



NC DEPARTMENT OF  
**HEALTH AND  
HUMAN SERVICES**  
Division of Social Services

ROY COOPER • Governor

MANDY COHEN, MD, MPH • Secretary

SUSAN OSBORNE • Assistant Secretary for County Operations for  
Human Services

May 9, 2019

**DEAR COUNTY DIRECTORS OF SOCIAL SERVICES**

**ATTENTION: CHILD WELFARE STAFF INVOLVED IN DILIGENT RECRUITMENT AND  
RETENTION OF FOSTER AND ADOPTIVE FAMILIES**

**SUBJECT: 2019-2020 DILIGENT RECRUITMENT AND RETENTION PLANS**

**REQUIRED ACTION: Information Only**

As a strategy within North Carolina's Diligent Recruitment and Retention Plan, each county is required to submit a localized Diligent Recruitment and Retention (DRR) Plan specific to your county. The localized plan is due to the North Carolina Division of Social Services on an annual basis. The current plan for fiscal year 2018-2019 has been extended and will remain in effect until September 30, 2019.

The DRR Plan for fiscal year 2019-2020 will be due to your county's NC Kids Consultant on **September 1, 2019** along with the Data Profile. The DRR for fiscal year 2019-2020 will be implemented beginning October 1, 2019 and will continue through September 30, 2020.

A new template will be provided for the 2019-2020 Diligent Recruitment and Retention Plan. This template complies with the Multi-Ethnic Placement Act (MEPA), therefore counties will not be required to submit a separate plan for MEPA compliance.

A recorded webinar will be available on Thursday, May 30, 2019 and will be posted at <https://www2.ncdhhs.gov/dss/publications/>. This webinar will encompass a brief overview of MEPA, requirements of MEPA, and the link between MEPA and DRR. During the webinar, the new DRR template and Data Profile will be discussed in detail.

Ongoing technical assistance regarding Diligent Recruitment and Retention of Foster and Adoptive Families is available through NC Kids Adoption and Foster Care Exchange. Additional resources are also available at <https://www2.ncdhhs.gov/dss/publications/>.

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AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

Should you have questions or need assistance, please contact your county's assigned NC Kids Consultant:

Shirley Williams  
(919) 527-6404

[Shirley.Williams@dhhs.nc.gov](mailto:Shirley.Williams@dhhs.nc.gov)

Alamance – McDowell (except Dare, Franklin and Guilford)

Mary Mackins  
(919)-527-6287

[Mary.Mackins@dhhs.nc.gov](mailto:Mary.Mackins@dhhs.nc.gov)

Mecklenburg – Yancey (plus Dare, Franklin, and Guilford)

Sincerely,



Kristin O'Connor, Section Chief  
Child Welfare Policy and Program

Cc: Lisa Cauley, Deputy Director of Child Welfare  
Erin Baluyot, Interim Adoption Services Manager  
CWS Team Leaders

CWS-19-2019