

**Roundtable Meeting with Virginia's Tribes  
6/8/2022**

**PRESENT:**

Brenda Sampe, Project Manager, Tribal Liaison, VDSS  
Ivey Tupponce, QAA Consultant, Tribal Coordinator, VDSS  
Aaran Kelley, Family First, Project Manager, VDSS  
Anna Tyson, Director for Family Match  
Yvonne Epps-Giddings, Health focus, Nottoway Indian Tribe  
Julia Rubarth, Family Engagement and Resource Family Policy Specialist, VDSS  
Amy Simpson, VP of Programs for Adoption-Share – Faster Families technology  
Jen Newman, Staff Attorney, Court Improvement Program (CIP)  
Lori Battin, Research Analyst with CIP  
Kayla Locklear, Assistant Project Director at Chickahominy Indian Tribe Eastern Division  
Lindsey Johnson, Deputy Tribal Administrator for Chickahominy Indian Tribe  
Olga Symeonglou, Lawyer with Cultural Heritage Partners  
Susann Brown, Director of Child Care and Development, Chickahominy Indian Tribe  
Chief Keith Anderson, Nansemond Indian Nation  
Chief Stephen Adkins, Chickahominy Indian Tribe  
Nikki Cox, Director, VDSS

**Faster Families Highway for Recruitment powered to Adoption-Share**

- non-profit technology organization
- faster families highway link, go through a 6 step process, talk about goals, interests, qualifications, readiness and education
- See the families who made it through that process and if they meet the needs
- Don't have to wait for LDSS to respond, they can go to this link or QR code and do readiness assessments, knowledge of trauma; go in and see the families and your recruitment efforts
- The "On-ramp" introduce themselves and give demographic information, goals/desires; assessments; option for training of trauma
- Link that your community can give out to your community; share with any organizations you're working with; those families don't get lost anymore
- Community building and networking opportunities
- Your tribe can have your own branded recruitment portal; upload tribal seal; look at data in the on-ramp about your recruitment efforts – go in and see the data from a specific event; reflect on the families we're bringing in; help with messaging
- See when a family is recruited and finishes their approval process and if matched; just don't see the off-ramp dashboard
- Amy and Anna will provide training, links and QR code
- Yvonne question: tribal leadership have a presentation, can Anna/Amy do this? YES
- Training/demo will be 90 minutes for the actual users
- Yvonne: are you utilizing this tool in any other states? Amy says using something in FL and GA. Yvonne: how can we assure me that it's not going to be a 6 month process. We'll make sure that folks aren't "sitting" waiting for approval
- Yvonne: How can it be used for underserved populations such as Black/Hispanic families. The reach is endless as to how you identify.
- You can customize the on-ramp – families with tribal affiliation, citizens; each on-ramp can target their community

- FRO – family recruitment organization – who want to spread the word and awareness, could even get their own on-ramp
- Reach out to Anna Tyson or Brenda if interested in training

#### **Aaran Kelley, Family First Project Manager, Update**

- Measuring outcomes for Family First and getting input
- Incentivizing prevention services to reduce entry into foster care; dis-incentivizing CC placements for children/youth in FC
- Trauma informed and evidence based programs (EBP) must be provided to children and families to access the Family First prevention funding.
- Adding 5 new EBPs here in Virginia to our Family First plan
- Federal requirement for reporting information on the EBPs to measure success and spending
- Are we getting the outcomes we want to have?
- Measuring success: what does success look like? What should VDSS be measuring? What data would show that prevention efforts are working. For example, less children entering care
- Susann: see that the family more stable, such as becoming employed, and able to sustain themselves;
- Yvonne: if you've been providing resources – look at which resources had been most beneficial
- Tribes can contact Aaran to provide information later on too ([Aaran.kelley@dss.virginia.gov](mailto:Aaran.kelley@dss.virginia.gov)); (804)291-8720. FamilyFirstVirginia.com OR familyfirst@dss.virginia.gov
- Olga: ensure that ICWA is followed where it should be followed; such as Active Efforts

#### **Tribal Updates:**

Yvonne: 3<sup>rd</sup> weekend in Sept (17/18) Nottoway Pow Wow

Lindsey: Chickahominy and some of the other tribes participated in ICWA training through Native Learning Center a few weeks ago. I also participated in the review of the DSS ICWA staff training and it was very good.

#### **Other Updates:**

Brenda: SNAP Ed program to present at next meeting; Nikki explained that SNAP Ed provides education on healthy eating, cooking, how to stretch SNAP dollars for those on tight budgets, etc. Please invite any benefit staff from the tribes to attend the next meeting! Also, DFS is working to keep our tribal collaboration and ICWA at the forefront of practice. We will have Virginia tribe specific trivia in our monthly staff newsletter with prizes available for the trivia winners leading up to November's Native American Heritage Month. We don't want to only focus on our Virginia Tribes and ICWA in November; mention our work w/tribes and ICWA at least monthly.

Ivey: It was mentioned at our last meeting that there was an interest to hold our Roundtable meeting in-person again; DFS is ready to do so. Is there a tribe that would like to volunteer to host our next meeting in Sept? If so, please let Ivey know! If not, we will continue to hold Sept's meeting virtually.

Next Meeting: September 14, 11am to 12:30pm.

#### **Plus/Delta:**

Plus: Good to hear about the use of technology with the Faster Families Highway



# Virginia Department of Social Services

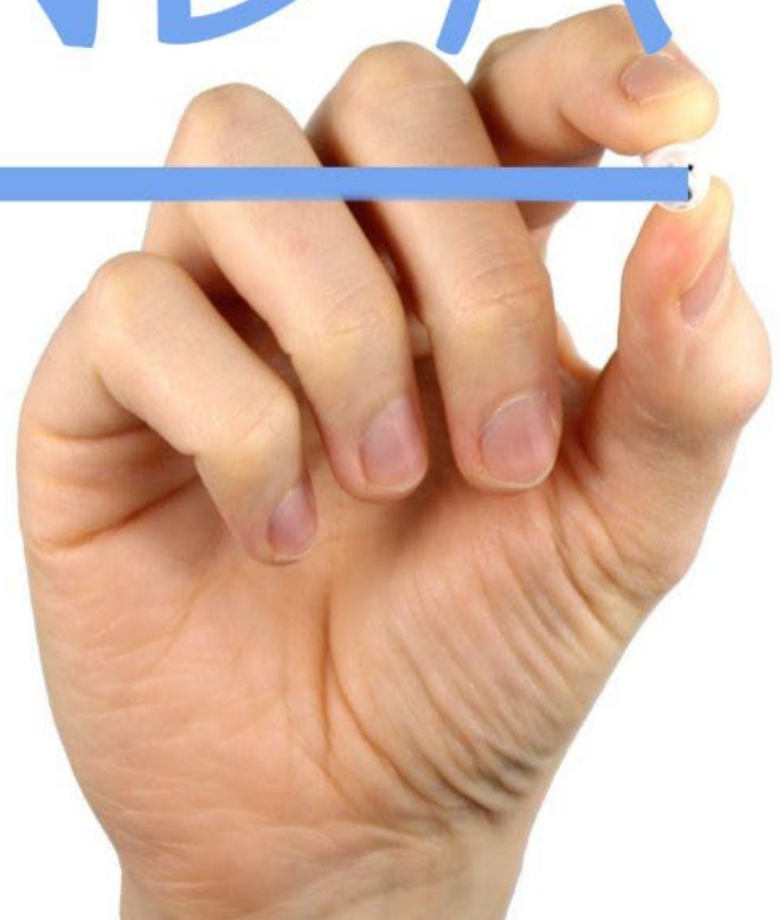
*people helping people*

Roundtable with Virginia's Tribes

*June 7, 2022*

# AGENDA

- 
- Welcome/Introductions
  - Faster Families Highway: Foster Parent Recruitment Initiative
  - Families First Update
  - Updates from Virginia's Tribes
  - Other Updates
  - Plus/Delta



# Welcome and Introductions

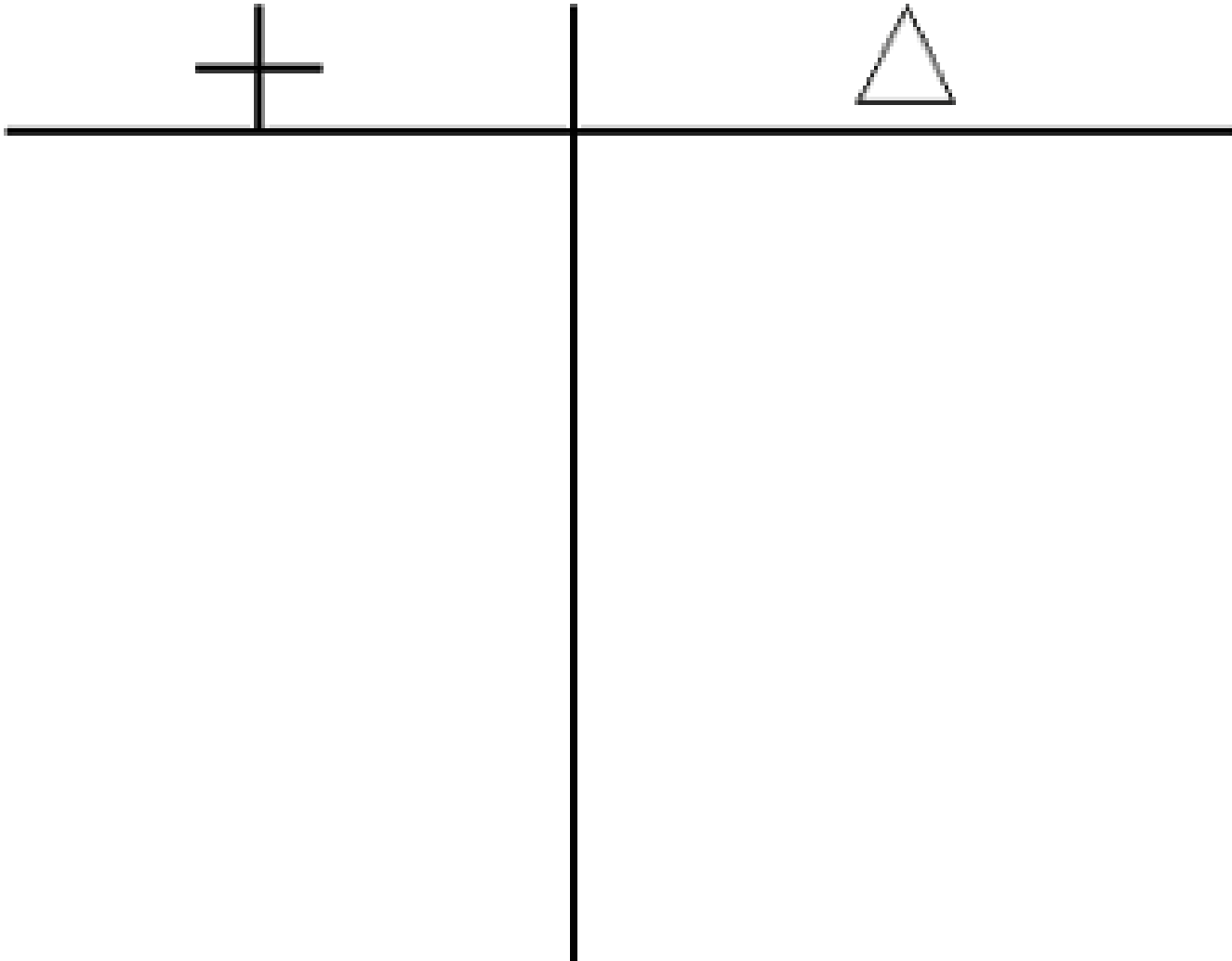




**Next Meeting: September 14, 11am-12:30pm**



# Plus/Delta





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SOCIAL SERVICES



Division of  
Family Services



**FASTER FAMILIES  
HIGHWAY FOR**  
*Recruitment*

powered by adoption-share

**RECRUITMENT RE-IMAGINED**

A PARTNERSHIP WITH VDSS



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# Important Points

Adoption-Share is a non profit technology organization leveraging tech to create and sustain families.

Adoption-Share does not train, approve, or manage resource families. We do not make placement decisions or manage foster care placements.

Faster Families Highway for Recruitment is a web based tool provided by VDSS for localities to increase its pool of locally approved families.





**TRIBAL COMMUNITIES ARE AN IMPORTANT PART OF THE FOSTER CARE CONTINUUM.**

**INCREASING THE NUMBER OF FOSTER FAMILIES WHO ARE CONNECTED TO TRIBES WILL HELP CHILDREN MAINTAIN CRITICAL CULTURAL CONNECTIONS AND PROMOTE REUNIFICATION.**



## THE NEED

**In Virginia, *approved* foster parents play a vital role—serving the families of children in foster care by preserving family connections and allowing children to remain connected to their community and natural supports.**

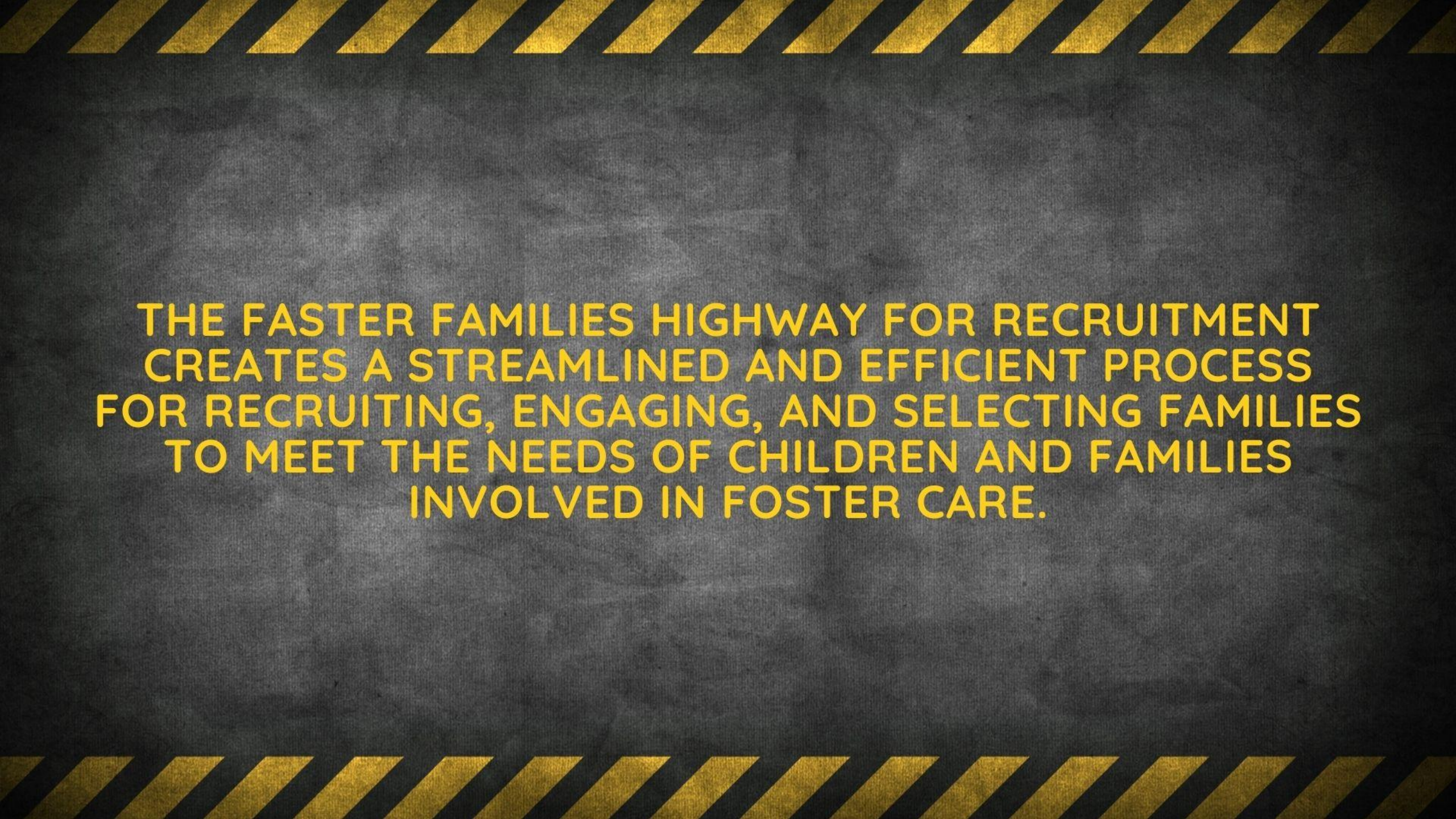
## THE SOLUTION

**A centralized, data driven recruitment tool that offers VDSS and LDSS the opportunity to sustain general, targeted and child specific recruitment strategies to increase the pool of locally approved resource families across Virginia.**



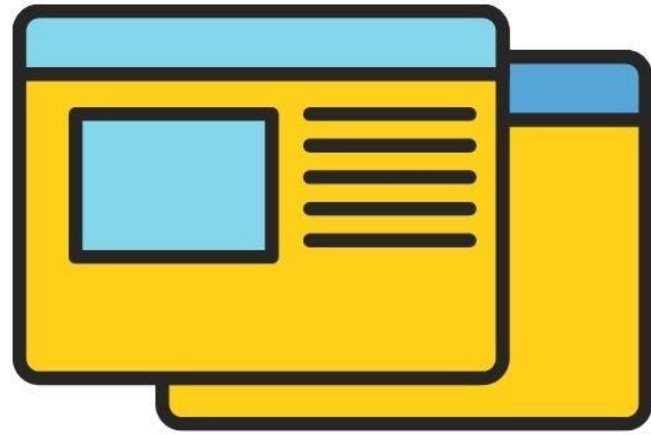
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**THE FASTER FAMILIES HIGHWAY FOR RECRUITMENT  
CREATES A STREAMLINED AND EFFICIENT PROCESS  
FOR RECRUITING, ENGAGING, AND SELECTING FAMILIES  
TO MEET THE NEEDS OF CHILDREN AND FAMILIES  
INVOLVED IN FOSTER CARE.**





Faster Families Highway Link



# Recruitment Efforts



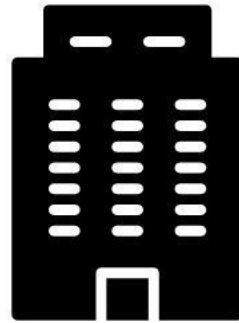
Goals, Interests, Qualifications

Readiness

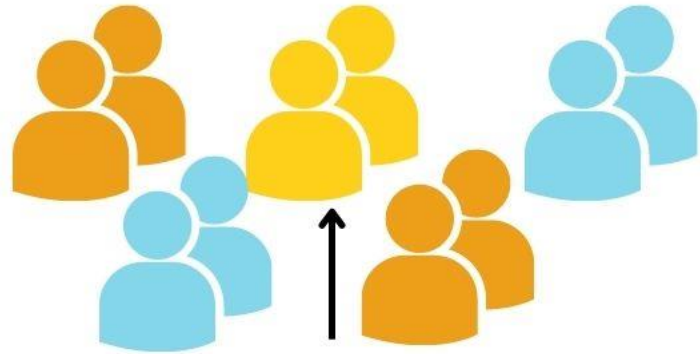
Education



Prospective Families



Local Office



Family Recruitment Campaigns



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## Our Process for Families

# 6 Step Recruitment Portal for Prospective Families



### STEP 1: INTRODUCE YOURSELF

*Address, Email, Phone, Annual Income, Religious Preference, One Parent or Two Parent home, persons under 18 in the home, Previous Foster or Adoption Experience, Criminal Attestation, Willingness to Provide a criminal background check if requested by a worker, Hobbies, Interests, ect.*

### STEP 2: GOALS AND DESIRES

*Preferences on age, race, gender, number of children willing to foster or adopt, willingness to care for children with medical/physical; mental/behavioral; cognitive/developmental needs + proposed capacity to meet those needs, call out for specific diagnosis if any.*

### STEP 3 AND 4: ASSESSMENTS

*"Matchability" + Readiness assessment.*

### STEP 5: PHOTO UPLOAD

*Families asked to upload two pictures- one of themselves and their home.*

### STEP 6: TRAINING

*Families take a free digital course: Overview of Trauma Informed Care from Trauma Free World*



**The Faster Families Highway OnRamp has been updated to allow families to indicate if they are an enrolled citizen of a state or federally recognized tribe.**

**Family Name \***  
Medford

**Address \***  
4567 Main Street

**City \***  
Alexandria

**State \***  
Virginia

**County \***  
Arlington

**Zip Code \***  
22312

**Type of Applicant \***  
One parent home

**Previous Foster Care/Adoption Experience \***  
Some

**Family Religion \***  
Methodist

**Estimated Annual Family Income \***

- Cheroenhaka (Nottoway) Indian Tribe
- Chickahominy Indian Tribe
- Chickahominy Indian Tribe Eastern Division
- Mattaponi Indian Tribe
- Monacan Indian Nation
- Nansemond Indian Nation
- Nottoway Indian Tribe
- Pamunkey Indian Tribe
- Patawomeck Indian Tribe
- Rappahannock Tribe
- Upper Mattaponi Indian Tribe
- Other



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## Faster Families Highway for Recruitment



# the benefits

- Allows for regional coordination and local partnerships with tribal communities.
- Ensure families don't get lost.
- Ensures families with tribal connections are easily identified.
- Brings a streamlined approach to the onboarding process of prospective families.
- Increases the pool of locally approved resource families across Virginia.
- Community building.



***Faster Families Highway for Recruitment- ensures prospective foster families get to the right office + the right families get approved to serve children and families in their own communities.***



## Faster Families Highway for Recruitment

# the on-ramp

**Onramp-** gives your agency its own branded recruitment portal- whereby prospective foster families can access and begin completion of the 6 step recruitment portal. Agencies can use the onramp to:

- White Labeled Portal- Add your logo to your portal for continued branding.
- Unique URL to embed on websites and brochures to funnel families onto the Faster Families Highway through your own personalized portal.
- Data- Access aggregated data of families going through your personalized recruitment portal. Track progress of your families.
- Maximize your impact by making sure prospective foster families get where they need to go!

Local offices add links to websites/social media and can set up a more customized recruitment portal.



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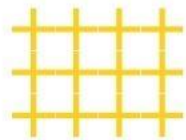
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Home > Families

☰ Active Families ▾

Search

Primary Parent ↑	State	County	Introduce Yourself Completed	Goals and Desires Completed	Family-Match Assessment Completed	Readiness Assessment Completed	Pictures Uploaded	Score (Readiness Assessment)	Training Completed	OnRamp By
Ava Medford	Virginia	Arlington	✓	✓	●	●	●	0	●	LDSS Sample County
Christine Medford	Virginia	Albemarle	✓	●	●	●	●	0	●	LDSS Sample County
Dominick Purple	Virginia	Richmond	✓	●	●	●	●	0	●	LDSS Sample County
Eddie Jackson	Virginia	Augusta	✓	✓	●	●	●	0	●	LDSS Sample County
Emily Soto	Virginia	Fairfax	✓	✓	✓	●	●	0	●	LDSS Sample County
Hannah Blue	Virginia	Alexandria	✓	●	●	●	●	0	●	LDSS Sample County
Justin Medford	Virginia	Caroline	✓	✓	●	●	●	0	●	LDSS Sample County
Mark Black	Virginia	Richmond	✓	●	●	●	●	0	●	LDSS Sample County



## Faster Families Highway for Recruitment

# the off-ramp

**Offramp-** provides your agency with a dashboard to see families in your county or region that have come through the recruitment portal and appear to have the willingness, capacity, and matchability to support foster children in your county.

Agencies with access to the offramp can:

- Select and priority onboard the families they want to onboard for their own agency's approval process.
- Allows your agency to track the family's progress through approval and placement.

**Each local office will have an account to Family-Match where they will be able to identify families they want to invite to pre-service training.**



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## Manage Recruitment




Find Reset

All families ▾

Statewide ▾

Family Name	Interest		Special Needs	Foster/Adoption Experience	Criminal Attestation	Profile Complete	Matches / Status	%			
Marci Brown			Feeding/Seizure Disorder, developmental delays ADD	Some	Clear	No	Matches Recruit	67	59		✓
Amy Dodge	Adoptive family			None	Prior Convictions: Felonies	No	Matches Recruit	38	60		✓
Greg Feldstein	Foster family			None	Clear	Yes	Matches Recruit	22	64		
Michelle Green	Adoptive family		autism	Extensive	Clear	No	Matches Recruit	33	56		
<u>Annabelle Hamilton</u>	Foster family			None	Clear	Yes	Matches Recruit	60	68		
Michael Hendrix	Adoptive + Foster (Dual)	✓	No	Extensive	Clear	Yes	Matches Recruit	65			✓
Adrienne Holston	Foster family		developmental delays, ADHD, ODD, RAD, failure to t	Some	Clear	No	Matches Recruit	57	58		✓
Nancy Johnson	Foster family		Sexual Assault victims	Extensive	Clear	No	Matches Recruit	30	30		✓
Stephen Moxon	Foster family		Autism	None	Prior Convictions: Misdemeanors	Yes	Matches Recruit	19	70		

### Family Profile

Annabelle Hamilton	
Profile	Annabelle
Occupation	Receptionist/Office Manager
Hobbies	snorkeling, paddleboarding
Age	65
State of Residence	Virginia
County	Montgomery County
Email	Family35@adoption-share.com

### Child Interest

Age Range of Child:	8 - 18 yrs. old
Number of Children:	1 - 4 children
Ethnicity:	No Preference,
Gender:	No Preference
Trainings in past 2 years:	

### Profile Summary





## Traffic Director

As Project Manager, Brenda Sampe will be able to view of all families who come in through tribal OnRamp. She will help coordinate connection points so families don't get lost.



## Roadside Assistance Available

Continuous training and support available through Adoption-Share.



## Signage Available

We are here to help make sure you have proper signage to direct the flow of prospective families.

- Embed Links
- Feedback on Positioning
- Kin First Language



You are not alone

# Help for the Journey

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# THANK YOU!!!

Recruitment Re-Imagined

Thea Ramirez, MSW Founder + CEO  
Adoption-Share  
thea@adoption-share.com  
912-222-8819

Amy Simpson, Vice President of Programs  
Adoption-Share  
amy@adoption-share.com  
561-715-0148

Anna Tyson, Director  
Adoption-Share's Family-Match Program  
anna@adoption-share.com  
850-374-7041





**Virginia Department of Social Services**

*people helping people*

**Family First Update &  
Measures**

*June 8, 2022*

# Vision

The **vision** for Family First is to **keep children safe, strengthen families and reduce the need for foster care** whenever it is safe to do so.



# Family First Implementation: July 1, 2021



Incentivize Prevention Services to reduce entry into foster care



Dis-incentivize congregate care placements for children/youth in foster care





# Prevention Eligibility

- A child (*and their caregivers*) who is identified as a candidate for foster care who can remain safely at home or in a kinship home and is at imminent risk of entering foster care
- A child in foster care who is pregnant or parenting
- A child whose adoption or guardianship arrangement is at risk of a disruption/dissolution and includes post-reunification services



# Evidence-Based Programs



Mental Health  
Prevention and  
Treatment  
Services



Substance Use  
Disorder  
Prevention and  
Treatment  
Services



In-Home Parent  
Skills-Based  
Programs



Kinship Navigator  
Programs

← TRAUMA INFORMED AND EVIDENCE-BASED →



# Evidence-Based Programs

## Current

- Multisystemic Therapy
- Family Functional Therapy
- Parent-Child Interaction Therapy

## Adding

- Motivational Interviewing
- Brief Strategic Family Therapy
- Home Builders
- Family Check-Up
- High Fidelity Wraparound

# Reporting and Measures

- Federal Reporting Requirements
- Continuous Quality Improvement (CQI)
- Measuring Success





# Discussion

What does **success** look like?



What should VDSS be **measuring**?

# Thank You!

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