

## *Mission Values/Guiding Principles*

1. Services are **values-driven**, incorporating and reflecting the Mission of Catholic Community Services as well as the values and Guiding Principles of Family Preservation. Services are: Strength-based; Individualized and Tailored; Integrated; Comprehensive; Family Oriented; Safe; Trust and Respect Enhancing; Collaborative; Responsive; Accessible; Flexible; Needs Driven; and Normative. Care provided must be: unconditional, emphasize natural supports, strive to create community, emphasize full partnership with parents, be inclusive of team approaches, and be outcome driven.
2. Services are **individualized and tailored** to respond to the needs of each family member.
3. Services are **responsive and accessible**, clearly establishing the CCS practitioner's and supervisor's full partnership in all appropriate phases of the intervention.
4. Services are **strength based**, focusing on competencies and abilities rather than weaknesses. Concerns are addressed as "needs", and strategies for addressing such needs are clearly defined through a process involving consumer, family and CCS staff.
5. Employee monitors overall **quality** and **efficiency** of services on an ongoing basis, i.e., evaluating Family/Consumer Satisfaction; Outcomes; Process/Values; and Fiscal Efficiency.
6. Services are geared to ensure that services are designed to enhance trust and respect while emphasizing consumer **voice, access, and ownership**. Essential components of voice, access, and ownership are incorporated into supervision and administration through participatory team based management while maintaining a healthy balance, integrating authoritative leadership whenever necessary and appropriate.
7. Services are structured in such a way that **safety of the child, family members/tribe** and CCS direct services staff is assessed continuously.

8. Services ensure that all times services are provided in the most **normative** setting possible.
9. Employee consistently promotes provision of services that are child and **family oriented** and encourage family preservation and/or reunification.
10. Employee ensures that services are **unconditional** and placement is utilized only when less restrictive alternatives cannot possibly be created. Restrictive care is time limited. Safety/Crisis planning is **individualized, creative, proactive and responsive**.
11. Employee encourages creation of services, which consistently promote individual and family self-sufficiency. Supervisor monitors the CSS practitioner's inclusion and development of available community and natural support whenever possible.
12. **Community support and ownership** are essential. Employee ensures that involvement of community systems (formal & informal) and supports, as defined by the child and family team, are the focus of individualized planning.
13. Employee assesses **cultural relevancy**, assuring that interventions are as culturally and culturally specific as possible, integrating the child and family within their own natural community/tribe.
14. Employee maintains agency procedures that are designed to ensure that **funding is flexible and accessible**. (Shared or multiple appropriate funding sources are utilized whenever possible).