

**PURPOSE:** The Leadership Academy Post-Training Assessment is administered to Leadership Academy participants after completion of the Tribal Child Welfare Leadership Academy. This assessment measures satisfaction with the training, relevance of the material, and changes in knowledge and leadership behaviors as a result of participating in the Academy.



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## Tribal Child Welfare Leadership Academy Post-Training Self-Assessment

### Training Competencies

**Instructions:** Please indicate your level of agreement with the following statements.

| Statement  | Strongly Disagree | Disagree | Agree | Strongly Agree |
|--|-------------------|----------|-------|----------------|
| 1 I can apply the Tribal Child Welfare Leadership Model to my work in tribal child welfare.              | 1                 | 2        | 3     | 4              |
| 2 I know how to adapt and integrate tribal leadership methods into my work in tribal child welfare.      | 1                 | 2        | 3     | 4              |
| 3 I am able to use the concept of taking the eagle's view as a strategy for gaining perspective.         | 1                 | 2        | 3     | 4              |
| 4 I understand how to apply cultural responsiveness to tribal child welfare programs.                    | 1                 | 2        | 3     | 4              |
| 5 I understand and can apply trauma-informed principles in a tribal cultural context.                    | 1                 | 2        | 3     | 4              |
| 6 I can communicate a shared vision to guide tribal child welfare practice and professional development. | 1                 | 2        | 3     | 4              |
| 7 I understand how to use the Pathway to Change to implement systems change.                             | 1                 | 2        | 3     | 4              |
| 8 I know how to gain support and buy-in for change efforts.  | 1                 | 2        | 3     | 4              |

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|----|--|---|---|---|---|
| 9  | I know strategies for developing partnerships internally and externally to implement sustainable systems change. | 1 | 2 | 3 | 4 |
| 10 | I can effectively negotiate, influence, and partner with others.   | 1 | 2 | 3 | 4 |
| 11 | I can manage conflict through active listening to create more effective partnerships.                            | 1 | 2 | 3 | 4 |
| 12 | I can identify data source(s) to measure the progress and outcomes of change efforts.                            | 1 | 2 | 3 | 4 |
| 13 | I can describe the role of the leader in tribal workforce development and systems change.                        | 1 | 2 | 3 | 4 |
| 14 | I can assess my own strengths and challenges and model authentic behavior as a leader in tribal child welfare.   | 1 | 2 | 3 | 4 |
| 15 | I know how to integrate self-care into my work as a tribal child welfare leader.                                 | 1 | 2 | 3 | 4 |

### Leadership Competencies

**Instructions:** This assessment allows you to reflect on your own leadership style, approach, and skills through the lens of the Tribal Leadership Model. It is designed to help you better understand your strengths and areas for development.


Please indicate, on a 5-point scale, **how frequently you engage in the following behaviors at work.**

| Statement  | Almost Never | Sometimes | About Half the Time | Usually | Almost Always | Have not had opportunity to do/observe |
|--|--------------|-----------|---------------------|---------|---------------|--|
| <b>Leadership Fundamentals</b>   |              |           |                     |         |               |  |
| Listen to input and feedback from others                                     | 1            | 2         | 3                   | 4       | 5             | 0                                      |
| Communicate effectively with colleagues                                      | 1            | 2         | 3                   | 4       | 5             | 0                                      |
| Treat others with courtesy, sensitivity, and respect                         | 1            | 2         | 3                   | 4       | 5             | 0                                      |
| Set a personal example that models behaviors you expect from others          | 1            | 2         | 3                   | 4       | 5             | 0                                      |
| Behave in an honest, fair, and ethical manner, consistent with tribal values | 1            | 2         | 3                   | 4       | 5             | 0                                      |

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|  |  |   |   |   |   |   |   |
|--|--|---|---|---|---|---|---|
| Capacity Building<br>CENTER FOR TRIBES | Stay self-regulated under high stress or during a crisis   | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Practice self-care to restore balance and encourage others to do the same  | 1 | 2 | 3 | 4 | 5 | 0 |
| <b>Leading Change</b>                  |  |   |   |   |   |   |   |
|  | Encourage new ideas and innovations  | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Participate in implementing changes that will build our Tribal Child Welfare (TCW) program                       | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Demonstrate awareness of how local, state, tribal, and national policies and trends might affect the TCW program | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Take action to improve policy, practice, or procedures   | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Implement plans consistent with the long-term interests of the tribe and the TCW program                         | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Influence others in the TCW program to translate vision into action  | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Generate buy-in with staff around proposed system or practice changes  | 1 | 2 | 3 | 4 | 5 | 0 |
| <b>Leading in Context</b>              |  |   |   |   |   |   |   |
|  | Partner with other programs and providers to build strategic relationships that serve children and families      | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Utilize opportunities to educate and collaborate with Tribal leadership in order to achieve TCW's goals          | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Develop trust among those involved in strategic relationships  | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Manage and resolve conflicts and disagreements in an effective manner  | 1 | 2 | 3 | 4 | 5 | 0 |
| <b>Leading People</b>                  |  |   |   |   |   |   |   |
|  | Support staff in participating in professional development opportunities   | 1 | 2 | 3 | 4 | 5 | 0 |
|  | Provide support to staff to develop  | 1 | 2 | 3 | 4 | 5 | 0 |

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|---|--|---|---|---|---|---|---|
|  | their own work style consistent with agency values                   |   |   |   |   |   |   |
|   | Work to create an environment where staff support one another        | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Contribute to a workplace where everyone feels valued                | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Embrace traditional values and practices in the workplace            | 1 | 2 | 3 | 4 | 5 | 0 |
| <b>Leading for Results</b>  |  |   |   |   |   |   |   |
|   | Seek input from colleagues in problem solving                        | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Support staff to do their best work for tribal children and families | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Align current priorities with resource realities                     | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Hold myself accountable and accept responsibility for mistakes       | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Practice with an approach consistent with the TCW vision and mission | 1 | 2 | 3 | 4 | 5 | 0 |
|   | Set high standards of performance and strive to achieve them         | 1 | 2 | 3 | 4 | 5 | 0 |

**What do you consider to be your greatest strengths that you use in service of your child welfare program?**

**Is there anything you would like to work on or improve about how you “show up” at work?**

### Satisfaction with Training

**Instructions:** Please indicate your level of agreement with the following statements about your experience with the Tribal Child Welfare Leadership Academy.

| Statement | Strongly | Disagree | Agree | Strongly |
|-----------|----------|----------|-------|----------|
|-----------|----------|----------|-------|----------|

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|    |   | Disagree |   | Agree |   |
|----|---|----------|---|-------|---|
| 1. | This training helped me develop my leadership skills.       | 1        | 2 | 3     | 4 |
| 2. | I have been able to use the skills I learned.               | 1        | 2 | 3     | 4 |
| 3. | The training was a good use of my time.                     | 1        | 2 | 3     | 4 |
| 4. | This training helped me learn how to manage change at work. | 1        | 2 | 3     | 4 |
| 5. | Overall, I was satisfied with the TCWLA training.           | 1        | 2 | 3     | 4 |

### Change Project

1. Please share any successes you experienced in the process of developing and implementing your change project (including any outcomes you have noticed).
  
2. Please share any challenges you experienced in the process of developing and implementing your change project.

*Thank you for taking the time to complete this survey!*