

SELF ASSESSMENT

On-going self assessment of cultural responsiveness is central to effective practice. Throughout this training series, we'll use a series of self-assessments like the one you've been given at registration.

Thoughtful self assessment is a very personal process designed to support both self-knowledge and continued learning. We encourage you to spend some time thinking about the items throughout the training series.

Self assessment for culturally responsive practice is a two-part process. First, you'll consider your strengths, attitudes, knowledge or skills and will assign a number to indicate where you fall on the scale. By providing an example to remind yourself what you based your ranking on, you'll be able to return to the items frequently to guide your understanding and learning.

The second phase of the process involves action planning. Throughout the training, you'll be asked to review your self assessment and plan to support continued insight and learning in the area of culturally responsive practice. Please complete the first part of the self assessment, leaving the action plan column blank until this afternoon.

You'll note that the form is a two-part form. This afternoon, you'll be asked to consider two or three action steps and after you've made some plans, you'll submit a copy of your self assessment with your final evaluation. For now, though, complete the self assessment up through the examples and keep the form with your welcome packet until the end of the day.

SELF REFLECTION – EXPLORING CULTURALLY RESPONSIVE PRACTICE WITH LATINO FAMILIES

To begin, write your first name or initials at the top of Column B.

Next, thoughtfully consider each statement in Column B and rank your self “almost never” to “almost always” in Column C.

Then, provide an example that demonstrates the reason you ranked yourself as you did. Providing the example will provide an opportunity for you to reflect on the item as well as any change you may identify as you participate in the training series.

When asked to refer to Column E, review your self assessment and select two or three areas for action planning. Under each item, establish an action plan and “do dates” so that you can guide your continued learning and insight.

A ITEM	B YOUR NAME: ATTITUDE, KNOWLEDGE, OR SKILL	C					D DESCRIBE A SITUATION OR GIVE AN EXAMPLE TO SUPPORT THE NUMBER THAT YOU SELECTED.	E ACTION PLANNING AND “DO DATE”
		ALMOST NEVER		ALMOST ALWAYS				
		1	2	3	4	5		
001.	I think about the ways my cultural background influences my work with Latino families.							
002.	I identify my negative and positive emotional reactions toward other racial and ethnic groups and discuss those reactions in supervision and/or with peers.							
003.	I seek to understand the stereotypes and biases that I may have and how those affect my work with Latino families.							
004.	I discuss my concerns when I observe other staff engaging in behaviors that appear culturally insensitive or reflect prejudice.							
005.	I can identify at least one example of a situation in which my actions or words were culturally insensitive.							
006.	I understand the differences between generalizations and stereotypes and can apply the general knowledge in working with Latino families.							
007.	I can articulate agency and institutional barriers that prevent							

	Latino families from accessing services.								
008.	I support providing services and materials to families in their first language.								

SELF ASSESSMENT FOR CULTURALLY RESPONSIVE PRACTICE WITH LATINO FAMILIES

ITEM	YOUR NAME: ATTITUDE, KNOWLEDGE, OR SKILL	ALMOST NEVER					ALMOST ALWAYS					DESCRIBE A SITUATION OR GIVE AN EXAMPLE TO SUPPORT THE NUMBER THAT YOU SELECTED.	ACTION PLANNING AND "DO DATE"
		1	2	3	4	5	1	2	3	4	5		
		009.	I understand that there is much diversity amongst Latino families and that each can have a very different cultural, ethnic and generational family story.										
010.	I can identify at least one characteristic of Latino culture and demonstrate a way that I could use understanding of that characteristic in engaging Latino families.												
011.	I can identify at least one characteristic of Latino culture and demonstrate a way that I could use understanding of that characteristic in assessment.												
012.	I can identify at least one characteristic of Latino culture and demonstrate a way that I could use understanding of that characteristic in writing service plans.												
013.	I can identify two or more characteristics of the culture of the current child welfare system that support Latino cultural elements like <i>familismo</i> , <i>personalismo</i> , and others.												
014.	I can demonstrate that I consider the role of culture in Latino family's daily lives including religion, healing, family roles, customs, perception of time, education, work, and trust or distrust of authorities.												
015.	I seek out education, consultation and training to improve my effectiveness in working with Latino families.												
016.	I will make every attempt to attend the next training: Core Elements of Culturally Responsive Practice with Latino Families by writing the date in the Action Planning column.												

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ITEM	YOUR NAME: ATTITUDE, KNOWLEDGE, OR SKILL	ALMOST NEVER					ALMOST ALWAYS					DESCRIBE A SITUATION OR GIVE AN EXAMPLE TO SUPPORT THE NUMBER THAT YOU SELECTED.	ACTION PLANNING AND "DO DAT
		1	2	3	4	5	1	2	3	4	5		
017.	I advocate for change in my agency or in other systems or organizations when I feel that tension or conflict exists from racism, bias or embedded inequities.												
018.	I assess and accept individuals' and families' decisions as to the degree to which they choose to acculturate into the dominant culture.												
019.	I educate the families with whom I work regarding the child welfare system, goals, expectations and legal rights.												
020.	I can articulate agency and institutional barriers that prevent Latino families from accessing services, and I assist families in negotiating system barriers that exist due to poverty, employment, or health care.												
021.	I understand policies for working with LEP individuals and I have a copy of my agency's or I advocate for my agency to have a list of interpreters.												
022.	I assist Latino families in accessing services in a monolingual culture and I support the use of community-based, informal and naturally-occurring resources.												
023.	I have a basic understanding of immigration laws and other public laws and how they influence Latino families.												
024.	I regularly reflect on my own, my agency's and my community's resources to support culturally responsive practice with Latino Families.												
025.	I establish, review & revise the two or three												

