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 though 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).