



Strategic Plan 2017-2019

VISION & MISSION

Vision:

Tennessee's children and youth are safe, healthy and back on track for success.

Mission:

Ensure forever families for children and youth by delivering high-quality, evidence-based services in partnership with the community.

STRATEGIC PRIORITIES

1. Safety, Health & Permanency	2. Learning Organization	3. Safe and Engaged Workforce	4. Partnerships	5. Communications
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STRATEGIC GOALS

Ensure every child and youth achieves timely safety, health and permanency; supported in a family and community where they will thrive	Achieve better outcomes for children, youth, and families through continuous learning and systematic improvement.	Support a professional workforce, working in safe and effective teams.	Build strong and productive relationships with internal and external partners to better serve children, youth and families.	Foster trust and credibility with internal and external partners through reliable, accurate, transparent, and timely two-way communication.
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OBJECTIVES

<p>1.1 Ensure timely and quality assessment and service planning that is trauma-informed and tailored to the unique needs of the child, youth and family</p> <p>1.2 Ensure service array and access meets the needs and safety of children, youth and families</p> <p>1.3 Encourage engaged participation of the family and their team to build and enhance connections and opportunities that support ongoing safety and stability in the community</p>	<p>2.1 Enhance capacity of DCS staff to use and analyze data to inform and improve practice and outcomes</p> <p>2.2 Ensure integration of DCS data systems with other resources</p> <p>2.3 Create an environment that provides the workforce with innovative opportunities to develop, maintain or enhance practices to deliver high quality services to children and families</p>	<p>3.1 Advance a culture of safety and reliability</p> <p>3.2 Recruit, develop, and retain quality employees and equip them to deliver high quality service through continuous professional development, coaching and training</p> <p>3.3 Ensure sustainability of efforts through staff retention and thoughtful succession planning</p>	<p>4.1 Foster an environment that supports collaboration with all partners at the local, regional and statewide level</p> <p>4.2 Ensure DCS professionals at all levels embrace stakeholder input and feel responsibility and ownership for partnerships and teaming</p> <p>4.3 Build understanding with our partners and stakeholders about common goals and shared responsibilities</p>	<p>5.1 Create and tell a clear story of the Department's work, priorities, and successes</p> <p>5.2 Encourage safe and respectful workplace communication with strong, consistent skills and tools for staff to know priorities and express concerns</p> <p>5.3 Enhance transparency and responsiveness by encouraging open dialogue with stakeholders</p>
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