

Setting a Vision for Your Program

In a previous course, you completed the Strengthening Families Program Self-Assessment. In this activity, you will take some time to reflect upon what you learned from that assessment. You will use what you learned to set a vision for the impact you want to have on your program, families, and community.

Although the Strengthening Families Self-Assessment is focused on steps your program can take to prevent child abuse and neglect in homes and families, we believe it has tremendous value in helping you think about preventing institutional abuse. By strengthening families, you also strengthen staff and your overall program.

1. Look over your Program Self-Assessment. What are your program’s strengths? Identify 3-5 specific items that you think represent your program’s strongest work related to families.

2. Now think about how those strengths relate to staff. Read the example and the complete the table below.

Our Strength	What does that strength mean from a staffing perspective? (What does it say about your staff?)
<p><i>Example: The program offers or connects families to resources to strengthen relationships between adults (healthy marriage, communication skills, etc.)</i></p>	<ul style="list-style-type: none"> • <i>Staff know about these resources, as well.</i> • <i>Staff know we value healthy families—including theirs.</i> • <i>Staff know adult relationships are important and that we serve more than just the child.</i>

3. What are areas that your program could improve? Identify 3-5 specific items that your program is not currently doing.

4. Now think about how those strengths relate to staff. Read the example and then complete the table below.

Our Areas for Improvement	What does that area mean from a staffing perspective? (What does it say about your staff?)
<p><i>Example: Staff explain why physical discipline is not allowed.</i></p>	<ul style="list-style-type: none"> • <i>Staff may not understand why physical discipline is not allowed.</i> • <i>Staff may have different perspectives on the definition of acceptable discipline.</i> • <i>Staff may not talk to families about discipline.</i> • <i>Staff may not observe families for signs of abuse or neglect.</i>

5. Finally, how do you want your Program Self-Assessment to be different one year from today? What is your vision for your program in terms of supporting families and staff to prevent child abuse and neglect?