

Requesting Information About Organizational Assessments

The National Child Welfare Resource Center for Tribes and the National Child Welfare Resource Center for Organizational Improvement both maintain websites that contain additional information about organizational assessments.

To speak to a TA provider at the NRC4Tribes or NRCOI contact:

NRC4Tribes

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Websites:

- www.NRC4Tribes.org
- www.NRCOI.org

Information specific to organizational assessments can be found here:

NRC4Tribes: [web page link]

NRCOI: www.nrcoi.org/rcpdfs/tribalguide.pdf

Assessment of Tribal Child Welfare Programs

National Child Welfare Resource Center for Tribes
WWW.NRC4Tribes.org

Assessment of Tribal Child Welfare Programs



 National Child Welfare
Resource Center for
Organizational Improvement
A Service of the Children's Bureau, a member of the CWI Network

A Service of the Children's
Bureau, a Member of the
T/TA Network

Organizational Assessments

Tribal child welfare programs work to meet many needs of their children and families in culturally appropriate ways to achieve:

- Safety
- Permanence
- Well-being

The National Child Welfare Resource Center for Tribes and the National Child Welfare Resource Center for Organizational Improvement have developed a growing body of experience in conducting organizational assessments of tribal child welfare programs. Based on this experience, the two NRCs have been working to describe the process and its benefits with the goal of engaging more tribes in utilizing such assessments. Usually the assessments result in a request from tribes to work with them to take the assessment findings and create and implement an action plan to improve the program.

The goals of the organizational assessment directly relate to outcomes tribes often want to achieve. They are:

1. identification of child welfare practice strengths and challenges; and
2. development of an action plan that focuses on the future of the agency and serves as a road-map to further technical assistance provision to meet challenges identified during the assessment.

Why Do I Need an Organizational Assessment?

Engaging in an organizational assessment and planning process can help identify strengths and creatively explore resolutions to challenges. An assessment of your tribal child welfare program may provide insights that help:

- establish goals to develop, to change, and to implement new or improved child welfare policies and services;
- change or improve procedures, practices, and data collection;
- gather information and learn skills so the program more effectively meets its community's needs; and
- develop a baseline of information about services before developing any new programs

Tribes may also use an assessment as an initial step to determine if they are ready to begin developing a Tribal-State agreement or apply for direct Title IV-E funding. An assessment can help identify the tasks and create a plan for what needs to be completed so that a tribe is ready to begin a Tribal-State agreement or a federal Title IV-E application process.

Steps in the Assessment Process

The assessment process generally has three steps:

1. Design. The tribal child welfare program collaborates with consultants to determine the topics for the assessment, the key people to be involved, and the best ways to gather information.
2. Execution of the Design. The assessment will be conducted using the information gathered and agreed to during the design step. For example, interviews may occur, surveys may be distributed and collected, focus groups may be held, policies and procedures may be reviewed, and practice models may be reviewed.

3. Report Development. After gathering all of the information, a draft assessment report is prepared that will include recommendations for future action.

Once the assessment report is finalized, the next step is to begin developing the action plan for the future of the tribal child welfare program if the program decides it wants to develop one. The action plan for the future is created collaboratively to ensure that all stakeholders own the plan and are committed to its successful implementation.

The tribal child welfare program staff and other stakeholders draft the action plan. If requested, the consultant and other staff and consultants from National Resource Centers can provide training and technical assistance (T/TA) and collaborative guidance to the tribal child welfare program staff. This free T/TA (for IV-B funded Tribes, States and Territories) can take the form of sharing information, research, expertise and technical data, instruction, skills training, and transmission of working knowledge.



www.NRC4Tribes.org

www.NRCOI.org