	Establish pools of resource families in the participating rural counties who reflect the children placed out of their homes.

Objective: Help families across Colorado identify the need for their help to children being placed out of their homes.

Goal 1, Strategy 2: To develop radio, television, and website marketing materials designed to appeal to a range of cultures and families across the State.

Results Intended: Use of diverse media to communicate to families how fostering and adopting will benefit them and the children and youth placed in their homes.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Monitor and analyze user feedback semi-annually (May and December) from www.changealifeforever.org regarding foster and adoptive information and update as needed.	December 2010 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Reduce barriers for families interested in fostering and adopting by providing easily accessible information to be used in their self-assessments.
Utilize radio and television to create awareness of the need for foster and adoptive families.	January 2012 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Increase community knowledge of the need for foster and adoptive families.
In collaboration with county departments, create a series of marketing materials specific to different communities statewide.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Appeal to diverse populations statewide. This has begun in targeted rural communities.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Increase public awareness and connection to resources through the media, e.g. newspapers, special interest magazines, PSAs and radio ads, etc. New PSAs for sibling recruitment. Statewide dissemination of "Fostering Families TODAY."	March 2011 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Establish pools of resource families statewide that reflect the children and youth placed out of their homes.
Use/develop specialized resource family campaign for sibling groups, e.g. AdoptUSKids resources, marketing materials.	December 2011	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Create awareness for Colorado families as to the need to keep siblings placed together.
Use/develop community outreach/recruitment materials e.g. AdoptUSKids resources, marketing materials that highlight the need for families for older children/ youth.	December 2011	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Increase the number of resource families for children and youth over the age of ten.

Objective: Help families across Colorado identify the need for their help to children and youth being placed out of their homes.

Goal 1, Strategy 3: To establish a presence in communities throughout Colorado to inform and encourage families to become resource families.

Results Intended: Diverse communities across Colorado will understand how fostering and adopting will benefit them and the children and youth placed in their homes.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Provide counties with giveaways for booths and fund booth fees for community events.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Support the ability of agencies to reach out to communities to inform families about foster care and adoption.
Create and disseminate recruitment packets for distribution to churches and other faith-based organizations.	January 2011 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Colorado's Faith-Based Collaborative Pastor Brian Mavis, LifeBridge Christian Church, Longmont Pastor Brian Carlucci, Cornerstone Church, Boulder Pastor Rick Valore Precious Child 	Increased recruitment through faith-based communities. A request by pastors to other church pastors to call congregations to consider fostering, adopting, or other ways to support families who foster and/or adopt.

Colorado Department of Human Services Recruitment and Retention Plan
February 11, 2011

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Increase the Heart Gallery to a year-round project.	Completed	<ul style="list-style-type: none"> • Kari Stewart • Laurel Moore • Brian Brant • The Adoption Exchange • Professional Heart Gallery Photographers 	Expand community knowledge of the need for foster and adoptive families and increase the of the number of foster and adoptive families
Create a second Heart Gallery to be managed by faith-based organizations.	Completed	<ul style="list-style-type: none"> • Laurel Moore • Brian Mavis, Lifebridge Christian Church, Longmont 	Expand community awareness of the need for foster and adoptive families and increase the number of foster and adoptive families.
Provide Mini Heart Gallery for smaller churches in Northern and Eastern Colorado.	Ongoing	<ul style="list-style-type: none"> • Laurel Moore • Brian Brant • Dick Fisher 	Expand community awareness of the need for foster and adoptive families.
Provide 6 Mini Heart Galleries to be used by rural counties and other special events statewide.	Ongoing	<ul style="list-style-type: none"> • Laurel Moore • Brian Brant 	Expand community awareness of the need for foster and adoptive families and increase the of the number of foster and adoptive families
Offer information and technical assistance to Tribes to provide for their placement needs.	June 2011 Ongoing	<ul style="list-style-type: none"> • Laurel Moore • Brian Brant • Ute Mountain Ute Tribe • Southern Ute Indian Tribe 	Assist in the recruitment and retention needs of the Tribes.
Provide access to training for Native home study workers in the SAFE format.	March 2011	<ul style="list-style-type: none"> • Mary Griffin • Brian Brant • Laurel Moore • Connie Vigil 	Increase the number of Native American SAFE home study evaluators and provide technical assistance as needed. Notification to DIFRC on accessing SAFE training.

Goal 2: The State will support and collaborate in cross-county and cross-agency partnerships to prepare families to care for the special treatment needs of Colorado children and youth in placement.

Objective: To improve services to children, youth and families through sharing public and private resources.

Goal 2, Strategy 1: To increase cross-county sharing of resources.

Results Intended: Efficient use of resources through sharing among counties and the State.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Collaboration among agencies to recruit families through our partnerships with the Butterfly Pavilion, Pepsi Center, and the Denver Zoo.	October 2010 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Recruit families who will foster and adopt sibling groups.
Support agencies' Teen Recruitment meetings.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Develop new ways of recruiting and retaining families to care for older children and youth.
Increase sharing resources e.g. home studies, training, and families among agencies.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant Mary Griffin Constance Vigil 	Ensure that families able to care for children and youth are available in communities in need of resources.
Explore opportunities for partnerships with family serving organizations and venues to increase outreach to the community such as the Cheyenne Mountain Zoo in Colorado Springs, the Children's Museum, the Wildlife Experience, Elitch Garden Theme Park, 4-H, Rural Solutions, and the National Western Stock Show.	September 2010 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Recruit families who will foster and adopt sibling groups.

Objective: To improve services to children, youth and families through sharing public and private resources.

Goal 2, Strategy 2: To increase cross-agency sharing of resources.

Results Intended: Efficient use of resources through sharing and to provide opportunities for community members to assist children and youth in the child welfare system.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Explore partnerships with health care resources.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Partnerships with health care resources to help recruit and educate potential resource families for children and youth in Colorado with special needs.
Pursue stronger partnership with private organizations serving GLBT children and youth, e.g. booths at PRIDE fest, information sessions at the GLBT Community Center (the Center).	November 2010 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Educate communities on the needs of GLBT children and youth.
Partner with community and faith-based agencies to support children and youth in out-of-home care and resource families.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Enlist the resources of the faith communities to support children and youth in care.

Goal 3: Through education, training, technical assistance, and advocacy the State will support agencies, Tribes, and providers in their care of children and youth in out-of-home care.

Objective: To identify the needs of children and families involved in Colorado's child welfare system.

Goal 3, Strategy 1: To gain accurate data to improve programs to care for children, youth and families across the State.

Results Intended: Accurate data on children, youth and families within the child welfare system with which to create programs.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Using Trails, identify Colorado resource families who identify themselves as Native American.	December 2011 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Increase the pool of Native American resource families.
Outreach with the Denver Indian Family Resource Center (DIFRC), Tribes, and the identified families to recruit for additional Native American families to care for children and youth in out-of-home care.	October 2011 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Increase the number of Native American resource families.
Determine the number of children and youth with Native American ancestry and in out-of-home care.	Completed	<ul style="list-style-type: none"> Laurel Moore Brian Brant Mary Griffin 	Identify Native American children and youth in out-of-home care, including congregate care, with Native American caregivers.

Objective: To provide case managers, with the tools and education they require, to meet the needs of children and youth in out-of-home placement.

Goal 3, Strategy 2: To support agency staff in their work with children and youth in out-of-home placement.

Results Intended: Efficient use of resources through sharing and to provide opportunities for community members to assist children and youth in the child welfare system.

Action/Description	Completion Date	Responsible Party	Results/Outcomes
Explore the enhancement of www.changealifeagain.org website to allow agency staff to post information regarding their recruitment efforts.	December 2010	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Share promising practices among agencies.
Identify promising recruitment practices.	April 2012	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Share promising practices at quarterly Foster Care Coordinator meetings and Adoption Supervisor meetings.
Provide assistance to prospective foster and adoptive parents through phone calls, e-mails, responses to "Child Information Requests", speaking to groups, etc.	Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant Mary Griffin Connie Vigil Sharen Ford 	Increase the pool of foster and adoptive families.

Objective: To retain resource families and to ensure wellbeing of children and youth in care in Colorado.

Goal 3, Strategy 3: To support resource families through education and training.

Results Intended: Resource families have the tools necessary to meet children's and youth's needs placed in their homes.

Action Description	Completion Date	Responsible Party	Results/Outcomes
Provide training to families to help sustain their caregiving.	Ongoing	<ul style="list-style-type: none"> Colorado State Foster Parent Association CDHS Training Academy 	Provide support and education to resource families.
Encourage public and private providers to talk openly with foster and prospective adoptive families about their ability to provide a supportive and encouraging	October 2011 and Ongoing	<ul style="list-style-type: none"> Laurel Moore Brian Brant 	Recruit families and educate current resource families as to the special needs of GLBT children and youth.

Colorado Department of Human Services Recruitment and Retention Plan
February 11, 2011

environment for GLBT children and youth.			
Provide assistance to the counties and private agencies to educate prospective foster and adoptive families on GLBT children and youth in the system and the special needs and resources available to support the children and youth.	October 2011 and Ongoing	<ul style="list-style-type: none"> • Laurel Moore • Brian Brant • Community Agencies 	Recruit families and educate current resource families as to the special needs of GLBT children and youth.