

ASSESSMENT: WHAT ARE YOUR ORGANIZATION'S FAMILY-CENTERED STRENGTHS?

For each section, identify where your organization currently falls in its practices. As with the first assessment, read through each category, and check the response that most closely resembles your organization in its capacity and approach to coaching in general. Once you have completed the assessment, look for patterns. Are there particular areas where your organization has strengths upon which to build? Areas where your organization focuses primarily on individual participants? Following the assessment are some strategies for moving from one level to the next in becoming fully family-centered.

	Fully Family-Centered	Some Family-Centered	Not Family-Centered
ORGANIZATIONAL CULTURE			
Mission	<input type="checkbox"/> Working with the whole family is central to the mission.	<input type="checkbox"/> Mission includes working with families but not an explicit focus on working with the whole family.	<input type="checkbox"/> The focus is on one member of the family (usually child or adult).
Leadership	<input type="checkbox"/> Leadership embraces whole-family approaches and has made it a priority with supports and tools to implement.	<input type="checkbox"/> Leadership is aware of and in support of family-centered coaching approach, but hasn't yet implemented necessary supports or tools.	<input type="checkbox"/> Organization leadership is unaware of or not concerned with how work with the whole family takes place.
Staffing	<input type="checkbox"/> Staff reflect the diversity of the communities being served, and the organization provides cultural competency training and support.	<input type="checkbox"/> Staff reflect the diversity of the communities being served, but staff are not supported in understanding cultural contexts.	<input type="checkbox"/> Staff do not reflect the communities in which they serve and are not supported in understanding cultural contexts.
Approach To Family	<input type="checkbox"/> Family/parent is the driver of the work together; strength-based focus.	<input type="checkbox"/> Family/parent is included in the planning; driver is the coach; plan is jointly agreed upon.	<input type="checkbox"/> Caseworker or case manager is driver of the work.

Family-Centered Coaching

	Fully Family-Centered	Some Family-Centered	Not Family-Centered
Use of Data	<input type="checkbox"/> Organization collects and uses data on the whole family to reflect on effectiveness of coaching. In partnership, organizations share data regularly and have data sharing agreements in place.	<input type="checkbox"/> Organization collects and uses data on the whole family but does not regularly review or share with partners.	<input type="checkbox"/> Organization does not review data on the whole family on a regular basis or at all, or does not share data across departments or partners.

ORGANIZATIONAL OPERATIONS

Services	<input type="checkbox"/> Coaching focuses on the whole family, active/warm referrals made for parent and children to active partnerships; families have a choice in who their coach is and what services they access.	<input type="checkbox"/> Coaching focuses on the whole family, some active/warm referrals and some cold referrals; families may not have choice of coaches or services.	<input type="checkbox"/> Coaching focuses on "adult only" or "child only," and provides services and referrals for that adult or child.
Supervisor Approach	<input type="checkbox"/> Supervisors actively support coaches in taking family-centered approaches and have worked to develop partnerships to support coaches and families; supervisors support staff experiencing secondary trauma through coaching process.	<input type="checkbox"/> Supervisors support family-centered approach; to date, have not taken active role in identifying partnerships to support coaches and families.	<input type="checkbox"/> Supervisors may or may not be aware of family-centered approach but do not actively support their coaches in implementing it.
Parent Engagement	Assessments for this already exist; please utilize the W.K. Kellogg Foundation's family engagement website, the foundation's racial equity approach for parent engagement work (https://www.wkkf.org/what-we-do/racial-equity), or the Annie E. Casey Foundation's parent engagement tool (http://www.aecf.org/resources/engaging-parents-developing-leaders/).		

CURRENT FAMILY COACHING APPROACH

Definition of Family Included In Coaching Process	<input type="checkbox"/> Defined by the parent/adult being coached; can include extended family and key caregivers.	<input type="checkbox"/> Defined by the coach and parent/adult together.	<input type="checkbox"/> Defined by the coach.
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Family-Centered Coaching

	Fully Family-Centered	Some Family-Centered	Not Family-Centered
Who Is The Focus For Coaching?	<input type="checkbox"/> Coaches take all family needs into account and work with family to prioritize and address.	<input type="checkbox"/> Coaches take the whole family into account but goals are primarily focused on person being coached.	<input type="checkbox"/> Staff focus on one member of the family and do not ask about other family members.
Content Of Coaching	<input type="checkbox"/> Have identified internal resources and/or partners for referrals/coaching for all eight content areas in the Wheel of Life*.	<input type="checkbox"/> Coaching takes into account five or six content areas from the Wheel of Life.	<input type="checkbox"/> Coaching takes into account one or two content areas from the Wheel of Life.
Number Of Families Per Coach	<input type="checkbox"/> 25 or under	<input type="checkbox"/> 26-50	<input type="checkbox"/> Over 51
Service Referral	<input type="checkbox"/> Coaches have a defined warm hand-off referral system or formal partnering across sectors or departments, and follow through on referrals.	<input type="checkbox"/> Coaches have identified contacts across agencies or in other organizations but don't have follow-up system.	<input type="checkbox"/> Coaches don't have a specific referral system and give participants referral sheets with organizations and numbers.

COACHING ENVIRONMENT

Family Supports	<input type="checkbox"/> Child care space is available during coaching appointments and staffed by trained child care workers.	<input type="checkbox"/> Child care space is available but not staffed; other staff are able to keep an eye on children.	<input type="checkbox"/> No space and no toys are available; children are with parents during coaching.
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TOTAL: _____

*Family-centered coaching content areas are reflected in the Wheel of Life in the Family-Centered Coaching Toolkit and include: basic needs – food, housing, transportation, safety; child well-being and parenting; employment, education, and career; family, friends, relationships; financial; health and well-being; legal; and other.

Similar to your first assessment, if you have checked mostly “Not Family-Centered” circles, you may want to engage in most of the activities noted on page 16. If you have checked mostly “Fully Family-Centered” circles, your focus is on deepening the work you are already doing, through ongoing training and continuous improvement practices.