



LOUISIANA

QPI Practice / Performance Evaluation Guide

Sample indicators to assess employee performance related to implementation and practice of QPI. Items should be routinely reviewed with subordinates to ensure comprehension and implementation.

Model honesty, transparency and respect – Do so with the child, birth parents, foster parents, and adoptive parents in all contacts and communications. Be forthcoming, accountable and responsive to needs of child, birth parents, foster parents, and adoptive parents.

Does employee possess knowledge of this fundamental premise of QPI? Has he/she demonstrated in everyday practice as evidenced by supervisory observation, case reviews, and from feedback from caregivers and others.

Engage caregivers in permanency planning and other decisions for the child. Include foster parents, birth parents, and other caregivers in discussions, meetings and court hearings to provide information about the child, services needed, recommendations, normalcy activities, etc.

Has the employee demonstrated value for caregivers' opinions and recommendations by providing them opportunities to provide information and participate in permanency staffings, family team meetings, and other discussions involving decisions related to the needs and services for the children being served.

Support connections and relationships. Be sensitive to the relationships between children, their immediate and extended birth family, and their previous foster parents or other significant individuals and seek opportunities to support those connections whenever possible. Assist caregivers in understanding importance of maintaining connections for children who experience separation and loss.

Does record documentation support the maintenance of connections and relationships for children via continued contact, inclusion in FTM's, family visits or other forms of contact?

Be responsive and flexible. Provide ongoing support, planned respite and needed services to families to prevent a disruption or crisis from happening BEFORE it is too late! When there is a crisis or concern, respond as soon as possible. Return the call, go to the home, find needed services. Work with birth/foster/adoptive parents when planning home visits, meetings or appointments for the child...they have schedules too!

Is there documentation of services and supports provided to avoid disruptions? Has employee been able to demonstrate prevention of disruptions thru appropriate and timely service delivery?

Support quality care for every child regardless of where they reside. Clearly communicate and discuss with children, caregivers and community stakeholders, the expectations, plans and agreements that support quality care for children served thru child welfare. Participate in or provide input into regional QPI discussions and activities to ensure diverse and firsthand knowledge of issues facing children and caregivers.

Has the employee demonstrated thru case documentation the agency's expectations for quality care for all children served? Has employee engaged in or participated in activities that support regional QPI to ensure comprehensive input from all levels of staff.

Has Supervisor participated in QPI activities, modeled QPI principles and expectations for staff and routinely reviewed with staff expectations and performance related to QPI?

Quality Parenting is an approach to strengthening foster care including kinship care, by refocusing on quality parenting for all children in the child welfare system, regardless of where they live. It is a philosophy to which we hold ourselves accountable for the day-to-day care and parenting of children and teens in the custody of the State of Louisiana.