



**National Resource Center for Community-Based Child Abuse Prevention Programs
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.

	To What Extent Does your Network Maintain Parent Leadership-Friendly Policies?	Always/yes	In progress	In the plans	No, not yet
1A	<p>To what extent are there defined roles in your network for parent leaders?</p> <ul style="list-style-type: none"> What are they? 				
1B	<p>Are your policy manuals reflective of the responsibilities and benefits for parent leaders?</p> <ul style="list-style-type: none"> Is input encouraged from parent leaders as well as staff? 				
1C	<p>Is there a meaningful career ladder within the network for board members? Staff? Parent leaders?</p> <ul style="list-style-type: none"> Do you see evidence of movement and longevity within the network? 				
1D	<p>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 in a respectful way?</p> <ul style="list-style-type: none"> Do you see that there is increased parent participation because of it? 				
1E	<p>How successful are your internal and external resources to help parent leaders develop and maintain their skills, and assistance in accessing them?</p> <ul style="list-style-type: none"> How are they kept timely and relevant? 				

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1F	To what extent are parent leaders provided with mentoring and/or shadowing opportunities? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> How is this followed up? 				
1J	To what extent are parent leaders regularly and publicly recognized for their contributions? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> How is participation supported and encouraged? 				
2B	Is information shared and decisions made together? <ul style="list-style-type: none"> What is the forum for this? 				
2C	Are problems solved collaboratively? <ul style="list-style-type: none"> Can you cite an example? 				
2D	Is the network open to multiple approaches and solutions rather than reliance on single answers and past practices? <ul style="list-style-type: none"> How does this evidence itself? 				

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2E	Do you see evidence that leaders try to gain many points of view before solving important problems? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> How do you know this? 				
3B	Do parents have equal input to professionals and other volunteers in all levels of your network? <ul style="list-style-type: none"> How is that assured? 				
3C	To what extent is this shared vision seen and recognized in your state? <ul style="list-style-type: none"> How do you know this? 				

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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? <ul style="list-style-type: none"> By what means? 				
3E	Does your board, staff, planning committee, network members, funded programs and parent leaders take collective responsibility for the principles under which you operate? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> How is this carried out? 				
3G	Does the organization chart show hierarchy and power rather than lines of communication? <ul style="list-style-type: none"> 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? <ul style="list-style-type: none"> What are they? 				
3I	Does your network maintain a culture that supports risk-taking and encourages innovation? <ul style="list-style-type: none"> How is that accomplished? 				
3J	Rate how your network empowers parent leaders and other stakeholders to help shape the direction of your CBCAP activities. <ul style="list-style-type: none"> How is this accomplished? 				

Some ideas used in the creation of this document were taken from <http://www.ncrel.org/cscd/pubs/lead21/2-11.htm>
 This material was developed and shared by Circle of Parents® for the FRIENDS National Resource Center on CBCAP