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# Capacity Survey - Center for Tribes

Below are skills and approaches that people sometimes use and develop when working on solving problems, or developing strategies to make improvements to their services or agency's functioning. **No group is expected to have, or develop, all of these skills.** 

#### **Administration One:**

Please think about the people from your tribe who are currently working with Center for Tribes on (prefill name of work plan from CapTRACK) and describe the group's current knowledge for each task listed. Then please give us your opinion of the group's knowledge before working with Center for Tribes (First administration: prefill date work plan began from CapTRACK).

#### **Administration Two and Three:**

Please think about the group of people from your tribe who are currently working with Center for Tribes on (<u>prefill name of work plan from CapTRACK</u>) and describe the group's **current knowledge** for each task listed. Then please give us your opinion of the group's knowledge **one year ago** (prefill date of last survey administration from CapTRACK).

CM Knowle Constructs (	_	e & Skills os construct found)		NT KNOW	LEDGE		BEFORE WORKING WITH Center for Tribes/ ONE YEAR AGO					
			Not knowledge able at all		_	,	_		_	Moderately knowledgea ble	knowledge	Extremely knowledge able
		want to explore a problem, or make an improvement in s, we know how to:										
Engage Partners (Step 2,3,4,5)	Engage Partners (Step   1. Identify who in the group responsible for child welfare				3	4	5	1	2	3	4	5
Engage Partners (Step 2,3,4,5)	2.	Identify which of our external partners/community members we should involve, and why	1	2	3	4	5	1	2	3	4	5
3. Identify a variety of data sources and types of information that we have, or that we can collect, to explore an issue that we are concerned about				2	3	4	5	1	2	3	4	5

	edge & Skills Steps construct found)		CURRE	NT KNOW	/LEDGE		BEFORE		NG WITH ONE YEAR A		Tribes/
		Not knowledge able at all	Slightly knowledge able	Moderately knowledge able		Extremely knowledg eable	Not knowledge able at all	Slightly knowledge able	Moderately knowledgea ble		Extremely knowledge able
	4. Assess how widespread or prevalent an issue is	1	2	3	4	5	1	2	3	4	5
Analima data	5. Identify the groups that are most and least impacted by the issue we are exploring	1	2	3	4	5	1	2	3	4	5
Analyze data (Steps 1,3,4,10,11)	6. Generate theories and ideas based on our data and information about what causes or contributes to the issue	1	2	3	4	5	1	2	3	4	5
	considering ways that we might make improvements to our s, we know how to:										
Use Research (Steps 4,5,6)	7. Find research, and/or peers with expertise, to help us think about how we might make improvements	1	2	3	4	5	1	2	3	4	5
Assess Capacity (Step 1, 5, 7, 8, 12)	8. Consider whether strategies fit our tribe's values and needs	1	2	3	4	5	1	2	3	4	5
Assess Capacity (Step (1,5,7,8,12)	9. Assess our current capacity, and determine whether it is feasible for us to implement a strategy that will lead to improvements	1	2	3	4	5	1	2	3	4	5
	we select, or design strategies, programs, or interventions) e improvements, we know how to:										
Design Innovation	10. Identify the core activities that make up our strategy and how these activities must be performed in order for our strategy to work	1	2	3	4	5	1	2	3	4	5
(5,6)	11. Identify specific behaviors that will let us know whether our strategy is being performed as intended	1	2	3	4	5	1	2	3	4	5
	we are planning on implementing a strategy, program or ntion, we know how to:										
Build Capacity (Steps 7,8)	12. Develop capacities that will need to be in place, so that we can successfully implement what we intend	1	2	3	4	5	1	2	3	4	5
Implement- ation (Step 9)	13. Consider whether to pilot, or to conduct a phased implementation of our strategy	1	2	3	4	5	1	2	3	4	5

Purple font – evaluation constructs/references, will not be visible on survey, blue font = survey administration instructions, will not be visible on survey; italics = customized prefill

### Final Capacity Survey CBCT 7\_13\_2016

	dge & Skills Steps construct found)		CURRE	NT KNOW	LEDGE		BEFORE		NG WITH C NE YEAR A		Tribes/
			knowledge	Moderately knowledge able		Extremely knowledg eable	knowledge	Slightly knowledge able	Moderately knowledgea ble	knowledge	Extremely knowledge able
Implement- ation (Steps (7,9,10,11,12)	14. Monitor implementation of our strategy and identify and solve problems as they arise  we want to evaluate the improvements we are trying to we know how to:	1	2	3	4	5	1	2	3	4	5
	15. Develop indicators and outcomes that let us know whether the core activities of our strategy are being implemented as intended	1	2	3	4	5	1	2	3	4	5
Design Evaluation (4,6)	16. Develop indicators and outcomes that let us know whether the problem or issue we are working on is improving	1	2	3	4	5	1	2	3	4	5
Use Data (9,10,11,12)	17. Use the results of our analysis to make adjustments to our activities	1	2	3	4	5	1	2	3	4	5

Some tribes may be working with Center for Tribes on more than one issue. For this survey, please think about your current work with Center for Tribes on (prefill name of work plan from CapTRACK) and choose the response that best reflects your opinion currently.

Please then provide us with your opinion (**before working with Center for Tribes** First administration: prefill date work plan began from CapTRACK)/**one year ago** prefill date of last survey administration from CapTRACK).

	of Capacities: Org Culture/Climate, Engagement/Partnership, frastructure (Governance/Decision making)			NOW			BEFC		KING WI		er for
		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Org Culture/ Climate: Leadership	18. The issue we are working on with the Center for Tribes is important to our tribal leadership	1	2	3	4	5	1	2	3	4	5

## Final Capacity Survey CBCT 7\_13\_2016

	of Capacities: Org Culture/Climate, Engagement/Partnership, frastructure (Governance/Decision making)			NOW			BEFC		KING WI		er for
		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Org Culture/ Climate: Leadership	19. Tribal leadership is involved in working on this issue	1	2	3	4	5	1	2	3	4	5
Org Culture/ Climate: Norms/Values	20. The people in our tribal agency receiving capacity building services from Center for Tribes agree on the purpose and goals of the work	1	2	3	4	5	1	2	3	4	5
Org Culture/ Climate: Workforce	21. I think our tribal agency will continue to sustain our work on this issue over time	1	2	3	4	5	1	2	3	4	5
Resources: staffing	22. The team that plans and guides our work on this issue has enough time to do so	1	2	3	4	5	1	2	3	4	5
Infrastructure: Governance/ Decision Making	23. The team that plans and guides our work on this issue is able to make decisions and move the work forward	1	2	3	4	5	1	2	3	4	5
Engagement/ partnership: internal	24. We used input from the group responsible for child welfare services in our tribe to develop a solution to the issue we are working on/develop our project	1	2	3	4	5	1	2	3	4	5
Engagement/ partnership: external	25. We used input from the tribal community, and/or other tribal service providers to develop a solution to the issue we are working on /develop our project	1	2	3	4	5	1	2	3	4	5

Infrastructure:	Policies &					<u>me of work plan fro</u>	om CapTRACK)	include <b>writin</b>	g, or	
Procedures		revising,	policies and/	or procedures?						
☐ Yes (mo	ve to NOW Q)			□ No (move to	Reasons Q)		☐ Not su	<b>Ire</b> (move to next	Infrastructure Q)	
			If no,	check the closes	t reason why no	ot:				
		<b>7</b> No, we are f	ocusing efforts	elsewhere at this	s time (move to no	ext infrastructure Q)				
		· ·	• •	d/or procedures	adequately supp	ort this work (move to				
		next infrastru	•		1 11					
			•	vorked on this ou or Tribes ( <i>move to</i>		thers, but we are not				
			with center it	or Tribes (move to	Tiext infrastructur					
		NOW					NE YEAR AGO			
1	, ,	lanning/ impler	nentation of th	nese <b>court rules</b>	•	ou (before working		-	ı <b>r ago)</b> in your	
and/or policie	es?				planning/imp	lementation of these	policies and/o	r procedures?		
Have not yet	Planning/	Starting to	Partly	Fully	Had not yet	Planning/ designing	Starting to	Partly	Fully	
started work	designing/	Implement	implemented	implemented	started work	(move to next	Implement	implemented	implemented	
(move to next	(move to One Year	(move to One	(move to On	(continue to	(move to next	Infrastructure Q)	(move to next	(move to next	(continue to	
Infrastructure Q)	Ago Q)	Year Ago Q)	Year Ago Q)	Quality indicators)	Infrastructure Q)		Infrastructure Q)	Infrastructure Q)	Quality indicators)	
Quality indicato	rs:				Quality indicator	rs:				
los Aleiosloios es elese		d / d		la ua a uata al	In thinking abou	ut the malicies and /ou		.immlemented w	Jacob obook if	
_	ut the <b>policies an</b> you agree with th	-	<b>s</b> you nave imp	nementea,	you agree with	ut the <b>policies and/or</b> the following:	procedures you	ı impiementea, p	nease check ii	
picase cricek ii	you agree with th	ic following.			you agree with	the following.				
Policies and/or	procedures that	we've develope	ed with Center	for Tribes:	Policies and/or	procedures that we	developed (befo	re working with (	Center for	
	•				Tribes / one yea	ar ago):		_		
1	known; those who	•	•							
	to them, and the	/ have received t	raining to ensur	e their		ely known; those who v	•	•	•	
understand	ing of them ctures in place for	staff) to be able	to provide feed	hack rolated to	access to, and had received training to ensure their understanding of them Included structures in place for to be able to provide feedback related to police					
	cedures, such as b		•			ocedures, such as barr	•		•	
improveme			ng peneres, and	348835113113131	improveme		iero to eridetirio p	oneres, arra sagge	35110113 101	
, ,										
(move to One Ye	ar Ago Q)				(move to next ir	nfrastructure Q)				

Infrastructure:	Staff Selection/	_				<u>-</u>	•	RACK) include deve	. •				
Recruitment		improvi	ng processes f		<u> </u>		fied people f	or the right tasks a	ind roles?				
	es (move to NOW	0)		□ N	<b>o</b> (Move to Reaso	ns Q)		□ Not sure (n Infrastru					
	es (move to nov	Q) 						IIIIII	icture Q/				
				If no, check	the closest reas	on why not:							
			Q)	ocusing efforts el									
				ting Identifying/hi	•	ocesses adequate	ely support this						
				to next infrastructi	••								
				have recently wo ng it with Center									
		NOW			ONE YEAR AGO								
Where are you	ı <b>NOW in</b> your dev	elopment or i	mprovement of	identifying,	Where were you (before working with Center for Tribes/one year ago) in th								
1	selecting qualified	•	•	. •	-		_	ing, hiring, and or se					
			_		people for the right tasks and roles?								
Have not yet	Planning/	Starting to	Partly	Fully	Had not yet	Planning/	Starting to	Partly implemented	Fully				
started work	designing/ (move	Implement	implemented	implemented	started work	designing (move	Implement	(move to next	implemented				
(move to next Infrastructure Q)	to One Year Ago Q)	(move to One Year Ago Q)	(move to On Year Ago Q)	(continue to Quality indicators)	(move to next Infrastructure Q)	to next Infrastructure Q)	(move to next Infrastructure Q)	Infrastructure Q)	(continue to Quality indicators)				
		rear Ago Q/	Ago Q)	Quality malcators)		-	Infrastructure Q)		Quality malcators)				
Quality indicator	rs:				Quality indicate	ors:							
In thinking about	ut the activities yo following:	u have impler	nented, please o	check if you	In thinking abo	out the activities y	you implemente	ed, please check if yo	u agree with the				
Our work with o	Center for Tribes o l <b>e include:</b>	on <b>identifying</b> ,	hiring, and/or	selecting		ore working with selecting qualific		Γribes∕one year ago) ded:	in <b>identifying</b> ,				
1	descriptions outlir s to consider recru			•		•		ations and accountab aining data, and retei	•				
rates, in o working.	order to assess how	w well our sel	ection/hiring pro	ocess was	order to as		ur selection/hiri	ng process was work	ing.				
(ITIOVE TO OTIE 1)	cai ago q/				INOVE TO HEAT III	mastracture Q/							

Infrastructure:	Trainir g			Center for Tribe a training syst		me of work plan fr	om CapTRACK	<u>)</u> include <b>deve</b>	eloping or
□ У	es (move to NOW	2)		□ No (M	love to reasons Q)		☐ Not sur	e (move to next i	nfrastructure Q)
			<ul><li>No, we are for infrastructure</li><li>No, our exist work (move to No, we are /</li></ul>	ocusing efforts elections (20) Sing Training /Traito next infrastructions (20)	ining Systems add ure Q) orked on this ours	hy not: me (move to next equately support this elves or with others, ibes (move to next			
		NOW	infrastructure	e Q)		OI	NE YEAR AGO		
Where are you	N <b>OW in</b> your dev	elopment or i	improvement of	training?	•	ou ( <b>before working v</b> or improvement of tra	•	Tribes/one yea	<b>ır ago)</b> in your
Have not started work yet (move to next Infrastructure Q)	Planning/ designing/ developing (move to One Year Ago Q)	Starting to Implement/ Put in place (move to One Year Ago Q)	Partly implemented/ Put in place (move to One Year Ago Q)	Fully implemented/ In place (continue to Quality indicators)	Had not started to work on (move to next Infrastructure Q)	Planning/ designing/ developing (move to next Infrastructure Q)	Starting to Implement/ Put in place (move to next Infrastructure Q)	Partly implemented/ Put in place (move to next Infrastructure Q)	Fully implemented/ In place (continue to Quality indicators)
implemented, p Training/trainin includes: Data co Results	rs:  ut the training, or oblease check if you ng system improve ollection and analys of analysis of Train coaches	agree with the ements develo sis to determ	ne following: oped with Cente ine effectiveness	r for Tribes	please check if  Training/traini  Tribes/one yea  Data col	out the training, or trayou agree with the form of the following system improvem ago) included: lection and analysis to fanalysis of Training	ollowing: nents developed o determine eff	(before working	g with Center for
(move to One Yea	r ago Q)				(move to next inf	rastructure Q)			

Infrastructure: Supervision	sup	ervisory and				k plan from CapT mentor, and/or s			
<b>□</b> Y	es (move to NO	W Q)		□ No (Mov	re to reasons Q)		☐ Not su	ire (move to next i	infrastructure Q)
			I1	no, check the clo	sest reason wh	ny not:			
			infrastructure (	cusing efforts elsev Q) ng system adequate					
			· ·	staff to do this wo	•				
						ves or with others,	but		
			we are not addinfrastructure (	dressing it with Cer Q)	nter for Tribes ( <i>i</i>	move to next			
		NOW					ONE YEAR AGO	1	
	u <b>NOW in</b> your es to coach and	•	mprovement of su	upervisory or		ou <b>(before workin</b> /improvement of su	-	•	•
Have not yet started work (move to next Infrastructure Q)	Planning/ designing/ (move to One Year Ago Q)	Starting to Implement (move to One Year Ago Q)	Partly implemented (move to On Year Ago Q)	Fully implemented (continue to Quality indicators)	Had not yet started work (move to next Infrastructure Q)	Planning/ designing (move to next Infrastructure Q)	Starting to Implement (move to next Infrastructure Q)	Partly implemented (move to next Infrastructure Q)	Fully implemented (continue to Quality indicators)
Quality indicate	ors:				Quality indicate	ors:			
In thinking abo		s you have imp	emented, please	check if you agree	In thinking abo	out the activities you ving:	u have implemer	ited, please chec	k if you agree
Supervisory or Center for Trib		g/mentoring p	rocesses that we'v	e developed with		or other coaching/n Center for Tribes/o	• .		eveloped (before
by imi	mediate feedba nce that those v	ck to those wh	visors/mentors, wose skills are obsenching routinely in	rved	followe  Fviden	observation of worked by immediate fea ce that those who r red their skills	edback to those	whose skills were	observed
(move to Or	ne Year ago Q)				(move to nex	t Infrastructure Q)			

		·=		Center for Tribes		-	-					
	: Evaluation/CQI 'es (move to NOW	· · ·	ing <b>data collec</b>	tion, using data to	o make decisio e to reasons Q)	ons and improver		evaluaπon eπα e (move to next in				
	es (move to NOVV	Q)		<u> </u>			inot sui	e (move to next in	Trastructure Q)			
				If no, check the clo	-							
				cusing efforts elsewl	nere at this time	(move to next						
			infrastructure  ☐ No our existi	्र) ng data collection/da	ata use/evaluatio	on activities						
				ipport this work (mo								
				• •	ked on this ourselves or with others, but							
				Idressing it with Cen	ter for Tribes (mo	ove to next						
			infrastructure	Q)								
		NOW				C	NE YEAR AGO					
Where are yo	ou <b>NOW in</b> your p	lanning/ impl	ementation of th	nese <b>data</b>	Where were yo	ou <b>(before working</b>	with Center fo	r Tribes/one yed	<b>ir ago)</b> in your			
collection, da	ata use, and/or e	<b>/aluation</b> acti	vities?			ementation of these	data collection	data use, and/o	r evaluation			
Have not yet	Planning/	Starting to	Partly	Fully implemented	activities?  Had not yet	Planning/	Starting to	Partly	Fully			
started work	1	Implement	implemented	(continue to Quality	started work	designing (move to	Implement	implemented	implemented			
(move to next	(move to One Year	(move to One	(move to On Year	indicators)	(move to next	next Infrastructure	(move to next	(move to next	(continue to			
Infrastructure Q)	Ago Q)	Year Ago Q)	Ago Q)		Infrastructure Q)	Q)	Infrastructure Q)	Infrastructure Q)	Quality indicators)			
Quality indicat	ors:				Quality indicate	ors:						
	out the activities i gree with the follo	•	s you have imple	emented, please	In thinking abo	out the activities you	ս implemented, լ	please check if yo	u agree with the			
<b>Data collection/data use/evaluation</b> activities that we've implemented with Center for Tribes include:						n <mark>/data use/evaluat</mark> Center for Tribes/on		•	d (before			
☐ Reliable data collection(standardized protocols, trained data collectors) (												
☐ Data that is frequently used to make program adjustments						as frequently used	•		,			
(move to One	move to One Year Ago Q)					frastructure Q)						

Infrastructur	Infrastructure: Communication 31. Does your work with Center for Tribes on (prefill name of work plan from CapTRACK) involve developing or improving communication with external partners, the community, and/or the public?										
			ng <b>communica</b>					-			
	Yes (move to NO	W Q)		□ No (Mov	e to reasons C	()		Not sure (move to	next infrastructure Q)		
				If no, check the clo	sest reason	why not:					
			☐ No, we are f	ocusing efforts elsev	vhere at this t	ime (move to ne	ext				
			infrastructure	**							
				ing communication			ommunity				
				upport this work (m have recently worke			there but				
				ddressing it with Ce			tilers, but				
			infrastructure	_		(move to moxe					
		NOW			ONE YEAR AGO						
	you <b>NOW in</b> your			of strategies to	Where wer	e you <b>(before v</b>	working with C	enter for Tribes/c	<b>one year ago)</b> in your		
communica	te with external բ	partners/the co	mmunity?				_	es to communicate	with external		
						ne community?					
Have not	Planning/	Starting to	Partly	Fully implemented	Had not	Planning/	Starting to	Partly	Fully implemented		
yet started work (move	designing/ (move to One Year	Implement (move to One	implemented (move to On Year	(continue to Quality indicators)	yet started work (move	designing (move to next	Implement (move to next	implemented (move to next	(continue to Quality indicators)		
to next	Ago Q)	Year Ago Q)	Ago Q)	,	to next	Infrastructure	Infrastructure Q)	Infrastructure Q)	,		
Infrastructure Q)					Infrastructur e Q)	Q)					
Quality indica	ators:				Quality indi	cators:					
In thinking a agree with t	_	es that you have	e implemented,	please check if you	In thinking the followi		egies you imple	mented, please ch	eck if you agree with		
External con include:	nmunication stra	tegies that we'v	ve developed wi	th Center for Tribes	Des <b>External communication strategies</b> that were developed with (before working Center for Tribes/one year ago) included:						
commu feedbac	gies that encourag inity to ask questi ck on how our wo il partners' conce elated to our wor	ions about our v ork is impacting rns are taken in	vork, and allow them	them to provide	to ask q our wor External	uestions about k was impactin	our work, and a	llowed them to pr	the broader community ovide feedback on how en decisions were made		
(move to On	e Year Ago Q)				(Move to nex	t Q)					

Infrastructure: (				Center for Tribes		-		<del></del>				
structures - Inte	es (move to NOW		ng internal co		ve to reasons Q)	responsible to			xt infrastructure Q)			
				If no, check the clo	osest reason wh	v not:						
			☐ No, we are for infrastructure	ocusing efforts else	where at this tim	e (move to next						
				ing internal commu fare service) adequ e Q)								
				have recently work ot addressing it wit			s,					
		NOW			ONE YEAR AGO							
Where are you communication	<b>NOW in</b> your plant on activities?	anning/ imple	mentation of the	ese internal		ou <b>(before worki</b> ementation of the	_		<b>year ago)</b> in your vities?			
Have not yet started work (move to next Infrastructure Q)	Planning/ designing/ (move to One Year Ago Q)	Starting to Implement (move to One Year Ago Q)	Partly implemented (move to On Year Ago Q)	Fully implemented (continue to Quality indicators)	Had not yet started work (move to next Infrastructure Q)	Planning/ designing (move to next Infrastructure Q)	Starting to Implement (move to next Infrastructure Q)	Partly implemented (move to next Infrastructure Q)	Fully implemented (continue to Quality indicators)			
Quality indicator In thinking about with the follow	ut the activities y	ou have imple		check if you agree	Quality indicate In thinking abo the following:		ou implemente	d, please check	if you agree with			
	vith the following:  Internal communication strategies that we've developed with Center for Tribes include:					or Internal communication strategies developed (before working with the Cent Tribes/one year ago) included:						
responsible Taking the	<ul> <li>Structures that obtain and analyze feedback from the people who are responsible for child welfare services for our tribe</li> <li>Taking the concerns of the people who are responsible for child welfare services into account when decisions are made related to our work</li> </ul>				responsible Taking the of for our tribe	e into account wh	services for our eople who are re	tribe esponsible for ch	nild welfare services			
(move to One Ye	move to One Year Ago Q)					rastructure Q)						

Knowledge a Innovation S	nd Skills: Practice- pecific	70.2007		Center for Tribes o	-		•		•			
Innovation Specific knowledge and/or skil					e to reasons Q			Not sure (move to next infrastructure Q)				
		NOW	<ul><li>No, we are fo infrastructure</li><li>No, the currered court system/adequately su</li><li>No, we are /h</li></ul>	If no, check the clocusing efforts elsewled) nt level of knowledge agency/group responsive this work (mosave recently worked ldressing it with Central control of the contr	sest reason venere at this time and skills winsible for child ve to next infraction this ourse	why not: me (move to ne) thin our (deper d welfare servic astructure Q) elves or with otl	ndency ces) hers, but		These infrastructure Q			
Where are you <b>NOW in</b> your improvement of knowledge and skills within the group responsible for child welfare services?				ONE YEAR AGO  Where were you (before working with Center for Tribes/one year ago) in your planning/implementation of developing knowledge and skills within the group responsible for child welfare services?								
Have not yet started work (move to next Infrastructure Q)	Planning/ designing/ (move to One Year Ago Q)	Starting to Implement (move to One Year Ago Q)	Partly implemented (move to On Year Ago Q)	Fully implemented (continue to Quality indicators)	Had not yet started work (move to next Infrastructur e Q)	Planning/ designing (move to next Infrastructure Q)	Starting to Implement (move to next Infrastructure Q)	Partly implemented (move to next Infrastructure Q)	Fully implemented (continue to Quality indicators)			
Quality indicators: In thinking about activities to increase knowledge and skills of staff, please check if you agree with the following:  Our work with Center for Tribes to increase knowledge and skills includes:  Measuring knowledge/skills, with results showing skills have increased  Measuring fidelity, with results showing a high level of fidelity to the new practice				<ul> <li>Quality indicators:</li> <li>In thinking about your activities to increase knowledge and skills of staff, please check if you agree with the following:</li> <li>Our development of increased knowledge and skills (before working with Center for Tribes/one year ago) included:</li> <li>☐ Measuring knowledge/skills, with results showing skills had increased</li> <li>☐ Measuring fidelity, and results showed a high level of fidelity to the new practice</li> </ul>								
(move to One Year Ago Q)				Move to next Q								

Please think about the group of people from your tribe who are currently working with Center for Tribes on (<u>prefill name of work plan from CapTRACK</u>) and describe the group's **current knowledge** for each question below. Then please give us your opinion of the group's knowledge **before working with Center for Tribes** (prefill date work plan began from CapTRACK)/second administration: prefill date of last survey administered one year ago).

CM Knowledge - Approach (Approach introduced in Phase)		CURRENT KNOWLEDGE					BEFORE working with the Center for States /ONE YEAR AGO				
By working with Center for Tribes, our team has developed knowledge in:	Not knowledge able at all	knowle	Moderately knowledgea ble	Very knowle dgeable			knowle	Moderately knowledgea ble		Extremely knowledgea ble	
34. the <u>Change and Implementation Process</u> , which includes tasks to help us identify and understand needs, develop strategies to address those needs, and then implement and evaluate those strategies  (Overall Approach)	1	2	3	4	5	1	2	3	4	5	
35. Phase I, Identify and Assess Needs and Opportunities, which includes tasks to help us identify a need or opportunity to be addressed, form teams to guide the change process, and gather data and explore the problem in depth (Phase 1)	1	2	3	4	5	1	2	3	4	5	
36. <u>Phase 2: Develop Theory of Change</u> , which includes tasks that help us to develop a theory to address the causes of the need or opportunity (Phase 2)	1	2	3	4	5	1	2	3	4	5	
37. Phase 3. Select and Adapt/Design Intervention, which includes tasks to help us identify, research, and select from possible interventions, and adapt existing interventions or design new ones (Phase 3)	1	2	3	4	5	1	2	3	4	5	
38. <u>Phase 4: Plan, Prepare, and Implement</u> , which includes tasks to help us assess readiness and plan for implementation of the intervention(s), build capacity to support implementation, and pilot and/or stage implementation of the intervention (Phase 4)	1	2	3	4	5	1	2	3	4	5	
39. Phase 5: Evaluate and Apply Findings, which includes tasks that help us to: Collect and use data to adjust the intervention and/or implementation strategies, evaluate to measure implementation quality and short and long-term outcomes, and make decisions to further spread, adjust, or discontinue the intervention (Phase 5)	1	2	3	4	5	1	2	3	4	5	

40.	What is your team, or group receiving services from the Capacity Building Center, able to door able to do better that you weren't able to before
	receiving services from Center for Tribes? (open ended)

41. What is challenging for you in your work with Center for Tribes? (open ended)

42. Is there anything else you would like us to know about your work with the Center for Tribes? (open ended)