# PARENT LEADERSHIP DEVELOPMENT SELF-ASSESSMENT

**This questionnaire is solely for your own use.**

Think about these questions with regard to your network and its parent leadership readiness. Rather than thinking in terms of yes or no, your answers may be placed on a continuum. The second question is a clarifying question and may help you decide how to position your responses.

<table>
<thead>
<tr>
<th></th>
<th>To What Extent Does your Network Maintain Parent Leadership-Friendly Policies?</th>
<th>Always/yes</th>
<th>In progress</th>
<th>In the plans</th>
<th>No, not yet</th>
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</thead>
<tbody>
<tr>
<td>1A</td>
<td>To what extent are there defined roles in your network for parent leaders?</td>
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<td></td>
<td><em>What are they?</em></td>
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<td>1B</td>
<td>Are your policy manuals reflective of the responsibilities and benefits for parent leaders?</td>
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<td><em>Is input encouraged from parent leaders as well as staff?</em></td>
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<td>1C</td>
<td>Is there a meaningful career ladder within the network for board members?</td>
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<td>Staff? Parent leaders?</td>
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<td></td>
<td><em>Do you see evidence of movement and longevity within the network?</em></td>
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<td>1D</td>
<td>How useful is your mechanism to provide for special needs of parent leaders such as stipends, assistance with transportation, child care and how are parent leaders apprised of this is a respectful way?</td>
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<td><em>Do you see that there is increased parent participation because of it?</em></td>
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<td>1E</td>
<td>How successful are your internal and external resources to help parent leaders develop and maintain their skills, and assistance in accessing them?</td>
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<td><em>How are they kept timely and relevant?</em></td>
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</table>
| 1F | To what extent are parent leaders provided with mentoring and/or shadowing opportunities?  
• Is this a formal or informal process? |           |             |              |             |
| 1G | How effective is your structure to support and supervise parent leaders and give them regular feedback on their performance?  
• How do you get feedback regarding this? |           |             |              |             |
| 1H | How frequently are parent leaders given the opportunity to participate in staff enrichment workshops or in-services offered by the network?  
• How are parent leaders made welcome by staff when they do participate? |           |             |              |             |
| 1I | Are you kept informed of the means by which parent leaders from your network are encouraged and supported to move into other community activities?  
• How is this followed up? |           |             |              |             |
| 1J | To what extent are parent leaders regularly and publicly recognized for their contributions?  
• How is this information captured and shared within your network? |           |             |              |             |
|   | To What Extent Does your Network Practice Shared Leadership? | Always/yes | In progress | In the plans | No, not yet |
| 2A | To what extent are discussion and inquiry common and accepted practices at all levels of the network?  
• How is participation supported and encouraged? |           |             |              |             |
| 2B | Is information shared and decisions made together?  
• What is the forum for this? |           |             |              |             |
| 2C | Are problems solved collaboratively?  
• Can you cite an example? |           |             |              |             |
| 2D | Is the network open to multiple approaches and solutions rather than reliance on single answers and past practices?  
• How does this evidence itself? |           |             |              |             |
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</table>
| 2E | Do you see evidence that leaders try to gain many points of view before solving important problems?  
  • By what means is this accomplished? |   |   |   |   |
| 2F | Is it customary that decision-making is consensual and inclusive as opposed to top-down and non-participatory?  
  • How does that impact working with or within hierarchical organizations? |   |   |   |   |
| 2G | Do leaders provide formal and informal means for all members of the network to raise and solve problems?  
  • How is this done? |   |   |   |   |
| 2H | To what extent do you feel that leaders accept conflict as "normal" and use it as a stimulus for change, rather than view it as "bad" and something simply to be controlled?  
  • By what means have you ascertained this? |   |   |   |   |
|   | **How Does your Network Welcome and Encourage Shared Leadership?** | Always/yes | In progress | In the plans | No, not yet |
| 3A | How effectively do all parts of your network—board, staff, planning committee, network members, funded programs and parent leaders—work together to define a shared purpose and vision that incorporates parent leadership?  
  • How do you know this? |   |   |   |   |
| 3B | Do parents have equal input to professionals and other volunteers in all levels of your network?  
  • How is that assured? |   |   |   |   |
| 3C | To what extent is this shared vision seen and recognized in your state?  
  • How do you know this? |   |   |   |   |
### FRIENDS Parent Leadership Development Self-Assessment

| 3D | Does your network communicate its values of shared leadership and mission in the things it does, how it spends its resources and what it considers important?  
• *By what means?* | Always/yes | In progress | In the plans | No/not yet |
| 3E | Does your board, staff, planning committee, network members, funded programs and parent leaders take collective responsibility for the principles under which you operate?  
• *How is this practiced?* | | | | |
| 3F | To what extent is your agency one that empowers rather than uses power to coordinate the activities of the network?  
• *How is this carried out?* | | | | |
| 3G | Does the organization chart show hierarchy and power rather than lines of communication?  
• *Why?* | | | | |
| 3H | Are there sufficient and varied opportunities for everyone in the network to facilitate, guide, and coach others to adopt practices that reflect the goals of your CBCAP plan?  
• *What are they?* | | | | |
| 3I | Does your network maintain a culture that supports risk-taking and encourages innovation?  
• *How is that accomplished?* | | | | |
| 3J | Rate how your network empowers parent leaders and other stakeholders to help shape the direction of your CBCAP activities.  
• *How is this accomplished?* | | | | |

Some ideas used in the creation of this document were taken from [http://www.ncrel.org/cscd/pubs/lead21/2-1l.htm](http://www.ncrel.org/cscd/pubs/lead21/2-1l.htm)

This material was developed and shared by Circle of Parents® for the FRIENDS National Resource Center on CBCAP