



FY 24 Statewide Recruitment and Retention Plan

Goals	Action Steps	Start	Finish	Percent Complete	Staff Responsible
1	Regional Recruitment Strategies				
a	Develop recruitment strategies to assist Regional Recruitment and Retention in recruiting Emergency Shelter Homes.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers, Social Services Program Officer (SSPO)
c	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families willing to care for youth with medical and behavioral needs.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO
d	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families who are willing to care for 3 or more foster children and large sibling groups.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO
e	Develop recruitment strategies to assist Regional Recruitment and Retention workgroups in Licensing resource families who are willing to care for teenage foster children.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO
f	Assess and evaluate PARKA (Preparing Alaska Resource Families for Special Needs Adoption) as a recruitment effort. Make recommendations for expansion or changes to increase recruitment efforts.	7/1/2023	6/30/2024	On-Going	Adoption Unit SSPO
h	Draft FY 24 Regional Recruitment and Retention plans will be reviewed and finalized prior to submission to CCLS III's.	6/21/2023	8/15/2023	100%	CCLS II
i	Regional Recruitment and Retention plan and budgets will be received, reviewed, and requested through State Office for final approval.	7/15/2023	8/15/2023	100%	Statewide Licensing Managers, Adoption Unit Program Coordinator and their SSPO's
j	Track regional goal progress on quarterly basis w/ established baselines.	7/1/2023	6/30/2024	On-Going	CCLS II's and Regional Recruitment and Retention Teams.
k	Identify new and innovative recruitment strategies such as; resource family recruitment advertisements including magazines, community/agency newsletters, banners, media and flyers.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO
l	Track and evaluate recruitment achieved through the adoption exchanges and how inquiries to the exchanges are handled to license new foster families interested in adopting children from foster care.	7/1/2023	6/30/2024	On-Going	Adoption Unit SSPC and SSPO's
2	Resource Family Retention: Support and maintain resource families statewide.	7/1/2023	6/30/2024		
a	Support the Resource Family Board (RFAB) with its initiatives and statewide representation.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO
b	Support, fingerprinting, and licensing of relative homes.	7/1/2023	6/30/2024	On-Going	Statewide Licensing Managers and SSPO

Goals	Action Steps	Start	Finish	Percent Complete	Staff Responsible
c	Continued implementation and support of the Emergency Relief Support Program in all 5 regions including a program analysis of ERS to determine overall effectiveness both regionally and statewide, as well as areas of need to improve the program.	7/1/2023	6/30/2024	On-Going	CCLS II's, Statewide Licensing Managers, SSPO and Provider Payments
d	Support and advertise retention efforts of ACRF, such as adoption month events and other appreciation activities.	7/1/2023	6/30/2024	On-Going	Adoption Unit SSPC and SSPO's
3	Support for Regional Recruitment and Retention Plans				
a	Develop new recruitment and retention strategies.	7/1/2023	6/30/2024	On-Going	OCS/Foster Parents/Community Partners
b	Purchase recruitment and retentions tangibles.	5/9/2023	6/30/2024	On-Going	OCS/Foster Parents/Community Partners