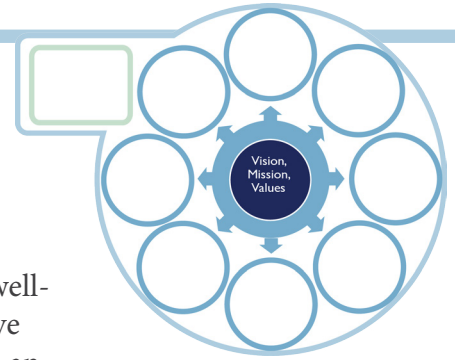


WORKSHEET A:

Explore Vision, Mission, Values



What is the Desired Outcome or Condition?

The agency's vision, mission, and values, focused on safety, permanency, and well-being, along with respect for individuals' differences, are at the heart of effective practices with children, youth, and families. A diverse workforce is considered an agency's most important asset and, as with families, each individual is valued for their unique contribution and point of view, and treated with empathy and respect and with concern by the agency for their safety and well-being.

How well is your agency doing in this area?

The following are example indicators of an agency's level of performance in this area. For each indicator below, consider and discuss the extent to which you think your agency's focus on and adherence to its vision, mission and values promote your agency's overall performance, based on a scale of 1 = Poor, 2 = Fair, 3 = Good.





<u>Indicators of Agency Level of Performance</u>	<u>Rating</u> 1 = Poor 2 = Fair 3 = Good
The agency promotes a common vision among staff, aligning their work with the agency's mission and values.	
The agency's values are clearly reflected in its work with children, youth, and families.	
The agency fosters a diverse and inclusive workplace where individuals are valued and differences are seen as strengths in achieving the vision and mission of the organization.	
Notes/Comments:	

What strategies should your agency consider to strengthen this component?

The following examples include promising or effective strategies designed to address workforce gaps impacting an agency.

For each strategy:³

- First, consider and note in the table below: A = Agency Already Engaged, B = Interested in the Strategy, C = Not Applicable (NA) or Not Interested At This Time (NI).
- Next, consider how difficult it would be for you and your team to work within the agency or with partners to implement or strengthen its performance based on 1 = Readily Doable, 2 = Feasible But Will Take Some Effort, and 3 = Difficult.

<u>Examples of Promising or Effective Strategies</u>	<u>Implementation</u> A = already engaged B = interested C = NA or NI	<u>Level of Difficulty</u> 1 = readily doable 2 = feasible with effort 3 = difficult
Leaders at all levels communicate how agency  policies and procedures and expectations of staff align with the vision, mission, and values.		
Leaders at all levels convey  how a diverse and competent workforce enables it to achieve its mission.		
Leaders and staff describe  and connect their daily work to the agency's vision, mission, and values.		
Other Strategies? Click  MyNCWWI for additional strategies, resources and tools.		
Notes/Comments:		

³ This particular rating (considering whether the agency is already engaged or interested and then the “doability”) was adapted from the excellent resource Self-Assessment Workbook for Building a Stable and Quality Child Welfare Workforce by the Center for the Study of Social Policy (2006).