

NC Department of Health and Human Services

Benchmarks Presentation

Presenter:
North Carolina Division of Social Services

May 11, 2023

Agenda

- **NC DSS Updates – Katie Swanson**
- **Diligent Recruitment and Retention Plan – Kimaree Sanders**
- **Announcements – Kimaree Sanders**

Diligent Recruitment and Retention



Kimaree Sanders,
Section Chief Regulatory and Licensing

Purpose of Diligent Recruitment and Retention

- To acquire a sufficient, diverse pool of foster, adoptive, and kinship families.
- Better outcomes for children and youth.
- Families who are trained and able to meet the needs of children and youth.
- Increase placement stability.
- Allow children and youth to remain in their communities.
- Timely permanency for children and youth.

Statistics - as of June 30, 2023

Number of children/youth in foster care:

10,996

- Regular Foster Care (ages 0-17): **10,164**
- Extended Foster Care (ages 18-21): **832**

Number of foster homes: 5,849

- Licensed with DSS: **2,145**
- Licensed with Private Agencies: **3,697**
- Eastern Band of Cherokee Indians: **7**

Foster Parent Demographics

Family Foster Parents with Licenses Active on 6/30/2023		
Race (n=9847)	White	6208
	Black/African-American	3085
	Unable to Determine	349
	American Indian or Alaskan Native	102
	Bi-racial/Multi-racial	66
	Asian	29
	Native Hawaiian or Other Pacific Islander	8
Age Range (n=9847)	20s	561
	30s	2705
	40s	2667
	50s	1999
	60s	1143
	70s	402
	80 and older	41
	Unable to Determine	329
Number of Parents Who Are Part of a One or Two Parent Household (n=9847)	One Parent Household	2139
	Two Parent Household	7708

A New Direction

- Alignment with NC Priorities
- NC Diligent Recruitment and Retention Plan



North Carolina's Priorities

Strengthen kinship care practice

Data-driven

Emphasize permanency

Targeted strategies

Strengthens partnerships

State-Level Recruitment and Retention

- Foster Family Alliance
- NC Kids Adoption and Foster Care Network (NC Kids)
- NC Permanency Innovation Initiative (PII)
- Fosteringnc.org
- Training for County Staff
- Propio Language Services Company
- **Statewide Awareness Campaign – NEW**
- **NC Diligent Recruitment and Retention Plan - NEW**

You Can Be Their Yes!

Focus:

- **Awareness for the need for foster homes.**
- **Placements for sibling groups.**
- **Placements for older youth.**

- **Campaign ran from November 2022 through December 2022.**

- **New landing page: www.ncdhhs.gov/fostering**

- **Will begin another awareness campaign in August/September of 2023.**

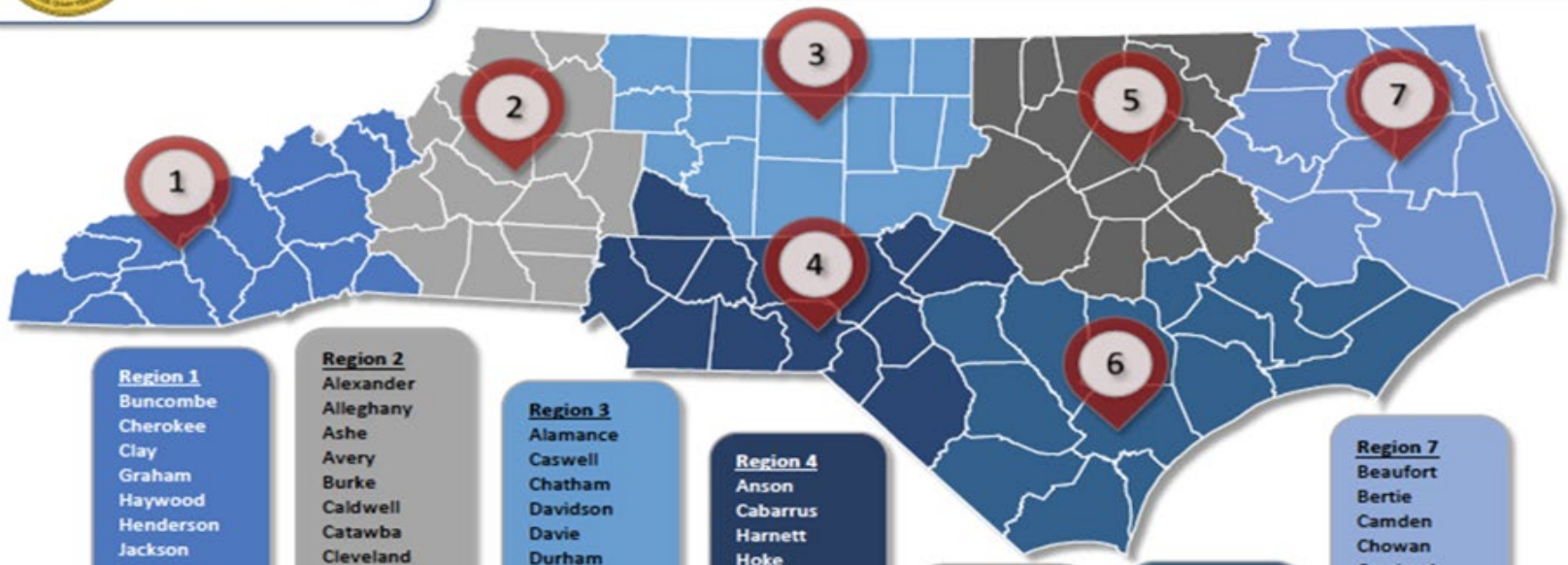


Six New Strategies

1. Move from one hundred (100) county-level DRR plans to seven (7) regional-level plans.
2. Retain kinship, foster, and adoptive families through training opportunities and building support networks that meet their unique needs.
3. Develop approaches to support the DRR work and practices in a Kin-First culture.
4. Increase utilization of NC Kids to decrease the time children and youth spend in foster care.
5. Continue the statewide awareness campaign for kinship, foster, and adoptive families.
6. Develop and implement a CQI process for the DRR plan.

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Social Services

North Carolina Child Welfare Services Regional Map



Region 1
Buncombe
Cherokee
Clay
Graham
Haywood
Henderson
Jackson
Macon
Madison
Mitchell
Polk
Swain
Transylvania
Yancey

Region 2
Alexander
Alleghany
Ashe
Avery
Burke
Caldwell
Catawba
Cleveland
Gaston
Iredell
Lincoln
McDowell
Rutherford
Watauga
Wilkes

Region 3
Alamance
Caswell
Chatham
Davidson
Davie
Durham
Forsyth
Guilford
Orange
Person
Randolph
Rockingham
Stokes
Surry
Yadkin

Region 4
Anson
Cabarrus
Harnett
Hoke
Lee
Mecklenburg
Montgomery
Moore
Richmond
Robeson
Rowan
Scotland
Stanly
Union

Region 5
Edgecombe
Franklin
Granville
Greene
Halifax
Johnson
Nash
Northampton
Pitt
Vance
Wake
Warren
Wayne
Wilson

Region 6
Bladen
Brunswick
Carteret
Columbus
Craven
Cumberland
Duplin
Jones
Lenoir
New Hanover
Onslow
Pamlico
Pender
Sampson

Region 7
Beaufort
Bertie
Camden
Chowan
Currituck
Dare
Gates
Hertford
Hyde
Martin
Pasquotank
Perquimans
Tyrrell
Washington

Regional Approach to Child Welfare Services
North Carolina's seven (7) child welfare service regions are designed to increase county collaboration, expand direct service programs, and improve accessibility to NCDSS resources and staff statewide.

NC DRR Plan Road Map – High Level



MILESTONE	MILESTONE	MILESTONE	MILESTONE	MILESTONE	MILESTONE	MILESTONE	MILESTONE
Updated NC DRR plan submitted to ACF.	Enter into workplan with CBCS to provided assistance with implementation.	Begin Statewide Awareness Campaign. Continue communication plan of NC DRR. Identify innovation zone.	Revise licensing packet. Research and provide recommendations for National Training and Development Curriculum (NTDC).	Start implementation plan with regional DRR plan. Evaluate the statewide awareness campaign.	Continue work with innovation zone.	Create database to track permanency outcomes for children/youth receiving child-specific recruitment activities.	Develop the template, guidance, process and procedures for regional DRR plan. Initial CQI process developed.

*Does not contain all the strategies of the NC DRR plan and subject to change.

Announcements



Foster Home Licensing Manager: Jenny Millsaps

Private Agency Quarterly Meeting: Postponed

Dear County Director's Letter: https://www.ncdhhs.gov/divisions/social-services/county-staff-information/county-director-letters

