



Skill Development Observation Guide: Child Welfare Track Training

WORKER NAME:

This tool outlines the observable skills that workers should begin demonstrating on the job following the completion of each Child Welfare Track Training. As a supervisor, you can use this tool to identify areas of strength and opportunities for further development by rating the worker’s ability to demonstrate each skill. Skills outlined below are organized under the North Carolina Practice Standard associated with the skill.

While the Child Welfare Track Training provides workers with information and practice regarding these skills, very few will be an expert in each skill immediately following training. To understand their level of skill, you will rate each in the following way:

- **Learner** – Worker needs continued support in this area; they inconsistently, inaccurately, and/or rarely demonstrate this skill.
- **Competent** – Worker is proficient in demonstrating this skill; they consistently and accurately demonstrate it but are still developing comfort and intuition with it.
- **Expert** – This is a central strength for the worker; they consistently and accurately demonstrate this skill without effort.

The worker should also complete the performance ratings as a self-assessment in order to identify their own strengths and priorities for development. Following completion, you will work together to identify five top strengths and five priorities for development, and to create three action steps to begin addressing the development priorities. This tool should be used to guide ongoing dialogue about the worker’s performance, and to prioritize action steps for worker development. In your ongoing dialogue with your worker, be sure to highlight successes and review progress. Make note of changes in their performance as you go, not only to continually reassess priorities for development, but also to celebrate their individual growth as they develop their skills as a child welfare worker.

While developed as a companion to the Child Welfare Track Training, this guide is also useful for existing staff. Following the performance rating and action step development process, you can work with seasoned staff to celebrate strengths and identify areas for development. In addition, you can refer to the Supervisor Job Aids that accompany each Track Training to identify ways to support skill development with your worker.

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Foster Home Licensing Track Training 15

Intake in Child Welfare Track Training

Behavioral Skills by Practice Standard	Performance		
Communicating Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently demonstrates cultural humility in their communication and interactions with reporters.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses community-accessible language to explain essential tasks and activities of intake services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently demonstrates non-judgmental, behaviorally specific, objectivity in documentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully communicates concerns using harm and worry statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker notifies appropriate individuals or agencies of information received at intake and/or intake decisions as required by policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates documentation using behavioral descriptors that accurately and objectively reflect information obtained from reporters during intake.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Engaging Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker engages reporters to collect necessary information to support intake decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages with reporters to gather relevant information to support culturally-informed screening decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses solution-focused interviewing strategies to gather information during intake.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages individuals reporting allegations of child maltreatment in a respectful manner using a trauma-informed approach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

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Assessing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker accurately and consistently screens reports of alleged maltreatment using structured decision-making tools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently assesses the impact of caregiver behavior on child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker accurately distinguishes between concerns related to mental health and substance use and allegations of maltreatment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently assesses their own biases, assumptions, and attitudes to consider how they influence their case practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an understanding of the difference between safety and risk in screening decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses for the presence of strengths, protective factors, and protective capacity in the screening process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Planning Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker has a plan for effective intake interviews that results in sufficient information to accurately screen reports.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker checks agency history on all Intake reports.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates behaviorally-specific harm and worry statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prepares for their initial contact when they are on call and responding to a report with an immediate response.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

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Implementing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently applies North Carolina policy and tools to determine if alleged maltreatment meets the legal threshold for abuse, neglect, or dependency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker screens reports of alleged maltreatment and appropriately assigns responses per North Carolina policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently and correctly implements North Carolina Administrative Rules and Intake Policy in their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently meets the timelines and policy requirements associated with their intake role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an ability to navigate SDM screening and response tools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently adheres to confidentiality policies to respect the privacy of children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Top Areas of Worker Strength	Priorities for Worker Development
1.	1.
2.	2.
3.	3.
<i>Comments</i>	

Worker Development Action Steps	
Action Details	Target Completion Date

CPS Assessment Track Training

Behavioral Skills by Practice Standard	Performance		
Communicating Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently demonstrates cultural humility in their communication and interactions with children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses family accessible language to explain essential tasks and activities of CPS assessment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently demonstrates non-judgmental, behaviorally specific, objectivity in documentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully communicates concerns using harm and worry statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker facilitates open, honest, and respectful dialogue with families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates documentation using behavioral descriptors that accurately and objectively reflect information obtained from children and families throughout assessment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Engaging Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker engages community agency partners (such as law enforcement) to collaborate during assessment processes as required by North Carolina policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages children, families, and other community partners to collect necessary information that supports CPS assessment decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes family voice when conducting assessments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages tribal partners in case decision-making based on the considerations outlined in ICWA.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses strength-based, family-centered interviewing strategies to gather information during the assessment process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Social worker engages case participants in a respectful manner using a trauma-informed approach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages families to identify options that mitigate safety and risk concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses courageous conversation techniques to address crucial concerns and manage conflict.			
Social worker identifies, locates, and engages each parent, including non-resident parents.			
<i>Comments</i>			

Assessing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker accurately and consistently assesses allegations of maltreatment and child safety using Structured Decision-Making tools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker comprehensively assesses family strengths and needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently assesses the impact of caregiver behavior on child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker incorporates information from multiple sources into their assessments of child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently assesses their own biases, assumptions, and attitudes to consider how they influence their case practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an understanding of the difference between safety and risk in assessment decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses for the presence of strengths, protective factors, and protective capacity in the assessment process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker recognizes parental behaviors that do and do not ensure child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes family voice and choice when assessing options for child placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

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Planning Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker takes appropriate steps to ensure their physical and emotional safety in their interactions with clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully creates plans for case transfer when transferring cases to In-Home or Permanency Planning Services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes child, parent, relative, and kin voice in assessment planning and decision-making processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker works with families and safety networks to identify appropriate interventions to address danger indicators and protect children from harm.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker considers important social and cultural connections for children and families when identifying resources for support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an understanding of the ways in which mental health and substance misuse through assessment processes and case decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes relative and kin caregivers when identifying placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker takes appropriate steps to ensure their physical and emotional safety in their interactions with clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Implementing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently determines appropriate response type for assessments of abuse, neglect, or dependency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker adheres to active/reasonable effort requirements to prevent removal based on the circumstances of the case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently and correctly implements North Carolina Administrative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rules and CPS Assessments Policy in their work.			
Social worker consistently meets the timelines and policy requirements associated with their assessment role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an ability to navigate SDM tools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently adheres to confidentiality policies to respect the privacy of children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker conducts and documents quality contacts that facilitate assessment and planning to ensure child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Top Areas of Worker Strength	Priorities for Worker Development
1.	1.
2.	2.
3.	3.
<i>Comments</i>	<i>Comments</i>

Worker Development Action Steps	
Action Details	Target Completion Date

Permanency Planning Services Track Training

Behavioral Skills by Practice Standard	Performance		
Communicating Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently demonstrates cultural humility in their communication and interactions with children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses family-accessible language to explain essential tasks and activities of Permanency Planning Services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully prepares the child, family, and provider for placement, court, and child and family team meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker demonstrates an ability to hold crucial conversations with parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker clearly communicates child strengths and needs to placement providers when initiating placement and throughout placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker normalizes emotions surrounding, including supporting feelings of separation, grief, or loss at permanency for...			
...children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...placement/permanency providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Worker consistently demonstrates non-judgmental, behaviorally specific, objectivity in documentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Engaging Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker engages the child and family in all aspects of Permanency Planning Services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker actively engages relative and kin partners to support safety, permanency, and well-being outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Social worker applies strategies that promote equity and inclusion when engaging with children, parents, and other family members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages tribal partners in case decision-making based on the considerations outlined in ICWA.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages parents and placement providers to partner in decision-making for the child in placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages parents and placement providers to partner to promote normalcy for the child in placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker actively locates and engages with relatives and kin to identify ways in which they can support the child, including support beyond providing placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages parents and providers to facilitate successful shared parenting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker balances confidentiality and transparency/disclosure with Child and Family Team (CFT) members to engage while respecting the family's privacy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages children and adults in a strengths-based, solution-focused manner during case interactions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently demonstrates engagement techniques that support families through difficult case conversations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Assessing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently assesses their own biases, assumptions, and attitudes to consider how they influence their case practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses for the presence of strengths, protective factors, and protective capacity and incorporates them in planning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker utilizes strengths-based and solution-focused approaches within their narrative interviewing practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Social worker assesses the unique needs of children and youth across diverse populations when making placement decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully assesses resource parent capacity compared to child needs when making placement matches.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker accurately assesses safety and risk in permanency planning services using North Carolina policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker considers the importance of sibling relationships, culture, and special needs when making placement decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses resource parent and child needs during placement to identify risks of placement disruption.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses the unique needs of relative and kin caregivers and their capacity to take placement of children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker continually assesses safety and risk throughout the life of the case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses permanency options on a case-by-case basis and documents concurrent plans, as required in policy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses for risks associated with dissolution and disruption prior to finalizing permanency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Planning Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker successfully creates plans for case transfer when receiving cases from CPS Assessment or In-Home, and when transferring cases to other social workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes child, parent, relative, and kin voice in case planning and decision-making processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes relative and kin caregivers when identifying placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates plans that maintain important social and cultural connections for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

children in foster care, including educational stability, religious, and cultural events.			
Social worker plans for the legal, cultural, and relational permanency of children and youth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates plans that support the unique needs of kinship caregivers in order to maintain relative placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully prepares children, families, and providers for permanency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates plans for Family Time that mitigate barriers that limit the child's access to time with parents and siblings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully prepares children, families, and providers for Family Time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully identifies interventions to mitigate safety threats and risk factors that influence permanency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker generates behaviorally specific objectives and desired outcomes written in family-accessible language.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker makes appropriate service and resource matches to support permanency for children and their families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates comprehensive Transitional Living Plans for youth in out-of-home care that support options and skill development for independent living.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker creates plans with youth for ongoing contact with important connections, both while in placement and when transitioning to adulthood.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages in future planning at the point of permanency to reduce the risk of dissolution or disruption.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker takes appropriate steps to ensure their physical and emotional safety in their interactions with clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Implementing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
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Social worker consistently meets the timelines and policy requirements associated with their permanency planning role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker correctly implements required ICPC processes for out-of-state placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes relatives and kin as placement options throughout the child's placement, even if the initial placement is with a non-relative provider.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker conducts and documents quality contacts to facilitate ongoing assessment and planning that lead to permanency for the child.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker utilizes CFT meetings throughout the life and includes child and family voice in all aspects of the meetings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker integrates safety organized practice and structured decision-making tools into everyday practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Top Areas of Worker Strength	Priorities for Worker Development
1.	1.
2.	2.
3.	3.
<i>Comments</i>	<i>Comments</i>

Worker Development Action Steps	
Action Details	Target Completion Date

Foster Home Licensing Track Training

Behavioral Skills by Practice Standard	Performance		
Communicating Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker successfully communicates the qualifications of licensure and the general needs of children in care to prospective foster parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker communicates foster parents' qualifications for licensure with objective, clear documentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully communicates the expectations of licensed foster parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker clearly describes the Interstate Compact for the Placement of Children (ICPC) process and requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker understands and communicates resources available for children and families post-permanency, including eligibility for Adoption Assistance and/or KinGAP programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Engaging Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker engages with community partners to recruit prospective foster parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages prospective foster parents to make a knowledgeable decision about pursuing licensure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages foster parents, family, and kin in the placement decision-making process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages placement providers and parents to partner in decision-making for the child in placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages placement providers and parents to partner in promoting normalcy for the child in placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Social worker actively engages with relatives and kin to consider their interest and appropriateness for placement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker engages relatives in the licensing process to ensure children in foster care have access to kin placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Assessing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently assesses their own biases, assumptions, and attitudes to consider how they influence case practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker accurately assesses foster parent qualifications for licensure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses the unique needs of children and youth across diverse populations when making placement decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully assesses foster parent capacity compared to child needs to make appropriate placement matches.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker accurately assesses safety and risk in the foster home using North Carolina policy and structured decision-making tools.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker considers the importance of sibling relationships, culture, and special needs of children when making placement decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses foster parent and child needs during placement to identify risks of placement disruption.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker assesses the unique needs of relative and kin caregivers and their associated capacity to take placement of children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker continually assesses compliance with licensing requirements throughout the licensing period.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker ensures that foster parent behaviors, circumstances, and health are conducive to child safety and well-being.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Social worker utilizes the 12 Skills to Successful Fostering criterion to assess foster parent applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker conducts the required criminal background checks on foster care applicants and other adult household members to assess appropriateness for licensure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Planning Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker successfully creates plans to support the physical, emotional, and social needs of foster parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker supports foster parents to meet the unique needs of children and youth across diverse populations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker proactively supports foster parents to meet the needs of children in their home and increases placement stability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes child, parent, relative, and kin voice in case planning and decision-making processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker plans to support the unique needs of relative caregivers in order to maintain relative placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker successfully prepares foster families for permanency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker uses support strategies that build capacity, maintain diversity, and meet the needs of foster families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker takes appropriate steps to ensure their physical and emotional safety in their interactions with clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Implementing Skills	<i>Learner</i>	<i>Competent</i>	<i>Expert</i>
Social worker consistently and correctly implements North Carolina Administrative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rules and Foster Home Licensing Policy when making licensing decisions.			
Social worker consistently meets the timelines and policy requirements associated with their licensing role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker provides useful resources and service referrals to support foster parents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker consistently implements ICPC processes for out-of-state placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker prioritizes relatives and kin as placement options throughout the child's placement, even if the initial placement is with a non-relative provider.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker conducts and documents quality contacts to facilitate ongoing assessment and planning that support stable placements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social worker ensures that child rights are upheld during licensing compliance visits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments</i>			

Top Areas of Worker Strength	Priorities for Worker Development
1.	1.
2.	2.
3.	3.
<i>Comments</i>	<i>Comments</i>

Worker Development Action Steps	
Action Details	Target Completion Date