“Making the Shift”
Organizational Readiness Assessment

READINESS QUESTION	YES	IN PROGRESS	NO	IF NO, IDENTIFY PRIORITY ACTIONS TO STRENGTHEN READINESS
Employee Training and Support				
01 Does your organization’s comprehensive mandated reporter training align with the shift towards supporting families? Key questions to consider: • Are the appropriate employees (and perspectives) involved with developing and delivering the training? • What are the primary messages conveyed in the training? • Is the training child and family-centered? • Does the training provide your employees with concrete guidance and support that will help them make accurate and consistent decisions about when a report is required, such as the MSI Five-Step Decision Support Process?	☐	☐	☐	
02 Do your organization’s mandated reporting policies align with the shift towards supporting families? Key questions to consider: • Are the appropriate employees (and perspectives) involved with policy development? • What messages are conveyed by policy and reinforced by practice? • Do your policies strike an appropriate balance between organizational risk aversion and family-centered practice?	☐	☐	☐	
03 Does your organization provide ongoing support, such as neutral consultation, with identifying and countering implicit bias at vulnerable decision points in the mandated reporting process?	☐	☐	☐	
04 Have your employees begun using the MSI Five-Step Decision-Support Process and General Neglect Decision Tree, that was overviewed in the AB 2085 General Neglect Training Supplement?	☐	☐	☐	
05 Does your organization provide coaching and consultation support to reinforce the concepts and tools included in the AB 2085 Mandated Reporter Training Supplement?	☐	☐	☐	

Family Support

Organizational readiness questions • Mark the status of each item and identify actions for those marked No.

READINESS QUESTION	YES	IN PROGRESS	NO	IF NO, IDENTIFY PRIORITY ACTIONS TO STRENGTHEN READINESS
Family Support				
01 Has your organization identified the types of unmet family needs that most frequently raise concern among employees when acting in the capacity of a mandated reporter?	☐	☐	☐	
02 Has your organization sought input from families to identify their unmet needs and the types of support they consider most helpful?	☐	☐	☐	
03 Does your organization offer the needed supportive services or have partnerships with local agencies that can help to meet families' needs to prevent child abuse and neglect and the need for DCFS involvement?	☐	☐	☐	
04 Does your organization have clear, practical procedures for accessing resources for families within your organization and/or how to connect families with your community partners to address unmet needs?	☐	☐	☐	
05 Has your organization designated a leadership team to champion mandated reporting reform, support implementation, and address barriers to organizational change?	☐	☐	☐	

Assets Assessment

Use this inventory to identify resources available to families and gaps that may limit access to support.

Use this template to inventory the assets and supportive services that are available in the community that you serve. When identifying needs or gaps, consider whether services are readily accessible to families, including availability, eligibility requirements, waitlists, language accessibility, and other barriers to obtaining support. Consider partnerships with community-based service providers when assessing.

ISSUE / CONCERN	ASSETS / SUPPORTS IN PLACE	NEEDS OR GAPS
Food (including infant formula), clothing (including diapers), and general income support		
Housing supports, including shelters, rent, and utility bill assistance		
Behavioral health (mental health and substance misuse) support		
Domestic violence/intimate partner violence support		
Healthcare support		
Child care support		
Transportation support		
Legal aid, including immigration assistance		
Educational supports		
Mentoring programs/support groups		

ISSUE / CONCERN	ASSETS / SUPPORTS IN PLACE	NEEDS OR GAPS
Parenting supports for pregnant people and very young children		