

Proposal for Dinwiddie County Children's Services Act  
Spring 2022

Purpose:

The Children's Services Act office oversees and manages the CSA program for Dinwiddie County. This includes the administrative oversight of funding for children's services and policies and procedures to ensure compliance with state mandates and requirements. The office facilitates one multi-disciplinary Family Assessment and Planning Team (FAPT) and one Community Policy and Management Team (CPMT). Members of these teams are stakeholders from multiple child-serving agencies such as the Department of Social Services, Court Services, mental health, schools, private providers and parent representatives. Each member of each team comes to the table with a unique perspective and outlook on serving children and families.

The FAPT and CPMT will have a joint retreat and as part of the retreat, a team building session to focus on communication is being proposed.

What is the DISC and how is it useful?

The behaviors assessment (DISC) provides a detailed and unique report that helps an individual understand their own behavioral style and behavioral tendencies, as well as providing valuable information related to an individual's value to the organization, communication do's and don'ts, and areas for improvement. Individual assessments are wonderful for the individuals to use for personal and professional development, but the best value of the DISC assessment when it comes to team dynamics is being able to understand how everyone's behaviors and communication styles interface with one another, and using that information to be able to adapt behaviors to improve communication and relationships in the work setting. The assessment is completed online prior to the day of the event, and the reports will be distributed to team members the day of the event.

Proposal of cost:

The cost will be a flat rate of \$2,500.00, which includes assessments for up to 25 people and a three hour team building session. If additional assessments are needed above 25, there will be an additional \$100 per person.

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