FaDSS Leadership Practice

CORE FUNCTION	COMPETENCY	MASTER OF COMPETENCY	MY PERFORMANCE		
STRATEGIC LEADERSHIP AND VISION			CONSISTENTLY TRUE	SOMEWHAT TRUE	RARELY TRUE
Embodies the vision of FaDSS program	Understands and unites colleagues around the FaDSS vision	Articulates the vision that motivates and directs FaDSS services and Specialists	○	○	○
	Mission- and vision-driven	Promotes Specialists' mindsets and behaviors that further the FaDSS mission and vision	○	○	○
Change management skills	Positive attitude and open mind	Embraces challenges and sees the best in Specialists; seeks input from Specialists, families, and community partners	○	○	○
	Demonstrates a growth mindset	Practices an adaptive leadership approach that is responsive and embraces continuous quality improvement	○	○	○
	Creative, innovative, and solution-focused	Balances policies and procedures while facilitating new ideas and practices	○	○	○
	Fosters motivation	Inspires motivation among Specialists to propel quality services	○	○	○
Self-awareness and psychological safety	Exhibits self-awareness	Examines personal beliefs and assumptions; seeks to understand different beliefs and values	○	○	○
	Fosters psychological safety	Creates and environment where Specialists and families feel respected and safe to share ideas, concerns, and mistakes; invites varied perspectives and encourages open, constructive dialogue to build trust and collaboration	○	○	○
	Demonstrates unconditional positive regard	Consistently shows nonjudgemental positive regard towards Specialists and families	○	○	○
OPERATIONAL MANAGEMENT					
Administration and operations	Task delegation	Looks for opportunities to streamline tasks; delegates to Specialists based on their skills and knowledge	○	○	○
	Time management	Prioritizes tasks and manages time; rarely works additional hours to complete everyday work	○	○	○
	Detail-oriented	Attends to details that promote high-quality work	○	○	○
	Decisive	Makes sound decisions based on a clear understanding of the FaDSS program	○	○	○
Actively manages performance to align with FaDSS standards	Data analysis	Uses data to communicate program outcomes; implements new strategies to improve services	○	○	○
	Timely, high-quality data reports	Turns in data reports before quarterly calls; attends call prepared to discuss and use the data to inform practice	○	○	○
	Fiscal management	Understands program budget (including third-party costs and other funding); clearly communicates program needs to leadership and fiscal staff; practices fiscal responsibility	○	○	○

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OPERATIONAL MANAGEMENT (CONTINUED)			CONSISTENTLY TRUE	SOMEWHAT TRUE	RARELY TRUE
Actively manages performance to align with FaDSS standards	Quality assurance	Articulates and consistently maintains expectations and quality standards (e.g., completes timely file reviews, family staffings, and home visit observations; regularly follows up with Specialists)	○	○	○
Proactive and responsive to work environment	Ability and willingness to serve families	Steps in and provides quality services to families when short-staffed	○	○	○
	Knowledge of program policies and procedures	Equips Specialists to execute FaDSS policies, standards, and procedures; voices expectations of quality services	○	○	○
	Accountable to self and others	Takes responsibility for actions and is transparent; follows through	○	○	○
	Responsiveness and support	Responds to staff and families by answering questions, supporting changes, and addressing needs; uses inputs from family and staff to set the level of service intensity	○	○	○
Communication	Active listening	Gives others undivided attention; defers judgment, summarizes, shares, and reflects when interacting with others; validates Specialists' experiences and feelings	○	○	○
	Communicates clear expectations	Identifies and clearly states goal(s) in written communication and case files; displays direct written and verbal communication; documents expectations in writing; immediately addresses miscommunication	○	○	○
	Relationships with partners	Develops and maintains strong partnerships in the community to build relationships and streamline service coordination for FaDSS families	○	○	○
DEVELOPMENTAL SUPERVISION					
Guides and supports professional development	Training	Provides initial and ongoing training to equip staff with knowledge to carry out their jobs	○	○	○
	Professional development	Supports Specialists' unique needs for growth in FaDSS program; provides leadership opportunities whenever possible	○	○	○
	Showcases support	Recognizes and brings out Specialists' strengths; celebrates successes	○	○	○
	Self-care	Models and promotes self-care	○	○	○
Adaptive management	Conflict management	Maintains neutrality and diffuses emotion when managing conflict; identifies win-win solutions	○	○	○
	Crisis management	Remains calm and strategic when managing crises	○	○	○
	Meaningful, timely accountability	Holds Specialists accountable to their goals, job responsibilities, and essential quality services	○	○	○
	Reflective engagement	Regularly engages Specialists using the FaDSS coaching tools to help them reach their potential	○	○	○
	Promotes goal-directed behaviors	Coaches Specialists to pursue goals focused on core competencies and skills that relate to roles and responsibilities	○	○	○