

Foster and Adoptive Parent Diligent Recruitment Plan

South Dakota's 2016 CFSR rated the foster and adoptive parent licensing, recruitment, and retention system as a strength. The rating was supported by the statewide assessment and through stakeholder interviews. The 2016 CFSR Final Report found South Dakota's efforts for ensuring the diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of children in the state for whom foster and adoptive homes are needed was a strength statewide.

CPS utilizes FACIS (Family and Children Information System) to inform the development of the division's recruitment plan for foster and adoptive parents. FACIS provides real time data such as age, gender, race, and tribal affiliation of children and youth in custody. The data is available by office, region, and statewide, allowing staff to have the data at their fingertips to analyze trends. FACIS staff are adding data elements to capture when brothers and sisters are placed together or placed separately to assess the need for placement resources to serve this population.

Based on FACIS data, key considerations in recruiting families are age and race, with approximately 71% of the children in custody between the ages of 0-11 and with 65% of the children and youth in custody being Native American. Native Americans make up 8.66% of the population in South Dakota, therefore creating a significant challenge to recruit an adequate pool of Native American resource families. There are 102 Native American foster homes comprising 11.8 % of total licensed foster homes. In addition, it is difficult to recruit families for teenagers. Youth ages 12-18 are approximately 28% of the youth in custody; 59% of these youth are placed in family settings. It is especially challenging to locate placement resources for youth discharging from group care or residential treatment. Approximately 90 sibling groups of brothers and sisters statewide are currently placed in different homes. Monthly assessments that identify opportunities to place siblings together are required. CPS offers additional supports, including financial support, to assist families willing to keep siblings together. CPS is fortunate to find families to care for children with complex medical conditions, however, the need continues for more specialized foster and adoptive homes. Families are needed with special skills in caring for children with significant developmental delays, genetic disorders, prenatal drug and alcohol effects, drug-addicted newborns, and rare/complex medical diagnoses.

As stated before, data related to children such as gender, age, race, and tribal affiliation are available on the FACIS system. CPS utilizes data when developing state-wide and regional recruitment plans. Data for age, gender, and race remain consistent across regions. The exception is Regions 1, 3, and 4 who have higher percentages of Native American children. These regions are located on or near the three highest populated Indian reservations in the state. Regional recruitment plans in these areas include partnerships with local tribes to develop and carry out recruitment strategies.

Data from FACIS as of May 31, 2019 utilized to inform recruitment efforts is provided below.

Percentage of Children in Custody Statewide by Age Group

Age Group	0-4	5-11	12-15	16-18	19-21
Percentage in Custody	37.4%	34.1%	18.1%	10.3%	.1%
Percentage in Family Setting*	92.6%	83.8%	55.3%	45.6	33.3%

*This number does not include children and youth in trial reunification.

Gender of Children in Custody Statewide

Male	Female
52.3%	47.7%

Race of Children in Custody Statewide

Black	Indian	White	Asian	Hawaiian/Pcf	Hispanic
6.1%	65.4%	27.9%	.5%	.2%	5.8%

Tribal Affiliation: Number of Children in Custody Statewide

Sisseton - Wahpeton	Standing Rock	Crow Creek	Cheyenne River	Lower Brule	Oglala Nation	Rosebud	Flandreau-Santee	Yankton
19	34	35	77	29	102	84	2	57

Tribal Affiliation: Number of Children in Custody by Region

Region	Sisseton-Wahpeton	Standing Rock	Crow Creek	Cheyenne River	Lower Brule	Oglala Nation	Rosebud	Flandreau-Santee	Yankton
1	1	9	1	24	0	46	35	0	0
2	0	2	0	0	0	1	4	0	4
3	0	5	0	40	3	1	16	0	0
4	1	2	23	5	15	3	12	0	0
5	12	4	2	0	5	0	5	2	2
6	1	8	9	5	6	19	28	0	22
7	0	0	0	3	0	5	5	0	29

CPS manages a recruitment and retention plan for each of the seven regions in the state. Regional recruitment strategies are developed and incorporated into the regional plans based on the review of characteristics of children and youth entering care in the past year and the inventory of capacity of current regional placement resources. Messaging in recruitment strategies is focused on the region's data and greatest placement needs for children and families served in their region. Recruitment plans are updated periodically with upcoming recruitment events planned and carried out in their local area. CPS plans will bring licensing supervisors together in fiscal year 2020 to review and update the standardized recruitment planning process for each region. A standardized process will be created to update regional recruitment plans and report on progress measurement throughout the year. This process will be in place by August 2020 and monitored on an annual basis during fiscal years 2021-2024.

CPS is exploring options to create new recruitment video(s) to replace videos on the FosterOne website through a Request for Proposals (RFP) or seek approval to use state agency experts in video and digital media to create the videos. Governor Noem released a video on May 31, 2019 of an interview with a foster family telling of their foster parenting journey which led to the adoption of two children placed in their home. During Governor Noem's 2019 State of the State address, she pledged to use her voice to share the need for foster and adoptive parents; CPS will explore opportunities to feature Governor Noem in recruitment. Video ideas include testimonials from a Native American foster family, a successful partnership between a birth family and foster family to reunify, families who foster siblings, siblings who have been adopted to speak about the importance of being together, and a young adult who transitioned from foster care to adulthood. The division will launch a robust social media recruitment campaign to communicate with the public throughout the year about recruitment needs, the process to become licensed, and other ways to support foster and adoptive families. Social media campaigns will include public service announcements and bring public awareness to the need for more placement resources and appreciation for those who have stepped up during National Kinship Care Month (September), National Adoption Month (November) and National Foster Care Month (May).

CPS recognizes value in working with private agencies in the recruitment and retention of foster and adoptive parents. CPS has a long history of collaborating with private child placement agencies to recruit placement resources for specific populations of children. For example, one agency has developed four salaried foster homes for teens to prevent group care or residential treatment or as a step down from those placements. These youth are not able to return home and benefit from living in a family setting while working on their transition goals. Another agency has assisted CPS in finding families with specialized skills like a nursing background to care for children with complex medical needs. These partnerships between CPS and other agencies will continue.

The "Why Not You?" task force is a coalition of five public and private adoption agencies in Pennington County and Minnehaha County. The agencies involved include Catholic Family Services (Sioux Falls), Catholic Social Services (Rapid City), Bethany Christian Services, Children's Home Society, and Lutheran Social Services who have offices in both Pennington and Minnehaha Counties and the CPS's FosterOne program. The coalition began working together in late 2015 to increase the number of foster and adoptive foster families in South Dakota, particularly in western South Dakota where the need was greatest. The five agencies work together to provide services to children whose families are in crisis, to infants in need of a transitional and/or permanent home, to children adopted

internationally who were at risk to perish in their country of origin, and to children in tribal custody.

America's Kids Belong is a newer partnership with South Dakota to recruit more foster and adoptive families, as well as find permanent homes for children in the foster care system. The mission statement of America's Kids Belong is to empower leaders in government, faith based, business, and creative sectors to end the crisis for children in foster care state by state. In the spring of 2018, America's Kids Belong launched an effort to provide information about foster care to five church congregations in the Sturgis and Deadwood office coverage areas. A component of the recruitment campaign involved educating the congregations about the specific needs of children in their area needing a foster or adoptive home. In addition, America's Kids Belong asked individuals from these congregations who might not want to foster, to consider supporting or "wrapping around" families who are providing foster care in their community. In fall of 2018, 10 families came forward to begin the licensing process. Families providing wraparound supports have been assigned to each family as they are licensed. Feedback from foster families receiving wraparound supports such as meals, grocery shopping, babysitting, supplies for children in care like diapers and formula, etc. has been very positive. America's Kids Belong created a Facebook page to help disseminate information about foster and adoptive parenting in South Dakota titled "South Dakota Kids Belong". CPS and America's Kids Belong are developing plans to move the program across the state, one region at a time.

South Dakota's foster care recruitment program, FosterOne, continues to be the state's recruitment program in the five-year plan. The FosterOne campaign repeats the word "one" to help the public link the program to foster care recruitment messaging. FosterOne invites individuals and families to be "the one to open your heart", take "one minute" to learn more about foster care, to be the "one to make a difference" in a child's life. The FosterOne brand is utilized in all recruitment materials across the state by CPS. The materials carry the FosterOne logo, color scheme, and images which represent various ages of children and cultures in South Dakota. FosterOne tri-fold display boards and table skirts with the Foster One logo are available to each region as a visual aid for recruitment presentations, booths, and events. Promotional items with the FosterOne logo are available for CPS staff to distribute at recruitment events. FosterOne brochures include information about the need for foster parents, steps to be licensed, and contact information for more information. "Commit to Know More" postcards are available for individuals interested in learning more about fostering and adopting. "Commit to Know More" cards are placed at recruitment events, businesses, and other community locations likely to attract potential foster and adoptive families. When a "Commit to Know More" card is received, the card is provided to the local Child Protection Services office near the individual's home address to contact, provide additional information, and continue the dialogue about foster parenting. The www.FosterOneSD.org website was created to be a source of information accessible to the public; it provides individuals the option to submit a "Commit to Know More card" electronically. The South Dakota Department of Social Services website maintains a link to the FosterOne website. Child Protection Services will submit an application to decorate a Christmas tree for the annual "Christmas at the Capitol" during the holiday season with a foster and adoption family theme. FosterOne "Commit to Know More" cards will be placed on or near the tree for the public to request information. The trees are seen by thousands of visitors during the holiday season.

South Dakota Native Foster Care (SDNFC) is a tribal-state foster care recruitment and retention campaign focused on increasing placement resources for Native American

children. A group of tribal and state representatives began this initiative in 2014 through an Indian Child Welfare Act recruitment project supported by Casey Family Programs. South Dakota Native Foster Care recruitment materials are available, including brochures and SDNFC “Commit to Know More” cards and are disseminated in tribal communities and at tribal pow-wows, the annual Lakota Invitational Tournament and other events where Native American families gather. There is a South Dakota Native Foster Care Facebook page managed through the Tribal-State Workgroup. The Facebook page contains contact information for state and tribal offices across the state who license foster families, as well as a link to the FosterOne website for more information. Tribal and state administrators of the Facebook page share responsibility for adding content and information related to foster care recruitment and retention.

CPS utilizes PRIDE Online (Parent Resources for Information, Development, and Education) as its pre-service training curriculum for perspective foster and adoptive parents. PRIDE is a competency-based model and is based on the belief that resource families need to have special strengths, knowledge and skills, as well as a community of supports to be successful. The PRIDE curriculum is based on competencies that promote understanding of how to best help children who have been abused and neglected, and to also strengthen all families: birth, foster, or adoptive.

CPS contracts with a private agency, Children’s Home Society, to provide PRIDE pre-service training and conduct the initial home studies of perspective foster and adoptive families in six of the seven regions. CPS licensing staff complete the licensure process and are responsible for ongoing services and supports to the new families, as well as their annual renewal visit.

CPS is experiencing challenges with the current licensing process such as waiting lists for training and delays in completion of initial home studies. CPS and Children’s Home Society began discussions to identify what is impacting the process, but without a more in-depth study of the licensing process, it is not possible to formulate an effective plan to address the issues. Therefore, CPS is forming a workgroup to include CPS licensing staff, contract staff, and foster and adoptive parents to complete a review of the current licensing process from inquiry to licensure utilizing CQI protocol. The purpose for the review is to identify barriers and effectiveness in the licensing process to ensure licensing resources are being utilized in the most efficient and cost-effective manner. The workgroup will review the make-up of current waiting lists, the process of selecting and prioritizing families for training classes, the availability of training classes statewide, optimum number of participants per training class, licensing completion rates, and what barriers prevent families from completing the process. In addition, the group will evaluate information regarding the time between various stages in the licensing process such as initial inquiry to enrollment in training, beginning to completion of training, beginning of training to home study completion and time from initial inquiry to licensure. Additional factors to review related to timeliness for licensure are process for criminal background checks and central registry screening. The review will capture any difference between licensure of kinship vs. non-kinship families to determine if a different process would benefit kinship families. The review will begin in August 2019 with a completion date of March 2020. Written findings and recommendations will be submitted to the Division Director by April 2020. The overall goal is to ensure quality families are available to care for children and youth in the foster care system and for adoption.

Four of the nine Native American tribes in South Dakota license tribal foster homes in their area: Standing Rock Sioux Tribe, Oglala Sioux Tribe, Sisseton-Wahpeton Oyate, and Flandreau Santee Sioux Tribe. The South Dakota Native Foster Care workgroup created brochures and a Facebook page to provide tribal members information to connect with licensing agencies, both state and tribal, across the state. Extending Families through Unity is a 30-hour pre-service foster and adoptive training program adapted from the PRIDE curriculum based on the traditions and culture of Indian people and available as an alternative training in some of the tribal communities in South Dakota. The training is facilitated by state and tribal stakeholders.

CPS licenses 12 private child placement agencies which provides them the authority under South Dakota Administrative Rules to license foster and/or approve adoptive families for placement of children. CPS maintains oversight of private child placement agencies through annual licensing reviews. CPS works very closely with five child placement agencies who provide therapeutic or treatment foster care for children and youth with behavioral or emotional needs, complex medical conditions, and for teens who no longer require a more restrictive placement setting and present challenges due to their placement history and behavioral challenges. Child placement agencies develop and facilitate recruitment strategies to recruit foster families based on data provided by CPS regarding the placement of children and youth with specialized needs. Child placement agencies partner with CPS on local foster care recruitment events.

CPS employs 19 licensing FSS throughout the state available 8:00 to 5:00 Monday through Friday to members of the community interested in fostering or adopting. The DSS website also has a link with the names and contact for each child placement agency in the state.

<https://dss.sd.gov/childprotection/fostercare/resources.aspx>

The DSS website also contains a link to the ICWA Directors for the nine tribes if community members wish to contact tribes regarding foster parenting or adoption through a tribal program. <https://dss.sd.gov/childprotection/icwa/directory.aspx>

South Dakota is comprised of a diverse population of families from many races and cultures. Native American children and families constitute the highest percentage by race receiving services from Child Protection Services. All newly hired Family Services Specialists and Supervisors are required to complete six hours of training in cultural consciousness as part of their certification training. The training is facilitated by the ICWA Program Specialist. The training includes an emphasis on working with Native American families, however, it also focuses on enhancing skills for cultural competence with all cultures.

All CPS staff are required to complete PRIDE pre-services as part of their initial training. Session five of the pre-service training is titled "Strengthening Family Relationships" and contains a training objective to support development of positive cultural identity. Session seven of the pre-service training contains a training objective to support cultural issues in permanency planning for children. In addition to the pre-service training, in-service training session titled "Valuing and Making a Commitment to Cultural Competence" is available through PRIDE Online and licensing staff are encouraged to complete it

The Department of Social Services provided mandatory cultural awareness training for all employees in 2018 facilitated by a training coordinator with the Tribal Chairman's Health

Board. The training focused on educating employees about the history of Native American tribes in South Dakota along with historical trauma and its impact on the health and well-being of tribal members. This training will be incorporated into the annual New Employee Day training held for all new department employees starting in September 2019. In addition, a poverty simulation is conducted during New Employee Day to provide new employees insight in to the challenges families experiencing poverty face from day to day and encourage empathy when working with all individuals and families.

CPS has the ability to utilize interpreters and Interpretalk in each office, as needed. Interpretalk is a dial-in interpreter service which provides translation services in real time.

PRIDE Online has close captioning for numerous languages. Those languages include Afrikaans, Albanian, Amharic, Arabic, Armenian, Azerbaijani, Bangla, Basque, Belarussian, Bosnian, Bulgarian, Burmes, Catalan, Cebuano, Chinese, Corsican, Croatian, Czech, Danish, Dutch, English, Esperanto, Estonian, Filipino, Finnish, French, Galician, Georgian, German, Greek, Gujarati, Haitian Creole, Hausa, Hawaiian, Hebrew, Hindi, Hmong, Hungarian, Icelandic, Igbo, Indonesian, Irish, Italian, Japanese, Javanese, Kannada, Kazakh, Klimer, Korean, Kurdish, Kyrgyz, Lao, Latin, Latvian, Lithuanian, Luxembourgish, Macedonian, Malagasy, Mala, Malayalam, Maltese, Maori, Marathi, Mongolian, Nepali, Norwegian, Nyanja, Pashto, Persian, Polish, Portuguese, Punjabi, Romanian, Russian, Samoan, Scottish Gaelic, Sebian, Shona, Sindhi, Sinhala, Slovak, Slovenian, Somali, Southern Sotho, Spanish, Tajik, Tamil, Telugu, Thai, Turkish, Ukrainian, Urdu, Uzbek, Vietnamese, Welsh, Western Frisian, Xhosa, Yiddish, Yoruba, and Zulu.

There are no fees related to becoming a foster parent in South Dakota.

Kinship searches begin immediately when a child is deemed to require out of home care and continue throughout the life of the child's case until permanency is achieved. When a child is placed with a kinship family, the family is offered the option to complete a kinship home study or complete the foster care licensing process which provides a monthly reimbursement. If a family completes a kinship home study and later decides to become licensed, information from the kinship home study is provided to the licensing FSS to prevent duplication in the home study process and alleviate unnecessary delays for the kinship family.

Permanency Roundtable meetings are currently being utilized to improve permanency outcomes for youth in out of home care placement in South Dakota. Permanency Roundtables is a model for holding structured internal meetings to staff a child or sibling group to develop strategies and action steps with a goal of achieving more timely permanence for children. Implementation began in South Dakota in July 2016 when a Training of Trainers was held with a core group of Child Protection Services staff committed to improving permanency outcomes for youth. As of June 2019, four of seven regions are holding Permanency Roundtable meetings on a consistent basis. Fidelity reviews of the Permanency Roundtable model in these regions are scheduled to occur by January 2020. All seven regions will be holding Permanency Roundtable meetings by July 2021 and continued fidelity reviews are scheduled for the three remaining regions by July 2022.

America's Kids Belong organized video shoots for children in CPS custody without an identified adoptive family and features the children on the South Dakota Kids Belong

Facebook page. When families inquire about specific children, they are connected with the child's FSS for further assessment. The videos are provided to adoption recruitment staff to utilize in other child specific recruitment efforts in their local area.

South Dakota partners with national adoption exchange websites such as the Adoption Exchange and Adopt US Kids to assist in matching children without an identified adoptive family with families who have been approved for adoptive placement. After children are legally cleared to be adopted by the court system, policy directs adoption staff to register children on these adoption registry websites to begin searching for a family. Concurrently, ongoing relative search and state-wide searches for adoptive families are conducted.