Quality Parenting Initiative
Fostering in the 21st Century

Assessment (Optional)

Meeting	QPI Responsibilities	Role of Site	Attendees	QPI Resources	Site Resources
Initial Meeting	Present basic information about QPI	■ Make a decision on whether to commit to the process ■ Designate a point person for the project	Top leaders and those with primary responsibility	■ Basic QPI materials: including: Overview document. Assessment Paper. Summary	Staff time
Initial Assessment Meeting	■ Learn more about site policy and practice ■ Introduce the idea of QPI to stakeholders ■ Review pre-existing data and recruitment materials	■ Arrange meetings with a diverse group of stakeholders ■ Encourage open communication by employees at these meetings ■ Provide basic performance data on child welfare outcomes and recruitment retention of families	■ Foster parents ■ Youth ■ Birth families ■ Caseworkers and investigators ■ Placement ■ Recruitment and support ■ Court and legal ■ Management ■ Data analysts ■ Communications	■ List of data elements ■ Interview protocol for participants ■ Basic QPI Materials (see above)	■ Meeting space ■ Staff time ■ Data analysis ■ Recruitment materials

Engagement

Meeting	QPI Responsibilities	Role of Site	Attendees	QPI Resources	Site Resources
Session 1: What makes for a good foster parent?	■ Reintroduce QPI ■ Brainstorm attributes of excellence—what does a "good" foster parent do? What are ways to observe this? Characteristics of good foster parents ■ Output: a list of concrete attributes which will be used as the basis for developing a mission statement	■ Designated point person organizes meeting ■ Leadership attends to introduce and "bless" the process ■ All should be open to change and diverse opinions ■ Designate a note-taker to document session	Full range of stakeholders: ■ Foster parent ■ Birth parents ■ Youth ■ Caseworker/ investigator ■ Recruiters ■ Licensing and support ■ Court ■ Attorneys and GAL/CASA ■ Communications ■ Leadership ■ Coordinator	■ Facilitation by QPI ■ Outline ■ Basic QPI summary ■ Branding overview ■ Parenting paper	■ Fees and costs (directly, through foundation support or other sponsor) ■ Meeting space and materials ■ Key staff ■ Staff time
Session 2, Part 1: Branding 101	Branding consultant presents overview of branding—the concept of a "brand is a promise"—demonstrates application to fostering	Select a core team to attend including foster parents and other stakeholders	■ Coordinator ■ Core team: Foster parent Recruitment support Caseworker/ investigator Youth Birth parent	■ Select and support branding consultant ■ Facilitation by QPI ■ Branding materials	■ Fees and cost ■ Facility ■ Staff time ■ Travel costs (if applicable)
Session 2, Part 2: The Brand Statement	Integrate the attributes emerging from the work done in Session 1 to develop a 1-3 sentence statement of what defines foster parenting specific to this site	■ Ensure participation in the process ■ Agree to use this statement to guide not only recruitment but general practice ■ Agree to publicize the statement	Full range of stakeholders: ■ Foster parent ■ Birth parents ■ Youth ■ Caseworkers/ investigators ■ Recruiters ■ Licensing and support ■ Court ■ Attorneys and GAL/CASA ■ Communications ■ Leadership ■ Coordinator	■ Facilitation by QPI ■ Provide brand statements developed by other sites for comparison	■ Fees and costs ■ Staff time ■ Work processes and materials as necessary to implement new "brand"

Alignment

Meeting	QPI Responsibilities	Role of Site	Attendees	QPI Resources	Sire Resources
Session 3: Living the Brand: Keeping the Promise	▪ Branding or human resources consultant presentation on what living the brand means ▪ Begin development of implementation plan	Select a core team to attend, including foster parents and other stakeholders	▪ Coordinator ▪ Core team: Foster parent Recruitment support Caseworker/ investigator Youth Birth parent	▪ Select and support branding consultant ▪ Facilitation by QPI ▪ Branding materials	▪ Fees and costs ▪ Facility ▪ Staff time ▪ Travel costs (if applicable)
Session 4: Developing Implementation Plan	▪ Facilitate discussion to identify 3-5 obstacles to implementing the brand or ways the existing brand can be enhanced. What practice changes and action items are needed to overcome them? Who can be identified as collaborative partners? What resources are needed? (This may require two sessions) ▪ Development of action plan	▪ Convening of meeting ▪ Leadership support ▪ Designated point person to oversee implementation	Full range of stakeholders: ▪ Foster parent ▪ Birth parents ▪ Youth ▪ Caseworker/ investigator ▪ Recruiters ▪ Licensing and support ▪ Court ▪ Attorneys and GAL/CASA ▪ Communications ▪ Leadership ▪ Coordinator	▪ Facilitation by QPI ▪ Template for developing action plan ▪ Examples of successful action plans ▪ On-going QPI committee to support implementation	▪ Fees and costs ▪ Staff time ▪ Resources necessary to implement action items including staff time, costs of materials and events, costs for new programs or tools

Implementation

Meeting Or Activity	QPI Responsibilities	Role of Site	Attendees	QPI Resources	Site Resources
Implementation	■ As needed consultation ■ Provide access to tools, policies and training resources	■ Establish regular meeting schedule ■ Implement action plan ■ Disseminate action plan to stakeholders ■ Data collection to measure success	■ Coordinator ■ Core team: Foster parent Recruitment/ support Caseworker/ investigator Youth Birth parent	■ Passport to Parenting training ■ Training video ■ Just in Time computerized training ■ Model policies ■ Rules and agreements ■ Sample materials ■ QPI website and social media ■ Mentorship program materials ■ QPI web-page design and links ■ Connections with other QPI sites ■ Web conferences ■ Participation in multi-site events ■ Substantive experts ■ Research	■ Fees and costs ■ Staff time ■ Resources necessary to implement action items including staff time, costs of materials and events, costs for new programs and tools, etc., costs of adapting web-based training (optional) ■ Cost of participation in multi-site events (optional)
Ninety day Review	■ Review of progress on implementation of practice changes ■ Plan updates ■ Provision of technical assistance ■ Identification of wider policy issues	■ Report on progress of implementation, meeting coordination ■ Preparation of materials	■ Coordinator ■ Core team: Foster parent Recruitment support Caseworker/ investigator Youth Birth parent	Assistance and advocacy in policy development, policy materials, site consultation, technical assistance	■ Fees and costs ■ Staff time
On-going Reviews (Quarterly)	■ Review of progress on implementation of practice changes ■ Plan updates ■ Provision of technical assistance ■ Identification of wider policy issues	■ Report on progress in implementation, meeting coordination, ■ Preparation of materials	■ Coordinator ■ Core team: Foster parent Recruitment support Caseworker/ investigator ■ Youth ■ Birth parent	Assistance and advocacy in policy development, policy materials, site consultation, technical assistance, webinars and other inter-site activities	■ Fees and costs ■ Staff time

Broadcast

Meeting Or Activity	QPI Responsibilities	Role of Site	Attendees	QPI Resources	Site Resources
Internal Communication Strategy Development and Implementation	Assist in planning system-wide events and activities to disseminate information throughout the system (at quarterly site meeting or by web or phone conference piggy backing on pre existing infrastructures and effective methods of communication)	Develop and implement a communications plan to inform stakeholders about QPI and their role in improving parenting	■ Coordinator ■ Core team: Foster parent Recruitment support Caseworker/ investigator Youth Birth parent	■ Consultation with other sites ■ Model programs and materials	Staff time and resources for implementing communication plan (event costs, materials, etc.)
External Communication Strategy and Recruitment	■ Involve foster parents directly in recruitment ■ Educating board and political/community leaders about QPI model and their role in implementation ■ Developing strategies to make the community more "foster friendly" ■ Using the QPI brand in recruitment ■ Development of a hierarchy of volunteer opportunities	■ Recruiting and training foster families to participate in recruitment efforts ■ Board training ■ Outreach to community leaders	■ Leadership ■ Core team Foster parent Recruitment support Caseworker/ investigator Youth Birth parent ■ Experienced foster parents	■ Previously developed materials and policies ■ Consultation with national recruitment and retention specialists ■ Participation in inter-site collaboration	■ Fees and costs ■ Cost of development of materials and training ■ Foster parent stipends