

NC DEPARTMENT OF  
**HEALTH AND HUMAN SERVICES**

**Division of Social Services**

**Foster and Adoptive Parent  
Diligent Recruitment and Retention Plan**

**2024-2029**



## Overview

North Carolina is a state-supervised, county-administered child welfare system with partially privatized foster home licensing and adoption services. Prospective foster, adoptive, and kinship families can be licensed by either a county child welfare agency, a licensed child-placing agency, or a licensed adoption agency. This variation in service provision across the state provides a wide variety of localized licensure and approval options for families. North Carolina does not have a dual foster care/adoption licensure process. For the purposes of this Diligent Recruitment and Retention Plan, the term “County Child Welfare Agency” includes County Departments of Social Services and consolidated human services agencies.

Because North Carolina is a very diverse state, county child welfare agencies may have very specific needs around diligent recruitment and retention. To that end, North Carolina has developed a statewide diligent recruitment and retention plan that provides concrete targets for statewide achievement, consistency, and structure, while also allowing for localized planning for diligent recruitment and retention efforts within each county child welfare agency, in partnership with their private child placing agency partners. Localized plans are data-driven and designed to meet the unique needs of the community within each county.

This plan was developed in partnership with the following stakeholders:

Capacity Building Center for States	Legal Partners (Guardian Ad Litem and Judicial Representation)
County Child Welfare Agencies	NC DSS Permanency Design Team
Private Child Placing Agencies	Child Welfare Family Advisory Council
Foster Family Alliance of NC	Community-Based Agency Leaders

## North Carolina’s Commitment

North Carolina is committed to having a process for and is committed to ensuring that children who cannot remain safely at home are placed within their community with fit and willing relatives. When placement with relatives or fictive kin is not feasible, the state is committed to maintaining a pool of foster and adoptive families that reflect the racial, ethnic, and cultural diversity of the children in foster care.

## Values for Diligent Recruitment and Retention Plan

The North Carolina child welfare system has the following core values regarding diligent recruitment and retention of foster, adoptive, and kinship families:

- We value all prospective, current, and former foster, adoptive, and kinship families.
- We value the belief that retention of foster, adoptive, and kinship families involves a customer service framework that brings families from prospect to agency partner.
- We value all kinship caregivers and encourage the licensure of kinship homes using licensure waivers, when appropriate.
- We value opportunities for support, engagement, and training of foster, adoptive, and kinship families.
- We value strengthening the Kin-First culture, so it is entrenched in practice.
- We value strengthening the partnership between the state level organization (NC DSS) and local level public and private partners.



- We value the partnership of stakeholders with lived experience in the decision-making process.
- We value the use of data to inform diligent recruitment and retention of foster, adoptive, and kinship families that reflect the children and youth in care.

## Structure of Recruitment and Retention Activities

### Roles and Responsibilities of the State Division of Social Services

NC DSS provides state-level diligent recruitment and retention activities for county child welfare agencies and private child placing agencies, including but not limited to, data collection and dissemination to inform recruitment and retention activities, regional meetings, and webinars as well as ongoing technical assistance, resources, and support to county and private agencies regarding their specific diligent recruitment and retention efforts are provided.

In July 2022, NC DSS entered into a workplan with Capacity Building Center for States (CBCS) to revise the North Carolina Diligent Recruitment and Retention (DRR) Plan. An initial draft of the DRR Plan was submitted to ACF on March 31, 2023, for review and feedback. In May 2023, CBCS and NC DSS held a two-day, in-person meeting. The purpose of the meeting was to map out implementation steps, sequencing of the steps, and a communication plan. The input from this meeting will be incorporated in the DRR Plan. The final version of the DRR Plan will be submitted with this year's APSR.

### Foster Family Alliance

NC DSS contracts with Foster Family Alliance (FFA), a family-led nonprofit organization supporting children and youth in foster care and the dedicated families and professionals that care for them. The purpose of the contract is to build an organization that recruits, trains, and sustains resource families who serve children, youth and their families receiving foster care, adoption, or kinship services. FFA is responsible for:

- Business development and communication,
- Foster parent recruitment and retention,
- Foster parent training, and
- Tangible supports

### NC Kids Adoption and Foster Care Network (NC Kids)

NC Kids Adoption and Foster Care Network (NC Kids) is North Carolina's statewide diligent recruitment entity and Adoption Information and Exchange Program. The use of the exchange ensures that there is a timely search for prospective foster and adoptive parents for a child who cannot be placed with a relative and requires a permanent resource.

NC Kids manages the following:

- State-level first point of contact for individuals interested in becoming foster or adoptive families that reaches all parts of the community.
- Disseminates both general and child-specific information using diverse methods to widen the reach to potential families.
- Photolisting facilitation and preliminary review of prospective adoptive families' Preplacement Assessment.
- Provide general recruitment tools for use at the state, county, and private agency level, including NC Kids Website maintenance, brochures, flier, posters, magnets, etc.

- Provide technical assistance and support to county child welfare agencies and private child placing agencies regarding general, targeted, and specific recruitment efforts.

### NC's Permanency Innovation Initiative (PII)

PII is an effort launched in 2013 by NC's General Assembly for ensuring timely recruitment. Under this state-sponsored initiative a private child-placing agency, Children's Home Society of North Carolina (CHS), provides services to improve permanency outcomes for children living in foster care, to improve engagement with biological relatives, and to reduce costs associated with maintaining children in foster care. Since July 1, 2015, CHS has achieved positive outcomes for children and families through Family Finding, child-specific adoption recruitment, and permanency-related training. For SFY 22, there were 308 permanency support sessions or consultations provided to families and other supportive adults identified as permanency placements or have the potential to become permanency placements. There were 695 youth who received child-focused recruitment services. Of those receiving the service, 105 youth achieved permanency.

### Fosteringnc.org

This site features on-demand courses, webinars, videos, resources, and answers to foster, adoptive, and kinship families' frequently asked questions. NC DSS, in partnership with UNC-Chapel Hill, NC State University, and Independent Living Resources, will maintain and update the learning site with additional resources and training on a regular basis. During 2023, a new course is being developed for the site that will explore implicit bias as well as a course specifically for the challenges encountered by kinship families <https://fosteringnc.org/>.

### Diversity, Equity, and Inclusion in Recruitment Efforts

NC DSS does not discriminate on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, and age. North Carolina is comprised of a diverse population of families from many races and cultures and NC DSS is committed to supporting cultural matters in the permanency planning process.

NC DSS provides training for county child welfare agency staff on working with diverse communities including cultural, racial, and socio-economic variations. The training includes Child Welfare in North Carolina: Pre-Service Training and Building Cultural Safety. The two training courses include information on cultural sensitivity and working with diverse communities. Information on the Multi-Ethnic Placement Act (MEPA) is covered in the following trainings offered by DSS: Permanency Planning in Child Welfare Services, Foster Home Licensing in Child Welfare Services, and Trauma Informed Partnering for Safety and Performance: Model Approach to Partnerships in Parenting (TIPS-MAPP).

In addition to training that equips workers on engaging diverse communities, NC DSS also ensures that our recruitment and licensing process for foster, adoptive, and kinship families provides access and removes barriers to communication with agencies. For people with Limited English Proficiency (LEP)/Sensory Impaired (SI), NC DSS and local agencies must use a telephone interpreting service. NC DSS has a contract with Propio Language Services Company (<https://propio-ls.com>). Those in need of interpreter services will be provided with an interpreter free of charge. NC DSS also requires that local county agencies develop a non-discriminatory fee structure for prospective and adoptive families.



## State Level Data

In North Carolina, there are 100 public and 119 private agencies authorized to provide foster care services. Of the private agencies, 80 provide family foster care services and 69 provide therapeutic services, and 34 agencies are authorized to provide adoption services. There are 19 private agencies that provide both foster and adoptive services. When a family-like setting is not available, there are 38 residential child caring agencies.

### Demographics of Children in Foster Care

Total # of children in foster care as of March 31, 2023: **10,760**

As of March 31, 2023, there are 10,760 children and youth in care, of which 57% are Caucasian, 30% are Black, 9% are Hispanic, 3% are American Indian or Alaskan Native, and less than 1% of children who identified as Asian and Hawaiian or Pacific Islander. Statewide, Caucasian, and Black/Brown children and youth are the largest population represented in placement.

The largest group in foster care (41%) is between 0 and 5 years of age, followed by children ages 6-12 (31%), and youth ages 13-17 (28%). There are 924 youth participating in the extended foster care program, Foster Care 18-21. There may be less adolescents in foster care than children 5 years or younger, however history has shown that the adolescent population is the most challenging age group to place. The challenge in placement is due to several factors such as lack of interest in fostering older youth, behavior and mental health, and involvement in the juvenile justice system.

NC DSS will begin to collect regional-level data regarding the racial and ethnic background of children/youth in foster care and licensed foster parents by December 31, 2023. The purpose of this data will be to assist in identifying regions where racial disparity is indicated in the number of children and youth who enter care. In addition, the information will inform as to the make-up of the racial/ethnic background of licensed foster parents and if the region has met the racial/ethnic needs of the children and youth in care.

Race/Ethnicity	Number of Children and Youth	Percentage
American Indian or Alaskan Native	328	3%
Asian	24	0%
Bi- or Multi-Racial	863	8%
Black/African American	3,207	30%
Hawaiian or Pacific Islander	31	0%
Hispanic	924	9%
Unable to Determine	194	2%
White / Caucasian	6,113	57%

Source: Child Placement & Placement System and NCFAS as of 03.31.2023

### Placement Type of Children in Care

As of April 30, 2023, the majority of the children in care reside in a family foster home. NC DSS continues to advocate for the initial and only placement for children and youth to be in a kinship placement (20%). Additional work is needed to shift North Carolina to a Kin-First culture. Even



with a concentrated effort to become a Kin-First child welfare state, there will still be a need to ensure that enough non-relative foster homes are available to meet the needs of children and youth who are unable to reside in a relative placement.

NC DSS will determine a process to collect the characteristics (medical challenges, mental health, etc.) of children and youth in care by December 31, 2023. This information will provide insight into the skills and knowledge kinship, foster and adoptive families need to provide effective support and care for children and youth. This information may also assist in linking which identified characteristic positively or negatively impacts a specific placement type.

Type of Placement	Number of Children and Youth Placed	Percentage
Foster Home	4205	38.08%
Relative	2209	20.00%
Group Home	1128	10.21%
Therapeutic Home	844	7.64%
Hospital	172	1.56%
Other	1639	14.84%

Source: Management Assistance for Child Welfare, Work First, and Food & Nutrition Services in North Carolina – as of 4.30.2023

The 1639 (14.84%) children and youth listed in the other category may be residing in the home of a legal guardian, residential school, children’s camp, specialized family foster care home (DSS), independent living arrangement, adoptive home (non-relative), adoptive home (relative), adoptive (foster home), maternity home, family foster home (relative), specialized family foster home (relative), trial home visit, or respite. There were less than 1% of children or youth living in an emergency shelter or jail/detention.

### Demographics of Children Needing Pre-Adoptive Families

The total # of children in pre-adoptive status as of March 31, 2023: **943**.

The largest populations waiting for adoption is Caucasian and Black/African American children. The largest age group waiting for adoption is children ages 0-5 (29.34%) followed by children ages 6-10 (27.33%), ages 11-14 (27.01%), and ages 15-17 (16.31%). As of June 30, 2022, the racial and ethnic breakdown of the children and youth in pre-adoptive status is depicted in the chart below. There was less than 1% of children and youth who identified as Native Hawaiian or Other Pacific Islander (1 child/youth) and Other (14 children/youth).

Race/Ethnicity	Number of Children and Youth	Percentage
White/Caucasian	526	55%
Black/African American	270	28%
Hispanic	58	6%
American Indian or Alaskan Native	18	2%
Bi-racial	71	7%

Source: Child Placement & Placement System and NCFAS – as of 03.31.2023



## Demographics of Licensed Foster Parents – Public and Private License

The total # of licensed foster homes as of 05/01/2023: **5,940**.

The total # of licensed beds as of 05/01/2023: **13,029**.

As of March 31, 2023, the racial and ethnic breakdown of the 9,746 licensed foster parents is depicted in the chart below. The largest group of foster parents identified as White/Caucasian, followed by Black/African American. Of the 9,746 licensed foster parents, 414 (4.26%) identify their ethnicity as Hispanic/Latino. NC DSS will begin to collect regional-level data regarding the racial and ethnic background of licensed foster parents by December 31, 2023. The information will inform as to the make-up of the racial/ethnic background of licensed foster parents and if the region has met the racial/ethnic background needs of the children and youth in care.

Race	Licensed foster parents	Percent
White	6362	65.28%
Black/African American	3144	32.26%
American Indian or Alaskan Native	113	1.16%
Bi-racial/multi-racial	68	0.70%
Asian	31	0.32%
Unable to Determine	19	0.19%
Native Hawaiian or Other Pacific Islander	9	0.09%
<b>Total</b>	<b>9746</b>	<b>100.00%</b>

Source: NCXCloud XPTR Reports, FCF100 Licensed Home & FCF104 Agency Homes - as of 03.31.2023

There was less than 1% of licensed foster parents who identified as Bi-racial/multi-racial, Asian, and racial/ethnic identity could not be determined.

### Recruitment and Retention Efforts for Foster, Adoptive, and Kinship Families

To support North Carolina’s commitment and values for diligent recruitment and retention, six (6) strategies have been identified for the 2024-2029 Diligent Recruitment and Retention Plan. NC DSS is committed to ensuring that children who cannot remain safely at home are placed within their community with fit and willing relatives. When placement with relatives or fictive kin is not feasible, the state is committed to maintaining a pool of foster and adoptive families that reflect the racial, ethnic, and cultural diversity of the children in foster care.

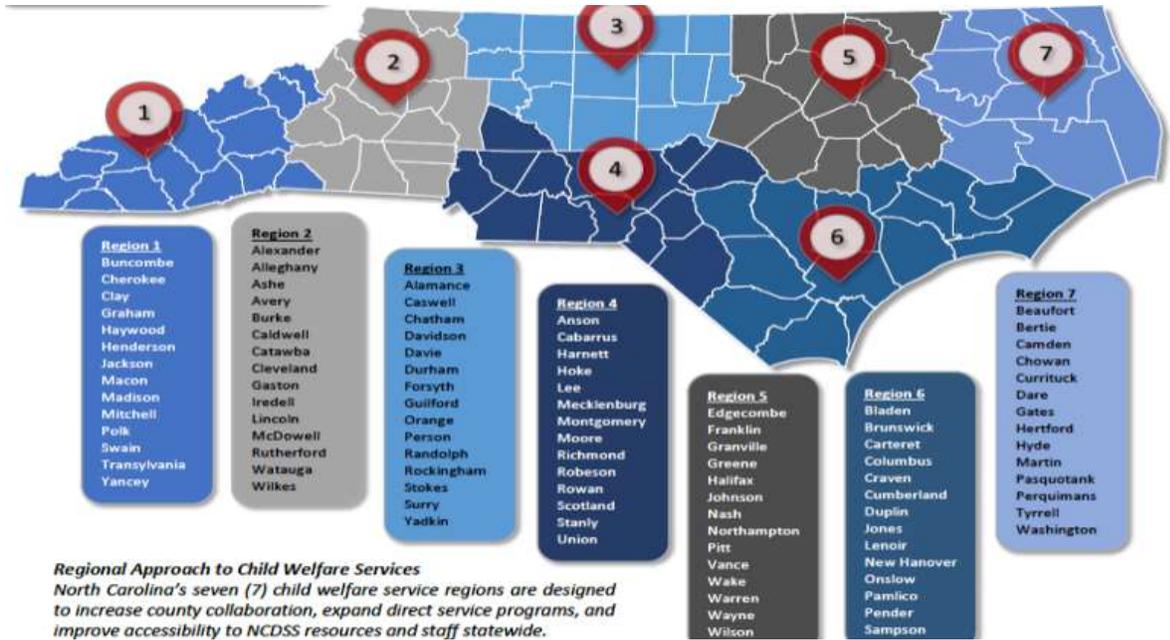
#### **Strategy #1: Move from 100 individual county-level DRR plans to seven (7) regional-level DRR plans.**

NC DSS is transitioning its services and oversight to a regional model to improve outcomes for families and children served. In establishing the seven (7) regions, the State will have the ability to provide support, implementation, monitoring, and evaluation. In addition, NC DSS can assess regional trends, strengths, and needs, and provide technical assistance.

The structure of the DRR Plan will move from 100 county-level plans to seven (7) regional plans. This approach will aid NC DSS in assisting each region in efforts to analyze data to determine regional approaches to assure a sufficient number of foster/adoptive families are available to meet the needs of each region. NC DSS will document the catchment areas for



private agencies to ensure they are included in the regional DRR work. The seven regions are depicted in the map below.



**Strategy 2: Retain kinship, foster, and adoptive families through training opportunities and building support networks that meet their unique needs.**

North Carolina has experienced a decline in licensed foster homes. Some of the factors contributing to the decline in licensed foster homes as indicated by a focus group conducting Family Foster Alliance are:

- Finalization of adoption or guardianship and the foster family does not want to continue to be licensed,
- Lack of support from supervising agency, and
- Lack of training to meet the needs of children placed in home.

Year	Licenses	New Applications	Terminations
2023*	6089	1378	822
2022	6502	1539	866
2021	6838	1711	897

Source: NCXCloud XPTR Reports and CWIS – \*As of May 2023

The revision of the DRR plan will place NC DSS in a more active role with recruitment and retention activities. This increased role will strengthen the partnership and collaboration between NC DSS and child placing agencies both public and private. Previously, the recruitment and retention of resource families occurred almost exclusively at the local level.

Resource families have shared that they do not feel they are equipped with the skill level or experience to address some of the behaviors of the children/youth placed in their home. To



gather more information on additional needs of foster, adoptive and kinship families, Foster Family Alliance is in the process of completing a needs assessment with foster, adoptive, and kinship families. NC DSS will receive the results by June 30, 2023, and will utilize this information to further enhance training and support provided to these families.

### **Strategy 3: Develop approaches to support DRR work and practice in a Kin-First culture.**

NC DSS believes that kinship placements can be the most effective and healthy setting for children/youth living in foster care. As of April 30, 2023, 20% of the children/youth in foster care live in a relative placement. An increase in kinship placements can be achieved in the targeted recruitment, of relative/kinship placements. Additional training and support to relative/kinship placements to improve their knowledge and skills during a placement event and post child placement is essential in further recruitment and retention of these families.

Efforts have been made to improve recruitment and support of relative/kinship placements by informing relative/kinship placement providers of their options and of the process for becoming licensed relative/kinship parent. NC DSS has approved the Caring for Our Own (CFOO) curriculum which is a kinship support and training that provides a convenient way for families to gain support with the experiences common to kinship care. NC DSS will develop and implement a communication plan about the Kin-First culture and practice changes by December 31, 2023.

### **Strategy 4: Develop approaches to support DRR work and practice with youth and young adults.**

From November 2022 through March 2023, NC DSS completed youth and young adult listening sessions. The listening sessions were facilitated focus groups modeled to learn more about the experiences of youth and young adults living in the North Carolina child welfare system. Resource parents, social workers, and community partners were also engaged in the facilitated discussions in separate groups from the youth and young adults.

From the information received so far, increasing family-like settings, permanency, and the practice of working with youth and young adults needs improvement. At the conclusion of the onsite and virtual sessions, a full report will be developed in partnership with the University of North Carolina at Chapel Hill. The final report is expected to be completed by early fall of 2023. The information received from this report will assist in strengthening the strategies and activities in this DRR plan.

### **Strategy 5: Continue the statewide awareness campaign for kinship, foster, and adoptive families.**

NC DSS completed a statewide awareness campaign that focused on the need for resource families for teenagers and sibling groups. A new slogan was developed, *You Can Be Their Yes*, and a landing page – [www.ncdhhs.gov/fostering](http://www.ncdhhs.gov/fostering). The campaign ran on social media and the radio between November – December 2022.

The media summary completed by Clean, Inc., the vendor who designed the campaign, indicated that the campaign had the highest click through rate of any traffic driving NCDHHS campaign on Facebook over the past two years. The click through rate is the ratio of clicks on a specific link to the number of total users who viewed the advertisement. Also, the *Want a*



*Teenager* ad creative asset delivered the most impressions while the *Brother/Sister* ad had the strongest click through rate. An impression occurs any time a user opens an app or website, and the advertisement is visible.

A new statewide awareness campaign is in development and will focus on specific topics:

- Licensed kinship providers,
- Placements for youth and young adults,
- Placements for sibling groups,
- Placements for LGBTQ+ children and youth, and
- Placements for children/youth diagnosed as medically fragile and/or with developmental disabilities.

The campaign will include printable materials such as brochures, flyers, and banners. Some of the printable materials will be customizable for public and private agencies to use. NC DSS is planning on launching the campaign in August 2023.

**Strategy 6: Develop and implement a continuous quality improvement (CQI) process for the Diligent Recruitment and Retention plan.**

NC DSS is establishing cross-program CQI to assure that a CQI framework is the foundation for all ongoing work to improve the child welfare system in North Carolina. For the DRR plan, the development and implementation of a CQI process will provide a framework for defining, measuring, and improving the strategies and activities outlined in this plan. The CQI process will assist in establishing baseline information as the DRR plan is transitioning to a regional model. The information from this process will assist both local public and private agencies and NC DSS in assuring that strategies and initiatives at the local/county and regional level are actually achieving the stated and desired outcomes of decreasing the time a child or youth spends in care, better recruitment/retention of foster and relative/kinship parents to meet the needs of the children and youth in care and prevent children/youth from moving outside of their community in order to maintain their connections to their community/families.



## Recruitment and Retention Strategies for 2024-2029

*Commitment: North Carolina has a process for and is committed to ensuring that children who cannot remain safely at home are placed within their community with fit and willing relatives. When placement with relatives or fictive kin is not feasible, the state is committed to maintaining a pool of foster and adoptive families that reflect the racial, ethnic, and cultural diversity of the children in foster care.*

**Goal:** Sufficient statewide capacity in kinship, foster, and adoptive homes to enhance placement stability and achieve permanency in a timely manner.

<b>Strategy #1: Move from one hundred (100) county-level DRR plans to seven (7) regional-level DRR plans</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
December 2025	Articulate the vision and expectation of regional DRR approach.	Communication and Implementation Plans completed.  Regional DRR Plan template, instructions, and guidance completed.
	Ensure that NC DSS new positions are in place to drive this shift to the regional DRR approach.	
	Identify strong counties in DRR to be champions (per region).	
	Develop the template, guidance, process, and monitoring of the regional DRR plan.	
	Identify expectations for practice changes at the county level.	
	Consider using an innovation zone for initial implementation.	
	Crosswalk the implementation of the regional DRR Plan with the other initiatives that are being implemented statewide.	
<b>Strategy #2: Retain kinship, foster, and adoptive families through training opportunities and building support networks that meet their unique needs.</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
December 2023	Develop and maintain a comprehensive list of training resources that provide capacity building and support for resource families.	Approved Pre-service List distributed to public and private agencies.
	Research and provide recommendations for the implementation of the National Training and Development Curriculum (NTDC).	
	Revise licensing packet for the purpose of accountability and tracking of training.	Revised licensing packet completed and distributed.
	Research a funding source to develop and implement a database to track foster parent training.	
	Update and implement “ <i>Treat Them Like Gold.</i> ”	Surveys completed and implementation and
	Create “stay” and “exit” surveys for all resource families to complete on an annual basis.	
	Develop a plan for how to leverage the Youth Listening Sessions results to strengthen family preparation, training, and support.	



		<p>communication plan completed.</p> <p>The updated <i>Treat Them Like Gold</i> is posted on the new landing page.</p>
<b>Strategy #3: Develop approaches to support the DRR work and practices in a Kin-First culture.</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
October 2023	<p>Conduct data analysis on trends on children/youth who tend to be placed with kin (e.g., which children/youth are more likely to be placed with kin?) to inform us about: for which children/youth do we need to recruit unrelated families?</p> <p>Articulate North Carolina’s position on how unlicensed kin are part of the pool of families caring for children and youth (as part of DRR work).</p> <p>Define expectation for what this position means for North Carolina and for counties providing training, support, etc. to unlicensed kin.</p>	<p>Data dashboard completed.</p> <p>Communication Plan developed and implemented.</p>
<b>Strategy #4: Increase the utilization of NC Kids to decrease the time children and youth spend in foster care.</b>		
<b>4a: Improve youth engagement in exploring permanency options</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
December 2023	Review results from Youth Listening Sessions to inform next steps.	Youth Listening Session report from UNC reviewed by NC DSS staff and county staff
June 2024	<p>Capture data and input from county workers on their conversations with youth through regional listening sessions and peer-to-peer discussions.</p> <p>Develop guidance on expectations for including youth in developing and approving of their profiles for the photolisting.</p>	<p>Data dashboard completed.</p> <p>Practice guidebook completed and implemented.</p>
<b>4b: Strengthen targeted and child specific recruitment for permanent families.</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
January 2024	<p>Coordinate with AdoptUSKids to collect data on the characteristics (needs, preferred families, etc.) of NC youth photolisted.</p> <p>Use the monthly data from NC Kids, AdoptUSKids, Wendy’s Wonderful Kids, and Permanency Roundtables to identify trends and themes.</p>	A comprehensive data report is developed.



		Trends/Themes identified and shared with agencies.
December 2023	Identify which children and youth aren't registered with NC Kids to guide out outreach to counties to prompt registration.	Identified children and youth have been registered.
	Develop messaging regarding the balance between Kin-First culture and other permanency options.	Communication plan is developed and implemented.
	Develop and implement a form to capture data from Permanency Roundtables.	Form and instructions developed and provided to public agencies.
<b>Strategy #5: Continue the statewide awareness campaign for kinship, foster, and adoptive families.</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
December 2023	Determine regional baseline data on the children and youth in foster care	Ongoing quarterly report is received.
	Determine regional baseline data on resource families.	
August 2023	Enter into a contract with a marketing vendor for the development of general and targeted printed materials for recruitment, media campaigns, and additional marketing materials for community information sessions.	Contract signed and executed.
	Develop a tracking mechanism to track the success of the awareness campaign.	Data elements identified and tracking process developed.
<b>Strategy #6: Develop and implement a continuous quality improvement (CQI) process for the Diligent Recruitment and Retention plan.</b>		
<b>YEAR</b>	<b>ACTIVITIES</b>	<b>BENCHMARKS</b>
June 2026	Define purpose and scope for the state, county, and private agencies of the DRR Program CQI process.	CQI process is developed and implemented.
	Create a database that allows the state to track permanency outcomes for children receiving child-specific recruitment services.	
	Use data to understand trends, such as the needs of a child needing a permanent resource, the type of permanency achieved, and length to permanence.	Database created.

