

### TRANSFORMATIONAL CHANGE READINESS ASSESSMENT TOOL Oversight Agency Version

The assessment should preferably be completed by the Senior Leadership Teams from the various divisions involved in your State's Transformational Change Efforts. These individuals might typically include senior leadership staff from child welfare, behavioral health, juvenile justice etc. within roles that encompass practice, policy, and fiscal and regulatory levels

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

- 1. Desired Outcomes
  - We have identified the desired outcomes our department wants to achieve and committed the necessary resources required that may include redesigning our practice, policy, and fiscal systems to allow them to consistently support the achievement these outcomes.

and s fami educ We r neec	service to coor ilies meet a bro cation, and me 1 Agree	rdinating acc bader series ntal health. 2	ess to multip of interdeper 3	le resource	5 <b>Disagree</b> g a referral for a specif s that will help individu s e.g., housing, employ 5	uals and
and s fami educ U We r neec	focus for desir service to coor ilies meet a bro cation, and me 1 Agree	rdinating acc bader series ntal health. 2	ess to multip of interdeper 3	le resource ndent needs	g a referral for a specif s that will help individu s e.g., housing, employ 5	uals and
We r	1 Agree	2	C	4		
need	•	-	C	4		
need	realize the abil	ity to achiev			Disagree	
		es gathering	information	from multip	to complex individual a ble sources and then th	
	1	2	3	4	5	
	Agree				Disagree	
for a	-	more cross-	systems colla	boration so	ular and self-contained the more complex net	-
	1	2	3	4	5	
	Agree				Disagree	
Commer					-	
	•					

Our Ov	ersight Ager	cy has a stra	tegic plan th	iat is made a	available to all stake	holders.
	1	2	3	4	5	
	Agree				Disagree	
The str	ategic plan v	vas initially d	eveloped wi	th input fro	m community, famil	y, youth, ar
advoca	te stakehold	ers.				
	1	2	3	4	5	
	Agree				Disagree	
We dev	velop commi	unication stra	ategies to ge	nerate the s	support of high-leve	I policy mak
and ke	y constituen	cies and stake	eholders for	service exp	ansion.	
	1	2	3	4	5	
	Agree				Disagree	
Each d	epartment d	evelops an ai	nnual workp	lan for its di	vision to implement	t the overal
strateg	ic plan. We r	eview the wo	orkplan and	strategic pla	an on a yearly basis	and make a
necess	ary course co	prrections.				
	1	2	3	4	5	
	Agree				Disagree	

# 3. Change Leadership

	2	3	4	5	
Agre	e			Disagree	
We are organiz	zed to respect ar	nd to seek ou	t different p	erspectives.	
1	2	3	4	5	
Agre	e			Disagree	
providers if ser	rious issues occu 2		4	5	
1	2	3	4	5	
Agre				Disagree	
•	teams target th	e skills and c	apacities the	ey need to develop	over the next
three years.					
	n	3	4	5	
1	Ζ				

#### 4. Organizational Culture

We have adapted the four elements of cultural change- cognitive, emotional, spiritual, behavioral - in our department.

1	2	3	4	5	
Agree				Disagree	
We continually enga	ge our staff	around the be	liefs, though	s, and behaviors we ne	eed to
practice or change.					
1	2	3	4	5	
Agree				Disagree	
We can identify the	organization	al cultural eler	ments we ne	ed to change, and we c	an change
them.					
1	2	3	4	5	
Agree				Disagree	
We understand that	organizatio	nal cultural cha	ange is a prod	ess that requires patie	ent
consistency.					
1	2	3	4	5	
Agree				Disagree	
omments:					

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

We develop and implement system changes that support and sustain a broad array of home- and community-based services and supports that are individualized, coordinated, family driven, youth guided, and culturally and linguistically competent,

1	2	3	4	5
Agree				Disagree

■ We understand that all out-of-home care will be significantly impacted by FFPSA.

1	2	3	4	5
Agree				Disagree

We have made the necessary philosophical changes about family to support permanency for all youth and our staff are aware of these beliefs and are trained and supervised in their implementation.

1	2	3	4	5
Agree				Disagree

Our provider community is made aware of our philosophical beliefs about family and permanency and is engaged in supporting these beliefs.

	1	2	3	4	5	
	Agree				Disagree	
	-				-	
Comments:						
-						

#### 6. Providing Training, Technical Assistance, and Workforce Development

We strive to develop a skilled workforce to provide culturally and linguistically aligned services and supports within the service system framework.

1	2	3	4	5	
Agree				Disagree	
	•	-	•	• •	ctices, policies, and updated as policies
1	2	3	4	5	
Agree				Disagree	
<ul> <li>We train and sup effectively addres</li> </ul>	•	•		•	tic practices and can nges we make.
1	2	3	4	5	
Agree				Disagree	
We are working t	o create a tead	ching and lea	rning comm	unity in all our o	lepartments.
1	2	3	4	5	
Agree				Disagree	
Comments:					

#### 7. <u>Trauma-Informed Capacity</u>

We help our staff to understand and address high levels of anxiety, anger and fear in our families and youth.

	1	2	3	4	5	
	Agree				Disagree	
• W	e are organized to	teach our	staff new skil	ls and to he	elp our staff adjust old habit	ts.
	1	2	3	4	5	
	Agree				Disagree	
• W	e train staff on a r	esearch-ba	sed trauma-i	nformed ca	re treatment model.	
	1	2	3	4	5	
	Agree				Disagree	
W	e require our com	munity par	tners to inco	rporate a tr	auma informed approach ii	nto their
w	ork.					
	1	2	3	4	5	
	Agree				Disagree	
Comm	nents:					

# 8. <u>Community-Focus Commitment</u>

 Our oversight agency is committed to being in full partnership with our community stakeholders.

	1	2	3	4	5	
	Agree				Disagree	
■ Wee	engage and com	municate v	with our com	munity stak	eholders on a regular basis.	
	1	2	3	4	5	
	Agree				Disagree	
We a	are aware of the	cultural/e	thnic diversit	y percentag	ges of the youth and families we	
serve	e through all ou	r programs	/services and	l share the i	nformation with our stakeholde	rs.
	1	2	3	4	5	
	Agree				Disagree	
We determined	commit to work	ing within a	a systems app	proach with	all partners and stakeholders to	)
assu	re the best poss	ible service	es for families	and youth		
	1	2	3	4	5	
	Agree				Disagree	
Commer	nts:					

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

	1	2	3	4	5	
	Agree				Disagree	
Our reg	ulatory over	sight depar	tments, inclu	ding comm	unity care licensing, are perce	ived b
stakeho	olders to be b	oth fair and	d supportive	in their adm	inistration of regulations.	
	1	2	3	4	5	
	Agree				Disagree	
We act	ively involve	and educat	e all system p	partners (chi	ld welfare, behavioral health,	,
juvenile	e justice, scho	ols, police,	courts, etc.)	in practice of	changes and their implementa	ation.
	1	2	3	4	5	
	Agree				Disagree	
	1.1.1.1.1.1.1.1.1.1	e input to c	ur congressi	onal leaders	on necessary regulation and	
We rou	tinely provid					
		•	ur system an	d we advoca	ate at both a state and nation	al leve
legislat	ive changes r	needed in o	•		nte at both a state and nation taff support for these activitie	
legislat	ive changes r	needed in o	•			

# 10. Creating or Improving Financing Strategies (Funding Diversity and Service Offerings)

	1	2	3	4	5	
Agree			Disagree			
We can dem	nonstrate	e that we a	re flexible an	d responsiv	e in meeting comm	unity needs wi
the services	and sup	ports our d	lepartment fu	unds.		
	1	2	3	4	5	
A	gree				Disagree	
Our fiscal pr	actices a	re aligned	across all dep	partments a	nd we utilize variou	us funding
strategies in	our fisc	al approacl	nes to the de	livery of serv	vices.	
	1	2	3	4	5	
Agree			Disagree			
A	gree				Disagiee	
-	-	our funding	models on a	regular bas	is to assure our cor	nmunity partn
We strive to	assess o	-		-	-	
We strive to can cover ar	assess onnual cos	st of living i	ncreases in g	oods and se	is to assure our cor	fer employees
We strive to can cover ar	assess o nnual cos wages, a	st of living i and we cor	ncreases in g nmunicate ef	oods and se	is to assure our cor rvices as well as of	fer employees
We strive to can cover ar competitive	assess o nnual cos wages, a	st of living i and we cor	ncreases in g nmunicate ef	oods and se	is to assure our cor rvices as well as of	fer employees