

COMPETENCIES & OBJECTIVES FOR MiTEAM SPECIALIST'S PERFORMANCE EVALUATIONS

BUILDING TRUST

Definition: Interacting with others in a way that gives them confidence in one's intentions and those of the organization.

Key Actions: A person possessing this competency operates with integrity; discloses own positions; remains open to ideas; supports others.

COACHING

Definition: Providing timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.

Key Actions: A person possessing this competency clarifies the current situation; explains and demonstrates; provides feedback and reinforcement; uses key principles.

FOLLOW-UP

Definition: Monitoring the results of delegations, assignments, or projects, considering the skills, knowledge, and experience of the assigned individual and the characteristics of the assignment or project.

Key Actions: A person possessing this competency communicates time frames; gathers appropriate information; evaluates results.

INITIATING ACTION

Definition: Taking prompt action to accomplish objectives; taking action to achieve goals beyond what is required; being proactive.

Key Actions: A person possessing this competency responds quickly; takes independent action; goes above and beyond

INNOVATION

Definition: Generating innovative solutions in work situations; trying different and novel ways to deal with work problems and opportunities.

Key Actions: A person possessing this competency challenges paradigms; leverages diverse resources; thinks expansively; evaluates multiple solutions; ensures relevance.

PLANNING AND ORGANIZING

Definition: Establishing courses of action for self and others to ensure that work is completed efficiently.

Key Actions: A person possessing this competency prioritizes; determines tasks and resources; schedules; leverages resources; stays focused.

OBJECTIVE 1

Model the MiTEAM competencies to increase caseworker's child welfare knowledge, exposure to skills associated with each competency and awareness of the abilities that are required to achieve our core outcomes for families.

OBJECTIVE 2

Coach caseworkers by offering guidance and processing circumstances to encourage them to create effective solutions that will lead them to increasing their proficiency around engaging, teaming, assessing and mentoring.

OBJECTIVE 3

Train by sharing knowledge, information, or perspectives to foster the growth of caseworkers and supervisors as it relates to the practice model, the competencies, key caseworker activities and suggested practice guidance.

OBJECTIVE 4

Observe child welfare professionals during interactions with families. Document those observations in a behaviorally specific way so that caseworkers can compare their behaviors to the skills associated with each competency.

OBJECTIVE 5

Provide meaningful feedback to caseworkers and supervisors, based on observations, to help individuals refine their skills.

OBJECTIVE 6

Collaborate with local leadership to identify county needs that are essential for planning, implementing and sustaining the Strengthening Our Focus on Children and Families Implementation Efforts. Participate in efforts to address local needs related to the statewide implementation of the MiTEAM Enhancements.