

**RESOURCE FAMILY RECRUITMENT,
TRAINING AND RETENTION
ANNUAL REPORT**

July 1, 2004 – June 30, 2005

**CHILD AND YOUTH
PERMANENCY BRANCH**

JUNE 2006

Prepared By:
Data Systems and Survey Design Bureau
Administration Division
California Department of Social Services

Table of Contents

SUMMARY..... 1

CHARTS AND MAPS:

Funding Sources for Resource Family Recruitment, Training and Retention

Funding Sources for the Recruitment, Training and Retention of Resource Families 6

Funding Sources for the Recruitment, Training and Retention of Resource Families – By Region 7

Resource Families That Used Kinship Emergency Funds (KEF) – By Region..... 8

Resource Families Financially Sponsored to Attend Recruitment, Training and Retention (RTR) Events – By Region..... 9

Resource Family Recruitment (Staff and Methods)

Staff Designated to Recruitment of Resource Families – By Job Type 10

Resource Family Recruitment Methods..... 11

Counties That Operated a Toll-Free Telephone Number for Prospective Resource Families 12

Counties That Conducted Specialized Recruitment of Resource Families 13

Placement Availability

Difficulty in Placing Children – By Categories of Children	14
Licensed Resource Families That No Longer Accepted Placements	15
Reasons Licensed Resource Families No Longer Accepted Placements – By Number of Families and Counties.....	16
Licensed Resource Families That Did Not Receive Placements Based on County Decision	17
Reasons Licensed Resource Families Did Not Receive Placements Based on County Decision – By Region	18

Resource Family Training and Support

Median Number of Resource Family Training Hours Above Statutory Requirements – By Region.....	19
Staff Designated to Recruit Pre- and/or Post-Service Training Providers for Resource Families – By Region	20
Child Care Available to Resource Families Attending Training in SFY 2004/2005.....	21
Resource Families That Received Child Care – By Training Category/Regions	22
Funding Sources for Child Care	23
Funding Sources for Respite Care	24

County Goals for Resource Family Recruitment and Retention

Counties With Activities and/or Goals to Increase Recruitment of Resource Families	25
Activities and/or Goals That Increased Recruitment	26

Counties With Activities and/or Goals to Increase Retention of Resource Families	27
Activities and/or Goals That Increased Retention	28

Resources to Enhance Recruitment, Training and Retention

Resource Family Mentors – By Region.....	29
Counties That Collaborated With RF Organizations and Colleges to Improve Recruitment, Training and Retention Efforts in SFY 2004/2005.....	30
Collaboration Activities With Resource Family Organizations and Colleges to Improve Recruitment, Training and Retention	31

APPENDICES:

Appendix A	CDSS Six California Regions.....	32
	Statewide Data Disposition.....	33
Appendix B	“Other” Responses	34
Appendix C	Toll-Free Telephone Numbers	41
Appendix D	Pre- and/or Post- Service Training Providers.....	42
Appendix E	Position Titles, Total Staff and Hours for Pre- and/or Post- Service Training.....	47
Appendix F	Resource Family Organizations and/or Resource Family Chapters.....	48
Appendix G	Data Summary.....	55
Appendix H	Resource Family Recruitment, Training and Retention Survey [SFY] 04/05	67

SUMMARY

The California Department of Social Services' (CDSS) Child and Youth Permanency Branch issued All County Information Notice I-50-05, dated September 2, 2005, to administer the annual Resource Family Recruitment, Training and Retention Survey. The survey asked for information on county accomplishments in State Fiscal Year (SFY) 2004/2005, July 1, 2004 through June 30, 2005. Information is summarized in this report and, for some survey questions three year data comparisons are provided. The data are displayed statewide and regionally.

Data was reported by 50 counties that conducted recruitment, training and retention activities for resource families in SFY 2004/2005. Five counties utilized Foster Family Agencies (FFA) to conduct activities related to resource families and therefore did not submit data. A FFA is an organization engaged in recruiting, certifying, training and providing professional support to foster parents or finding homes or other locations for temporary or permanent placement of children who require that level of care as an alternative to group home care. These five counties are located in the North/Mountain Region (see Appendix A for a description of the regions and statewide data disposition). Three counties did not return a survey: one in the Central/Southern Region, and two in the North/Mountain Region.

EXPENDITURES/FUNDING SOURCES

- During SFY 2004/2005, expenditures of \$15,967,610 were reported by the 50 counties that conducted recruitment, training and retention of resource families. This fiscal data was reported by these counties and are not vetted by CDSS. This represents a decrease of 0.9 percent from the previous year's expenditures of \$16,106,276 for 50 counties conducting recruitment, training and retention activities.
 - The types of funding sources most utilized by counties were Specialized Care Incentive and Assistance Program (SCIAP) at 23.4 percent of the total funds expended, Options for Recovery (OFR) at 22.4 percent, and Assembly Bill (AB) 2129 at 20.7 percent. These three funds remain the most utilized funds as cited last year.
-

-
- A total of \$688,220 in Kinship Emergency Funds was expended in 40 counties for 1,339 resource families. This is a 9.3 percent increase over the \$629,485 expended by 41 counties for 1,226 families reported last year.
 - Thirty-three counties financially sponsored 12,441 resource families to attend resource family recruitment, training and retention events. This represents a 31.3 percent decrease in the number of families financially sponsored last year by 35 counties.

RESOURCE FAMILY RECRUITMENT

Staff Resources

- Statewide, 50 counties designated 763 staff to the recruitment of resource families. This is a 116.7 percent increase over last year's staff total of 352. County Staff comprised 79.7 percent, Volunteer Staff 13.8 percent, and Contract Staff 6.5 percent.
- The most frequently utilized job types represented by the staff were Management/Supervisor (8.8 percent), Clerical Worker (7.6 percent), and Social Worker (6.6 percent). The total number of staff hours per week for each of these job types was 545, 749, and 374, respectively.
- Forty-one counties had bilingual staff dedicated to resource family recruitment. All these counties had staff fluent in Spanish.

Recruitment Efforts

- The most common method utilized by all 50 counties to recruit resource families was Other Resource Families /Friends/Word of Mouth. This was also the single most effective method identified by 34 of the 50 counties.
 - Additional recruitment methods most frequently utilized by counties to recruit resource families were Brochures and Social Worker Contacts. These methods were utilized by 88.0 percent of the counties, respectively.
-

-
- Seventeen counties operated a toll-free telephone line to receive calls from prospective resource families.

Specialized Recruitment

- Of the 50 counties, 36 conducted specialized recruitment for potential resource families for placement of children of specific age groups and/or needs (e.g., physical, psychological or learning disabilities or substance abuse).

PLACEMENT AVAILABILITY

- Youth, ages 16 to 18 and with special needs, were considered to be the most difficult group to place with resource families. This was followed by adolescents, ages 13 to 15, with special needs.
 - In 16 of the 50 counties, adolescents with psychological/mental disabilities were considered the single most difficult category of children with specific needs to place with resource families.
 - In 45 of the 50 counties, 1,642 licensed resource families no longer accepted placements based on the family's decision not to accept any children in SFY 2004/2005.
 - The most frequently cited reasons the 1,642 licensed resource families were no longer available for placements were Adoption of a Child (27.1 percent), No Longer Interested/Personal Reasons (19.9 percent), and Moved out of County/State (19.8 percent).
 - In 35 of the 50 counties, 387 licensed resource families did not receive placements from the county based on the county's decision not to place any children with the family. This is a 41.6 percent decrease from 663 families in 39 counties last year.
 - The most frequently cited (62.3 percent) reason the 387 licensed resource families did not receive placements based on county determination was Administrative Decision, which includes child safety and well being issues.
-

RESOURCE FAMILY TRAINING AND SUPPORT

- Twenty-three counties provided training hours above the statutorily-required 12 hours of pre-service training to resource families. The statewide median number of pre-service hours provided above that statutorily-required was 15 hours.
- Thirty-three counties provided training hours above the statutorily-required 8 hours of post-service training to resource families. The statewide median number of post-service hours provided above that statutorily-required was 16 hours.
- Twenty-four counties designated 131.5 staff, representing 1,792.25 total staff hours, to recruit providers to conduct pre-service and/or post-service training for resource families. This is a 62.4 percent decrease in designated staff hours from last year, with 21 counties and 64 staff reporting 4,764 hours.
- Child care was available to resource families attending pre-service and post-service training in 26 counties. A total of 1,021 families received services.
- The most frequently utilized funding sources for child care were Options for Recovery (OFR) at 30.8 percent, County Only Funds and County Welfare Services Allocation at 23.1 percent.
- Respite care was provided to 2,106 resource families in 37 counties. SCIAP continues to be the major funding source for respite care.

COUNTY GOALS FOR RESOURCE FAMILY RECRUITMENT AND RETENTION

- Goals were in place in 46 counties to measure the success of resource family recruitment efforts. These goals resulted in increased recruitment in 38 of these counties.
 - The most frequently cited activities or goals to improve recruitment were Expand Community Outreach and Media Usage (89.5 percent), Create Resource Family
-

Database (84.2 percent), and Establish Recruitment Campaigns (78.9 percent). These recruitment activities/goals remain the same as those most frequently cited last year.

- Goals were in place in 44 counties to measure the success of resource family retention efforts. These goals resulted in increased retention in 37 of these counties.
- The most frequently cited activities or goals to improve retention were Establish Resource Family Appreciation Events (89.2 percent), Conduct Advisory Board Meetings to Resolve Issues (83.8 percent), and Conduct Resource Family Training/Initiate Self-Directed Training (73.0 percent). In general, these retention activities/goals remain the same as those most frequently cited last year.

RESOURCES TO ENHANCE RESOURCE FAMILY RECRUITMENT, TRAINING AND RETENTION

- Twenty-two counties had a resource family mentoring program, with 762 resource family mentors.
 - Of the 50 counties, 47 collaborated with resource family organizations and colleges to improve recruitment, training and retention. Conduct Advisory Meetings with Community Colleges and Conduct Meetings with Foster Parent Associations were equally the most frequently cited methods of collaboration reported by 74.5 percent of the counties.
-

CHARTS AND MAPS

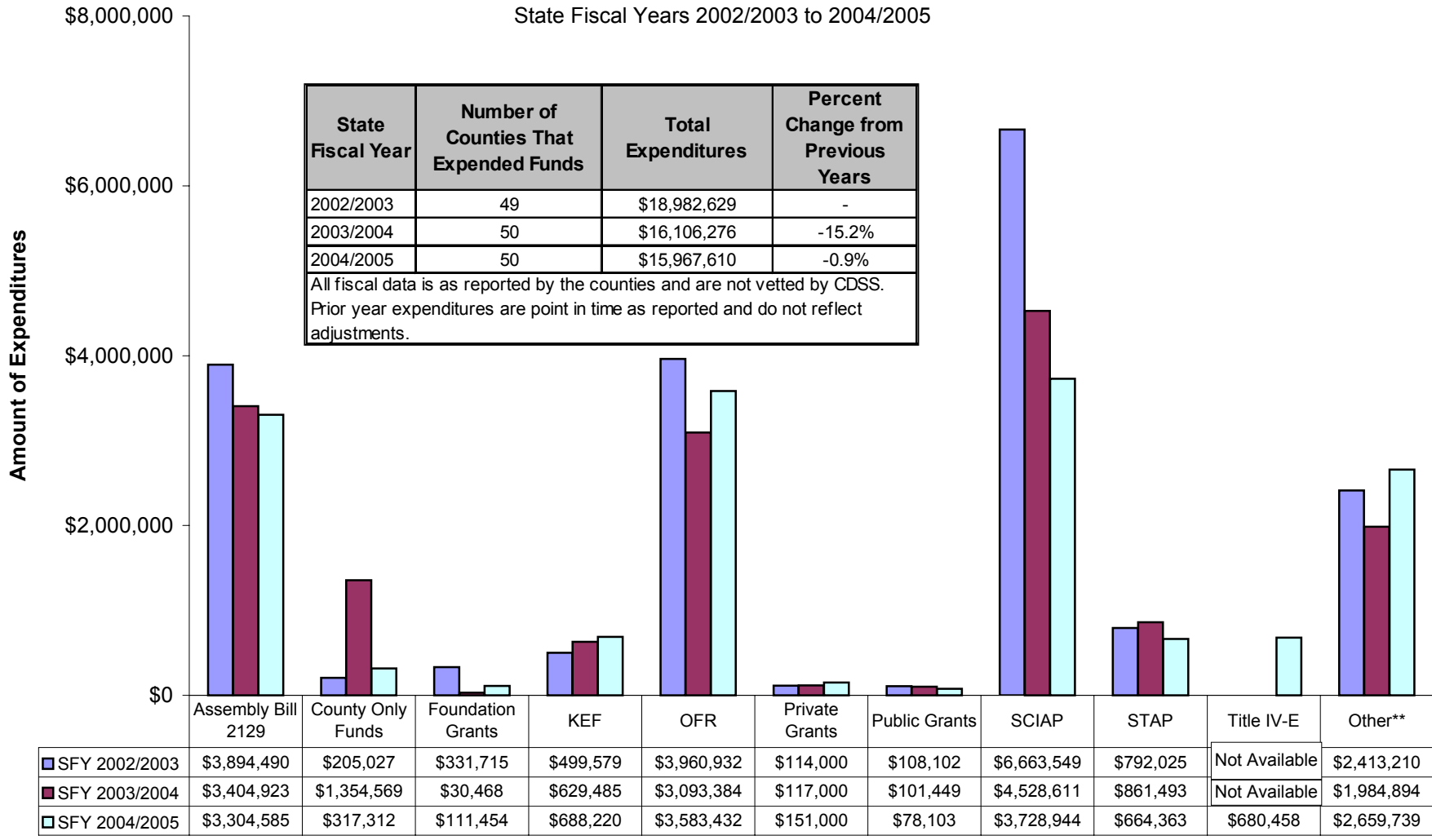
**Funding Sources for
Resource Family
Recruitment, Training and
Retention**

Funding Sources for the Recruitment, Training and Retention of Resource Families

Statewide Annual Comparisons*
 State Fiscal Years 2002/2003 to 2004/2005

State Fiscal Year	Number of Counties That Expended Funds	Total Expenditures	Percent Change from Previous Years
2002/2003	49	\$18,982,629	-
2003/2004	50	\$16,106,276	-15.2%
2004/2005	50	\$15,967,610	-0.9%

All fiscal data is as reported by the counties and are not vetted by CDSS. Prior year expenditures are point in time as reported and do not reflect adjustments.

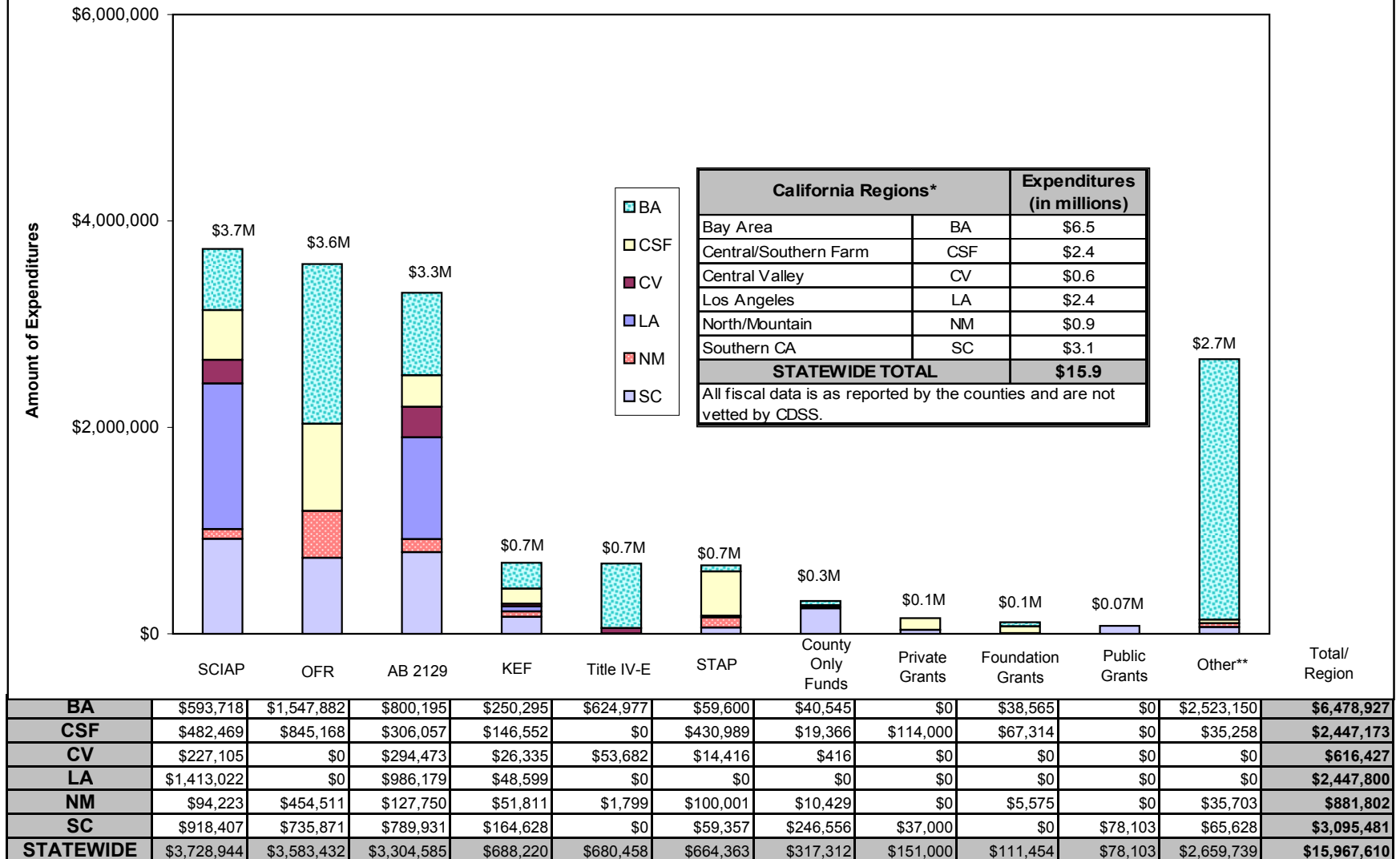


Funding Sources

*Number of counties represented by data: SFY 02/03 = 51, SFY 03/04 = 50, and SFY 04/05 = 50. See Appendix A for statewide data disposition.

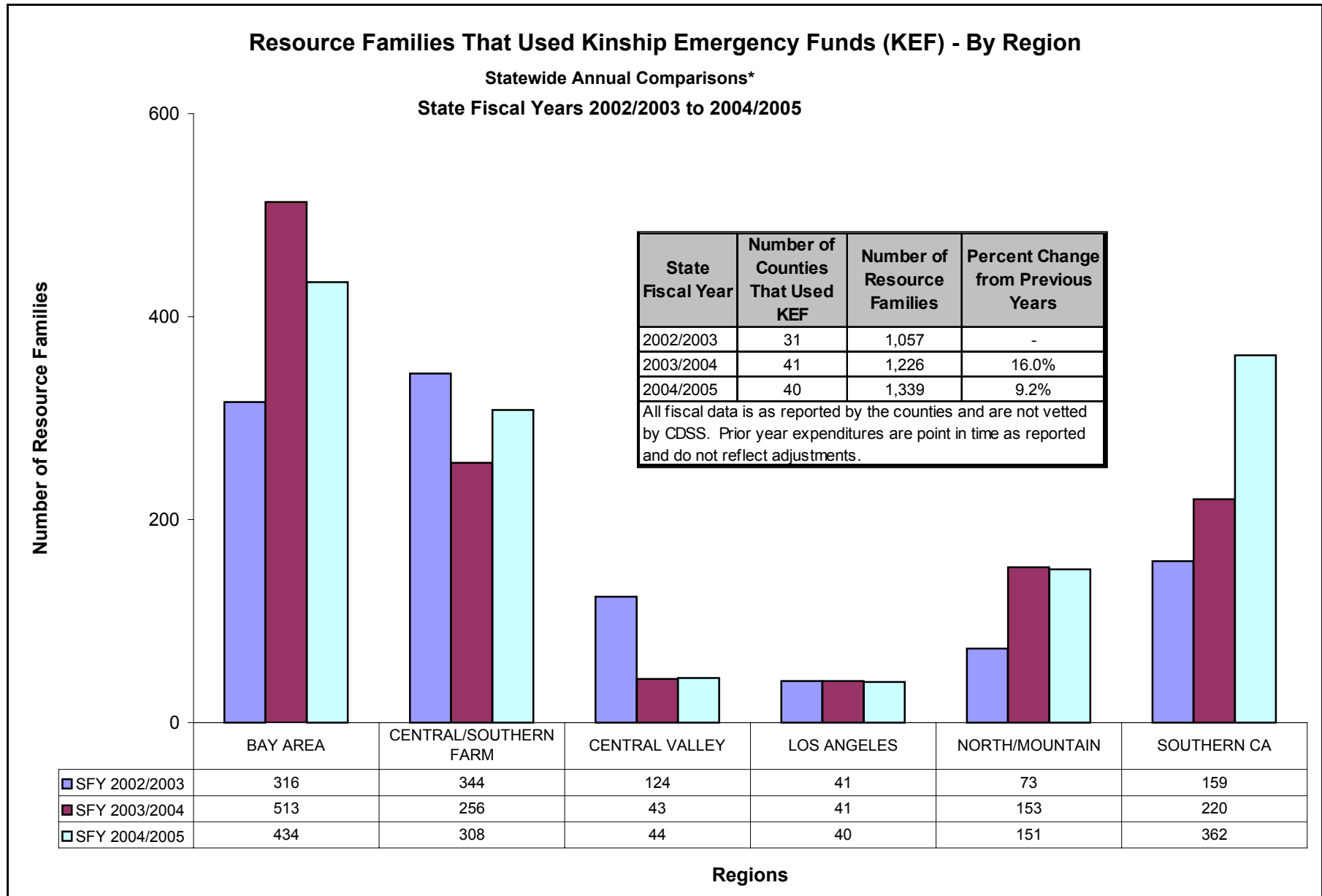
**For "Other" funding sources, see Appendix B, page 34.

Funding Sources for the Recruitment, Training and Retention of Resource Families - By Region*
 July 1, 2004 to June 30, 2005



*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

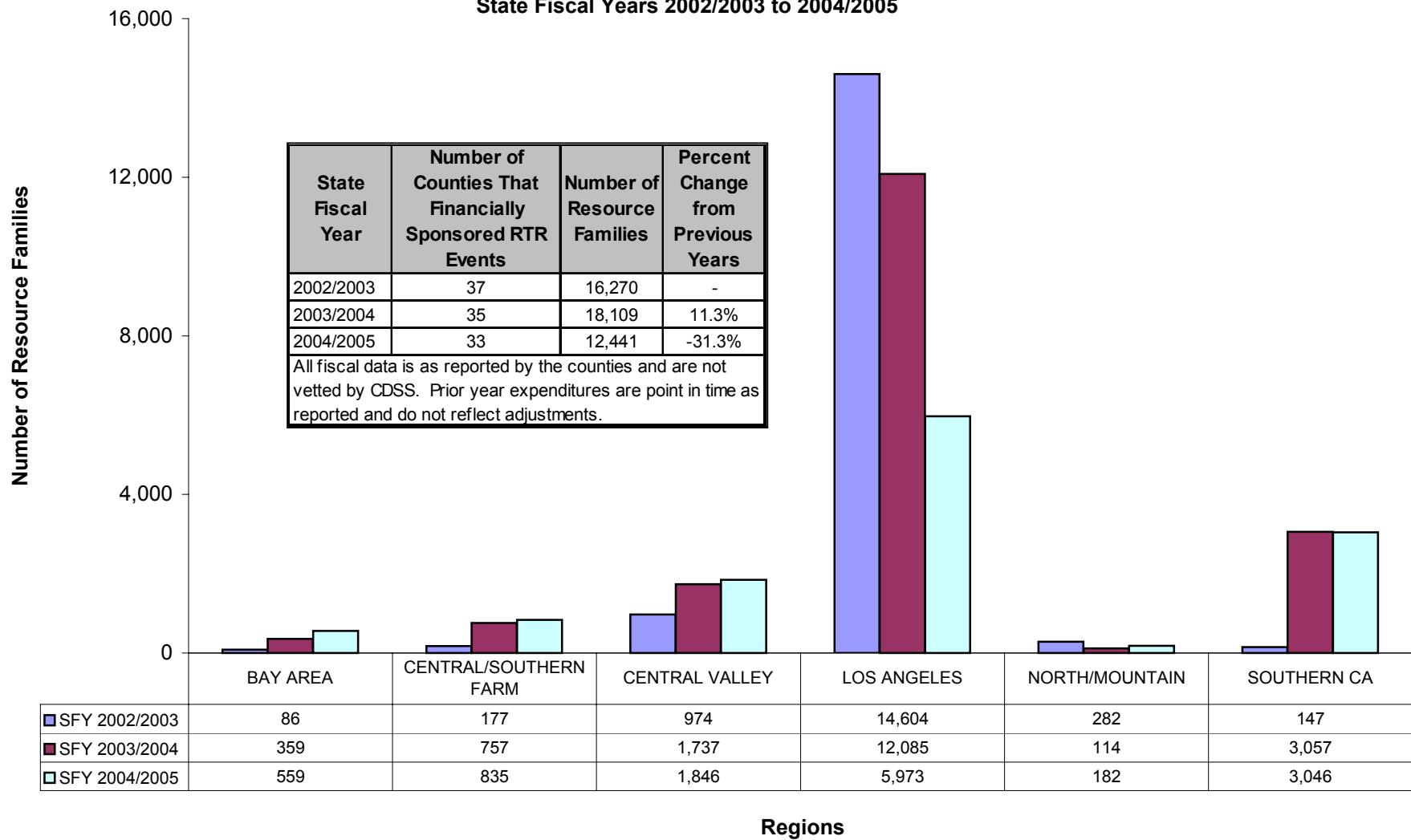
**For "Other" funding sources, see Appendix B, page 34.



*Number of counties represented by data: SFY 02/03 = 51, SFY 03/04 = 50, and SFY 04/05 = 50. See Appendix A for a description of the regions and statewide data disposition.

Resource Families Financially Sponsored to Attend Recruitment, Training and Retention (RTR) Events - By Region

Statewide Annual Comparisons*
 State Fiscal Years 2002/2003 to 2004/2005



*Number of counties represented by data: SFY 02/03 = 51, SFY 03/04 = 50, and SFY 04/05 = 50. See Appendix A for a description of the regions and statewide data disposition.

**Resource Family
Recruitment
(Staff and Methods)**

Staff Designated to Recruitment of Resource Families - By Job Type
Statewide Annual Comparisons*
 State Fiscal Years 2002/2003 to 2004/2005

Job Type	Total Number of Staff											
	SFY 2002/2003				SFY 2003/2004				SFY 2004/2005			
	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL
Management/Supervisor	47	1	0	48	45	2	0	47	66	1	0	67
Clerical Worker	44	0	0	44	42	0	0	42	53	1	4	58
Social Worker	40	0	0	40	38	1	0	39	50	0	0	50
Licensing Social Worker	62	0	0	62	45	1	0	46	47	0	0	47
Foster/Resource Parent Liaison**	Data Not Available				Data Not Available				12	8	4	24
Resource Family Recruiter	26	3	12	41	20	1	0	21	17	4	1	22
Licensing Worker	23	0	0	23	24	0	0	24	21	0	0	21
Analyst	11	0	0	11	17	0	0	17	18	0	0	18
Program Specialist/Recruiting	7	2	1	10	6	1	1	8	4	2	0	6
Eligibility Worker	Data Not Available				2	0	0	2	3	0	0	3
Marketing Associate	3	0	0	3	1	1	0	2	2	0	0	2
Program Specialist/Marketing	9	2	1	12	2	7	0	9	2	0	0	2
Other***	31	14	56	101	27	25	43	95	313	34	96	443
Total Number of Staff	303	22	70	395	269	39	44	352	608	50	105	763
Percent of Total Staff	76.7%	5.6%	17.7%	100%	76.4%	11.1%	12.5%	100%	79.7%	6.5%	13.8%	100%

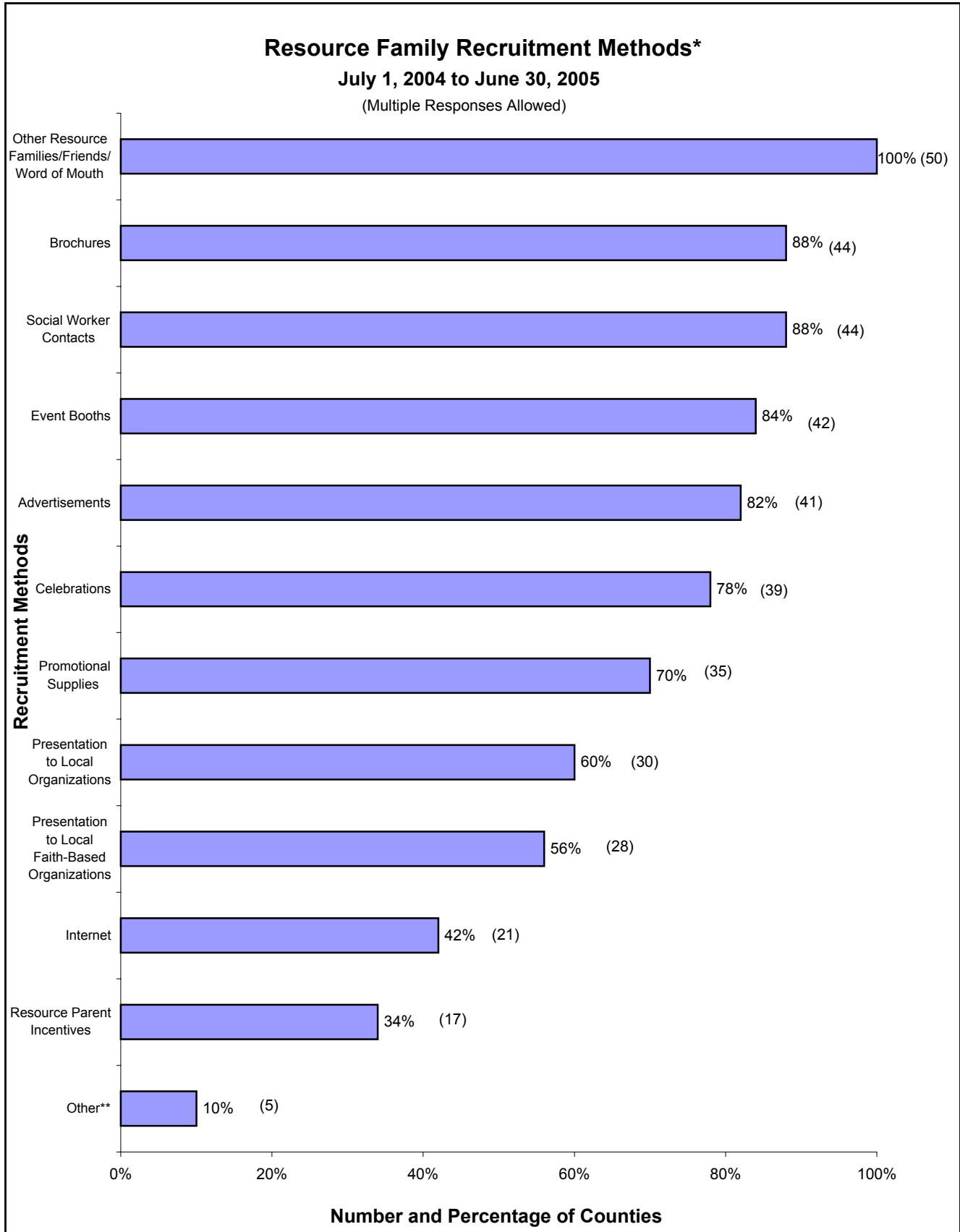
Job Type	Total Number of Staff Hours/Week											
	SFY 2002/2003				SFY 2003/2004				SFY 2004/2005			
	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL	County	Contract	Volunteer	TOTAL
Clerical Worker	785	0	0	785	518	0	0	518	715	20	14	749
Resource Family Recruiter	761	18	22	801	567	5	0	572	505	71	2	578
Management/Supervisor	605	3	0	608	498	5	0	503	542	3	0	545
Licensing Social Worker	743	0	0	743	403	1	0	404	454	0	0	454
Social Worker	757	0	0	757	418	1	0	419	374	0	0	374
Foster/Resource Parent Liaison**	Data Not Available				Data Not Available				286	75	12	373
Licensing Worker	177	0	0	177	218	0	0	218	259	0	0	259
Program Specialist/Recruiting	220	3	2	225	200	8	10	218	118	1	0	119
Analyst	92	0	0	92	75	0	0	75	60	0	0	60
Program Specialist/Marketing	17	3	2	22	23	12	0	35	40	0	0	40
Marketing Associate	23	9	0	32	12	1	0	13	35	0	0	35
Eligibility Worker	0				2	0	0	2	10	0	0	10
Other***	273	247	35	555	174	127	156	457	215	82	28	324
Total Number of Staff Hours	4,452	282	61	4,795	3,108	160	166	3,434	3,613	252	56	3,921
Percent of Total Staff Hours	92.8%	5.9%	1.3%	100%	90.5%	4.7%	4.8%	100%	92.2%	6.4%	1.4%	100%

State Fiscal Year	Number of Counties With Designated Staff
2002/2003	50
2003/2004	50
2004/2005	50

*Number of counties represented by the data: SFY 02/03 = 51, SFY 03/04 = 50, SFY 04/05 = 50. See Appendix A for statewide data disposition.

**New category for SFY 04/05 and included in "Other" for SFY 03/04.

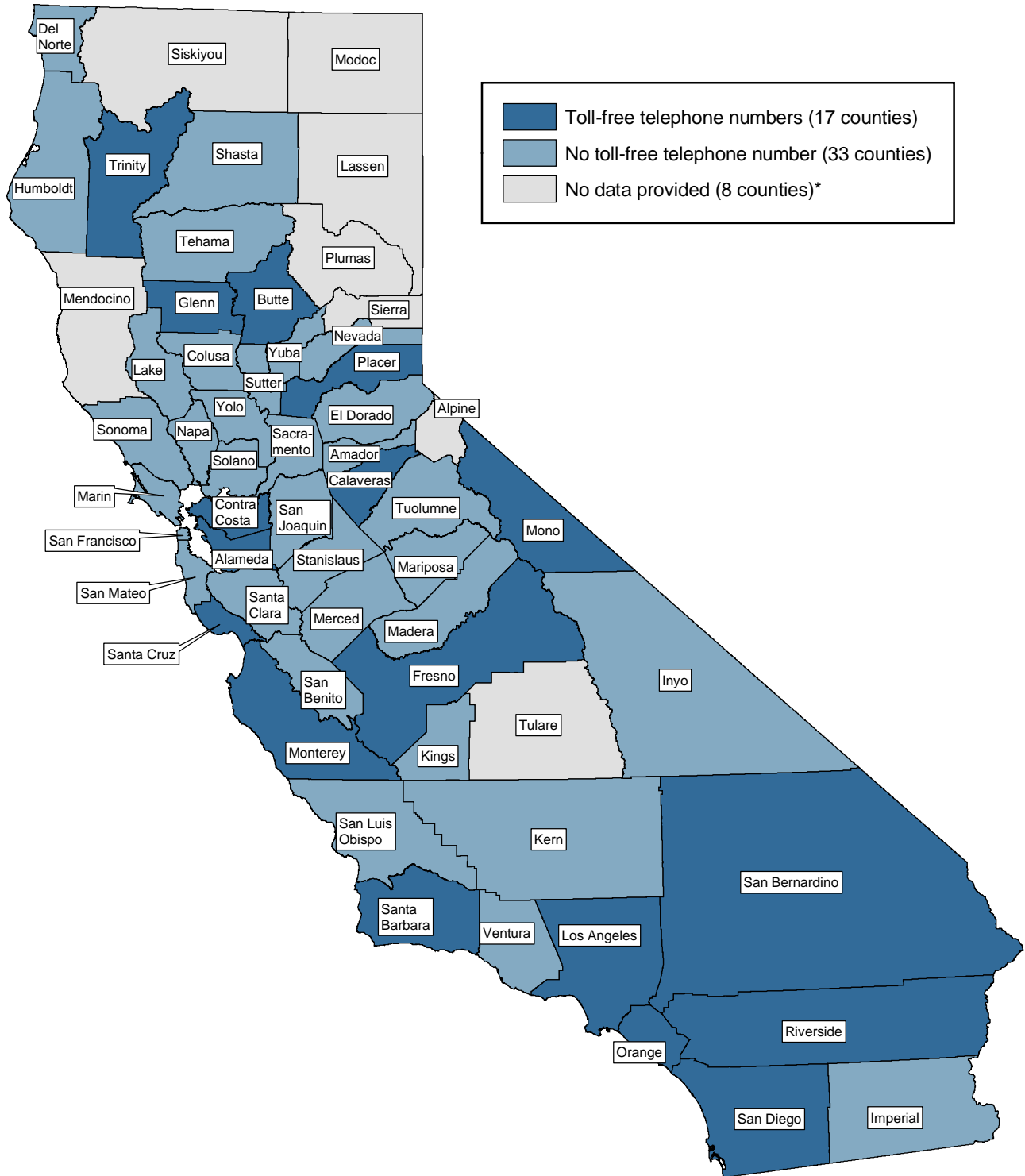
***For "Other", see Appendix B, page 35.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

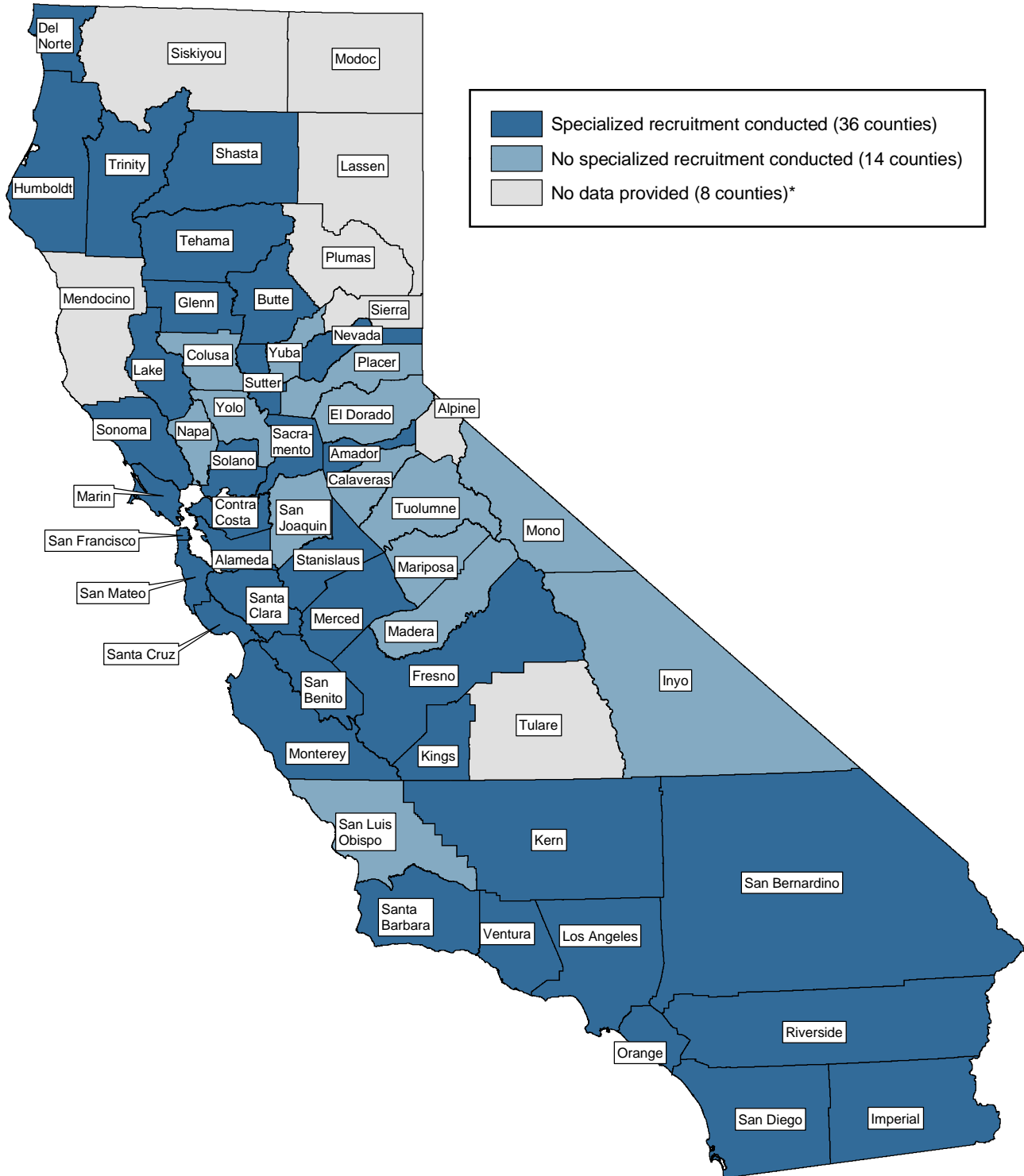
**For "Other" recruitment methods, see Appendix B, page 36.

Counties That Operated a Toll-Free Telephone Number for Prospective Resource Families July 1, 2004 to June 30, 2005



* See Appendix A for statewide data disposition.

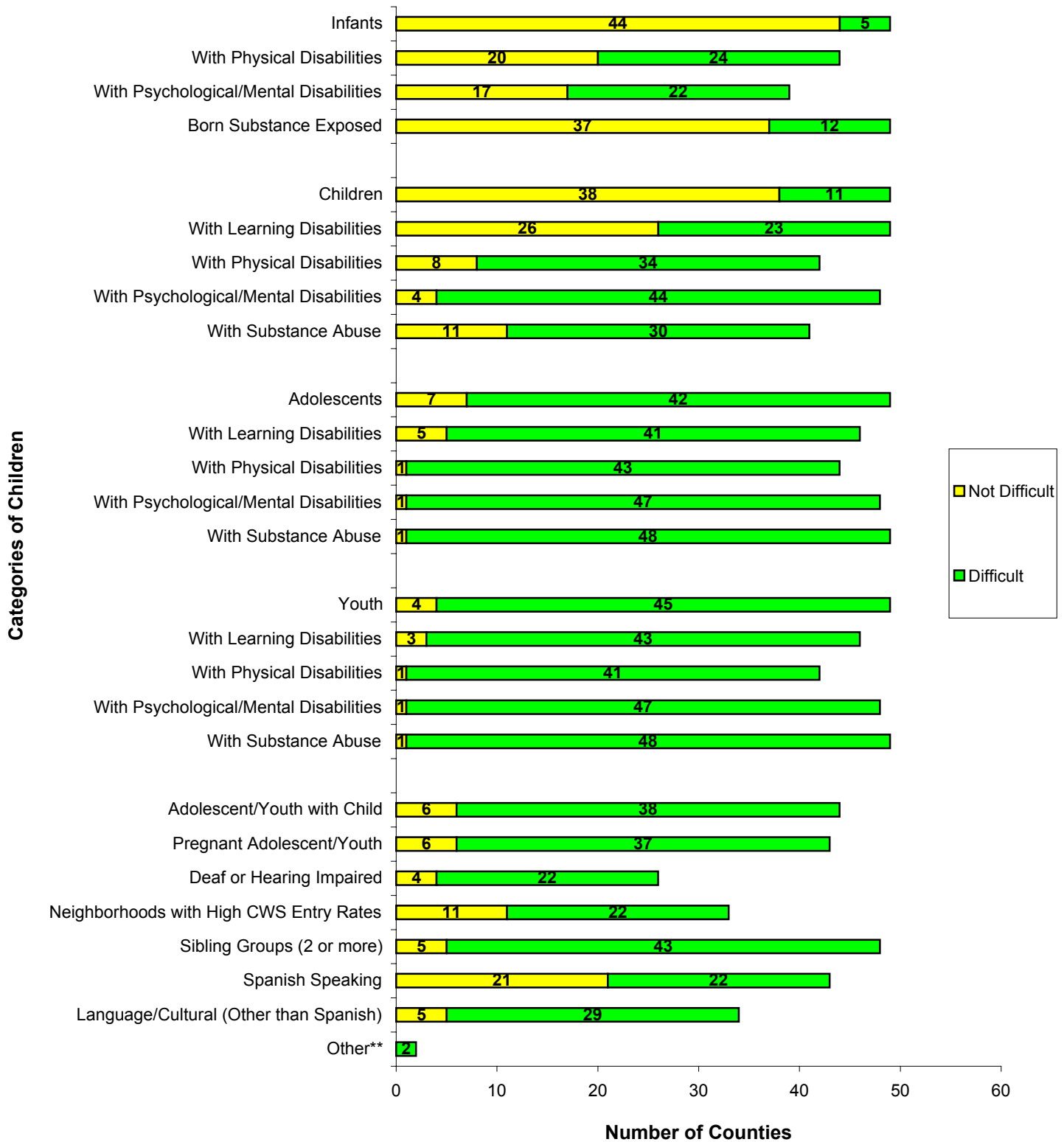
Counties That Conducted Specialized Recruitment of Resource Families July 1, 2004 to June 30, 2005



*See Appendix A for statewide data disposition.

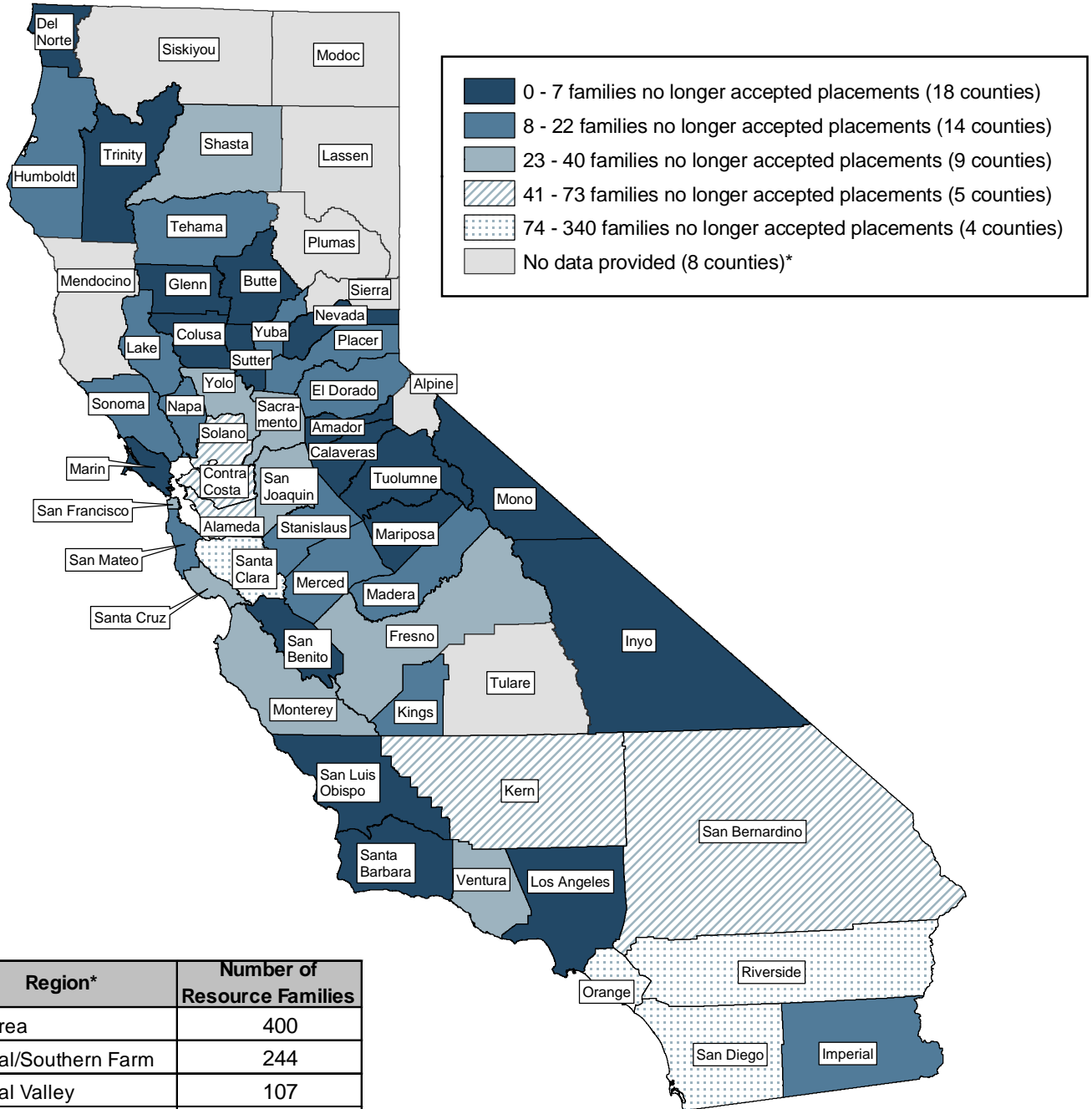
Placement Availability

Difficulty in Placing Children - By Categories of Children* July 1, 2004 to June 30, 2005



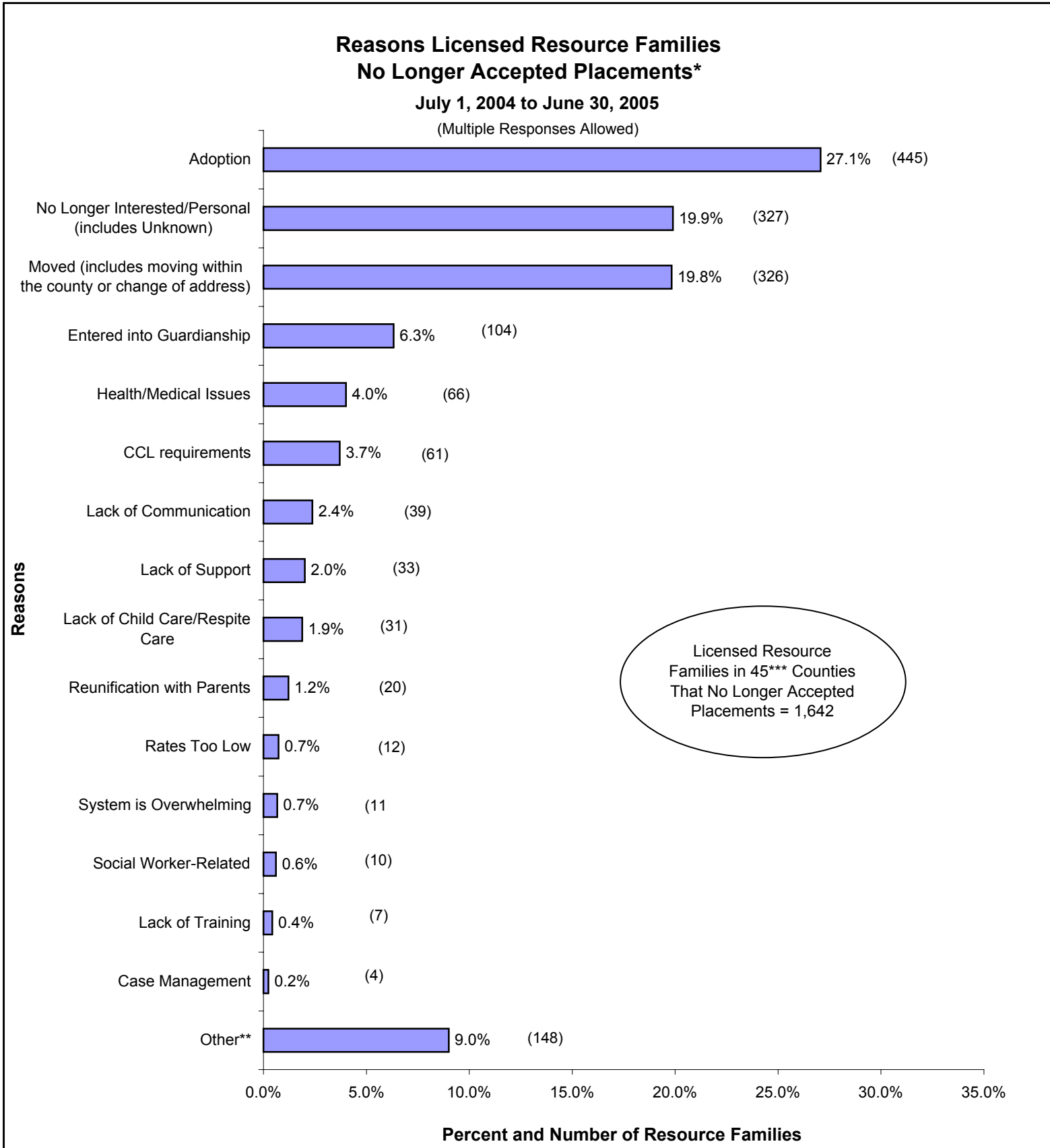
*Represents 50 counties that provided data. See Appendix A for statewide data disposition.
 **For "Other" categories of children, see Appendix B, page 36.

Licensed Resource Families That No Longer Accepted Placements July 1, 2004 to June 30, 2005



*See Appendix A for a description of the regions and statewide data disposition.

**Los Angeles County did not collect this data in SFY 2004/2005.

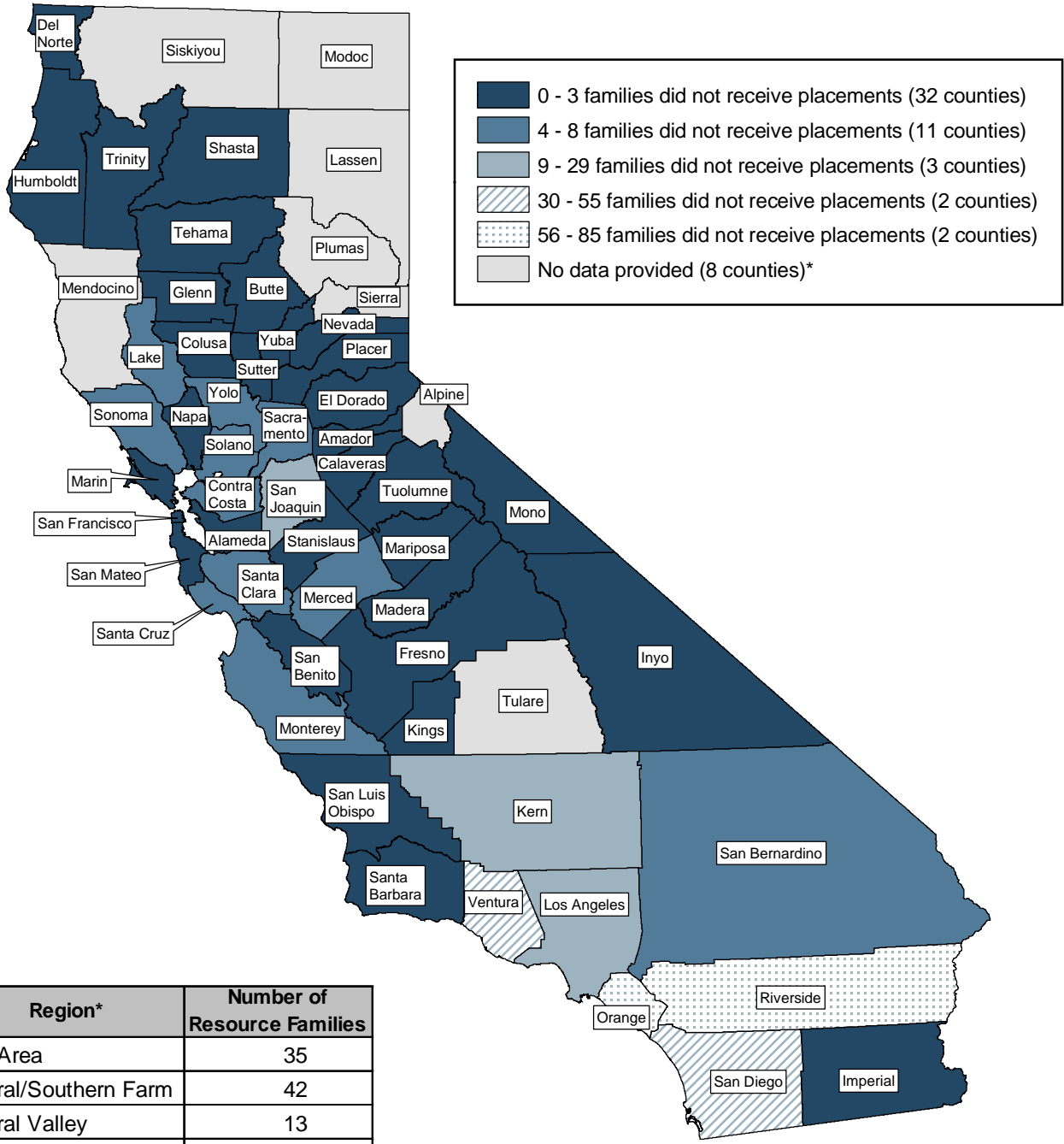


*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

**For "Other" reasons, see Appendix B, page 37.

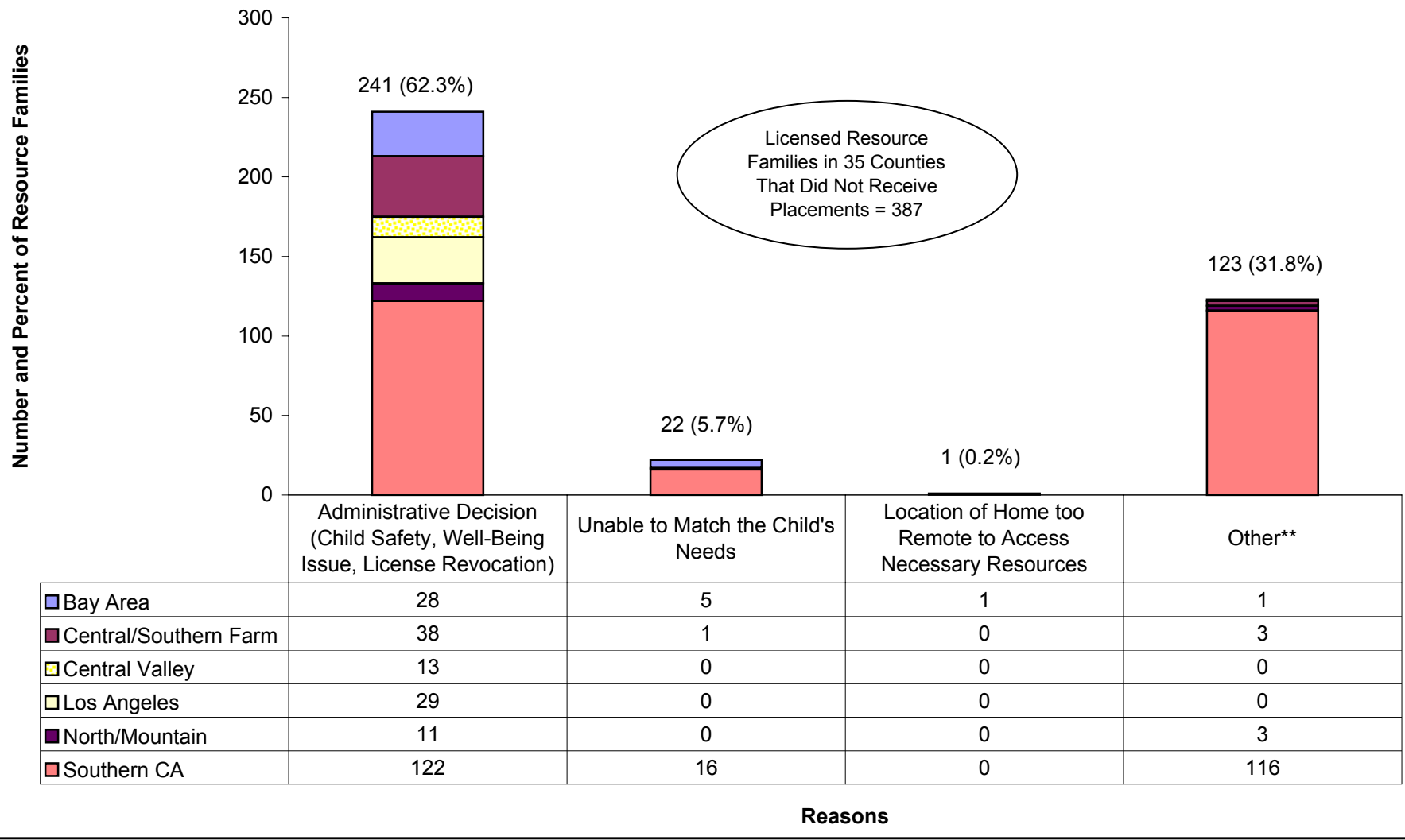
***Los Angeles County did not collect this data in SFY 2004/2005.

Licensed Resource Families That Did Not Receive Placements Based on County Decision July 1, 2004 to June 30, 2005



*See Appendix A for a description of the regions and statewide data disposition.

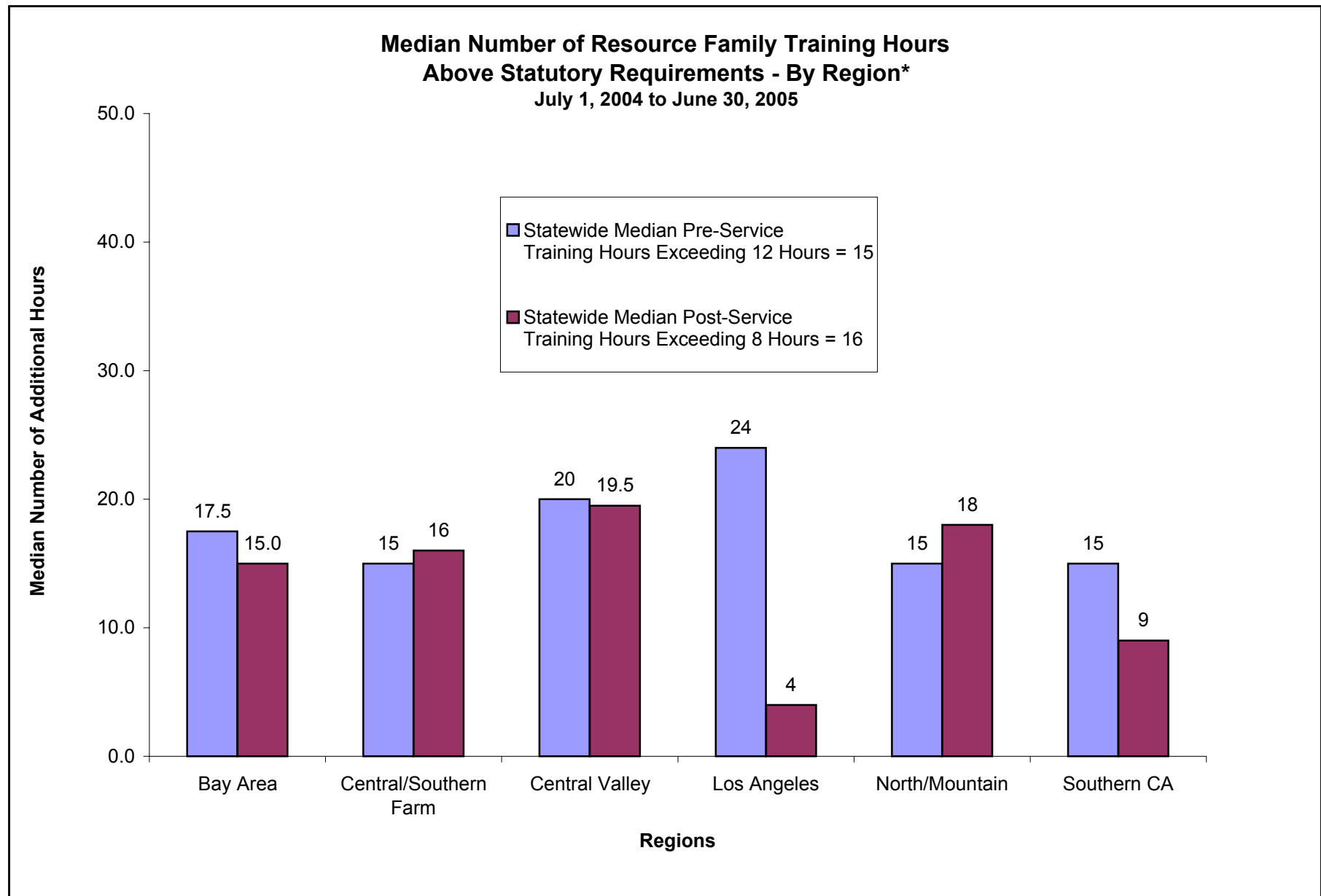
**Reasons Licensed Resource Families Did Not Receive Placements
 Based on County Decision - By Region***
 July 1, 2004 to June 30 2005



*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" reasons, see Appendix B, page 38.

Resource Family Training and Support



*Represents data from 50 counties. See Appendix A for a description of the regions and statewide data disposition.

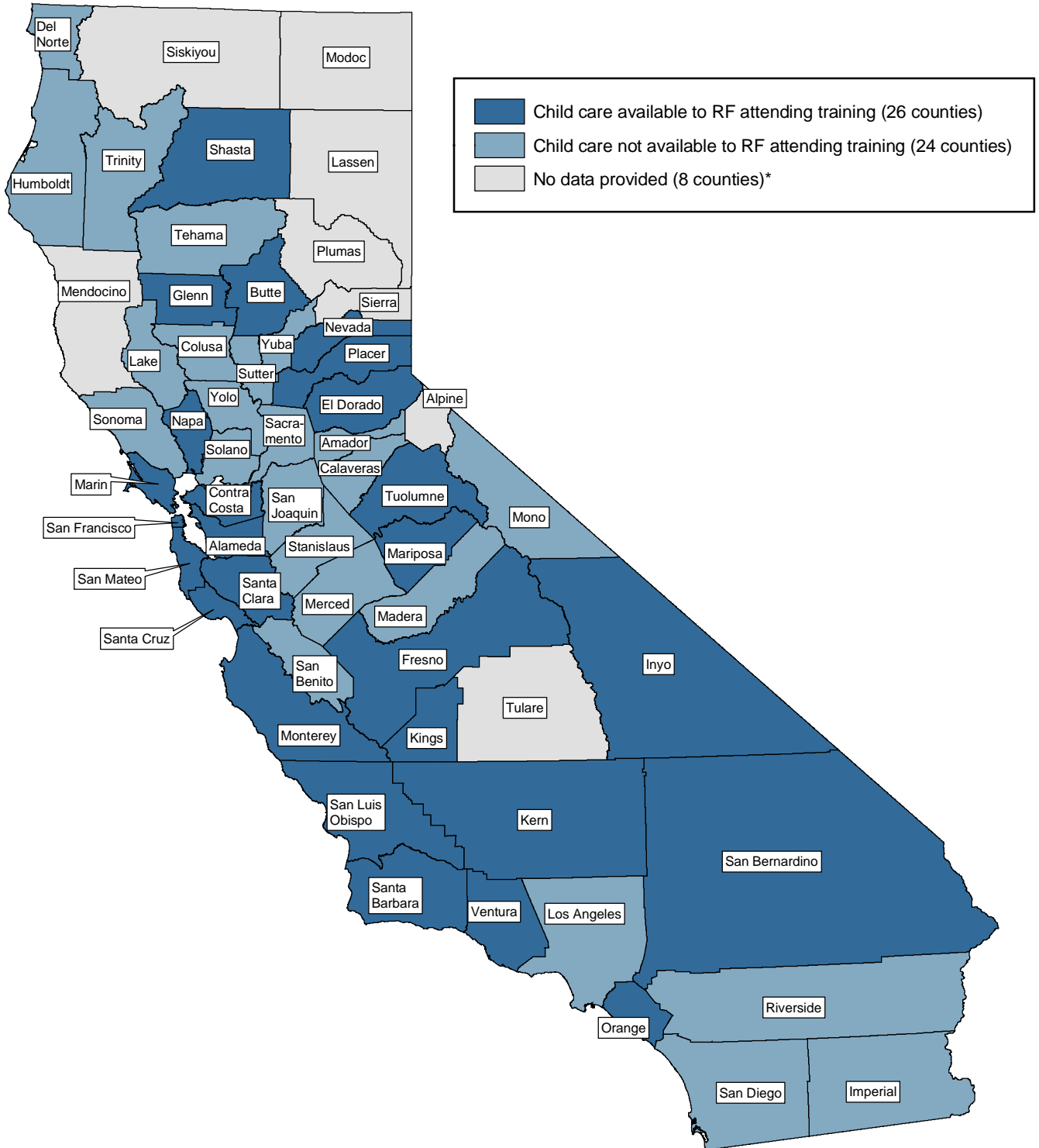
**Staff Designated to Recruit Pre- and/or Post-Service Training Providers
 for Resource Families - By Region
 Statewide Annual Comparisons*
 State Fiscal Years 2002/2003 to 2004/2005**

Regions	Number of Counties Per Region	Number of Counties With Designated Staff		
		SFY 2002/2003	SFY 2003/2004	SFY 2004/2005
Bay Area	10	4	4	5
Central/Southern Farm	12	4	5	5
Central Valley	7	2	2	2
Los Angeles	1	1	1	1
North/Mountain	22	5	7	8
Southern CA	6	5	2	3
Statewide	58	21	21	24

Regions	Number of Staff			Number of Staff Hours		
	SFY 2002/2003	SFY 2003/2004	SFY 2004/2005	SFY 2002/2003	SFY 2003/2004	SFY 2004/2005
Bay Area	23	28	43	339	315	534
Central/Southern Farm	6	9	10	202	250	223
Central Valley	5	4	3	112	82	52
Los Angeles	11	6	52	5,962	3,900	675
North/Mountain	10	10	17	856	127	178
Southern CA	13	7	7	800	90	130
Statewide	68	64	132	8,271	4,764	1,792

*Number of counties represented by data: SFY 02/03 = 51, SFY 03/04 = 50, and SFY 04/05 = 50. See Appendix A for a description of the regions and statewide data disposition.

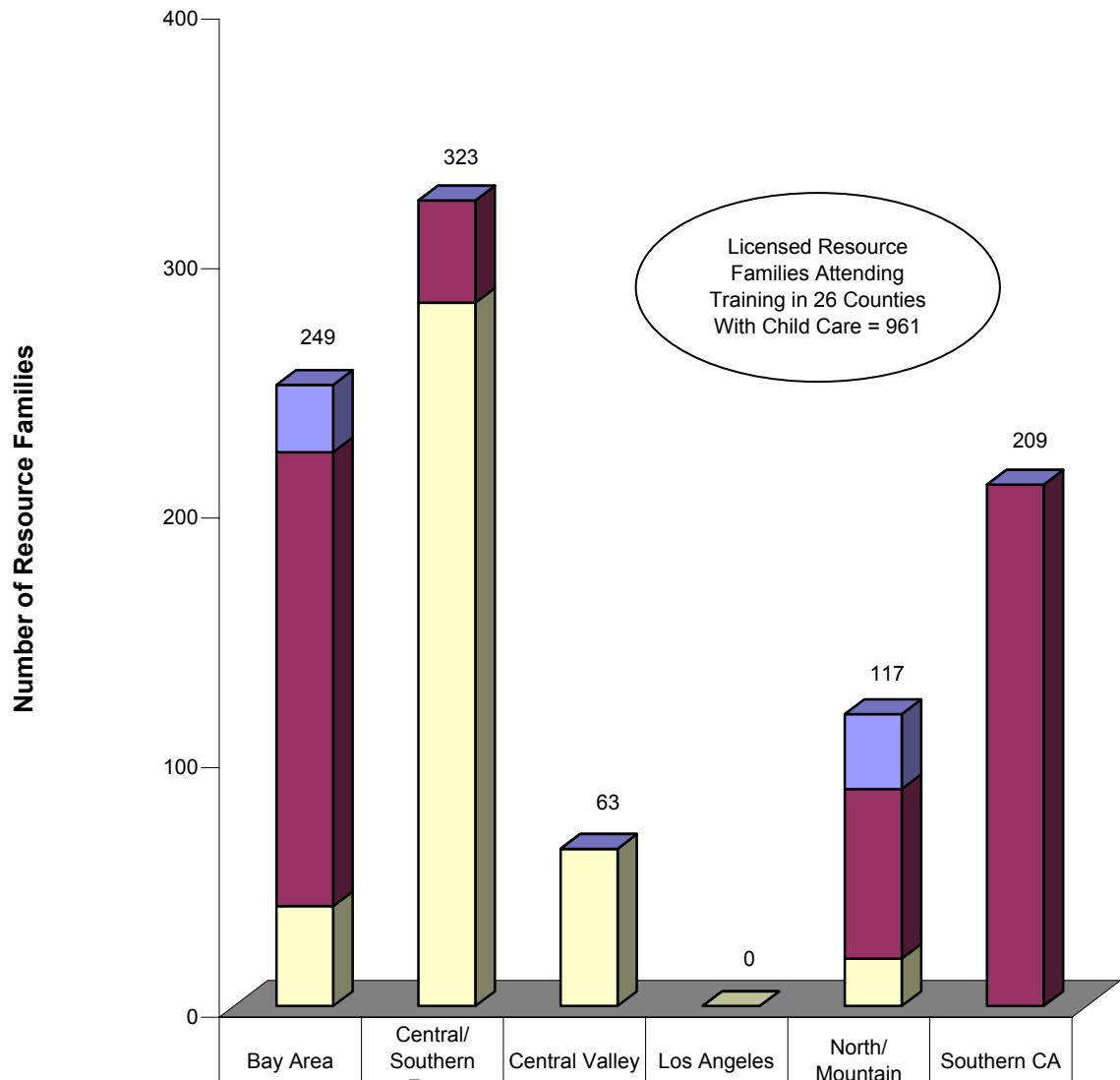
Child Care Available to Resource Families (RF) Attending Training in SFY 2004/2005 July 1, 2004 to June 30, 2005



*See Appendix A for statewide data disposition.

Resource Families That Received Child Care By Training Category/Regions*

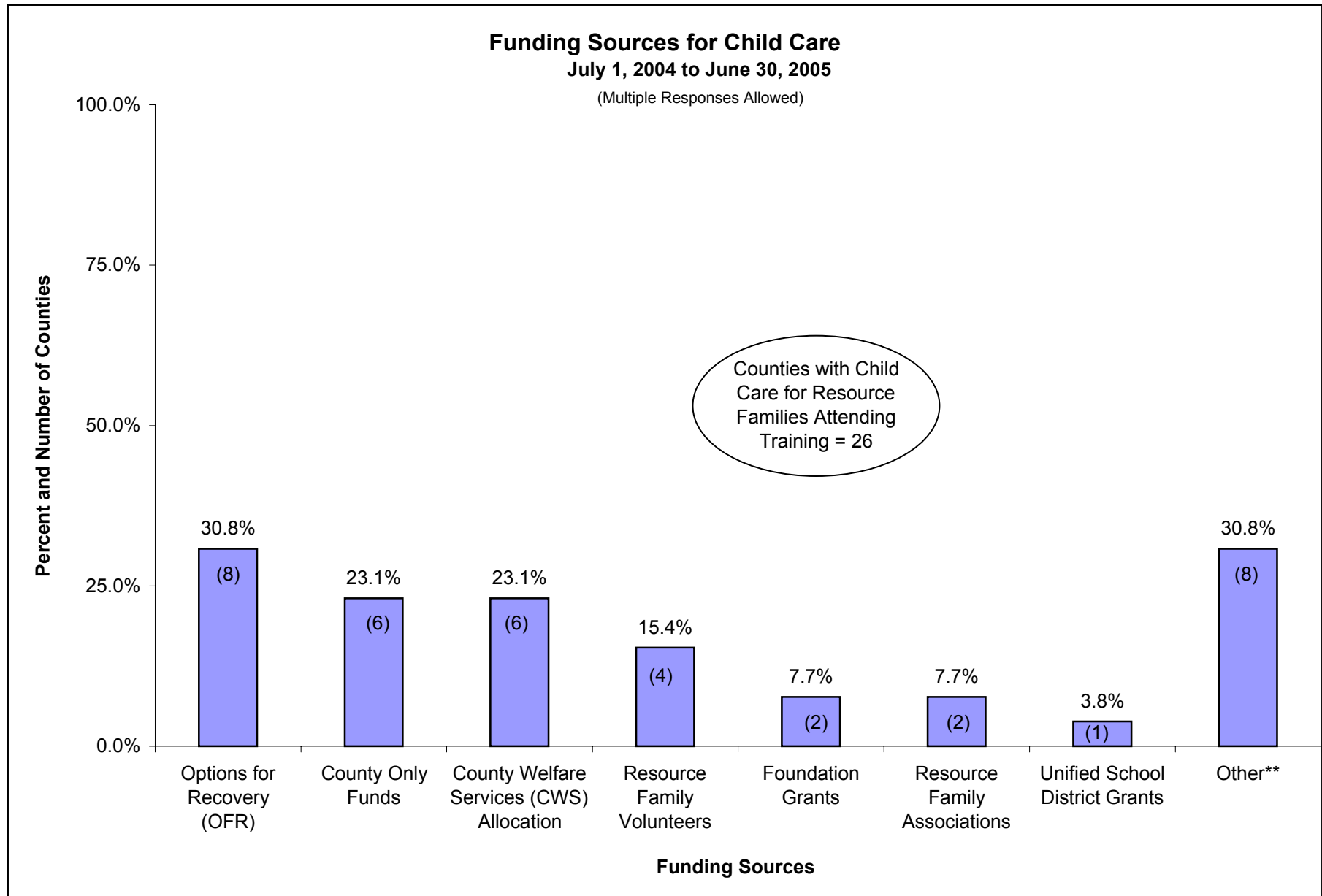
July 1, 2004 to June 30, 2005



■ Pre-Training Only = 57	27	0	0	0	30	0
■ Post-Training Only = 500	182	41	0	0	68	209
■ Both Pre- and Post Training = 404	40	282	63	0	19	0

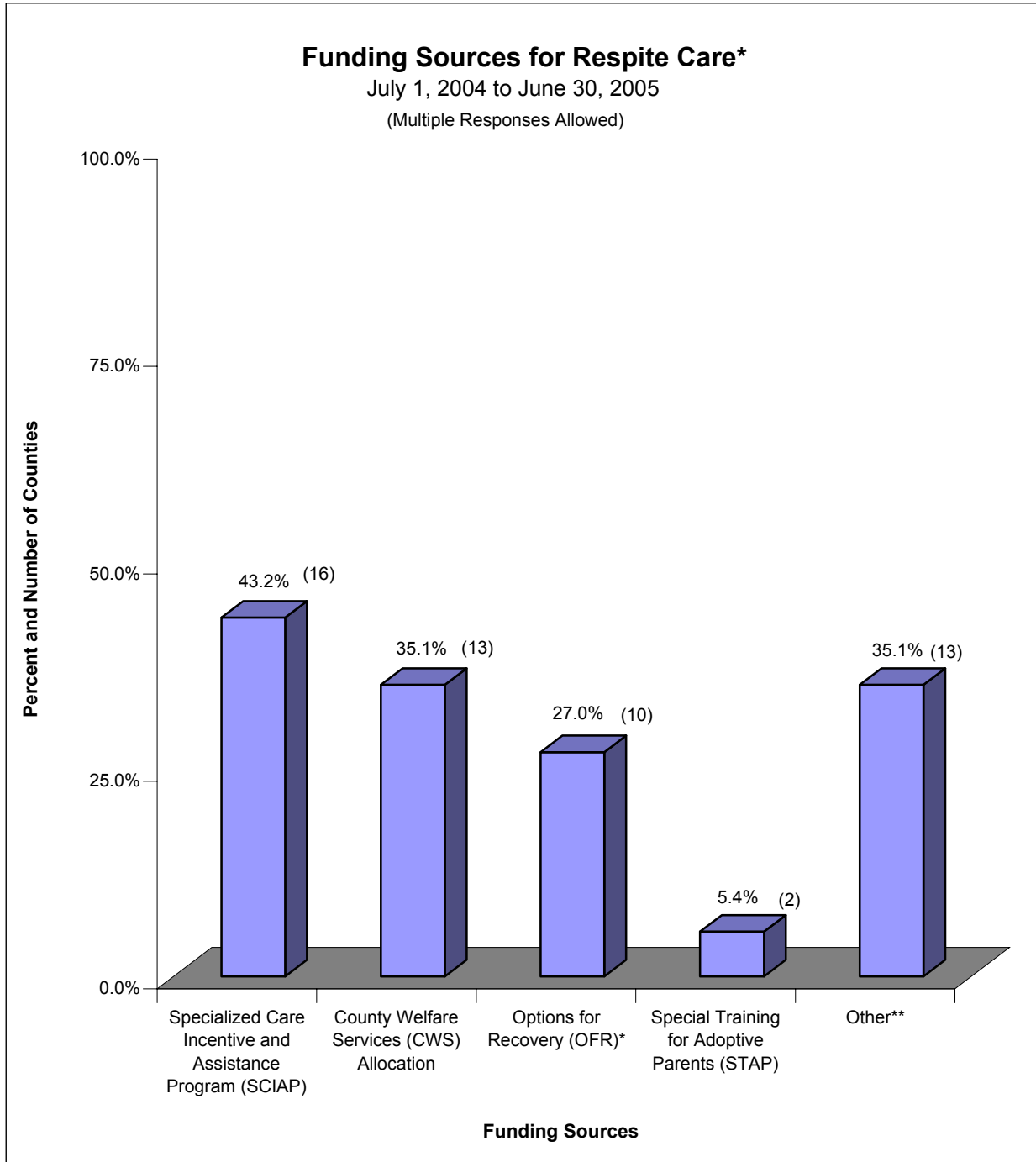
Regions

*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition. For a list of child care funding sources, see Appendices B, page 38 and G, page 64.



*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" funding sources, see Appendix B, page 38.



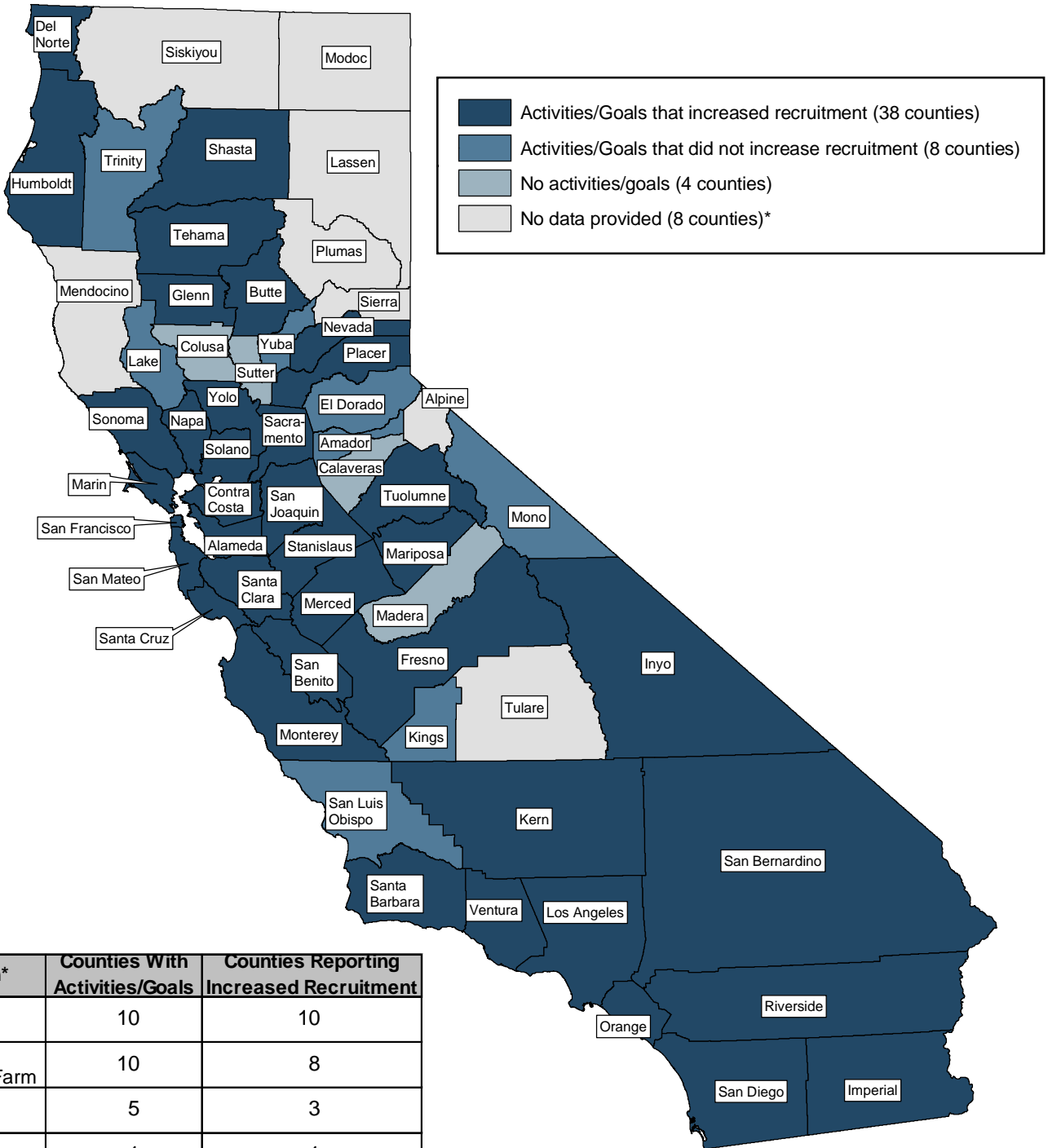
Region	Number of Counties That Provided Respite Care	Number of Resource Families With Respite Care
Bay Area	10	533
Central/Southern Farm	7	315
Central Valley	4	29
Los Angeles	1	25
North/Mountain	9	175
Southern CA	6	1,029
Statewide	37	2,106

*Represents 50 counties that provided data. See Appendix A for a description of the regions and statewide data disposition.

**For "Other" funding sources, see Appendix B, page 39.

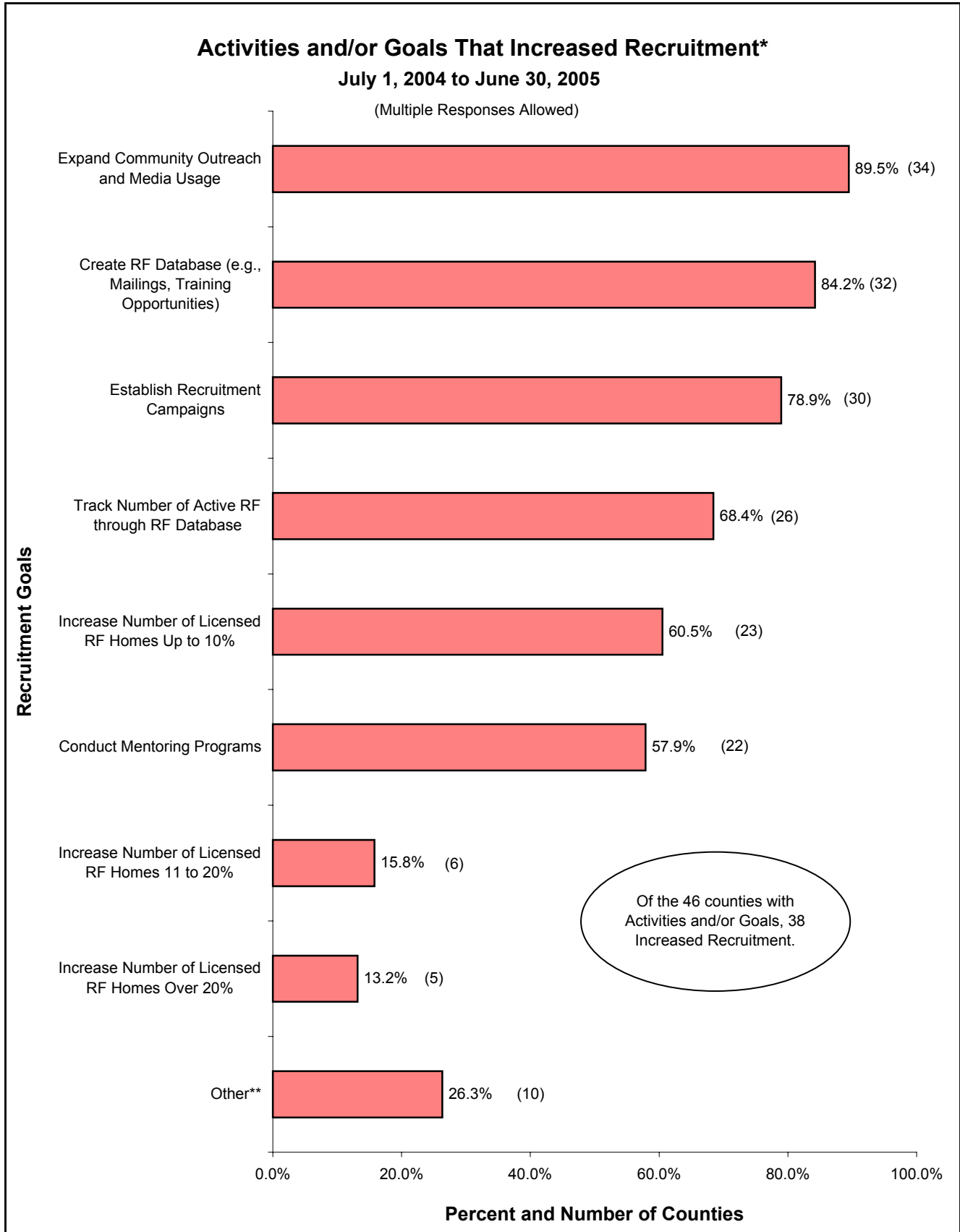
County Goals for Resource Family Recruitment and Retention

Counties With Activities and/or Goals to Increase Recruitment of Resource Families July 1, 2004 to June 30, 2005



Region*	Counties With Activities/Goals	Counties Reporting Increased Recruitment
Bay Area	10	10
Central/ Southern Farm	10	8
Central Valley	5	3
Los Angeles	1	1
North/ Mountain	14	10
Southern California	6	6
Statewide	46	38

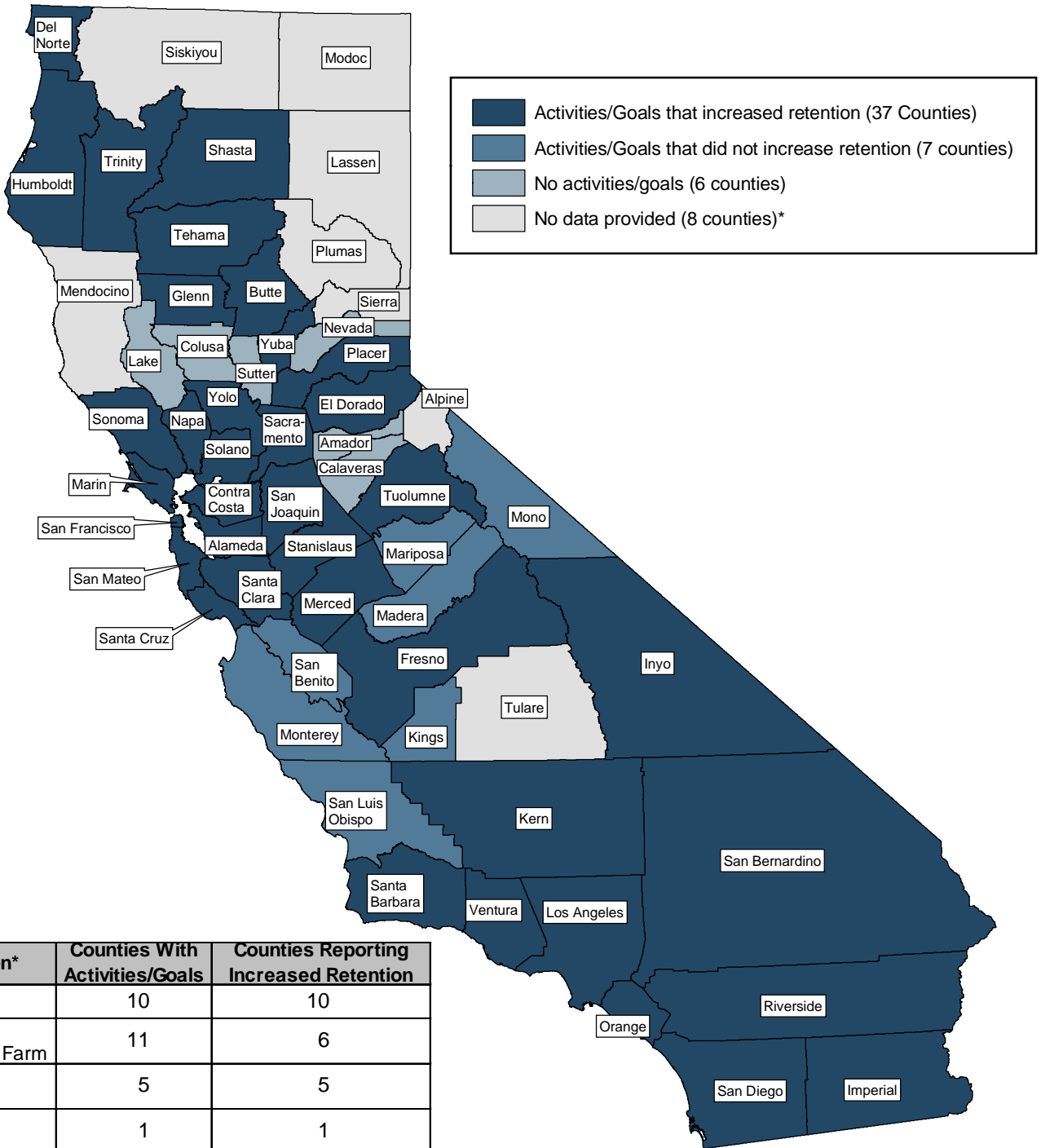
*See Appendix A for a description of the regions and statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

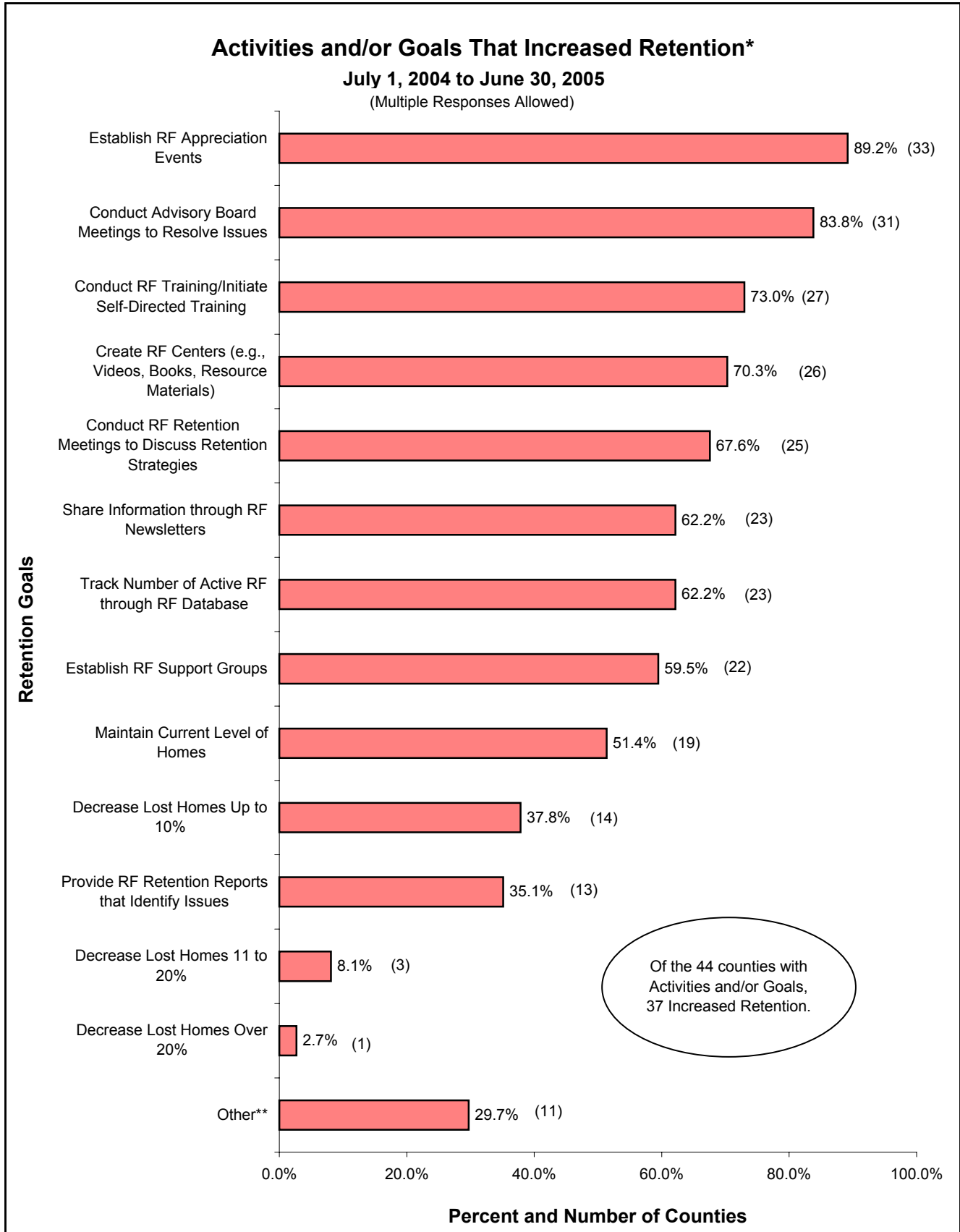
**For "Other" recruitment goals, see Appendix B, page 39.

Counties With Activities and/or Goals to Increase Retention of Resource Families July 1, 2004 to June 30, 2005



Region*	Counties With Activities/Goals	Counties Reporting Increased Retention
Bay Area	10	10
Central/ Southern Farm	11	6
Central Valley	5	5
Los Angeles	1	1
North/ Mountain	11	9
Southern California	6	6
Statewide	44	37

*See Appendix A for a description of the regions and statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

**For "Other" retention goals, see Appendix B, page 40.

Resources to Enhance Recruitment, Training and Retention

Resource Family Mentors - By Region
Statewide Annual Comparisons*
 State Fiscal Years 2002/2003 to 2004/2005

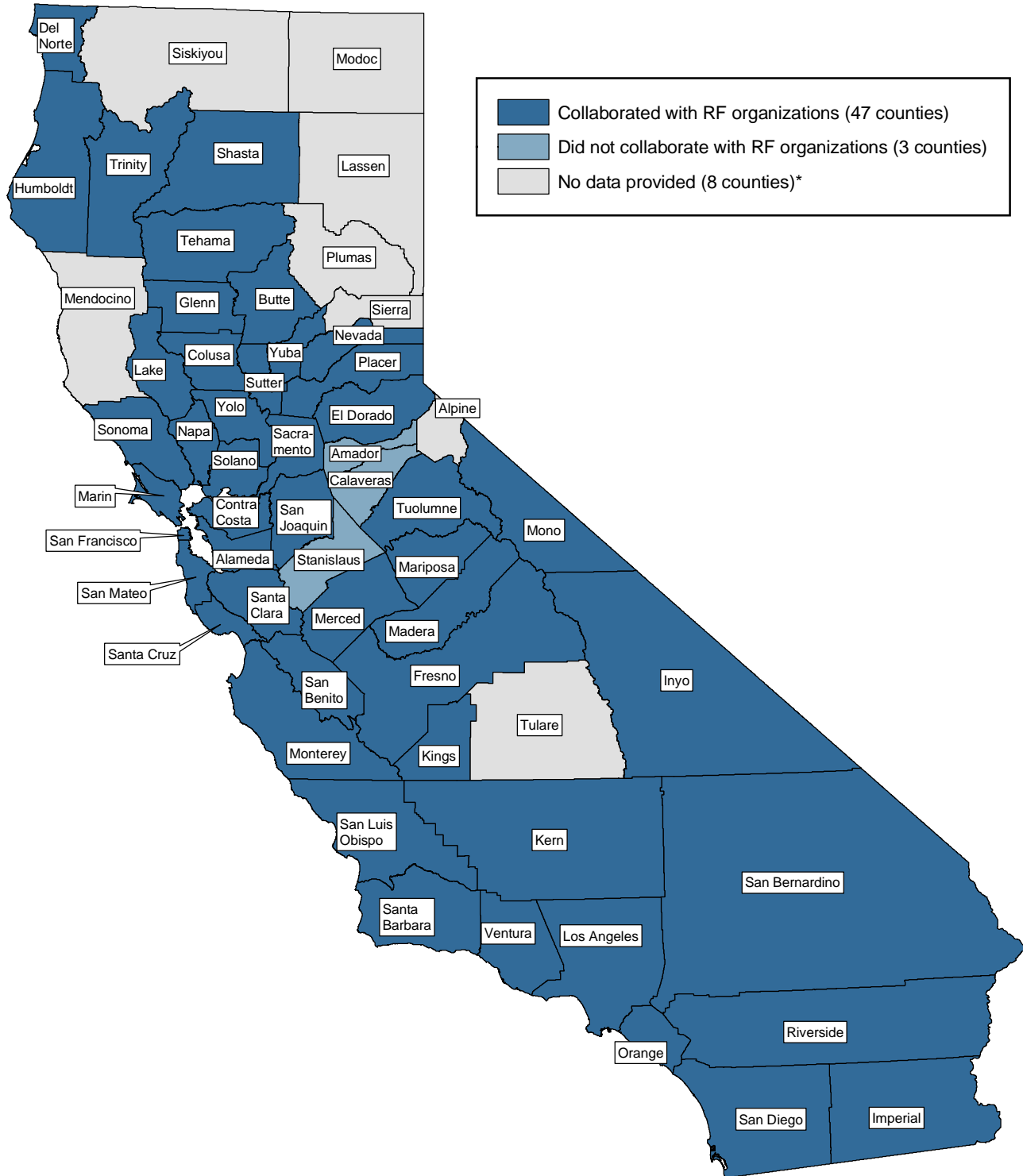
Region*	Number of Counties With Resource Family Mentors				
	SFY 2002/2003	SFY 2003/2004	Net Percent Change	SFY 2004/2005	Net Percent Change
	A	B	(B-A)/A	C	(C-B)/B
Bay Area	4	5	25.0%	5	0.0%
Central/Southern Farm	5	5	0.0%	4	-20.0%
Central Valley	3	2	-33.3%	1	-50.0%
Los Angeles	1	1	0.0%	1	0.0%
North/Mountain	7	5	-28.6%	6	20.0%
Southern CA	4	5	25.0%	5	0.0%
Statewide	24	23	-4.2%	22	-4.3%

Region*	Number of Family Mentors				
	SFY 2002/2003	SFY 2003/2004	Net Percent Change	SFY 2004/2005	Net Percent Change
	A	B	(B-A)/A	C	(C-B)/B
Bay Area	31	35	12.9%	51	45.7%
Central/Southern Farm	25	26	4.0%	16	-38.5%
Central Valley	11	5	-54.5%	1	-80.0%
Los Angeles	71	24	-66.2%	41	70.8%
North/Mountain	25	26	4.0%	27	3.8%
Southern CA	34	65	91.2%	626	863.1%
Statewide	197	181	-8.1%	762	321.0%

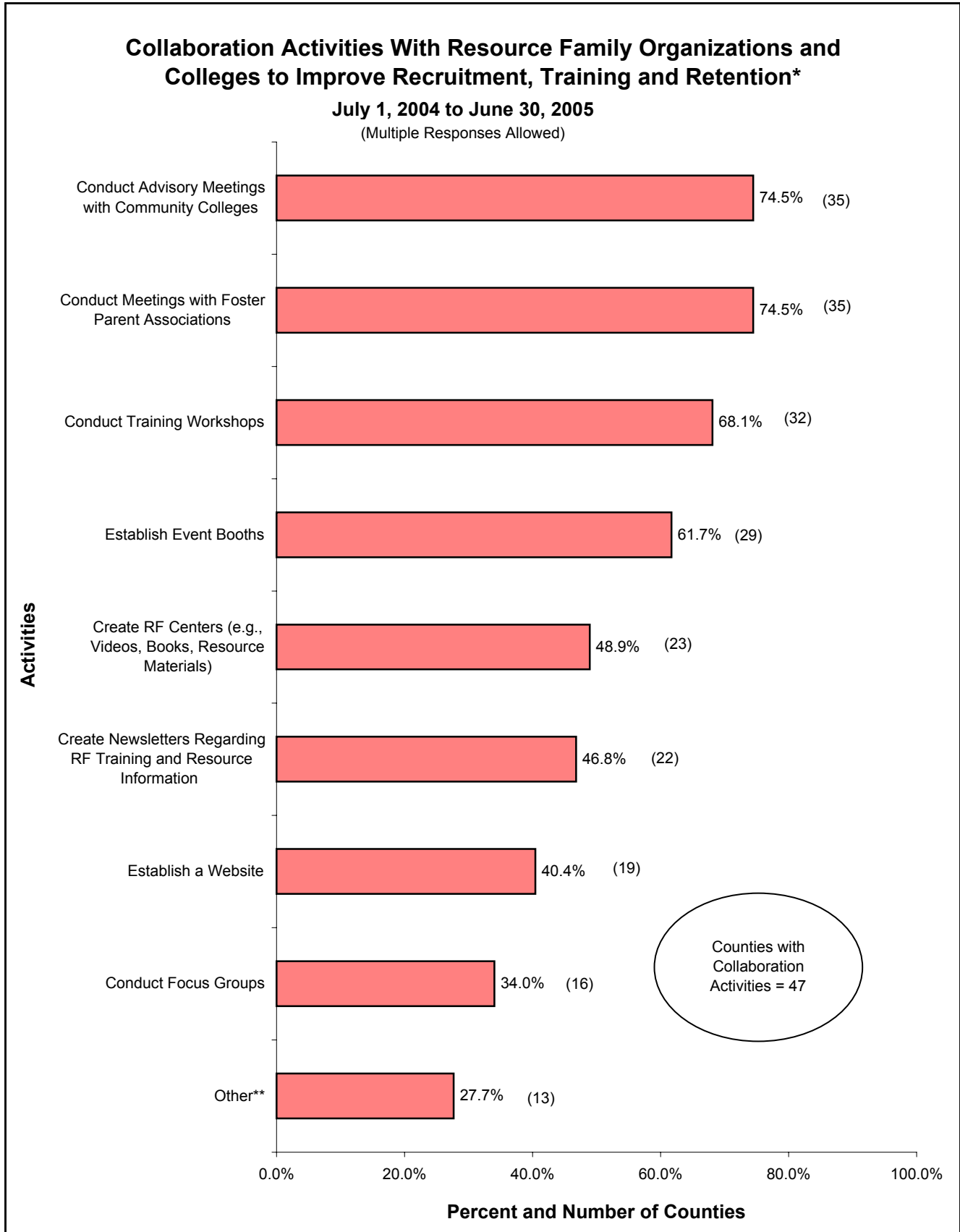
*Represents data from 51 counties for SFY 2002/2003, 50 counties for SFY 2003/2004 and 50 counties for SFY 2004/2005. See Appendix A for a description of the regions and statewide data disposition.

Counties That Collaborated With Resource Family (RF) Organizations and Colleges to Improve Recruitment, Training & Retention Efforts in SFY 2004/2005

July 1, 2004 to June 30, 2005



*See Appendix A for statewide data disposition.



*Represents 50 counties that provided data. See Appendix A for statewide data disposition.

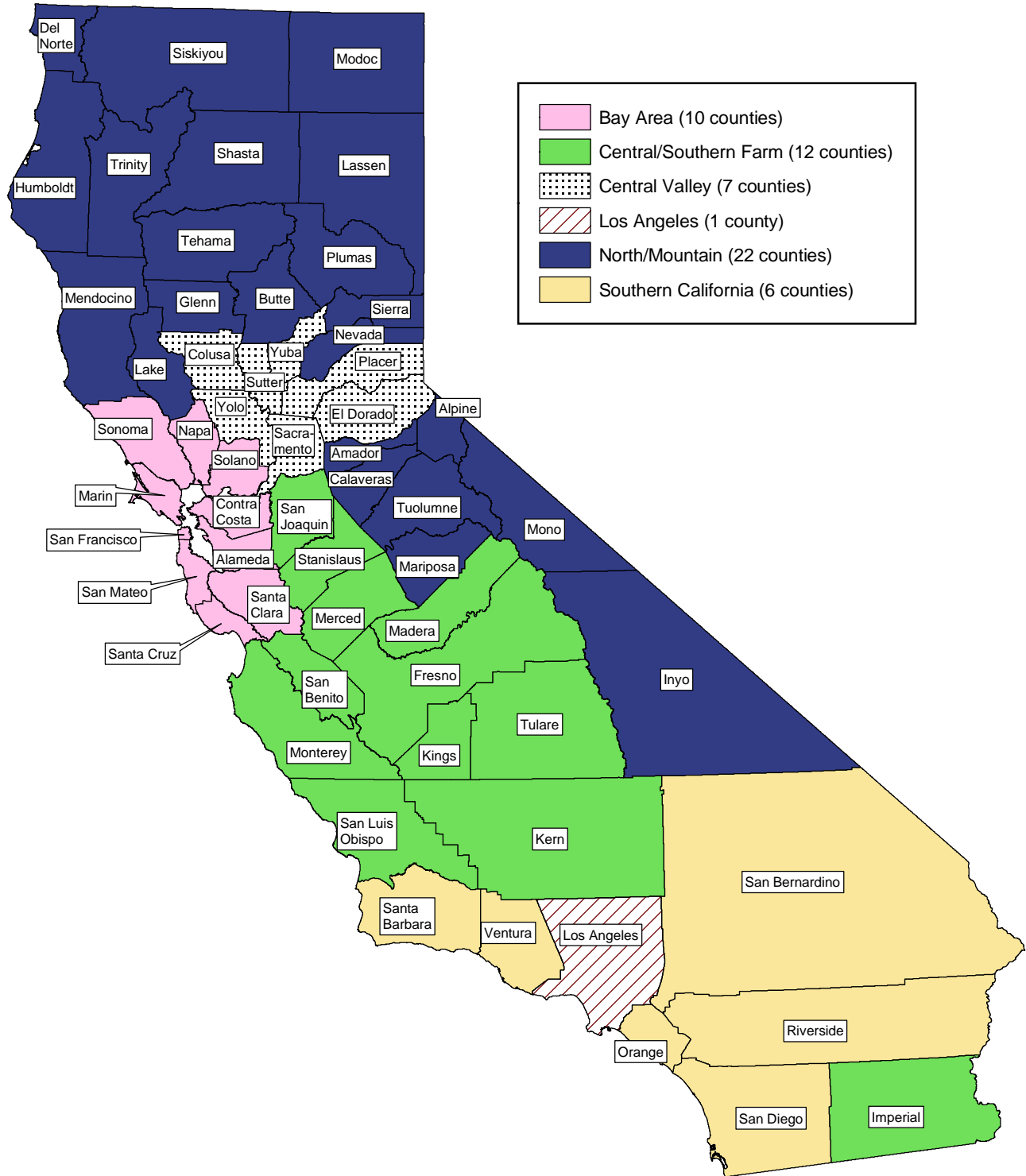
**For "Other" collaboration activities, see Appendix B, page 40.

APPENDICES

Appendix A	CDSS Six California Regions32
	Statewide Data Disposition 33
Appendix B	“Other” Responses34
Appendix C	Toll-Free Telephone Numbers41
Appendix D	Pre- and/or Post-Service Training Providers.....42
Appendix E	Position Titles, Total Staff and Hours for Pre- and/or Post- Service Training.....47
Appendix F	Resource Family Organizations and/or Resource Family Chapters48
Appendix G	Data Summary 55
Appendix H	Resource Family Recruitment, Training and Retention Survey [SFY] 04/05..... 67

APPENDIX A

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES
 SIX CALIFORNIA REGIONS



Regional Definitions:

California Department of Social Services (CDSS) has defined the six regions based on:

- 1) homogenous county characteristics such as welfare dependency rate, annual unemployment rate, percent of children reported to child welfare services and percent of population in poverty,
- 2) contiguous grouping of counties, with the exception of Imperial County, and
- 3) counties belonging to the same labor market area.

APPENDIX A

STATEWIDE DATA DISPOSITION
 State Fiscal Years 2002/2003 to 2004/2005

BAY AREA (10 counties)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
ALAMEDA	RTR	RTR	RTR
CONTRA COSTA	RTR	RTR	RTR
MARIN	RTR	RTR	RTR
NAPA	RTR	RTR	RTR
SAN FRANCISCO	RTR	RTR	RTR
SAN MATEO	RTR	RTR	RTR
SANTA CLARA	RTR	RTR	RTR
SANTA CRUZ	RTR	RTR	RTR
SOLANO	RTR	RTR	RTR
SONOMA	RTR	RTR	RTR
Counties with Data	10	10	10
CENTRAL/SOUTHERN FARM (12 counties)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
FRESNO	RTR	RTR	RTR
IMPERIAL	RTR	RTR	RTR
KERN	RTR	RTR	RTR
KINGS	RTR	RTR	RTR
MADERA	RTR	RTR	RTR
MERCED	RTR	RTR	RTR
MONTEREY	RTR	RTR	RTR
SAN BENITO	RTR	RTR	RTR
SAN JOAQUIN	RTR	RTR	RTR
SAN LUIS OBISPO	RTR	RTR	RTR
STANISLAUS	RTR	RTR	RTR
TULARE	RTR	RTR	NSR
Counties with Data	12	12	11
CENTRAL VALLEY (7 counties)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
COLUSA	RTR	RTR	RTR
EL DORADO	RTR	RTR	RTR
PLACER	RTR	RTR	RTR
SACRAMENTO	RTR	RTR	RTR
SUTTER	RTR	RTR	RTR
YOLO	RTR	RTR	RTR
YUBA	RTR	RTR	RTR
Counties with Data	7	7	7

LOS ANGELES (1 county)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
LOS ANGELES	RTR	RTR	RTR
Counties with Data	1	1	1
NORTH AND MOUNTAIN (22 counties)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
ALPINE	FFA	FFA	FFA
AMADOR	RTR	RTR	RTR
BUTTE	RTR	RTR	RTR
CALAVERAS	FFA	FFA	RTR
DEL NORTE	RTR	RTR	RTR
GLENN	RTR	RTR	RTR
HUMBOLDT	RTR	RTR	RTR
INYO	RTR	RTR	RTR
LAKE	RTR	RTR	RTR
LASSEN	NSR	FFA	NSR
MARIPOSA	RTR	RTR	RTR
MENDOCINO	RTR	NSR	NSR
MODOC	FFA	FFA	FFA
MONO	RTR	RTR	RTR
NEVADA	RTR	RTR	RTR
PLUMAS	FFA	FFA	FFA
SHASTA	RTR	RTR	RTR
SIERRA	FFA	FFA	FFA
SISKIYOU	FFA	FFA	FFA
TEHAMA	RTR	RTR	RTR
TRINITY	RTR	RTR	RTR
TUOLUMNE	RTR	RTR	RTR
Counties with Data	15	14	15
SOUTHERN CALIFORNIA (6 counties)			
COUNTIES	SFY 02/03	SFY 03/04	SFY 04/05
ORANGE	RTR	RTR	RTR
RIVERSIDE	RTR	RTR	RTR
SAN BERNARDINO	RTR	RTR	RTR
SAN DIEGO	RTR	RTR	RTR
SANTA BARBARA	RTR	RTR	RTR
VENTURA	RTR	RTR	RTR
Counties with Data	6	6	6

TOTAL COUNTIES with REPORTED DATA for SFY 2002/2003 = 51
TOTAL COUNTIES with REPORTED DATA for SFY 2003/2004 = 50
TOTAL COUNTIES with REPORTED DATA for SFY 2004/2005 = 50

RTR = Data provided; county conducted recruitment, training and retention activities.
 FFA = No data provided; county utilized foster family agencies to conduct recruitment, training and retention activities.
 NSR = No data provided; county did not return a survey.

APPENDIX B

"OTHER" RESPONSES

ITEM 1: Indicate the total amount your county ACTUALLY EXPENDED for the recruitment, training and retention of RF in SFY 04/05 from EACH of the following funding sources. If you did not expend funds from the source, please leave a "0." Include both your State and Federal matching funds.

COUNTY	"OTHER" FUNDING SOURCES	AMOUNT
AMADOR	Federal Share	\$ 1,767
BUTTE	OFR Respite Funds	28,725
CALAVERAS	Non-Federal	711
CONTRA COSTA	PIN 155 & 156 FFL & Recruitment	1,043,053
	PIN158 FFL - Training	88,509
FRESNO	also for Kinship funds out of the CWS budget	21,579
HUMBOLDT	Respite	3,000
KERN	Private donation	4,610
MARIPOSA	Mariposa Unified School District	1,500
RIVERSIDE	Foster Family Homes (FFH)	65,628
SANTA CLARA	AB2129 (County match \$81,808 Federal match IV-E \$136,506)	218,314
	Respite (70% State, 30% County)	198,455
	Child Care for Licensed Foster Parents (100% County)	716,814
	Resource Center Grant (100% County)	105,000
	Sibling Supplement Fund (100% County)	138,005
SANTA CRUZ	Respite funds from CWS Allocation	15,000
STANISLAUS	CWS Allocation-FC Respite	4,044
	CBCAP	5,025
TOTAL		\$ 2,659,739

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B

"OTHER" RESPONSES

ITEM 4: Indicate the total number of staff and their respective work HOURS PER WEEK for EACH applicable job type designated for the recruitment of RF in SFY 04/05. NOTE: If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff."

COUNTY	"OTHER" Job Types	Number of Staff			Total Number of Staff Hours		
		County	Contract	Volunteer	County	Contract	Volunteer
AMADOR	Contract: Jack Aguilar	0	0.25	0	0	5	0
BUTTE	OFR Social Worker (Recruiter)	1	0	0	10	0	0
CONTRA COSTA	Community Engagement Spec.	3	0	0	10	0	0
	Foster/Resource Parent Liaison	1	0	0	15	0	0
GLENN	Americorps		2	0	0	20	0
	GCOE FYS Coordinator	1	0	0	1.5	0	0
HUMBOLDT	Vocational Assistant	1	0	0	1	0	0
	AmeriCorp	1	0	9	3	0	7
	Former Foster Youth	3	0	0	1	0	0
INYO	Foster/Resource Parent Trainer	0	2		0	1.75	0
KERN	Misc. for community events	288	0	32	1	0	2
LOS ANGELES	Resource Family Recruitment Line	0	0	10	0	0	8
	Resource Family Mentors	0	0	31	0	0	5
MONTEREY	F2F Liaisons	0	5	0	0	15	0
	Peer Recruiters	0	4	0	0	5	0
RIVERSIDE	Comm. Serv. Assistant	2	0	0	40	0	0
	Soc. Serv. Assistant	2	0	0	40	0	0
SACRAMENTO	PRIDE Coordinator	1	0	0	3	0	0
	Orientation/English	1	0	0	6	0	0
	Orientation /Spanish	1	0	0	2	0	0
SAN FRANCISCO	Social Service Technician	1	0	0	30	0	0
SAN LUIS OBISPO	Community Partners	0	0	11	0	0	5
	Program Review Specialist	1	0	0	0.5	0	0
	Permanency Case Mgrs.	0	2	0	0	2	0
SANTA CLARA	Resource Family Support Team	0	6	0	0	2	0
	Community Liaisons	0	8	0	0	11.81	0
	Social Work Coordinator	1	0	0	40	0	0
SHASTA	Adoptive Parent Liaison	0	1	0	0	10	0
TEHAMA	Foster Parent	0	1	0	0	3	0
YOLO	Intern	1	0	0	10	0	0
	Volunteers	3	0	3	0.5	0	1
YUBA	Foster & Kinship Care Education Program Specialist	0	2	0	0	4	0
	Foster & Kinship Care Education Program Manager	0	1	0	0	2	0
TOTALS		313	34.25	96	214.5	81.56	28

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B

"OTHER" RESPONSES

ITEM 5a: If you answered "YES" to Item 5, indicate the languages of fluency of the bilingual staff. Check all that apply.

COUNTY	"OTHER" NON-ENGLISH LANGUAGES
FRESNO	Portuguese
KINGS	Portuguese
MARIPOSA	Tongan
SANTA CLARA	African Dialect, Amharic, Bisayan, Dutch German, Hebrew, Hindi, Ilocano, Japanese, Portuguese Korean, Nigerian Dialect, Swahili, Samoan
SHASTA	Thai
SUTTER	Punjabi, Farsi All languages through ATT translation services
YOLO	Punjabi

ITEM 6: Indicate *EACH* recruitment method employed by your county and its effectiveness to recruit RF in SFY 04/05. If the category did not apply in your county, select "Not Applicable."

COUNTY	"OTHER" RECRUITMENT METHODS
CONTRA COSTA	telephone follow-up newsletter
HUMBOLDT	AmeriCorp Workers
MARIN	New Releases and PSAs Flyers advertising info meetings
RIVERSIDE	Foster Parent Recruitment Contract
SACRAMENTO	Foster Parents

ITEM 8: Did your county conduct **SPECIALIZED** recruitment specific to *EACH* of the following categories of children below in SFY 04/05?

COUNTY	"OTHER" CATEGORIES OF CHILDREN FOR SPECIALIZED RECRUITMENT
CONTRA COSTA	Family to Family
INYO	General Recruitment of all needs

ITEM 9: Indicate the difficulty your county experienced in placing *EACH* of the following categories of children in SFY 04/05. If the category did not apply in your county, select "N/A" (Not Applicable).

COUNTY	"OTHER" CATEGORIES OF CHILDREN WITH PLACEMENT DIFFICULTIES
ALAMEDA	Gay/Transgender
SACRAMENTO	Sibling groups of 3 or more

ITEMS 9a: Select the single most difficult category of children to place from Item 9 above.

COUNTY	"OTHER" SINGLE MOST DIFFICULT CATEGORY OF CHILDREN TO PLACE
ALAMEDA	Gay/Transgender

APPENDIX B

"OTHER" RESPONSES

ITEM 10a : Indicate the reasons why the licensed RF in Item 10 made the decision to no longer accept placements and the number of families that specified *EACH* reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for *EACH* reason the family reported.

COUNTY	"OTHER" REASONS RF FAMILIES NO LONGER ACCEPTED PLACEMENTS	NUMBER OF LICENSED RF
ALAMEDA	Went to FFA	2
	Deceased	2
	Lost contact	5
HUMBOLDT	Deceased	1
	License Revoked	1
	Moved to a Foster Family Agency	3
LAKE	retired	2
MERCED	Legal	3
MONTEREY	Work or Life Changes	4
	Identified Child left/aged out	2
	Became an FFA certified home	1
NAPA	"Rolled over to a F.F.A.	1
	Unhappy with the system	1
	Unhappy with state adoption worker	2
ORANGE	applied to be an FFA home	12
	No longer had space available to foster	8
	Family Issues	8
PLACER	transferred to another agency	1
SACRAMENTO	Went to FFA	3
	Retired in good standing	4
SAN DIEGO	Lacks Capacity	11
	Personal Issues at home	7
	Too Busy	13
SANTA CLARA	Providing only respite care-6, runs full daycare-2	8
	Specific child unavailable	10
	Pregnancy-3, remodeling-2, kids we have are too hard-2	7
SOLANO	Licensed for "specific" children - did not want more.	8
SONOMA	Changed to FFA	4
	Behavior of child	1
STANISLAUS	New Baby	1
TEHAMA	Death of Foster Parent	1
TUOLUMNE	Time issue - Growth of family business	1
VENTURA	Work-related	1
	Placement experience difficult	1
	Not happy with the foster care program	1
YOLO	Specific Child	3
	Recruited by Foster Family Agencies	4
TOTAL		148

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B

"OTHER" RESPONSES

ITEM 11a : Of the number of licensed RF indicated in Item 11, provide the number of RF who did not receive placements for *EACH* of the county reasons that apply.

COUNTY	"OTHER" REASONS RF FAMILIES DID NOT RECEIVE PLACEMENTS BASED ON COUNTY DECISIONS	NUMBER OF LICENSED RF
MONTEREY	Family too restrictive in type of placement desired	2
NAPA	Moved- unable to make contact	1
ORANGE	Training Requirements	17
	Licensee's request	13
	Unknown	42
SAN BENITO	too many family members/no bed space	1
SHASTA	Complaint Hold	3
VENTURA	Non Compliance with Licensing Training Requirements	44
TOTAL		123

ITEM 15b : If you answered "YES" to Item 15, indicate the funding source(s) of the child care. Check all that apply.

COUNTY	"OTHER" CHILD CARE FUNDING SOURCES
FRESNO	Family to Family Stuart Grant
GLENN	CWS Allocation
INYO	Salvation Army
MARIN	Foster Care Training and Recruitment Budget
MONTEREY	PSSF
NEVADA	Private Donations
TUOLUMNE	Community College
VENTURA	First 5 Funding Prop. 10

APPENDIX B

"OTHER" RESPONSES

ITEM 16b : If you answered "YES" to Item 16, indicate the funding source(s) of respite care provided by your county in SFY 04/05. Check all that apply.

COUNTY	"OTHER" RESPITE CARE FUNDING SOURCES
COLUSA	Children's Services Referral Kinship/FC Emergency Fund
EL DORADO	Foster parents pay their own respite
HUMBOLDT	County only Respite Account WRAP - Around Fund Title IVE/SB163
MARIN	Respite provided by foster parents at no charge Caregivers pay providers directly
ORANGE	The Rest and Relaxation Program is funded by County Only Funds
SAN BERNARDINO	County Funds
SAN MATEO	Net County Cost Child Care Realignment
SANTA CLARA	County General Fund
SHASTA	Adoptions Support Funding
SOLANO	All County Funds
SONOMA	Redwood Empire Foster Parents Association
TRINITY	Other foster parents traded services on their own.
VENTURA	First 5 Funding Prop. 10

ITEM 17a : If you answered "YES" to Item 17, please indicate the activities and/or goals. Check all that apply.

COUNTY	Question 17a: "OTHER" RECRUITMENT GOALS
FRESNO	Conduct panels of resource parents and youth at Licensing orientations
KERN	Increased newly licensed homes from 26% to 35% of total homes
MARIN	Form a collaborative with local FFAs to recruit foster and adoptive homes Appreciation event sponsored by recruitment collaborate
MARIPOSA	Better communication with FF Assoc. and Community College Foster parents urged to recruit by word-of-mouth
NEVADA	Bigger Recruitment Fair Event
SACRAMENTO	Billboards
SAN LUIS OBISPO	Increase participation and membership in the Recruitment committee
SHASTA	Hired Foster Parent Recruiters Recruitment Committee
SONOMA	Develop Foster Parent Recruitment and Retention work group
TUOLUMNE	Radio Interview and Radio Announcements of Orientations
YOLO	Inserts with Utility Bills Recruitment Board at the Community College Earth Day in Davis, CA/ Teacher Recruitment Bags

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX B

"OTHER" RESPONSES

ITEM 18a : If you answered "YES" to Item 18, please indicate the activities and/or goals. Check all that apply.

COUNTY	"OTHER" RETENTION GOALS
CONTRA COSTA	Foster Parent Liaison
	Monthly Recruitment Meetings
	Analysis of areas to increase resource homes
FRESNO	Initiated a "warmline" that families can call for support/assistance
	Continued to work with the Recruitment, Development and Support F2F task group
	Continued to partner with Foster parent training project, FFAs, and Community College
HUMBOLDT	Community Partner Meetings w/focus groups addressing recruitment & communication
KERN	Decreased percentage of closures from 22% to 18% of total homes.
SACRAMENTO	24 Hr. Foster Parent Call-in Line
	PRIDE
	Placement Support Unit (PSU)
SAN MATEO	Foster Parent Advocate Position
SANTA CLARA	Resource Family Support Team
SHASTA	Mentoring Foster Parents
STANISLAUS	Mentoring Program
	Foster Family Activities
YOLO	Weekly Telephone Calls to Foster Homes for Outreach and to determine Availability
YUBA	Placement Support Social Worker

ITEM 20a : Indicate how your county collaborated with RF organizations and colleges to improve recruitment, training and retention efforts in SFY 04/05. Check all that apply.

COUNTY	"OTHER" COLLABORATION ACTIVITIES
COLUSA	Collaboration with local FFAs
CONTRA COSTA	Community Engagement Specialists
	Monthly Recruitment and Retention Meetings
FRESNO	Celebration Luncheon in May 2005
	Adoption Picnic to recognize adoptive families
	Work with RDS task force through F2F
HUMBOLDT	Regional Training Conference
IMPERIAL	Licensing/Approval staff worker participated in most Resource Family Activities
NEVADA	Advisory Committee without Community Colleges
PLACER	establish recruitment, training & support workgroup
SACRAMENTO	Birth & Beyond Community Partners
	Mutual Assistance Network, Community Based Organization
	American River College Funded PRIDE Foster Parent Trainers
SAN BERNARDINO	Taking Care of Business Days see comment section.
SAN FRANCISCO	Bi-monthly brown bag meetings
	Quarterly Administrative meeting with resource families
	Family 2 Family Recruitment, Training and Support Committee
SAN LUIS OBISPO	Updated PRIDE training
SHASTA	Standards Committee
	Recruitment Committee
	Parenting Center Meetings
YOLO	Adoption Dinner
	Foster Parent Appreciation Dinner
	Presence at the Foster Parent Association meetings and events

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX C

TOLL-FREE TELEPHONE NUMBERS

ITEM 7a: If you answered "YES" to Item 7, provide the toll-free telephone number.

COUNTY	TOLL-FREE TELEPHONE NUMBERS
ALAMEDA	1-866-302-9335
BUTTE	1-866-228-4368
CALAVERAS	1-800-422-4453
CONTRA COSTA	1-866-313-7788
FRESNO	1-877-533-5437(KIDS)
GLENN	1-800-339-9236
LOS ANGELES	1-888-811-1121
MONO	1-800-340-5411
MONTEREY	1-800-850-0006
ORANGE	1-888-871-5437
PLACER	1-888-387-9982
RIVERSIDE	1-800-665-KIDS(5437)
SAN BERNARDINO	1-800-722-4477
SAN DIEGO	1-877-792-5437
SANTA BARBARA	1-866-899-2649
SANTA CRUZ	1-877-505-3299
TRINITY	1-800-851-5658

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre-and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
ALAMEDA	Faith Battles	Faith Battles	(510) 780-8942	battlfa@acgov.org
BUTTE	OFR Recruiter and various instructors	Sandra Tonjes	(530) 538-7896	tonjes@cws.state.ca.us
	Foster Parent Licensing	Liz Griffin	(530) 538-7755	griffe@cws.state.ca.us
	Various Resource Family Mentors	Liz Griffin	(530) 738-7755	griffe@cws.state.ca.us
CONTRA COSTA	CFS Staff	Lois Rutten	(925)335-7173	lrutten@ehsd.cccounty.us
	Parent Partners	Neely McElroy	(925)335-7099	mcelrn@cws.state.ca.us
	Foster Family Network	Jane Miller	510-245-0293	millerokeef@aol.com
	Community Resources	Lois Rutten	(925)335-7173	lrutten@ehsd.cccounty.us
EL DORADO	Department of Human Services	Christine Amey	530-642-7277	christine.amey@co.el-dorado.ca.us
FRESNO	Specialized Foster Parent Training Project, Barbara Foster	Barbara Foster	559-278-2718	bfoster@csufresno.edu
	DCFS Staff (Licensing)	Alex Madrid	559-453-4446	
	DCFS Staff (Adoptions)	Socorro Ruvacalba	559-262-4355	
	DCFS Staff (Family to Family)	Kathleen Miller	559-453-5794	kmiller@co.fresno.ca.us
GLENN	HRA Social Services	Chellie Gates	530-934-6519	cgates@hra.co.glenn.ca.us
	Glenn County Mental Health	Rich Gordon	530-865-6459	rgordon@glenncountyhealth.net
	HRA Social Services	Chellie Gates	530-934-6519	cgates@hra.co.glenn.ca.us
	Options for Recovery	Sandy Tonjes	530-538-7896	tonjes@cws.state.ca.us
HUMBOLDT	Child Welfare Services	Barbara LaHaie	707 441-5046	lahaib@cws.state.ca.us
	Child Welfare Services	Carolyn Albee	707 441-5035	albeec@cws.state.ca.us
IMPERIAL	ICDSS	Angelica Duenas	(760) 482-2010	AD7711@CWS.STATE.CA.US
	ICDSS	Mickey Castro	(760) 482-2013	MC135Y@CWS.STATE.CA.US
INYO	Salvation Army	Debbie and Dwaine Breazeale	(760)872-2124	tsabishop@schat.com
KERN	Dr. Michael Kirk, PhD	Lauren	661-833-5890	ChildandFamilyClinic@hotmail.com
	Foster Care Support Network	0	715-258-2448	www.fostercare-support.net
	Anthony Hunter	Anthony Hunter	415-205-0663 510-872-1791	2699 Ritchie, Oakland CA 94605

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre-and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
KINGS	Kings County Human Services Agency	Shelly Verboon	(559) 582-3241	Sverboon@co.kings.ca.us
	Kings County Human Services Agency	Ronda Braithwaite	(559) 582-3241	Rbraithwaite@co.kings.ca.us
		Sue Sprately	(559) 582-3241	Ssprately@co.kings.ca.us
		Anthony Salgado	(559) 582-3241	Asalgado@co.kings.ca.us
		Jennifer Bell	(559) 582-3241	Jbell@kings.co.kings.ca.us
LAKE	Kathryn Page	same	(530) 257-0243	kpage9@frontier.net
	Lake County Office of Education	Allison Hillix	(707) 262-3493	allisonh@lake-coe.k12.ca.us
	Lake County Foster Parent Association	Denice solgat	(707) 279-4503	cobbkidz@yahoo.com
LOS ANGELES	SEE ATTACHMENT			
MADERA	Family Resource Center	Elizabeth Cantonisi	559-661-5155	
MARIPOSA	Dorothy Langworthy, SWSII	0	(209) 966-2442	dlangworthy@mariposacounty.org
	Becky Hagen, CHP Officer	0	(209) 966-3656	
	Stephanie Holland, CASA Dir.	0	(209) 742-4206	stephanie@sti.net
	Dr. John Trujillo	0	(209) 966-4580	pastorjpt@juno.com
MERCED	Elaine Craig	0	559/662-4586	ecraig@maderacos.k12.ca.us
	Lorraine Fox, PhD	0	949/498-3529	pgfsc@cox.net
	David Brantley	0	209/363-1756	
	Kevin Coulter, M.D.			
MONO	UC Davis- Foster Parenting:A Tnoble Profession			
NEVADA	Superintendent of Schools	Mary Jane Connely	530-478-6400 ext.210	maryjane@nevco.k12.ca.us
	Emily Gallup, MFT	same as above	same as above	same as above
	Jim Stratogakus, Ph.D	same as above	same as above	same as above
	Holly VanGulden	same as above	same as above	same as above
	Sierra Adoption Services	same as above	same as above	same as above
	Steve Saylor	same as above	same as above	same as above
	Marcia Lewis-Akyeem	same as above	same as above	same as above
	Art Maganya	same as above	same as above	same as above

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre-and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
ORANGE	Denise Odom	0	714-940-3974	denise.odom@ssa.ocgov.com
	Cindy Roe	0	714-940-3914	cindy.roe@ssa.ocgov.com
	Juan Herrera	0	714-940-3972	juan.herrera@ssa.ocgov.com
	Abel Esquivel	0	714-940-3971	abel.esquivel@ssa.ocgov.com
	Pat Holte	0	714-940-3942	
	Rosalind Munoz	0	714-940-3968	
PLACER	Placer County	Tom Lind	530-889-6752	
	Placer County	Laurie Antuzzi	530-889-2879	
	Placer County	Lani Thomas	530-889-6720	
	Placer County	Debbie Lind	530-889-6718	
	Placer County	Michelle Labrador	530-889-6703	
	Sierra Adoption Services	Nichole Bowden	530-478-0900	
	Sierra Adoption Services	Todd Cirillo	530-478-0900	
RIVERSIDE	Ida Roth	Allison Donahoe-Beggs	(951) 358-3627	roathi@cws.state.ca.us
	Bruce Bergman	Allison Donahoe-Beggs	(951) 358-4816	brbergma@riversidedpss.org
	Mario Cabrera	Allison Donahoe-Beggs	(951) 358-4071	macabrer@riversidedpss.org
	Rhonda Grimmett	Allison Donahoe-Beggs	(951) 358-7132	grimmr@cws.state.ca.us
	Richard Hajek	Allison Donahoe-Beggs	(760) 863-7219	hajekra@cws.state.ca.us
	Celeste Harrison	Allison Donahoe-Beggs	(951) 358-5718	harricj@cws.state.ca.us
	Jeff Mourer	Allison Donahoe-Beggs	(951) 358-7868	jjmourer@riversidedpss.org
SACRAMENTO	FHL(Rules/Regulations)/English	Deborah Thomas	916-875-5600	Thomada@saccounty.net
	FHL(Rules/Regulations)/Spanish	Alida Lopez	916-875-4080	Lopezad@saccounty.net
	Contract Consultant/First Aid/CPR	LeNore Connett	916-421-0430	No email address
SAN BERNARDINO	Judy Scott	DCS	909 891-3352	jscott@hss.sbcounty.gov
	Kristen Lennon	DCS	909-891-3694	klennon@hss.sbcounty.gov
	Katherine Barman	DCS	909-945-3774	kbarman@hss.sbcounty.gov
	Ed Debelina	DCS	909-891-3694	edebelina@hss.sbcounty.gov
	Carolyn Buchanon	Foster Parent	909 874-0535	
	Barbara Horzen	Foster Parent	760 951-8877	
	Vern Bradley	Vern Bradley	909 797-8325	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre-and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
SAN FRANCISCO	Bay Area Academy	Pete Maspaitella	707-373-6552	Bpetermas@mac.com
	Options for Recovery	Rose Willis	415-401-4450	Rose.Willis@sfgov.org
SAN LUIS OBISPO	Professional Therapist			
	State Academy Training			
SAN MATEO	CPR/First Aid Training	Samuel Barajas	(650) 299-1911	projectheartbeat@sbcglobal.net
	Jean Jacquemet PHN	Carlos Smith	(650) 802-7637	
	Dr. Resenbaum	Juliana Van Meter	(650) 595-7643	
	Help One Child	Susan Kammerer	(650) 917-1210	
	Peninsula Conflict Resolution Ctr.	Kathie Howard	(650) 373-7899	
SANTA CLARA	Certified CPR Trainers	n/a	n/a	n/a
	Beyond the Bench, County Govt.	Ken Borelli	(408)975-5702	n/a
	Help One Child	Judy Holmes		
	Santa Clara Adult Ed	n/a	(408)423-3500	
	Resource Family Supp Team	Mary Jo Nakashima	(408)975-5667	MaryJo.Nakashima@ssa.sccgov.org
SANTA CRUZ	None other than community college			
SHASTA	Options for Recovery	Sheri Wiggins	(530) 225-5879	swiggins@co.shasta.ca.us
	Foster Parent Association	Mickey Harris	(530) 225-3726	mharris@lilliput.org
	Lilliput Children's Services	Mickey Harris	(530) 225-3726	mharris@lilliput.org
SOLANO	Cal. State Foster Parent Assoc. Training	Cora Pearson, President	(310) 539-0268	
	National Foster Parent Assoc. Training	Randall Ruth, President	(952) 890-7012	
	Child Welfare Services	Larry Smith, Soc.Worker	(707) 784-8590	
SONOMA	Private Consultant	Sharon Bergeron	707-528-9233	bergeronmft@earthlink.net
STANISLAUS	Velma Moore	Amie Prutch	209-558-3983	prutca@mail.co.stanislaus.ca.us
	Cindy Pylman	Amie Prutch	209-558-3983	prutca@mail.co.stanislaus.ca.us
	Kelli Riley	Amie Prutch	209-558-3983	prutca@mail.co.stanislaus.ca.us

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX D

PRE- AND/OR POST-SERVICE TRAINING PROVIDERS

ITEM 13: Identify the providers that conducted the pre-and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

COUNTY	PROVIDER	CONTACT	PHONE	EMAIL ADDRESS
SUTTER	Yuba Community College	Leah Enix	530741-6750	
TEHAMA	Foster Care Support Network	Linda Colin	530/528-4006	colinl@cws.state.ca.us
	CPS	Patricia Schaefer	530/528-4004	
	CPS	Ethel Mussmann	530/528-4170	emussman@tcdss.org
	Northern Valley Catholic Social Services	Phyllis Avilla	520/528-8066	
	Laura Woodall-Ray	Laura Woodall-Ray	530/347-0836	
TRINITY	Shasta Co. Child Welfare PRIDE	Raelene McDowell	530-225-5163	
	No. Valley Catholic S.S.	Philip Clark	530-247-3306	
VENTURA	Children & Family Services	Elaine Martinez	805 648-9395	Elaine.Martinez@ventura.org
	Children & Family Services	Rose Moore	805 484-4125	Rose.Moore@ventura.org

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX E

POSITION TITLES, TOTAL STAFF
 AND HOURS FOR PRE- AND/OR POST-SERVICE TRAINING

ITEM 14: Did your county designate staff to recruit providers to conduct pre- and/or post-service training for RF in SFY 2004/2005?

ITEM 14a: If you answered "YES" to Item 14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre- and/or post-service training for resource families in SFY 04/05.

COUNTY	JOB TITLES	NUMBER OF STAFF	NUMBER OF STAFF HOURS
ALAMEDA	CARI Program Corrdinator	1	40
	Program Manager	1	40
	Training Supervisor	1	40
	Program Specialist	1	40
BUTTE	Sandra Tonjes, OFR Recruiter	1	5
CONTRA COSTA	Social Casework Specialist	20	240
	Parent Partners	2	25
	Community Engagement Specialists	3	48
EL DORADO	Social Worker	1	12
FRESNO	Program Manager	1	15
	Social Worker III	1	5
GLENN	Licensing Social Worker	1	12
HUMBOLDT	Social Workers	4	60
INYO	Licensing Analysis	3	0.25
KERN	Program Specialist	1	40
	Office Services Assistant	1	12
	Social Services Supervisor	1	15
	Program Director	1	4
KINGS	Shelly Verboon, Social Service Supervisor	1	20
LAKE	Staff Services Analyst	2	10
LOS ANGELES	Clerical Workers (county staff)	4	160
	Management (county staff)	1	40
	Social Workers (county staff)	6	240
	RF Recruitment line (volunteer staff)	10	80
	RF Mentors (volunteer staff)	31	155
MADERA	Social Worker III	1	8
MARIPOSA	Social Worker Supervisor I	1	3
	FFH Analyst/SWII	1	3
ORANGE	Senior Social Worker/ Trainer	3	10
RIVERSIDE	Soc. Serv. Supv.	1	40
	Social Worker II	1	40
SACRAMENTO	FHL Evaluator	1	20
	FHL Program Specialist	1	20
SAN BERNARDINO	Social Worker	2	40
SAN LUIS OBISPO	Social Worker	2	104
SAN MATEO	Foster Parent Advocate	1	1
	Shelter Care Coordinator	1	1
	Post Adoption Specialist	1	1
	Licensing Social Worker	4	4
	Resource Family Recruiter	1	5
SANTA CRUZ	Sr. Social Worker	1	5
SHASTA	Options for Recovery Trainer	1	30
	Foster Parent Trainer	1	15
	Adoptive Parent Liaison	0.5	15
SOLANO	Social Worker III/Trainer	1	8
	Social Worker III Licensing Worker	1	10
	Social Services Supervisor	1	4
	Social Services Manager	1	2
	Clerical Worker	1	20
TRINITY	Social Services Aide	1	25
TOTALS		131.5	1,792.25

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
ALAMEDA	Alameda County Foster Parent Association	Tina Hughes	(510) 430-0942	Tinahughesacfpa@aol.com
AMADOR	Amador County Foster Parent Association	Gretchen Heiss	209-296-7606	
BUTTE	Butte County still does not have an active Foster Parent Association, but there has been some recent interest, and on-going support is provided in the event a new group is established.			
CALAVERAS	CDSS/Community Care Licensing	Carol Lancaster	(916) 263-4718	Carol.Lancaster@dss.ca.gov
	Environmental Alternatives	Kristin Lamping	(707) 447-4596	Klamping@ea.org
	California Foster Family Agency	Tracy Tousand	(209) 736-0003	
	Aspira	Lauren Honeychurch	(209) 754-6148	
COLUSA	Yuba College	Laurie Scheuerman	(530) 741-6750	
CONTRA COSTA	Foster Family Network	Joan Miller	510-245-0293	millerokeef@aol.com
DEL NORTE	College of the Redwoods	Kelly Remington	(707) 445-5387	kelly-remington@redwoods.edu
EL DORADO	Foster Parent Association	Bonnie Mcclane	530-333-1482	arab@thegrid.net
	CASA Training	Janice Kennedy	530-622-7077	db4@earthlink.net
	Folsom Lake College	Bonnie Mcclane	530-333-1482	arab@thegrid.net
	Folsom Lake College	Jack Aguilar	530-622-5520	aggij@aol.com
FRESNO	Kinship Parent Association of Fresno	Kay Crockell	(559)222-9766	Crockell@comcast.net
	Sun Valley Foster Parent Association	Idell Smith	(599) 264-5742	Idellsh1@aol.com
	Asociacion de Padres Unidos o de Crianza #74	Barbara Caldera	(559) 486-5899	
GLENN	Glenn County Foster Parent Association	Caren Telford	530-865-7270	telford-clan@sbcglobal.net
HUMBOLDT	New Directions of Humboldt Foster Family Assoc., Ch. 107	Rose Baker, Presid	(707) 496-6070	prbaker5150@aol.com

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
IMPERIAL	IV FOSTER PARENT ASSOCIATION CHAPTER 80	Martha Gomez	(760) 353-3708	
	IV FOSTER PARENT ASSOCIATION CHAPTER 80	Lupe Gonzalez	(760) 356-4543	
	IMPERIAL VALLEY COLLEGE	Rebecca Green	(760) 355-6232	becky.green@imperial.edu
INYO	Salvation Army	Debbie and Dwaine	(760)872-2124	tsabishop@schat.com
KERN	Kern County Foster Parent Association #24	Sasha Biscoe	661-663-9862	sbiscoe@cox.net
KINGS	Foster Parent Support Group	Debbie Castro	(559) 584-8980	
	The Reach Program	Liz-Rocha-Lee	(559)222-4969	
	First Five Resource Center			
LAKE	Lake County Foster Parent Association	Denise Solgat	(707) 279-4503	cobbkidz@yahoo.com
LOS ANGELES	Adoptive Parent of LAC	Rauline Atkins	(323) 935-4276	raulineG@aol.com
	Antelope Valley Care Providers	Mary Mayfield	(760) 264-2026	
	Carson FP Association & FP of LAC	Brenda Parks	(310) 537-7555	
	Central City FP Association	Lauella Ray	(323) 777-2742	N/A
	Compton Community Wide FP Assoc.	Mary Sue Lewis	(310) 762-9700	
	For The Children	JoAnne Hernandez	(310) 672-3447	
	Harbor Cty FP Assoc	Evonne Turner	(310) 638-9075	N/A
	High Desert FFA of N. LAC	Dorothy Carter	(661) 533-4733	N/A
	Tri-Valley Community #102	Pat Delfosse	(909) 428-4182	trivalleyparents@aol.com

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
LOS ANGELES	LAC Hisp. FPA/Barranca	Letty Lopez	(626) 330-9499	N/A
	LAC Hisp. FPA/Beveldere	Ester Celaya	(323) 888-0839	
	LAC Hisp. FPA/Santa Fe Springs	Maria Arvizu	(626) 918-9535	
	WLA/Small Family Homes FP Assoc.	Tami Colbert	(310) 635-6353	
	Long Beach FP Association	Majorie Porter	(562) 864-9383	margethesarge24@yahoo.com
	Metro Crenshaw FP Association	Charles Fields	(323) 298-0893	N/A
	Pacesetters	Lorraine Bridges	(323) 734-0988	
	San Gabriel Valley FPA	Ethel Vehawn	(626) 339-5893	
	South West FP Association	Alma Walker	(323) 971-1212	
	Starlight FP Association	Loretta Lunsford	(626) 797-2022	N/A
	Stepping Stone FP Association	Cora Pearson	(310) 539-0268	
	Tri-Vally FP Alliance	Jean Crisp	(661) 951-4716	jccasey16@aol.com
	United Community Caregivers	Barbara Leiner	(818) 998-4204	
	Pico Rivera Hisp. FP Association	Fanny Almaguer	(562) 699-9217	
	California State Care Providers Assoc.	Fred Leiner	(818) 998-4461	
	California State Foster Parents Assoc.	Cora Pearson	(310) 539-0268	preciouscpearl1@aol.com
	LA County Coordinating Council	Aubrey Manuel	(323) 846-0007	aubreym@pacbell.net
	Kinship Council of L.A. Inc.	Evelyn Mason	(323) 295-2961	
	Kinship Council of L.A. Inc.	Rachel Martinez	(562) 941-9428	N/A
	Kinship Council of L.A. Inc.	Vanessa Hollyfield	(323) 299-5201	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
LOS ANGELES	Kinship Council of L.A. Inc.	Marie Hammock	(310) 762-1707	
	Kinship Council of L.A. Inc.	Shirley Andy	(661) 948-7308	
	Kinship Council of L.A. Inc.	Hazel Hill	(323) 563-3794	
MADERA	Madera Co. Foster Parent Association	Stacy Scott	(559) 674-5707	
MARIN	Marin Co. Foster Parent Association	Mimi Katz	(415) 492-0207	
	College of Marin	Amy Mottern	(415) 883-2211 x8239	amymottern@yahoo.com
MARIPOSA	Foster Family Association	John Trujillo	(209) 966-4580	pastorjpt@uno.com
MERCED	Merced Foster Parent Association	Georgia Gonzaga	209/669-7846	n/a
	Foster Family Alliance	Jeri Teixeira	209/358-2274	fosteralliance@aol.com
	Challenged Family Resource Center	Vicki Mendoza	209/358-3559	vmendoza@mcoe.org
	Family Resource Council	Dennis Haines	209/361-5981	dhaines@mcoe.org
MONTEREY	Monterey County Association of Families Caring for Children	Donna Trementozz	831-726-5225	donnatoz@aol.com
	Kinship Center/Family	Charles Chambers	831-757-7915	cchambers@kinshipcenter.org
NAPA	Napa Valley College	Judi Chan	707-647-2313	jchan10719@aol.com
	Napa Foster Parent Assoc.	Doris Gentry	707-483-6811	dla4190@aol.com
	C.O.P.E.	Sara Pritchard	707-252-1123 X121	spritchard@copefamilycenter.org
NEVADA	Foster Parent Association	Chris Bock	530-265-8235	
	Sierra Adoption Services	Tom O'Brien	530-478-0900	
	Nepenthan Homes	Martha Steurer	530-889-4597	
	Environmental Alternatives	Jeremy Vance	530-273-7120	
	Koinonia	Lori Sporhase	916-652-5814	
	Families First	Heather Daniels	916-	
	Foster Youth Services	Mary Jane Connele	530-478-6400 x 210	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
ORANGE	Foster Care Auxiliary	David Reager	714-526-4856	dvdnan@aol.com
PLACER	Placer County Foster/Adoptive Parent Association	Donna Jenkins	916-435-3095	chatwithdj@yahoo.com
RIVERSIDE	All About Kids	Marilyn Gasser	951 302-2133	mheinzman@earthlink.net
	For the Children FPA	Sylvia Signoret	760 416-2045	silviays@hotmail.com
	IVOR FPA	Michelle Phannix	951 242-4140	ivorfpa@aol.com
	GREAT in the Desert	Ida Valencia	760 345-2072	
	New Directions FPA	Alma Neal	951 689-1407	
	Riverside FPA	Jan Patrick	951 734-2553	
SACRAMENTO	Foster Parent Association/English # 13	Myrna Terry	916-681-5059	Terry728@cs.com
	Foster Parent Association/Spanish # 88	Hilda Navarro	916-399-1558	Navarro@aol.com
SAN BERNARDINO	San Bernardino FPA	Anita Hearne	909/336-0834	
	F.A.R.E.	Carolyn Buchanan	760/951-8877	
	Inland Valley FPA	Patricia Negus	909/628-4023	
	Morongo Basin FPA	Kathy Bingham	760/365-4028	
	Victor Valley Loving Hearts Assn	Ethel Moon	760/247-7836	
	High Desert Care Prov. Assn.	Pat Mathews	760/253-7726	
	GREAT/Kinship Care FPA	Ida Valencia	760/345-2072	
SAN DIEGO	San Diego Foster Parent Association	Twila Perucci	(619) 579-4900	sdfpa@sdfpa.co,
	Latino Foster Parent Association	Virginia Kelly	(619) 428-3812	vkelly1910@msn.com
	North County Foster Parent Association	Patty Boles	(760) 744-2240	pattyboles@cox.net
	Central Foster Parent Association	Celina Brown	(619) 470-4883	celinabuck@hotmail.com
SAN FRANCISCO	Foster Parents United	Leona Hunter	415-822-4125	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
SAN JOAQUIN	San Joaquin County Foster Parent Association	Patricia Lamar	(209) 824-9153	
SAN LUIS OBISPO	Foster Parent Organization	Kelly Lanini	805-771-9849	laninifosters@charter.net
SAN MATEO	Foster Parent Association	Shauna Mullins	(650) 685-8166	
SANTA BARBARA	FPA # 109 of SB Co	Chander Letulle	805-685-5922	stepstosuccess@cox.net
SANTA CLARA	Foster and Adoptive Family Resource Center	Murrie Slotziver	(408)975-5213	Murrie.Sloztiver@ssa.sccgov.org
	Santa Clara County Foster and Adoptive Parent Association	Maria Holmes	(408)265-1279	mkholmes40@sbcglobal.net
	Sunnyvale Resources	Mary Jo Nakashima	(408)975-5667	MaryJo.Nakashima@ssa.sccgov.org
	Help One Child	Mark Morris	(650)917-1210	
SANTA CRUZ	Peer Recruiters	Terry Beck	831-335-3258	
	Foster Parent Association	Michael Groves	831-688-8397	
SHASTA	Shasta County Foster Parent Association	Mickey Harris	(530) 225-3726	mharris@lilliput.org
SOLANO	Solano County Foster Parent Assoc.	Sheri Justice-Cook	(707) 747-5329	
	North Bay Foster Parent Assoc.	Joan Crawford, Pre	(707) 553-8713	
SONOMA	Redwood Empire Foster Parents Association	Joan Froess	707-823-0216	SIRFISHER@aol.com
	Grandparents Parenting...Again	Anne Pierce	707-566-8676	gryanie@pacbell.net
STANISLAUS	Foster Parent Associaton	Velma Moore	209-541-3819	

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX F

RESOURCE FAMILY ORGANIZATIONS AND/OR RESOURCE FAMILY CHAPTERS

ITEM 21: Identify the resource family organizations and/or chapters of organizations that operated in your county for SFY 04/05.

COUNTY	ORGANIZATION/ CHAPTER NAME	CONTACT	PHONE	EMAIL ADDRESS
TEHAMA	Tehama Co. Foster Parent Association	Linda Rocke	530/347-0160	
	Advocates for Youth	John Turley	530/824-4935	
	Children First	Mike Logan	530/528-2938	
	Ready for Life	Nena Panza	530/222-1826	
	New Directions to Hope	Patti O'Hanlon	530/248-3001	
	Northern Valley Catholic Social Services	Phyllis Avilla	530/528-8066	
	North State FFA, Inc.	Lizabeth Harding	530/243-3006	
	Americorp	Ginny Alford	530/528-4171	
TUOLUMNE	Foster Parent Association	Pamela Beach	(209) 533-9381	jpbeach@sonnet.com
VENTURA	Oxnard College	Debbie Flowers	805-477-9902	debbiefowers@vcccd.net
	Ventura College	Rhonda Neuman	805-654-6327	rneumann@vcccd.net
	Moorpark College	Carol Howell	805-375-1400 ext. 1891	chowell@vcccd.net
	United Parents	Lorie Scott	805-384-1555	lorieuniparents@aol.com
	Kids and Families Together	David Friedlander	805-643-1446	thedavid@aol.com
	Ventura County Foster Parent Association	Matthias Becker	805-649-5922	lipper37@aol.com
	Children's Services Auxiliary	Pam Waldron	805-654-3447	pam.waldron@ventura.org
	Child Development Resources	Linda Roseburr	805-485-7878 ext. 626	linda.roseburr@adrovftaco.org
YOLO	Grandparents Raising Grandchildren	Sandy Weiss	530.756.0183	
	Foster Parent Appreciation	Rena DeLacey	530.662.5151	foster.kinship.ed@usa.net
	FKCE	Cherie Schroeder	530.661.5772	cherie@centstatemtg.com
	Child Abuse Prevention	Heidi Herzig	530.666.7269	heidi@mac.com
YUBA	Yuba-Sutter Foster and Adoptive Parent Association	Leah Eneix	(530) 741-6750	leneix@yccd.edu

Note: All responses are listed verbatim. No changes were made to the text.

APPENDIX G

DATA SUMMARY
 State Fiscal Year 2004/2005

Did your county conduct recruitment, training or retention activities for RF during July 1, 2004, through June 30, 2005 (SFY 2004/2005)?	# of Counties	%
Counties that conducted activities	50	86.2%
Counties that did not conduct activities	5	8.6%
Counties that did not return a survey	3	5.2%
Total Number of Counties	58	100.0%

PART A - Recruitment, Training and Retention Funding Sources for Resource Families

1. Indicate the total amount your county ACTUALLY EXPENDED for the recruitment, training and retention of RF in SFY 2004/2005 from EACH of the following funding sources. If you did not expend funds from the source, please leave a "0." Include both your State and Federal matching funds, if applicable.	\$ Amount	%	# of Counties
SCIAP	\$ 3,728,944	23.4%	40
OFR	\$ 3,583,432	22.4%	9
AB 2129	\$ 3,304,585	20.7%	49
Kinship Emergency Funds	\$ 688,220	4.3%	40
Title IV-E	\$ 680,458	4.3%	3
STAP	\$ 664,363	4.2%	6
County Only Funds (Non-County Match Funds)	\$ 317,312	2.0%	10
Private Grants	\$ 151,000	0.9%	2
Foundation Grants	\$ 111,454	0.7%	3
Public Grants	\$ 78,103	0.5%	1
Other*	\$ 2,659,739	16.7%	12
Total Statewide Expenditures	\$ 15,967,611	100.0%	

*For "Other" funding sources, see APPENDIX B.

2. How many families used Kinship Emergency Funds (KEF) in SFY 2004/2005?	# of Families	# of Counties
Totals	1,339	40

3. How many RF did your county sponsor FINANCIALLY to attend RF recruitment, training and retention events in SFY 2004/2005? NOTE: "Events" include, but are NOT limited to, conferences, picnics or dinners.	# of Families	# of Counties
Totals	12,441	33

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

PART B - Staff Designated to Recruitment of Resource Families			
4. Indicate the total number of staff and their respective work HOURS PER WEEK for EACH applicable job type designated for the recruitment of RF in SFY 2004/2005. NOTE: If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff."			
Job Type	Total # of Staff for Recruitment		
	County Staff	Volunteer Staff	Contract Staff
Management/Supervisor	66	0	1
Clerical Worker	53	4	1
Social Worker	50	0	0
Licensing Social Worker	47	0	0
Foster/Resource Parent Liaison	12	4	8
Resource Family Recruiter	17	1	4
Licensing Worker	21	0	0
Analyst	18	0	0
Program Specialist/Recruiting	4	0	2
Eligibility Worker	3	0	0
Marketing Associate	2	0	0
Program Specialist/Marketing	2	0	0
Other*	313	96	34
Total Number of Staff	608	105	50

Job Type	Total # of Staff Hours/Week for Recruitment		
	County Staff	Volunteer Staff	Contract Staff
Clerical Worker	715	14	20
Resource Family Recruiter	505	2	71
Management/Supervisor	542	0	3
Licensing Social Worker	454	0	0
Social Worker	374	0	0
Foster/Resource Parent Liaison	286	12	75
Licensing Worker	259	0	0
Program Specialist/Recruiting	118	0	1
Analyst	60	0	0
Program Specialist/Marketing	40	0	0
Marketing Associate	35	0	0
Eligibility Worker	10	0	0
Other*	215	28	82
Total Number of Staff Hours	3,613	56	252

*For "Other" job types see APPENDIX B.

APPENDIX G

DATA SUMMARY
 State Fiscal Year 2004/2005

5. Did your county have bilingual staff available for the recruitment of RF in SFY 2004/2005?	# of Counties	%
Yes	41	82.0%
No	9	18.0%
Total Number of Counties	50	100.0%

5a. If you answered "YES" to Item 5, indicate the languages of fluency of the bilingual staff. Check all that apply.	
Non-English Languages	# of Counties
Spanish	41
American Sign Language	7
Laotian	7
Tagalog	6
Chinese/Cantonese/Mandarin/Mien	5
Vietnamese	5
Farsi	4
Hmong	4
Cambodian	3
Arabic	2
French	2
Russian	2
Other*	7

*For "Other" languages see APPENDIX B.

APPENDIX G

DATA SUMMARY
 State Fiscal Year 2004/2005

PART C - Resource Family Recruitment Methods

6. Indicate EACH recruitment method employed by your county and its effectiveness to recruit RF in SFY 2004/2005. If the category did not apply in your county, select "Not Applicable."	Number of Counties		
	Recruitment Methods	Not Effective	Effective
Other Resource Families/Friends/Word of Mouth	0	50	0
Brochures	8	36	6
Social Worker Contacts	3	41	6
Event Booths	10	32	8
Advertisements (e.g., Billboards, Magazines, Movie Theaters, Newspapers, Radio, Telephone Directory, Television, Transit Bus)	6	35	9
Celebrations	6	33	11
Promotional Supplies (e.g., Magnets, Calendars, Pens)	11	24	15
Presentation to Local Organizations (Non-Faith-Based)	9	21	20
Presentation to Local Faith-Based Organizations	3	25	22
Internet	4	17	29
Resource Parent Incentives	3	14	33
Other*	0	5	0

*For "Other" recruitment methods, see APPENDIX B.

6a. Select the *single most effective* recruitment method from Item 6 above.

Recruitment Methods	# of Counties
Other Resource Families/Friends/Word of Mouth	34
Advertisements (e.g., Billboards, Magazines, Movie Theaters, Newspapers, Radio, Telephone Directory, Television, Transit Bus)	4
Event Booths	4
Presentation to Local Faith-Based Organizations	3
Brochures	1
Celebrations	1
Internet	1
Presentation to Local Organizations (Non-Faith-Based)	1
Social Worker Contacts	1
Promotional Supplies (e.g., Magnets, Calendars, Pens)	0
Resource Parent Incentives	0
Other*	0
Total Number of Counties	50

*For "Other" recruitment methods, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

7. Did your county operate a toll-free telephone number to receive calls from prospective RF in SFY 2004/2005?	# of Counties	%
Yes	17	34.0%
No	33	66.0%
Total Number of Counties	50	100.0%

7a. If you answered "YES" to Item 7, provide the toll-free telephone number.
 For a list of phone numbers, see APPENDIX C.

8. Did your county conduct SPECIALIZED recruitment specific to EACH of the following categories of children below in SFY 2004/2005?	# of Counties	
Categories	Yes	No
Infants	25	25
With Physical Disabilities	14	36
With Psychological/Mental Disabilities	11	39
Born Substance Exposed	21	29
Children	28	22
With Learning Disabilities	15	35
With Physical Disabilities	12	38
With Psychological/Mental Disabilities	11	39
With Substance Abuse	11	39
Adolescents	33	17
With Learning Disabilities	12	38
With Physical Disabilities	11	39
With Psychological/Mental Disabilities	12	38
With Substance Abuse	12	38
Youth	30	20
With Learning Disabilities	11	39
With Physical Disabilities	12	38
With Psychological/Mental Disabilities	15	35
With Substance Abuse	11	39
Adolescent/Youth with Child	13	37
Pregnant Adolescent/Youth	13	37
Deaf or Hearing Impaired	6	44
Neighborhoods with High CWS Entry Rates	19	31
Sibling Groups (2 or more)	28	22
Spanish Speaking	21	29
Language/Cultural (Other than Spanish)	12	38
Other*	2	

*For "Other" categories of children, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

PART D - Placement Availability			
9. Indicate the difficulty your county experienced in placing EACH of the following categories of children in SFY 2004/2005. If the category did not apply in your county, select "N/A" (Not Applicable).	# of Counties		
	Categories	Not Difficult	Difficult
Infants	44	5	1
With Physical Disabilities	20	24	6
With Psychological/Mental Disabilities	17	22	11
Born Substance Exposed	37	12	1
Children	38	11	1
With Learning Disabilities	26	23	1
With Physical Disabilities	8	34	8
With Psychological/Mental Disabilities	4	44	2
With Substance Abuse	11	30	9
Adolescents	7	42	1
With Learning Disabilities	5	41	4
With Physical Disabilities	1	43	6
With Psychological/Mental Disabilities	1	47	2
With Substance Abuse	1	48	1
Youth	4	45	1
With Learning Disabilities	3	43	4
With Physical Disabilities	1	41	8
With Psychological/Mental Disabilities	1	47	2
With Substance Abuse	1	48	1
Adolescent/Youth with Child	6	38	6
Pregnant Adolescent/Youth	6	37	7
Deaf or Hearing Impaired	4	22	24
Neighborhoods with High CWS Entry Rates	11	22	17
Sibling Groups (2 or more)	5	43	2
Spanish Speaking	21	22	7
Language/Cultural (Other than Spanish)	5	29	16
Other*	0	2	48

*For "Other" categories of children, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

9a. Select the *single most difficult* category of children to place from Item 9 above.

Categories	# of Counties
Infants	1
With Physical Disabilities	0
With Psychological/Mental Disabilities	0
Born Substance Exposed	0
Children	0
With Learning Disabilities	0
With Physical Disabilities	0
With Psychological/Mental Disabilities	0
With Substance Abuse	0
Adolescents	2
With Learning Disabilities	0
With Physical Disabilities	1
With Psychological/Mental Disabilities	16
With Substance Abuse	2
Youth	11
With Learning Disabilities	0
With Physical Disabilities	2
With Psychological/Mental Disabilities	8
With Substance Abuse	2
Adolescent/Youth with Child	2
Pregnant Adolescent/Youth	0
Deaf or Hearing Impaired	0
Neighborhoods with High CWS Entry Rates	0
Sibling Groups (2 or more)	2
Spanish Speaking	0
Language/Cultural (Other than Spanish)	0
Other*	1
Total Number of Counties	50

*For "Other" categories of children, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

10. Indicate the total number of licensed RF that no longer accepted placements <i>based on the family's decision not to accept any children</i> in SFY 2004/2005.	# of Families	# of Counties
Totals	1,642	45

10a. Indicate the reasons why the licensed RF in Item 10 made the decision to no longer accept placements and the number of families that specified *EACH* reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for *EACH* reason the family reported.

Reasons RF No Longer Accepted Placements	# of Families	# of Counties
Adoption	445	36
No Longer Interested/Personal (includes Unknown)	327	36
Moved (includes moving within the county or change of address)	326	31
Entered into Guardianship	104	15
Health/Medical Issues	66	20
CCL requirements	61	16
Lack of Communication	39	3
Lack of Support	33	5
Lack of Child Care/Respite Care	31	6
Reunification with Parents	20	5
Rates Too Low	12	4
System is Overwhelming	11	8
Social Worker-Related	10	4
Lack of Training	7	3
Case Management	4	3
Other*	148	18

*For "Other" reasons, see APPENDIX B.

11. Indicate the total number of licensed RF that no longer received placements <i>based on the county's decision not to place any children with the family</i> in SFY 2004/2005.	# of Families	# of Counties
Totals	387	35

11a. Of the number of licensed RF indicated in Item 11, provide the number of RF who did not receive placements for *EACH* of the county reasons that apply.

Reasons	# of Families	%	# of Counties
Administrative Decision (Child Safety, Well-Being Issue, License Revocation)	241	62.3%	33
Unable to Match the Child's Needs	22	5.7%	6
Location of Home too Remote to Access Necessary Resources	1	0.2%	1
Other*	123	31.8%	6
Total Number of Families	387	100.0%	

*For "Other" reasons, see APPENDIX B.

APPENDIX G

DATA SUMMARY
 State Fiscal Year 2004/2005

PART E - Training Provided for Resource Families

12. Indicate the ADDITIONAL number of training hours your county offered to RF in SFY 2004/2005 that EXCEEDED the statutorily required 12 pre-and 8 post-service training hours. DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.

Training Description	Total Addt'l Training Hours	# of Counties
Pre-Service Training Hours <i>Exceeding</i> the 12-Hour Requirement	421	23
Post-Service Training Hours <i>Exceeding</i> the 8-Hour Requirement	706	33
Statewide Median Pre-Service Training Hours Exceeding 12 Hours	15	
Statewide Median Post-Service Training Hours Exceeding 8 Hours	16	

12a. If the number of hours for either pre- or post-service hours in Item 12 exceeds 40, please explain here.	# of Counties
Totals	6

Explanations are provided to Program under separate cover.

13. Identify the providers that conducted the pre- and/or post-service training that was reported in Item 12. *DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.*

For a list of providers, see APPENDIX D.

14. Did your county designate staff to recruit providers to conduct pre-and/or post-service training for RF in SFY 2004/2005?	# of Counties	%
Yes	24	48.0%
No	26	52.0%
Total Number of Counties	50	100.0%

14a. If you answered "YES" to Item 14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre-and/or post-service training for RF in SFY 2004/2005.	#
Total Number of Staff	131.50
Total Number of Staff Hours	1,792.25

For a listing of Position Titles, see APPENDIX E.

15. Was child care available to RF attending training in SFY 2004/2005?	# of Counties	%
Yes	26	52.0%
No	24	48.0%
Total Number of Counties	50	100.0%

APPENDIX G

DATA SUMMARY
 State Fiscal Year 2004/2005

15a. If you answered "YES" to Item 15, indicate the training segment(s) where child care was available and the number of resource families who received those services.

Training Category	# of Counties	%	# of Families
Pre-Training Only	2	7.7%	57
Post-Training Only	15	57.7%	500
Both Pre- and Post Training	9	34.6%	404
Totals	26	100.0%	961

15b. If you answered "YES" to Item 15, indicate the funding source(s) of the child care. [Check all that apply.](#)

Funding Sources	# of Counties	% of 26 cos.
Options for Recovery (OFR)	8	30.8%
County Only Funds	6	23.1%
County Welfare Services (CWS) Allocation	6	23.1%
Resource Family Volunteers	4	15.4%
Foundation Grants	2	7.7%
Resource Family Associations	2	7.7%
Unified School District Grants	1	3.8%
Other*	8	30.8%

*For "Other" funding sources, see APPENDIX B.

PART F - Respite Care Programs Utilized by Resource Families

16. Was respite care provided to RF in your county in SFY 2004/2005?

	# of Counties	%
Yes	37	74.0%
No	13	26.0%
Total Number of Counties	50	100.0%

16a. If you answered "YES" to Item 16, indicate the number of RF that your county provided respite care to in SFY 2004/2005.

	# of Families	# of Counties
Totals	2,106	37

16b. If you answered "YES" to Item 16, indicate the funding source(s) of respite care provided by your county in SFY 2004/2005. [Check all that apply.](#)

Funding Sources	# of Counties	% of 37 cos.
Specialized Care Incentive and Assistance Program (SCIAP)	16	43.2%
County Welfare Services (CWS) Allocation	13	35.1%
Options for Recovery (OFR)	10	27.0%
Special Training for Adoptive Parents (STAP)	2	5.4%
Other*	13	35.1%

*For "Other" funding sources, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

PART G - Activities, Goals, and/or Resources to Improve Recruitment, Training and Retention

17	Did your county have activities and/or goals in place to improve the success of your RECRUITMENT efforts for SFY 2004/2005?	# of Counties	%
	Yes	46	92.0%
	No	4	8.0%
	Total Number of Counties	50	100.0%

17a.	If you answered "YES" to Item 17, please indicate the activities and/or goals. Check all that apply.			
	Activities and/or Goals	# of Counties	Increased Recruitment	% of 38 Counties
	Expand Community Outreach and Media Usage	41	34	89.5%
	Create RF Database (e.g., Mailings, Training Opportunities)	36	32	84.2%
	Establish Recruitment Campaigns	33	30	78.9%
	Track Number of Active RF through RF Database	28	26	68.4%
	Increase Number of Licensed RF Homes Up to 10%	26	23	60.5%
	Conduct Mentoring Programs	23	22	57.9%
	Increase Number of Licensed RF Homes 11 to 20%	7	6	15.8%
	Increase Number of Licensed RF Homes Over 20%	5	5	13.2%
	Other*	11	10	26.3%

*For "Other" goals, see APPENDIX B.

17b.	Did the activities and/or goals checked in Item 17a increase recruitments?	# of Counties	%
	Yes	38	82.6%
	No	8	17.4%
	Total Number of Counties	46	100.0%

18	Did your county have activities and/or goals in place to improve the success of your RETENTION efforts for SFY 2004/2005?	# of Counties	%
	Yes	44	88.0%
	No	6	12.0%
	Total Number of Counties	50	100.0%

18a.	If you answered "YES" to Item 18, please indicate the activities and/or goals. Check all that apply.			
	Activities and/or Goals	# of Counties	Increased Retention	% of 37 Counties
	Establish RF Appreciation Events	38	33	89.2%
	Conduct Advisory Board Meetings to Resolve Issues	34	31	83.8%
	Conduct RF Training/Initiate Self-Directed Training	32	27	73.0%
	Create RF Centers (e.g., Videos, Books, Resource Materials)	30	26	70.3%
	Conduct RF Retention Meetings to Discuss Retention Strategies	26	25	67.6%
	Share Information through RF Newsletters	25	23	62.2%
	Track Number of Active RF through RF Database	27	23	62.2%
	Establish RF Support Groups	25	22	59.5%
	Maintain Current Level of Homes	20	19	51.4%
	Decrease Lost Homes Up to 10%	17	14	37.8%
	Provide RF Retention Reports that Identify Issues	13	13	35.1%
	Decrease Lost Homes 11 to 20%	3	3	8.1%
	Decrease Lost Homes Over 20%	1	1	2.7%
	Other*	11	11	29.7%

*For "Other" goals, see APPENDIX B.

APPENDIX G

DATA SUMMARY

State Fiscal Year 2004/2005

18b.	Did the activities and/or goals checked in Item 18a increase retention?	# of Counties	%
	Yes	37	84.1%
	No	7	15.9%
	Total Number of Counties	44	100.0%

19.	Did your county have a RF mentoring program in place in SFY 2004/2005?	# of Counties	%
	Yes	22	44.0%
	No	28	56.0%
	Total Number of Counties	50	100.0%

19a.	If you answered "YES" to Item 19, indicate the number of RF mentors in your county's mentoring program in SFY 2004/2005.	# of Mentors	# of Counties
	Totals	762	22

20.	Did your county collaborate with RF organizations and colleges to improve recruitment, training and retention efforts in SFY 2004/2005?	# of Counties	%
	Yes	47	94.0%
	No	3	6.0%
	Total Number of Counties	50	100.0%

20a.	Indicate how your county collaborated with RF organizations and colleges to improve recruitment, training and retention efforts in SFY 2004/2005. Check all that apply.	# of Counties	% of 47 Counties
	Conduct Advisory Meetings with Community Colleges	35	74.5%
	Conduct Meetings with Foster Parent Associations	35	74.5%
	Conduct Training Workshops	32	68.1%
	Establish Event Booths	29	61.7%
	Create RF Centers (e.g., Videos, Books, Resource Materials)	23	48.9%
	Create Newsletters Regarding RF Training and Resource Information	22	46.8%
	Establish a Website	19	40.4%
	Conduct Focus Groups	16	34.0%
	Other*	13	27.7%

*For "Other" collaboration activities, see APPENDIX B.

21. Identify the RF organizations and/or the RF chapters of organizations that operated in your county for SFY 2004/2005.

For a list of RF organizations and/or RF chapters of organizations, see APPENDIX F.

PART H - General Comments (Optional)

General Comments are provided to Program under separate cover.

APPENDIX H

RESOURCE FAMILY RECRUITMENT, TRAINING AND RETENTION SURVEY

STATE FISCAL YEAR [SFY] 2004/2005

(JULY 1, 2004 THROUGH JUNE 30, 2005)

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES
CHILD AND YOUTH PERMANENCY BRANCH

COUNTY:

COUNTY CODE:

PERSON COMPLETING SURVEY (An asterisk (*) indicates a required field):

*NAME:

*JOB TITLE:

*TELEPHONE: EXT:

FAX:

*E-MAIL:

*DATE COMPLETED:

APPENDIX H

SURVEY STARTS HERE

Please click on the **"Instructions"** button located on the top toolbar and read the background and instructional information prior to completing this survey. Technical information regarding the electronic submission of this survey is available by clicking on the **"Automated E-mail Features"** and **"System Requirements"** buttons.

PRELIMINARY QUESTION

Did your county conduct recruitment, training or retention activities for resource families during July 1, 2004, through June 30, 2005 (SFY 2004/2005)?

 YES NO

If you checked "YES," please continue to Part A, Item 1 to complete the survey.
If you checked "NO," please go to Part I for required signatures and submission.

APPENDIX H

PART A--RECRUITMENT TRAINING AND RETENTION FUNDING SOURCES FOR RESOURCE FAMILIES

1. Indicate the total amount your county **ACTUALLY EXPENDED** for the recruitment, training and retention of resource families in SFY 2004/2005 from **EACH** of the following funding sources. If you did not expend funds from the source, please leave a "0." Include both your State and Federal matching funds, if applicable. **NOTE: DO NOT REPORT SPECIALIZED CARE INCENTIVE AND ASSISTANCE PROGRAM (SCIAP) FUNDS FOR THIS ITEM. SCIAP funds are reported on the SCIAP Expenditure Report and SCIAP data will be compiled by CDSS from that source.**

Funding Sources		Amount
Assembly Bill 2129		\$0
County Only Funds (Non-County Match Funds)		\$0
Foundation Grants		\$0
Kinship Emergency Funds (KEF)		\$0
Options for Recovery (OFR)		\$0
Private Grants		\$0
Public Grants		\$0
Special Training for Adoptive Parents (STAP)		\$0
Title IV-E		\$0
Other (Specify):		\$0
Other (Specify):		\$0
Other (Specify):		\$0
Other (Specify):		\$0
Other (Specify):		\$0
Total Funds Expended		\$0

2. **How many families used Kinship Emergency Funds (KEF) in SFY 2004/2005?**
3. **How many resource families did your county sponsor FINANCIALLY to attend resource family recruitment, training and retention events in SFY 2004/2005?**
NOTE: "Events" include, but are NOT limited to, conferences, picnics or dinners.

APPENDIX H

PART B--STAFF DESIGNATED TO RECRUITMENT OF RESOURCE FAMILIES

4. Indicate the total number of staff and their respective work HOURS PER WEEK for EACH applicable job type designated for the recruitment of resource families in SFY 2004/2005.

NOTE: If the hours per week vary for a staff person, use a weekly average. Hours per week should not be more than 60 hours multiplied by the "Number of Staff."

JOB TYPE	COUNTY STAFF		VOLUNTEER STAFF		CONTRACT STAFF	
	Number of Staff	Hours per Week	Number of Staff	Hours per Week	Number of Staff	Hours per Week
Analyst	0.0	0.00	0.0	0.00	0.0	0.00
Clerical Worker	0.0	0.00	0.0	0.00	0.0	0.00
Eligibility Worker	0.0	0.00	0.0	0.00	0.0	0.00
Foster/Resource Parent Liaison	0.0	0.00	0.0	0.00	0.0	0.00
Licensing Social Worker	0.0	0.00	0.0	0.00	0.0	0.00
Licensing Worker	0.0	0.00	0.0	0.00	0.0	0.00
Management/Supervisor	0.0	0.00	0.0	0.00	0.0	0.00
Marketing Associate	0.0	0.00	0.0	0.00	0.0	0.00
Program Specialist/Marketing	0.0	0.00	0.0	0.00	0.0	0.00
Program Specialist/Recruiting	0.0	0.00	0.0	0.00	0.0	0.00
Resource Family Recruiter	0.0	0.00	0.0	0.00	0.0	0.00
Social Worker	0.0	0.00	0.0	0.00	0.0	0.00
Others (Specify Below):						
	0.0	0.00	0.0	0.00	0.0	0.00
	0.0	0.00	0.0	0.00	0.0	0.00
	0.0	0.00	0.0	0.00	0.0	0.00
Totals	0.0	0.00	0.0	0.00	0.0	0.00

APPENDIX H

5. Did your county have bilingual staff available for the recruitment of resource families in SFY 2004/2005?

YES
 NO

If you checked "YES," continue to Item 5a.
 If you checked "NO," go to Part C, Item 6.

5a. If you answered "YES" to Item 5, indicate the languages of fluency of the bilingual staff.

Non-English Languages		Check All That Apply
American Sign Language		<input type="checkbox"/>
Arabic		<input type="checkbox"/>
Cambodian		<input type="checkbox"/>
Chinese/Cantonese/Mandarin/Mien		<input type="checkbox"/>
Farsi		<input type="checkbox"/>
French		<input type="checkbox"/>
Hmong		<input type="checkbox"/>
Laotian		<input type="checkbox"/>
Russian		<input type="checkbox"/>
Spanish		<input type="checkbox"/>
Tagalog		<input type="checkbox"/>
Vietnamese		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>
Other Non-English (Specify):		<input type="checkbox"/>

APPENDIX H

PART C--RESOURCE FAMILY RECRUITMENT METHODS

6. Indicate EACH recruitment method employed by your county and its effectiveness to recruit resource families in SFY 2004/2005. If the category did not apply in your county, select "Not Applicable."

Recruitment Methods	Not Applicable	Not Effective	Effective
Advertisements (e.g., Billboards, Magazines, Movie Theaters, Newspapers, Radio, Telephone Directory, Television, Transit Bus)	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Brochures	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Celebrations	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Event Booths	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Internet	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Other Resource Families/Friends/Word of Mouth	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Presentations to Local Faith-Based-Organizations	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Presentations to Local Organizations (Non-Faith-Based)	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Promotional Supplies (e.g., Magnets, Calendars, Pens)	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Resource Parent Incentives	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Social Worker Contacts	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Other (Specify):	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E
Other (Specify):	<input checked="" type="radio"/> N/A	<input type="radio"/> N/E	<input type="radio"/> E

6a. Select the *single most effective* recruitment method from Item 6 above.

PLEASE SELECT BELOW ▼

APPENDIX H

7. Did your county operate a toll-free telephone number to receive calls from prospective resource families in SFY 2004/2005?

YES NO

If you checked "YES," continue to Item 7a.
If you checked "NO," go to Item 8.

- 7a. If you answered "YES" to Item 7, provide the toll-free telephone number.

Example: (800) 999-9999

APPENDIX H

8. Did your county conduct SPECIALIZED recruitment specific to EACH of the following categories of children below in SFY 2004/2005?

Categories	
Infants (Birth through Age 5)	
Infants	<input type="radio"/> YES <input checked="" type="radio"/> NO
Infants with Physical Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Infants with Psychological/Mental Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Infants Born Substance Exposed	<input type="radio"/> YES <input checked="" type="radio"/> NO
Children (Age 6 through 12)	
Children	<input type="radio"/> YES <input checked="" type="radio"/> NO
Children with Learning Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Children with Physical Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Children with Psychological/Mental Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Children with Substance Abuse	<input type="radio"/> YES <input checked="" type="radio"/> NO
Adolescents (Age 13 through 15)	
Adolescents	<input type="radio"/> YES <input checked="" type="radio"/> NO
Adolescents with Learning Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Adolescents with Physical Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Adolescents with Psychological/Mental Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Adolescents with Substance Abuse	<input type="radio"/> YES <input checked="" type="radio"/> NO

Categories	
Youth (Age 16 through 18)	
Youth	<input type="radio"/> YES <input checked="" type="radio"/> NO
Youth with Learning Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Youth with Physical Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Youth with Psychological/Mental Disabilities	<input type="radio"/> YES <input checked="" type="radio"/> NO
Youth with Substance Abuse	<input type="radio"/> YES <input checked="" type="radio"/> NO
Pregnant and/or Parent Adolescents/Youth	
Adolescent/Youth with Child	<input type="radio"/> YES <input checked="" type="radio"/> NO
Pregnant Adolescent/Youth	<input type="radio"/> YES <input checked="" type="radio"/> NO
Miscellaneous	
Deaf or Hearing Impaired	<input type="radio"/> YES <input checked="" type="radio"/> NO
Neighborhoods with High Child Welfare Services Entry Rates	<input type="radio"/> YES <input checked="" type="radio"/> NO
Sibling Groups (2 or more)	<input type="radio"/> YES <input checked="" type="radio"/> NO
Spanish Speaking	<input type="radio"/> YES <input checked="" type="radio"/> NO
Language/Cultural (Other than Spanish)	<input type="radio"/> YES <input checked="" type="radio"/> NO
Others (Specify):	
	<input type="radio"/> YES <input checked="" type="radio"/> NO
	<input type="radio"/> YES <input checked="" type="radio"/> NO

PART D--PLACEMENT AVAILABILITY

9. Indicate the difficulty your county experienced in placing EACH of the following categories of children in SFY 2004/2005. If the category did not apply in your county, select "N/A" (Not Applicable).

N/A = Not Applicable

N/D = Not Difficult

D = Difficult

Categories			
Infants (Birth through Age 5)	N/A	N/D	D
Infants	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Infants Born Substance Exposed	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children (Age 6 through 12)	N/A	N/D	D
Children	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents (Age 13 through 15)	N/A	N/D	D
Adolescents	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adolescents with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Categories			
Youth (Age 16 through 18)	N/A	N/D	D
Youth	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Learning Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Physical Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Psychological/Mental Disabilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth with Substance Abuse	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnant and/or Parent Adolescents/Youth	N/A	N/D	D
Adolescent/Youth with Child	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnant Adolescent/Youth	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Miscellaneous	N/A	N/D	D
Deaf or Hearing Impaired	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neighborhoods with High Child Welfare Services Entry Rates	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sibling Groups (2 or more)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spanish Speaking	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language/Cultural (Other than Spanish)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others (Specify):	N/A	N/D	D
	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

9a. Select the *single most difficult* category of children to place from Item 9 above.

PLEASE SELECT BELOW

APPENDIX H

10. Indicate the total number of licensed resource families that no longer accepted placements based on the family's decision not to accept any children in SFY 2004/2005.

If you indicated one or more families, please answer Item 10a.

- 10a. Indicate the reasons why the licensed resource families in Item 10 made the decision to no longer accept placements and the number of families that specified EACH reason. If a family reported multiple reasons, include that family in the count under the "Number of Families" column for EACH reason the family reported. **NOTE: DO NOT INCLUDE LICENSING ISSUES, e.g., revocation of license, suspension, or homes closed by Community Care Licensing (CCL).**

Reasons Resource Families No Longer Accepted Placements		Number of Families
Child-Related Circumstances		
Adoption		
Entered into Guardianship		
Reunification with Parents		
Resource Family-Related Circumstances		
Case Management		
CCL Requirements		
Health/Medical Issues		
Lack of Child Care/Respite Care		
Lack of Communication		
Lack of Support		
Lack of Training		
Moved (includes moving within the county or change of address)		
No Longer Interested/Personal (includes Unknown)		
Rates Too Low		
Social Worker-Related		
System is Overwhelming		
Other (Specify):		
Other (Specify):		
Other (Specify):		
Total		0

NOTE: The total number of families in Item 10a must be greater than or equal to the total number of families in Item 10.

APPENDIX H

11. Indicate the total number of licensed resource families that no longer received placements *based on the county's decision not to place any children with the family* in SFY 2004/2005.

If you indicated one or more families, please answer Item 11a.

- 11a. Of the number of licensed resource families indicated in Item 11, provide the number of resource families who did not receive placements for EACH of the county reasons that apply.

Reasons Resource Families No Longer Received Placements	Number of Families
Administrative Decision (e.g., Child Safety, Well-Being Issue, License Revocation)	
Location of Home too Remote to Access Necessary Resources (e.g., Transportation, Medical Care, Educational Needs)	
Unable to Match the Child's Needs	
Other (Specify):	
Other (Specify):	
Other (Specify):	
Total	0

NOTE: The total number of families in Item 11a must equal the total number of families in Item 11.

PART E--TRAINING PROVIDED FOR RESOURCE FAMILIES

12. Indicate the **ADDITIONAL** number of training hours your county offered to resource families in SFY 2004/2005 that **EXCEEDED** the statutorily required 12 pre- and 8 post-service training hours. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.**

EXAMPLE: Your county offered 20 pre- and 12 post-service training hours to EACH resource family during SFY 2004/2005. Based on this example, your answer for the entire SFY would be 8 additional pre- and 4 additional post-service training hours.

NOTE: The total number of hours offered that EXCEEDED the statute is NOT calculated using a cumulative total resulting from the number of times the same training hours were offered and/or the number of resource families who received the training.

Training Description	Number of Hours
Pre-Service Training Hours <i>Exceeding</i> the 12-Hour Requirement	
Post-Service Training Hours <i>Exceeding</i> the 8-Hour Requirement	

If both items are "0," go to Item 14.

- 12a. If the number of hours for either pre- or post-service hours in Item 12 exceeds 40, please explain here.

APPENDIX H

13. Identify the providers that conducted the pre- and/or post-service training that was reported in Item 12. **DO NOT INCLUDE TRAINING PROVIDED BY COMMUNITY COLLEGES.** **NOTE: If you reported "0" additional hours for both pre- and post-service training, please skip to Item 14.**

Name of Provider	Contact Person	Telephone Number	E-Mail Address

14. Did your county designate staff to recruit providers to conduct pre- and/or post-service training for resource families in SFY 2004/2005?

YES
 NO

If you checked "YES," continue to Item 14a.
 If you checked "NO," go to Item 15.

- 14a. If you answered "YES" to Item 14, identify the title(s) and indicate the total number of staff and their respective hours designated to the recruitment of providers to conduct pre- and/or post-service training for resource families in SFY 2004/2005.

Titles	Number of Staff	Total Number of Staff Hours Designated for Recruitment of Training Providers
Totals	0.0	0.00

APPENDIX H

15. Was child care available to resource families attending training in SFY 2004/2005?

YES
 NO

If you checked "YES," continue to Items 15a and 15b.
 If you checked "NO," go to Part F, Item 16.

15a. If you answered "YES" to Item 15, indicate the training segment(s) where child care was available and the number of resource families who received those services.

Training Category	Refresh	Number of Families
Child Care Available for Pre-Training Only	<input type="radio"/>	
Child Care Available for Post-Training Only	<input type="radio"/>	
Child Care Available for Both Pre- and Post-Service Training	<input type="radio"/>	

15b. If you answered "YES" to Item 15, indicate the funding source(s) of the child care.

Funding Sources	Check All That Apply
County Only Funds	<input type="checkbox"/>
County Welfare Services (CWS) Allocation	<input type="checkbox"/>
Foundation Grants	<input type="checkbox"/>
Options for Recovery (OFR)	<input type="checkbox"/>
Resource Family Associations	<input type="checkbox"/>
Resource Family Volunteers	<input type="checkbox"/>
Unified School District Grants	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>
Other (Specify):	<input type="checkbox"/>

APPENDIX H

PART F--RESPITE CARE PROGRAMS UTILIZED BY RESOURCE FAMILIES

16. Was respite care provided to resource families in your county in SFY 2004/2005?

YES
 NO

If you checked "YES," continue to Items 16a and 16b.
 If you checked "NO," go to Part G, Item 17.

16a. If you answered "YES" to Item 16, indicate the number of resource families that your county provided respite care to in SFY 2004/2005.

16b. If you answered "YES" to Item 16, indicate the funding source(s) of respite care provided by your county in SFY 2004/2005.

Funding Sources		Check All That Apply
County Welfare Services (CWS) Allocation		<input type="checkbox"/>
Options for Recovery (OFR)		<input type="checkbox"/>
Special Training for Adoptive Parents (STAP)		<input type="checkbox"/>
Specialized Care Incentive and Assistance Program (SCIAP)		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

APPENDIX H


PART G--ACTIVITIES, GOALS, AND/OR RESOURCES TO IMPROVE RECRUITMENT, TRAINING AND RETENTION

17. Did your county have activities and/or goals in place to improve the success of your RECRUITMENT efforts for SFY 2004/2005?

YES NO

If you checked "YES," continue to Items 17a and 17b.
 If you checked "NO," go to Item 18.

17a. If you answered "YES" to Item 17, please indicate the activities and/or goals.

Activities and/or Goals to Improve RECRUITMENT Efforts		Check All That Apply
Conduct Mentoring Programs		<input type="checkbox"/>
Create Resource Family Database (e.g., Mailings, Training Opportunities)		<input type="checkbox"/>
Establish Recruitment Campaigns		<input type="checkbox"/>
Expand Community Outreach and Media Usage		<input type="checkbox"/>
Increase Number of Licensed Resource Family Homes 	<input type="radio"/> Up to 10% <input type="radio"/> 11 to 20% <input type="radio"/> Over 20%	<input type="checkbox"/>
Track Number of Active Resource Families Through Resource Family Database		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

17b. Did the activities and/or goals checked in Item 17a increase recruitments?

YES NO

Continue to Item 18.

APPENDIX H

18. Did your county have activities and/or goals in place to improve the success of your RETENTION efforts for SFY 2004/2005?

YES NO

If you checked "YES," continue to Items 18a and 18b.
 If you checked "NO," go to Item 19.

18a. If you answered "YES" to Item 18, please indicate the activities and/or goals.

Activities and/or Goals to Improve <i>RETENTION</i> Efforts		Check All That Apply
Conduct Advisory Board Meetings to Resolve Issues		<input type="checkbox"/>
Conduct Resource Family Retention Meetings to Discuss Retention Strategies		<input type="checkbox"/>
Conduct Resource Family Training/Initiate Self-Directed Training		<input type="checkbox"/>
Create Resource Family Centers (e.g., Videos, Books, Resource Materials)		<input type="checkbox"/>
Establish Resource Family Appreciation Events		<input type="checkbox"/>
Establish Resource Family Support Groups		<input type="checkbox"/>
Maintain or Decrease the Number of Licensed Resource Family Homes that No Longer Accept Placements (Number of Lost Homes)	<input type="radio"/> Refresh <input type="radio"/> Maintain Current Level of Homes <input type="radio"/> Decrease Loss up to 10% <input type="radio"/> Decrease Loss 11 to 20% <input type="radio"/> Decrease Loss Over 20%	<input type="checkbox"/>
Provide Resource Family Retention Reports that Identify Issues		<input type="checkbox"/>
Share Information through Resource Family Newsletters		<input type="checkbox"/>
Track Number of Active Resource Families through Resource Family Database		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>
Other (Specify):		<input type="checkbox"/>

18b. Did the activities and/or goals checked in Item 18a increase retention?

YES NO

Continue to Item 19.

APPENDIX H

19. Did your county have a resource family mentoring program in place in SFY 2004/2005?

YES NO

If you checked "YES," continue to Item 19a.
 If you checked "NO," go to Item 20.

19a. If you answered "YES" to Item 19, indicate the number of resource family mentors in your county's mentoring program in SFY 2004/2005.

20. Did your county collaborate with resource family organizations and colleges to improve recruitment, training and retention efforts in SFY 2004/2005?

YES NO

If you checked "YES," continue to Item 20a.
 If you checked "NO," go to Item 21.

20a. Indicate how your county collaborated with resource family organizations and colleges to improve recruitment, training and retention efforts in SFY 2004/2005.

Description of Actions		Check All That Apply
Conduct Advisory Board Meetings with Community Colleges		<input type="checkbox"/>
Conduct Focus Groups		<input type="checkbox"/>
Conduct Meetings with Foster Parent Associations		<input type="checkbox"/>
Conduct Training Workshops		<input type="checkbox"/>
Create Newsletters Regarding Resource Family Training and Resource Information		<input type="checkbox"/>
Create Resource Family Centers (e.g., Videos, Books, Resource Materials)		<input type="checkbox"/>
Establish a Website		<input type="checkbox"/>
Establish Event Booths		<input type="checkbox"/>
Other (Specify):	<input style="width: 100%; height: 15px;" type="text"/>	<input type="checkbox"/>
Other (Specify):	<input style="width: 100%; height: 15px;" type="text"/>	<input type="checkbox"/>
Other (Specify):	<input style="width: 100%; height: 15px;" type="text"/>	<input type="checkbox"/>

APPENDIX H

PART H--GENERAL COMMENTS (OPTIONAL)

PLEASE PROVIDE ANY ADDITIONAL COMMENTS (OPTIONAL)

COUNTY OF: _____



END OF SURVEY QUESTIONS

PROCEED TO PART I FOR SIGNATURE PAGE AND SUBMISSION INSTRUCTIONS

APPENDIX H

PART I--AUTHORIZING SIGNATURES AND SUBMISSION OF SURVEY

RETURN SIGNATURE PAGE AND SURVEY BY OCTOBER 31, 2005

SIGNATURE PAGE

- ▶ You are required to submit a hard copy signature page with the original signatures of the County Welfare Director, Foster Parent Education Coordinator, and Foster Parent Advisory Committee Representative. All counties must submit a signature page even if the county did NOT conduct recruitment activities.
- ▶ To print the signature page, please click the "**PRINT SIGNATURE PAGE**" button located below. Have the page signed by the specified persons and mail it to the following address:

NOTE: Your survey must NOT be submitted until all signatures have been obtained and will be considered INCOMPLETE until the signature page has been received.

PRINT
SIGNATURE
PAGE

Attention: Julia Takeuchi
California Department of Social Services
Child and Youth Permanency Branch
Recruitment Network Development Unit
744 P Street, MS 14-78
Sacramento, CA 95814

ELECTRONIC SUBMISSION OF SURVEY

- ▶ Click the "**E-mail Survey**" button located on the top toolbar of the survey page. This function will automatically open your default e-mail as a new e-mail message and attach the completed survey as an e-mail attachment. It will also automatically insert a designated e-mail address and your county's information on the "**Subject**" line. Click the "**Send**" button and the completed survey will be submitted to the California Department of Social Services.
- ▶ If you are unable to e-mail the survey, check for red circles which indicate that there are unanswered items or invalid data. Please make any necessary corrections and try to e-mail the survey again.
- ▶ For additional **technical** information, click the "**Automated E-mail Features**" and "**System Requirements**" buttons located on the top toolbar of the survey document. You may also call Kevin Andagan at (916) 657-4354 or send an e-mail by clicking the "**Questions or Problems?**" button for further technical assistance.

MAILING THE SURVEY

- ▶ If you are unable to submit the survey electronically, please mail a hard copy of the **entire** survey, along with the completed signature page, to the address above.
- ▶ For all **nontechnical** questions related to the completion of this survey, please contact Julia Takeuchi at (916) 654-1277.



CALIFORNIA DEPARTMENT OF SOCIAL SERVICES
Cliff Allenby, Interim Director