

**Purpose: Ensuring the philosophy and practices associated with our Quality Parenting Initiative are continuously embedded in our everyday work through regular discussion, observation, and assessment followed by agreed upon strategies to support successful employee performance.**

Does employee possess knowledge of the fundamental QPI premise of his/her responsibility to model honesty, transparency, and respect?

Has he/she demonstrated this premise in everyday practice as evidenced by supervisory observation, case reviews, and from feedback from caregivers and others. Yes/No

Which of the following have you seen demonstrated with birth parents, children, foster and/or adoptive parents.

- Accountability
- Responsiveness
- Honesty/Trustworthiness
- Treating all with Respect

Cite examples of performance:

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Does the employee recognize the value and need to engage caregivers and birthparents in a partnership role in permanency planning and other decisions regarding children under his/her supervision and does the employee routinely and actively engage caregivers in a partnership role regarding decisions about the child? Yes / No

Check if the employee has demonstrated:

- Regular engagement and active solicitation of caregivers to provide information and recommendations
- Timely notice, invitation, and support to caregivers to participate in family team meetings, discussions, and court hearings, etc...
- Incorporation of information and recommendations of caregiver in decision making regarding child's needs and services

Cite examples of employee's performance:

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Does the employee recognize the importance of maintaining connections and prior relationships for children? Yes/No

Does he/she consistently and actively support connections and relationships for each child in his/her caseload? Yes /No

Does the employee consistently take action to support connections for children in his/her caseload with :

- Immediate birth family members
- Extended birth family members
- Prior foster family members or prior caregivers

Cite examples of employee's performance:

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Does this employee recognize his/her role in assuring timely services to meet needs of child?  
Has he/she demonstrated the ability to mitigate or prevent placement disruptions ?  
Does he/she demonstrate responsiveness and flexibility in responding to routine and crisis needs  
of children and their caregivers? Yes / No

Has the employee consistently demonstrated:

- Proactive and anticipatory services and support to prevent crisis or disruption
- Prompt responsiveness and action to address needs of child and caregivers
- Consideration of and accommodation of schedules of birth parents and caregivers when  
planning meetings or appointments
- Ability to prevent disruptions thru appropriate and proactive service delivery and support  
to child and/or caregiver

Cite examples of performance:

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Does the employee consistently take the necessary action to ensure that each and every caregiver is  
treated respectfully and provided with information and the support necessary to provide quality  
care to each child? Yes / No

Does the employee :

- Clearly communicate with children and caregivers the expectations, plans and agreements  
necessary to support quality care
- Identify community stakeholders who must be engaged to support and sustain quality care  
for children
- Participate in regional QPI discussions and activities to provide critical input needed to  
ensure necessary services, resources and supports are identified and secured

Cite examples of performance:

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If employee has not demonstrated consistent performance of the above core QPI practices, the  
following actions, training or other strategies have been discussed that will assist employees  
knowledge of and/or implementation of QPI philosophy, principles, and practices.

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Completed by:

Date:

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