

TRANSFORMATIONAL CHANGE READINESS ASSESSMENT TOOL Private Organization Version

Preferably, the Transformational Change Readiness Assessment Tool should be completed at minimum by the CEO/Executive Director, CFO and the Chief Clinical Staff Member. If the senior leadership team includes additional staff, those individuals should also be encouraged to complete the tool. It is recommended that additionally, at the CEO/Executive Director's discretion, the Board Chair be invited to complete the survey.

Please circle an answer for each question below based on how much you agree or disagree.

1. Desired Outcomes

1	2	3	4	chieve the desired outcomes. 5	
Agree		-		Disagree	
We partner with sta	ff, youth ar	nd families to	determine	how we will achieve the desired out	come
1	2	3	4	5	
Agree				Disagree	
We see achieving th	e desired o	utcomes as b	eing of Mis	ssion-critical importance.	
1	2	3	4	5	
Agree				Disagree	
	o track pro	gress toward	improvem	ent in this goal area.	
We collect metrics t		-		5	
We collect metrics t	2	3	4	5	
We collect metrics t 1 Agree	2	3	4	Disagree	
1	2	3	4	-	
1	2	3	4	-	
1 Agree	2	3	4	-	

2. Strategic Planning and Generating Support through Strategic Communications

 Our Strategic Plan includes family and youth voice and focuses on the organizational behaviors we need to change.

	1	2	3	4	5	
	Agree				Disagree	
Our Stra	ategic Plan o	only include	s those goals	we have co	ommitted to accomplish.	
	1	2	3	4	5	
	Agree				Disagree	
-	get the skills e next three	•	ties, includin	g cultural ar	nd linguistic sensitivity, we need to d	evelop
	1	2	3	4	5	
	Agree				Disagree	
We coll	ect metrics t	o track pro	ogress toward	improvem	ent in this goal area.	
	1	2	3	4	5	
	Agree				Disagree	
omments:						

3. Change Leadership

We are organized to respect and to seek out different ethic, linguistic and status perspectives from youth, family, and staff as we plan.

	1	2	3	4	5	
	Agree				Disagree	
We co	nstantly scan	the environ	ment to ider	ntify and res	pond to trends in the	field.
	1	2	3	4	5	
	Agree				Disagree	
We en	gage with our	staff to he	lp them to u	nderstand a	nd support needed ch	nanges.
	1	2	3	4	5	
	Agree				Disagree	
We col	lect metrics t	o track pro	gress toward	improveme	ent in this goal area.	
	1	2	3	4	5	
	Agree				Disagree	

4. Organizational Culture

A a				Disagrag	
Agree				Disagree	
We can identify t	he organizatio	nal cultural e	elements we	e need to change, and we	e can change the
1	2	3	4	5	
Agree				Disagree	
We understand t	nat organizatio	onal cultural	change is a	process that requires pat	ient consistency
1	2	3	4	5	
Agree				Disagree	
We collect metric	s to track pro	gress toward	improveme	ent in this goal area.	
1	2	3	4	5	
Agree				Disagree	
nments:					
iiiieiits					

5. <u>Developing/Expanding Services & Supports Based on Systemic and Family-Focus Practices</u>

	We understand that	all out-of-h	nome care wi	ll be signifi	cantly impacted by F	FPSA.
	1	2	3	4	5	
	Agree				Disagree	
	We work with famili	es within th	neir home and	d communi	ties during the yout	n's residential
	intervention.					
	1	2	3	4	5	
	Agree				Disagree	
	We understand that	we are nee	eded to help (prevent the	e need for out of hor	ne care.
	1	2	3	4	5	
	Agree				Disagree	
	We collect metrics t	o track prog	gress toward	improveme	ent in this goal area.	
	1	2	3	4	5	
	Agree				Disagree	
Со	mments:					

					d "won't" adjust to char	iges.
	1	2	3	4	5	
	Agree				Disagree	
■ We t	rain and suppo	rt our work	force to prov	/ide best pra	ctices.	
	1	2	3	4	5	
	Agree				Disagree	
awar	1	2	3	4	g to as well as the workp 5	lace culture.
awar	1	-				lace culture.
awar	1 Agree	-		-		lace culture.
	1 Agree	2	3	4	5	lace culture.
	1 Agree	2	3	4	5 Disagree	lace culture.
	1 Agree ollect metrics 1	2 to track pro	3 gress toward	4 I improveme	5 Disagree nt in this goal area.	lace culture.

7. Trauma-Informed Capacity

We help our staff to understand and address high levels of anxiety, anger and fear that our youth or families may exhibit.

1	2	3	4	5	
Agree				Disagree	

We are organized to teach our staff new skills and to help our staff adjust old habits.

1	2	3	4	5
Agree				Disagree

• We train staff on a research-based trauma-informed care treatment model.

2	3	4	5	
Agree				Disagree

• We collect metrics to track progress toward improvement in this goal area.

1 2 3 4 5 Agree Disagree

Comments:_____

1

8. Community-Focus Commitment

/e are aware of the cultural/ethnic diversity percentages of the youth and families we serve forough our programs. 1 2 3 4 5 Agree Disagree /e are willing to commit to working within a Systems of Care Model for families. 1 2 3 4 5 Agree Disagree /e collect metrics to track progress toward improvement in this goal area. 1 2 3 4 5 Agree Disagree	Agroc	2	3	4	5 Disagroo	
1 2 3 4 5 Agree Disagree Ve are willing to commit to working within a Systems of Care Model for families. 1 2 3 4 5 1 2 3 4 5 Disagree Ve are willing to commit to working within a Systems of Care Model for families. 1 2 3 4 5 Agree Disagree Disagree Disagree 1 2 3 4 5 Ve collect metrics to track progress toward improvement in this goal area. 1 2 3 4 5 Agree Disagree Disagree Disagree 1 2 3 4 5	Agree				Disagree	
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AgreeDisagreeWe are willing to commit to working within a Systems of Care Model for families.12345AgreeAgreeDisagreeWe collect metrics to track progress toward improvement in this goal area.12345AgreeAgreeDisagree	through our prograr	ns.				
We are willing to commit to working within a Systems of Care Model for families. 1 2 3 4 5 Agree Disagree We collect metrics to track progress toward improvement in this goal area. 1 2 3 4 5 Agree Disagree	1	2	3	4	5	
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We collect metrics to track progress toward improvement in this goal area. 1 2 3 4 5 Agree Disagree	1	2	3	4		
1 2 3 4 5 Agree Disagree	Agree				Disagree	
Agree Disagree	We collect metrics t	o track pro	gress toward	improvem	ent in this goal area.	
	1	2	3	4	5	
ments:	Agree				Disagree	
ments:						
	iments:					
	-					

9. Implementing Policy, Regulatory, and Partnership Changes (Business Acumen)

1	2	3	4	5	
Agree				Disagree	
We have a clear set staff.	t of goals an	d the link bet	tween our g	goals and business plan are sh	ared with o
1	2	3	4	5	
Agree				Disagree	
We understand tha	it our busine	ess plan may	be among o	our most important plans.	
1	2	3	4	5	
Agree				Disagree	
We collect metrics	to track pro	gress toward	improvem	ent in this goal area.	
1	2	3	4	5	
Agree				Disagree	
ments:					

10. <u>Creating or Improving Financing Strategies (Funding Diversity and Service Offerings)</u>

	1	2	3	4	5			
	Agree				Disa	gree		
	lieve we are r Iguistic needs	•	• •	nd meet t	he emotic	nal and me	ntal health, a	nd cultural
1	2	3	4		5			
	Agree				Disa	gree		
	Agree				Disa	gree		
We co	llect metrics t	o track prog	gress toward	improver	nent in th	-		
We co	llect metrics t 1	o track prog 2	gress toward 3	improver 4	5	is goal area.		
We co	llect metrics t 1 Agree		-		5	-		
We co	1 Agree		-		5	is goal area.		