



The DCS Practice Model

includes principles and skills to effectively implement the agency's mission, vision and values, and is encompassed by delivering great government service.



MISSION + VISION

Mission: The Indiana Department of Child Services leads the state's response to allegations of child abuse and neglect and facilitates child support payments. We consider the needs and values of all we serve in our efforts to protect children while keeping families together whenever possible.

Vision: Children will live in safe, healthy and supportive families and communities.

VALUES BASED ON PRACTICE PRINCIPLES

We at the Indiana Department of Child Services empower our team, in collaboration with state and local partners, to make decisions in the best interest of every child in our care by embracing:

- Child safety
- Permanency
- Collaborative partnerships with foster and adoptive families
- Diversity, equity, and inclusion
- A culture of safety and transparency
- Continuous improvement

TRUST-BASED RELATIONSHIPS

The practice model is grounded in four core values:

- Authenticity
- Empathy
- Respect
- Professionalism

These also set the tone for successful engagement by DCS in developing trust-based relationships with children, families and stakeholders. Similarly, DCS focuses on these standards when engaged with co-workers as a sign of mutual respect, trust and support for fellow team members.

SKILLS: TEAPI

Teaming: to assemble or coordinate a group of individuals with the intent to bring ideas and/or solutions to achieve a common goal.

Engaging: to effectively establish a relationship with essential individuals in a meaningful way for the purpose of sustaining work that is to be accomplished together.

Assessing: to evaluate a series of events or a situation and determine the ability, willingness and availability of resources for achieving an agreed upon goal for the agency.

Planning: to prepare an implementation process that will put in place team-driven decisions that support the agency's mission. The plan will include an evaluation tool for effectiveness, a determined celebration for successes and flexibility for potential setbacks.

Intervening: to intercede with the intent of altering a course of events that would be viewed as a risk to the agency's mission.