



Kentucky Strengthening Families Organization Readiness Checklist

The KYSF Readiness Checklist is a decision-making tool for organizations or programs that want to implement the Strengthening Families’ Protective Factors framework into their partnerships with families. It is intended to highlight the values and structures that are beneficial to a successful introduction of this strength-based approach.

KYSF is working to shift practice, policies and systems to embrace **five core beliefs** in a shared commitment to:

1. Promote strong families and healthy development for families prenatally through age five
2. Partner with all families and celebrate differences
3. Use protective factors as a strengths-based philosophy to buffer for toxic stress
4. Build knowledge and skills for individual and system change
5. Create safe, stable and nurturing environments for people to have responsive and caring relationships

In response to the five core beliefs above, KYSF understood families ensuring children feel loved and safe as critical. Specifically, the KYSF focus on buffering toxic stress and Adverse Childhood Experiences requires families and providers to understand the importance of a loving and nurturing bond between child and caregiver.

The checklist is intended to provide reflective feedback, so it is recommended that staff at various levels of your organization complete and share their responses. When completing this checklist the term “parent” refers to the child’s primary caregivers (bio parent, legal guardian, grandparent etc.). The final score is a recommendation only.

Value #1	Protective Factors are supported for families.	Strongly Disagree 0	Disagree 1	Neutral 2	Agree 3	Strongly Agree 4
Readiness Indicators	Staff are aware of the challenges or stresses families face.					
	Staff see the importance of families remaining hopeful and focus on ways to alleviate family stress.					
	Families served could benefit from opportunities to build a social network of support.					
	Staff are aware of the needs of families and seeks to connect families to community resources.					
	Staff value their role in accessing and ensuring connection of families to resources and supports.					
	Staff promote children’s social and emotional competence.					
	Staff provide practical strategies to parents.					
	Staff value a strength-based approach when working with families					
Value #2	Parents are respected for their wisdom and experience. They are recognized as experts for their family.	Strongly Disagree 0	Disagree 1	Neutral 2	Agree 3	Strongly Agree 4
Readiness Indicators	Organization actively seeks parent input on decision-making.					
	Organization offers a broad range of opportunities for parents to be involved in services.					
	Family events are well attended.					

Readiness Indicators	Value #2 Continued: Parents are respected for their wisdom and experience. They are recognized as experts for their family.	Strongly Disagree 0	Disagree 1	Neutral 2	Agree 3	Strongly Agree 4
	Organization removes barriers so that parents are more likely to participate in family events.					
	Staff see parents as having good intentions and recognizes parents may need support in enhancing their skills as a parent.					
	Staff very rarely make critical statements about parents.					
	Staff do not focus only on parenting weaknesses or deficits.					
	Staff are aware of the needs and desires of families. States these based upon relationships and knowledge of parents.					
Value #3	Organization is positioned to start a new initiative. Staff are willing to make the protective factors visible in their work.	Strongly Disagree 0	Disagree 1	Neutral 2	Agree 3	Strongly Agree 4
Readiness Indicators	Staff like to do new and different things to help families.					
	Organization's partnerships increase its capacity to serve diverse families and their multiple needs.					
	Organization has had minimal change over the past year.					
	Organization's mission statement and goals are known throughout the organization.					
	Leadership and key staff positions have been stable for at least the past year.					
	Leadership and key staff value family wellness and see the promotion of wellness as part of their core work.					
	Organization has adequate time and resources to take on a new initiative.					
	Organization values innovation and is comfortable with trying diverse solutions.					

Survey Scoring: For each *Value* count the number of responses for each rating (strongly disagree to strongly agree) and multiply by points assigned in the table below. Add across each *Value* line to arrive at a total for that *Value*. Combine total for all three *values* to arrive at grand total out of a possible 96 pts.

<i>Value</i>	Strongly Agree (4 points)	Agree (3 points)	Neutral (2 points)	Disagree (1 point)	Strongly Disagree (0 points)	Possible Points	Total
1						32	
2						32	
3						32	
Grand total						96	

Recommendations:

- Score of 96 to 60: Organization has foundation in place for successful implementation of SF.
- Score of 59 – 36: Explore gaps to be addressed prior to implementing Strengthening Families. Ensure necessary support from leaders and key staff. Review value with lowest score and identify structures or practices that would increase this score.
- Score of 35 or below: May need to focus first on organizational stability or staff's family engagement practices prior to implementing Strengthening Families.