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| **CHILD AND FAMILY PRACTICE FIDELITY: OBSERVATION TOOL** |
| ***Directions:***Please answer each question below by circling the response that best describes your observation of the worker with the family, \*noting the following: **\*NA =** Behavior not applicable to scope of work of person observed.\***NNO** (Not Naturally Observed) = There was no opportunity for the behavior to occur naturally and be assessed during observation.  **NA and NNO** do **NOT** apply to missed opportunitiesto use a behavior. When there are missed opportunities to use a specific behavior below use the0-4 Scale.Please mark only one answer for each item. | **Not at All / Never / None** | **Occasionally / Very Little / Very Few** | **Somewhat / Sometimes / Some** |  **Often / Much / Many** | ***Mostly / Usually / Always / All*** | **Not Applicable / Not Naturally Observed\*** |
| ***FOUNDATION***1. To what extent was the social worker observed communicating in a way that was clear, understandable, and respectful to the family?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| 1. To what extent was the social worker observed helping the family and their team understand and communicate clearly about the safety and permanency issues to be addressed?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| ***ENGAGEMENT***1. To what extent was the social worker observed helping the family and their team incorporate the child and family’s cultural values, beliefs and traditions in planning and discussions about the child and family’s supports and services?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| 1. To what extent was the social worker observed helping the family and their team discuss supporting and sustaining relationships with people the child has shared are important to him/her or that others are aware are important to the child?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| ***ASSESSMENT***1. To what extent was the social worker observed facilitating the discussion about the formal assessment and helping the family and their team discuss what’s working well, not working well, and what else is needed to serve and support the family?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| 1. To what extent was the social worker observed using tools and approaches that amplify the voices of children and youth and provide opportunities for young adults and families to actively share their perspectives and goals?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| ***CHILD/FAMILY PRACTICE OBSERVATION - CONT’D*** |
| ***TEAMING***1. To what extent was the social worker observed encouraging the support network for the family to participate on the child and family team or play a role in supporting the family and the child’s safety, permanency, and well-being?
 | **0** | **1** | **2** | **3** | **4** | **NA****NNO** |
| 1. To what extent was the social worker observed assisting the family and their team to engage in critical thinking, mutual exploration, and consensus-building toward the goal of shared decision-making?
 | **0** | **1** | **2** | **3** | **4** | **NA NNO** |
| ***SERVICES & TRANSITIONS***1. To what extent was the social worker observed ensuring the family and their team receive needed information, guidance, and support as they work on their plan and during significant transition times?
 | **0** | **1** | **2** | **3** | **4** | **NA NNO** |
| 1. To what extent was the social worker observed helping the family and their teamaccess and coordinate services, monitor progress, and consider adaptations to the plan if needed to meet evolving needs.
 | **0** | **1** | **2** | **3** | **4** | **NA NNO** |
| ***OBSERVATION NOTES:***  |

**NA** *–* Behavior not applicable to the scope of work of person being observed

**\*NNO** (Not Naturally Observed) – There was no opportunity for the behavior to occur naturally and be assessed during this observation

**(*Note*:** Missed opportunities to use a behavior are assessed by the 0-4 scale rather than considered NNO)