

## Family to Family Key Elements Self Evaluation

➤ <b>Strategy</b>	Self-Evaluation
➤ <b>Goal</b>	<ul style="list-style-type: none"> <li>• To provide a comprehensive baseline perspective on agency performance using the nine Family to Family outcomes.</li> <li>• To create a capability for determining how changes in agency policies and practices, especially those related to key Family to Family strategies, are affecting those outcomes.</li> </ul>
➤ <b>Values</b>	<p>Self-evaluation is:</p> <ul style="list-style-type: none"> <li>• focused on outcomes;</li> <li>• carried out by a diverse team of child welfare managers and staff, neighborhood partners, and private providers; and</li> <li>• supported by the investment of human and other resources in acquiring technical expertise in analysis and data management.</li> </ul>
➤ <b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Longitudinal data that capture the experiences of all children served by the child welfare agency provide the most reliable estimates of where the agency stands on the outcomes emphasized by Family to Family.</li> <li>• The responsibility to use data to understand agency and provider performance is shared by all staff and is not just the job of data managers and analysts.</li> </ul>
➤ <b>Key Elements</b>	<p>Self-evaluation seeks to enhance data resources and to develop an ongoing process for using data to help make policy and practice decisions.</p> <p>Data Resource Key Elements:</p> <ul style="list-style-type: none"> <li>• Develop within 6 months a longitudinal database that describes baseline performance relative to Family to Family outcomes;</li> <li>• Establish a process for updating the baseline database every 6 months after the initial baseline is established;</li> <li>• Develop indicators that allow analysis of whether: (1) siblings are placed together; and (2) children are placed in their own neighborhoods; and</li> <li>• Work with strategy teams to develop process data that track the implementation of key strategies, with appropriate benchmarks identified for each strategy.</li> </ul> <p>Self-Evaluation Process Key Elements:</p> <ul style="list-style-type: none"> <li>• Establish a self-evaluation team (SET) representing three key perspectives—frontline (agency staff and community partners), data management, and analysis;</li> <li>• Develop a concrete and well-defined linkage between the SET and top management so that managers act to reinforce self-evaluation; and</li> <li>• Establish a regular schedule for SET meetings and adjust agency participants' assignments to accommodate their commitment to self-evaluation efforts.</li> </ul>