

## Resilient Children and Families Program Readiness Index



The Resilient Children and Families Program (RCFP) Readiness Index is a reflective tool intended to highlight the values and structures that are beneficial to the successful introduction and implementation of this strength-based multi-generation approach.

RCFP is working to shift practice, policies and systems to embrace the **four core values** outlined in the tables below. Alignment with these values will help to accomplish the following goals:

1. Promote strong families and healthy development for young children
2. Partner with all families and celebrate differences
3. Use protective factors as a strengths-based philosophy to buffer toxic stress for children and families
4. Build knowledge and skills for individual and system change
5. Create safe, stable and nurturing environments that foster responsive and caring relationships

It is recommended that program leadership consult with direct staff to arrive at a consensus on each indicator. *Parent* refers to the child's primary caregivers (bio parent, legal guardian, grandparent etc.). *Staff* refers to early childhood professionals (teachers, home visitors, clinicians, FCC providers etc.)

Value #1	Protective Factors benefit all families and children.	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree
Readiness Indicators	Staff are aware of the challenges or stresses children and families face.					
	Staff see the importance of children and families remaining hopeful and focus on ways to alleviate stress.					
	Staff recognize the positive impact social networks of support have on children and family wellness.					
	Families use the program to connect to needed resources.					
	Staff are competent in their role in accessing and ensuring connection of families/children to resources and supports.					
	Staff recognize and respond to signs of stress in children and in parents.					
	Staff are respectful of the culture and values of families.					
	Staff use a strength-based approach when interacting with children and families.					
Value #2	Children benefit from responsive and nurturing environments	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree
Readiness Indicators	Staff recognize that their preparation and presence should support children's social and emotional learning and development.					
	Staff know that children's behavior often reveal what they are thinking or feeling.					
	Staff are aware and support children as they attempt difficult work.					
	Staff understand that stress is a feeling felt by children that affects their behavior and their ability to self-regulate.					

	Staff understand the boundaries related to the role of parents and their role as the child's early childhood provider.					
	Staff help children find ways to maintain the feelings of attachment to their families throughout the day.					
	Staff use reflection to gain insight from experiences in the program with children, their families, and other members of the teaching team.					
	Staff use language that supports mastery of skills and feelings.					
<b>Value #3</b>	<b>Parents are respected for their wisdom and experience. They are recognized as experts for their family.</b>	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree
<b>Readiness Indicators</b>	Program actively seeks parent input on decision-making.					
	Program has a parent handbook and has a history of trying to involve families in their program.					
	Program removes barriers so that parents are more likely to participate in family events.					
	Staff frequently help parents develop strategies for supporting children's development or challenges.					
	Staff see parents as having good intentions and tailor their support to meet the needs of the parent.					
	Staff very rarely make critical statements about parents.					
	Staff frequently seek input or feedback from a parent regarding their child.					
	Staff are very aware of the needs, desires, interests and life circumstances of parents.					
<b>Value #4</b>	<b>Programs' with strong leadership, vision and resources are best positioned to start a new initiative.</b>	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree
<b>Readiness Indicators</b>	Program supports staff wellness and staff's needs are valued.					
	Program's partnerships increase its capacity to serve diverse families and their children.					
	Program has had minimal change over the past year.					
	Program's mission statement and goals are known throughout the organization.					
	Program actively engages in professional development of staff at all levels.					
	Leadership and key staff value family wellness and see the promotion of wellness as part of their core work.					
	Program has adequate time and resources to take on a new initiative.					
	Program values innovation and is comfortable with trying diverse solutions.					