

Performance Agreement

Division of Child and Family Services

Employee: _____

Date: _____

Position: _____

Employee ID#: _____

Strengths:

Practice Model Guiding Principles:

Protection:

Children's safety is paramount; children and adults have a right to live free from abuse. In the workplace safety from abuse in any form is paramount. Employees working for DCFS have a right to work in an environment that is free from abuse.

Development (including Permanence):

Children and families need consistent nurturing in a healthy environment to achieve their development potential. In a parallel process, staff need to work for an agency that is committed to a long-term view of consistently maintaining a healthy environment for their developmental potential.

Partnership:

Convening, managing, and working with a team: An entire community shares the responsibility in creating an environment that helps families rear their children to their fullest potential. The parallel process also applies to agency staff.

Organizational Competence:

Committed, qualified, trained, and skilled staff, supported by an effectively structured organization to help insure positive outcomes for children and families. Practice in this area includes availing oneself of training opportunities, timely and accurate documentation on each case, and willingness to participate in activities that seek to improve the overall functioning of the Division. Use of clinical consultations and other resources available to provide the best services to the family. A parallel process applies to region staff.

Professional Competence (including cultural responsiveness):

Children and families need a relationship with an accepting, concerned, empathetic worker who can confront difficult issues and effectively assist them in their progress toward positive change. Children and families are to be understood within the context of their own family rules, traditions, history, and culture.

Agency Needs (non-negotiables):

Performance Plan:

I

Needs Statement

Strengths

Desired Results

Steps to meet need (contact person and target dates)

II

Needs Statement

Strengths

Desired Results

Steps to meet need (contact person and target dates)

III

Needs Statement

Strengths

Desired Results

Steps to meet need (contact person and target dates)

Resources of Support:

Exceptional Practice:

Strengths

Desired Results

Steps to meet need (contact person and target dates)
