



MiTEAM Fidelity Tool Purpose and Benefits

PURPOSE: To reinforce and assess the use of MiTEAM Competencies with front line staff; to provide a process for all levels of leadership to model MiTEAM Competencies within their roles; to build supportive, mentor relationships between supervisors and staff; to ensure quality is a priority and focus; and to support a continuous learning culture.

BENEFITS:

- Contributes data and information about the quality of practice to help inform CQI efforts.
- Provides an opportunity to self-assess and improve around quality measures between Quality Service Reviews (QSR) and Child and Family Service Reviews (CFSR).
- Builds supportive, mentor relationships between supervisors and direct staff which is supported by research as a critical factor for retention in child welfare.
- Demonstrates a priority of quality alongside policy compliance and fuels growth at all levels of our system.
- Provides an opportunity to acknowledge and celebrate specific best practices with workers.
- Reinforces the importance of required Supervisor functions (Observation of staff in the field, case reads, case conferences/supervision).
- Creates a structure for consistent, specific feedback and coaching around opportunities that can be applied to cases in real-time and the long-term professional growth of staff.
- Captures the voice and perspective of families we are serving.
- Assesses individual, unit, county/agency, regional, state level practice trends that support informed decision-making around practice interventions and improvements.
- Demonstrates to the families we serve and to our community that we are serious about self-assessing and improving our practice.
- Will help determine if the MiTEAM Practice Model is understood, if it is being applied in practice as intended, and if it is leading to better outcomes for children and families.