

Arizona Principle	Rating: Score 1 - 5 for each data source used - see User Guide Pg. 2				Overall Rating for Each Skill	
1. Collaboration with Child and Family	Targeted Skills:	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Demonstrating active listening					
	2. Negotiating agreement on work to be done together					
Strengths (what's working)						
Next Steps to Improve Proficiency						
2. Functional Outcomes	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Identifying needs					
	2. Service planning process builds on identified needs					
Strengths (what's working)						
Next Steps to Improve Proficiency						
3. Collaboration with Others	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Building consensus with the team					
	2. Communicating effectively with team members					
Strengths (what's working)						
Next Steps to Improve Proficiency						
4. Accessible Services	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Creative problem-solving to meet identified needs					
	2. Actively working to identify and resolve barriers					
Strengths (what's working)						
Next Steps to Improve Proficiency						
5. Best Practices	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Seeking opportunities to increase knowledge base of the child and family team to meet specialized needs					
	2. Demonstrating ability to evaluate and modify services if needed.					
Strengths (what's working)						
Next Steps to Improve Proficiency						
6. Most Appropriate Setting	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Identifying resources and supports available to keep children in their home and community					
	2. Exploring reasonable alternatives before considering placing children in out of home setting					
Strengths (what's working)						
Next Steps to Improve Proficiency						

Facilitator: _____	Supervisor: _____	Date: _____
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7. Timeliness	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Following-up on assigned tasks promptly. 2. Communication with team members is timely					
Strengths (what's working)						
Next Steps to Improve Proficiency						
8. Services Tailored to the Child and Family	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Listening to and respecting the preferences of the child and family. 2. Actively encouraging family and youth involvement in the CFT process.					
Strengths (what's working)						
Next Steps to Improve Proficiency						
9. Stability	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Recognizing when a child may be at risk of experiencing a placement disruption (may be a living situation or school setting or other social/familial) and incorporating steps in the service plan to minimize the risk 2. Anticipating and planning for transitions in the lives of the child and family (new school, etc.)					
Strengths (what's working)						
Next Steps to Improve Proficiency						
10. Respect for the child and family's unique cultural heritage	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Interviewing families with respect, curiosity and persistence 2. Listens in a non-judgmental way					
Strengths (what's working)						
Next Steps to Improve Proficiency						
11. Independence	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Identifying any support and/or training needed for the parent(s)/guardian(s) or child to meet behavioral health needs 2. Procuring or providing resources for identified support and training.					
Strengths (what's working)						
Next Steps to Improve Proficiency						
12. Connection to Natural Supports	Targeted Skills	Self	Observation	Family Feedback	Chart Review	Summary Skill Rating
	1. Engaging with families and discovering untapped resources. 2. Involving natural supports in the team process.					
Strengths (what's working)						
Next Steps to Improve Proficiency						

Proficiency	
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