

VERMONT FOUNDATIONAL CHILD PROTECTION & YOUTH JUSTICE COMPETENCIES

Engagement

Initiate, interact, and maintain respectful relationships with children, youth, families, colleagues, and other team members to ensure participation in shaping decisions about needs, goals, supports and services.



Assessment

Gather relevant information and engage in critical thinking, utilizing a strength-based perspective and the division's structured assessment tools and processes leading to ongoing, accurate, equitable, and comprehensive assessments.



Teaming & Collaboration

Assemble teams within DCF and across organizations that are inclusive of family members, utilizing and contributing to a collaborative approach throughout the child protection and youth justice process.

Adaptability

Analyze, assess, and evaluate the effectiveness of strategies, goals, and outcomes and adapt accordingly in response to changing circumstances to achieve sustainable and beneficial results.

Planning

Facilitate the planning, development, and coordination of relevant information, in partnership with family members, to create a well-reasoned sequence of strategies and goals that achieve sustainable and beneficial results.

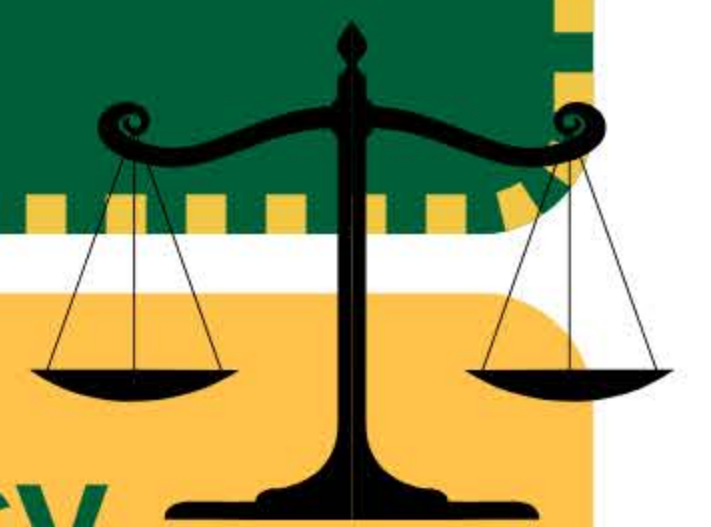
Intervening

Step in and respond to situations that are causing, or are likely to cause, harm to a child, youth, or community in the most targeted, collaborative, trauma-informed manner that is least intrusive to the family with a focus on supporting permanency at all times.



Ethical Practice

Comprehend and apply social work, child protection, and youth justice ethics and principles to all areas of practice with children, youth, families, colleagues, and other team members.



Cultural Awareness & Responsiveness

Demonstrate acceptance and respond respectfully and effectively to people of diverse cultures, identities, backgrounds, abilities, and other diversity factors in a manner that preserves the dignity of all.



Law & Policy

Identify, understand, and appropriately apply relevant federal, state, and local laws, policies, and regulatory requirements to child protection and youth justice practice to protect the fundamental rights of children, youth, and families.