

State of Kansas Child and Family Wellbeing System Core Competency Framework

Definitions

Engagement- The child welfare professional initiates, interacts, and maintains rapport with children, youth, families, colleagues, and other team members to increase collaboration across in shaping decisions about needs, goals, supports, and services.

Assessment- The child welfare professional gathers relevant information and engages in critical thinking using a strength-based perspective, ethical decision-making, and the competency model, to result in an ongoing, accurate, and comprehensive assessment process.

Teaming- The child welfare professional assembles teams within and across organizations that are inclusive of family and network members, contributing to a collaborative approach throughout all phases of the child welfare process.

Planning- The child welfare professional facilitates the planning, development, and coordination of relevant information to create a sequence of strategies and goals informed by the assessment to meet the unique needs of each family to achieve sustainable and beneficial results.

Implementation- The child welfare professional initiates timely action and performs designated tasks in alignment with the assessment and planning process using formal and informal resources to achieve sustainable and beneficial results.

Monitoring and Adjusting- The child welfare professional continuously analyzes, assesses, monitors, and evaluates the effectiveness of strategies, goals, and outcomes and adapts accordingly in response to changing circumstances to achieve sustainable and beneficial results.

Professionalism- The child welfare professional comprehends and applies social work child welfare ethics and principles to interactions and communications with children, youth, families, colleagues, and other team members.

Responsiveness to Difference- The child welfare professional demonstrates acceptance and responds respectfully and effectively utilizing trauma-informed practices that recognize, affirm, and value individuals, families, and communities; and protects and preserves human dignity of all people.

Law and Policy- The child welfare professional identifies, understands, and appropriately applies relevant federal, state, and local laws, policies, and regulatory requirements to child welfare practice to protect the rights of children, youth, and families.

State of Kansas Child and Family Wellbeing System Core Competency Framework

Advocacy- The child welfare professional recognizes and promotes the well-being of individuals, families, and communities and pursues equitable service delivery to vulnerable populations.

Supervision Framework

Scaling Definitions

Unacceptable: Practitioner is not successful in demonstrating the minimum behavioral indicators of the competency; does not demonstrate an active understanding of the competency; has been provided with sufficient knowledge to have shown better performance; and corrective action may be required (once practitioner has been made aware of performance deficiencies and that continued performance at this level could result in corrective action or termination). Child Welfare Professional may not grasp the competency no matter how many times it is explained, and practitioner is not seeking out knowledge or assistance. Practitioner, supervisor, or agency may have received comments from outsiders that indicated concerning behaviors. Excessive support is required by others.

Developing: Practitioner's behaviors do not demonstrate competency. Professional may lack experience but have capacity for growth in behavioral indicators within a reasonable period of time. Performance meets some behavioral indicators of competency; however, more key behavioral indicators are performed unsatisfactorily than those that are performed satisfactorily. An immediate and sustained improvement in quality and/or quantity of behavior is necessary. May need coaching and follow-through but can demonstrate the competency under close guidance and supervision.

Competent*: Behavioral indicators are consistent with an acceptable level of understanding of the competency. Behavioral indicators do not require significant improvement. Errors are minimal and seldom repeated. Confidence can be placed in the child welfare professional to require only normal supervision and follow-up.

*Ratings of 3-Competent are the goal, ratings of higher than 3 are to be celebrated, but not expected

Admirable: Practitioner displays superior behavioral indicators in carrying out the competency and takes initiative in development and implementation of the competency. Practitioner requires practically no direction or supervision and consistently thinks beyond the details of the behavioral indicators.

Outstanding: Results consistently and significantly surpass expectations in demonstrating competency. Practitioner takes initiative of development and implementation of the competency within the field. Others seek this individual's counsel based on demonstrated knowledge. Personal commitment to a high level of performance and results are rarely, if ever, in question even in challenging situations.

State of Kansas Child and Family Wellbeing System Core Competency Framework

Assessment Questions

1. Please rate how this practitioner performs according to each of the competency definitions, using the above 1-5 scale.
2. Please describe practitioner performance that would indicate these ratings and any plans to assist this practitioner in continuing to develop this competency.

