

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

Casehead/Payee: _____ Date: _____

Child Only Case: Yes _____ No _____

Two Parent Case: Yes _____ No _____

If yes, list the additional adult: _____

List the children: _____

County Name: _____ County Case # _____

Case Manager: _____ Initial Assessment: Yes _____ No _____

Reassessment: Yes _____ No _____ Date of Initial Assessment: _____

List date of prior Strengths and Needs Assessment: _____

Some items apply to all household members while other items apply to the caretaker only. When assessing an item for more than one household member, record the score for the household member with the greatest need (highest score). In cases where two households are involved, a separate Family Assessment of Strengths and Needs would be completed on both households.

This assessment tool is an adaptation of the Child Welfare Family Assessment of Strengths and Needs tool.

Rating Scale: 0-1=Strength 2-3=Need

Assessment Code (A-Code)	Title	Score
A1. Family Relationships	a. Supportive relationships	0 _____
	b. Occasional problematic relationships	1 _____
	c. Domestic discord	2 _____
	d. Serious domestic discord/domestic violence	3 _____
A2. Social Support Systems	a. Strong support network	0 _____
	b. Adequate support network	1 _____
	c. Limited support network	2 _____
	d. No support or destructive relationships	3 _____
A3. Employment/Income Management	a. Employed	0 _____
	b. No need for employment	1 _____
	c. Underemployed	2 _____
	d. Unemployed	3 _____
A4. Housing/Environment	a. Adequate basic needs	0 _____
	b. Some problems but correctable	1 _____
	c. Serious problems, not corrected	2 _____
	d. Chronic basic needs deficiency	3 _____
A5. Emotional/Mental Health	a. Demonstrates good coping skills	0 _____
	b. No known diagnosed mental health problems	1 _____
	c. Minor or moderate diagnosed mental health problems	2 _____
	d. Chronic or severe diagnosed mental health problems	3 _____
A6. Substance Abuse	a. No/some substance use	0 _____
	b. Moderate substance use problems	1 _____
	c. Serious substance abuse problems	2 _____

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

Rating Scale: 0-1=Strength 2-3=Need

A7. Communication/ Interpersonal Skills	a. Strong skills	0 _____
	b. Appropriate skills	1 _____
	c. Limited of ineffective skills	2 _____
	d. Hostile/destructive	3 _____
A8. Parenting Skills	a. Good parenting skills	0 _____
	b. Minor difficulties in parenting	1 _____
	c. Moderate difficulties in parenting skills	2 _____
	d. Destructive parenting skills	3 _____
A9. Physical Health	a. No adverse health problem	0 _____
	b. Health problem or disability	1 _____
	c. Serious health problem or disability	2 _____
A10. Child Characteristics	a. Age appropriate, no problem	0 _____
	b. Minor problems	1 _____
	c. One child has severe/chronic problems	2 _____
	d. Children have severe/chronic problems	3 _____
Rating Scale: 0-1=Strength 2-3=Need		
A11. Child Care	a. Child(ren) are in suitable childcare/or childcare not needed	0 _____
	b. Minor complications in getting child care	1 _____
	c. Child care not available	2 _____
	d. Major complications in getting child care (i.e. special needs childcare, etc.)	3 _____
A12. Education	a. Caretaker has a high school diploma and college education	0 _____
	b. Caretaker has a high school diploma and some college	1 _____
	c. Caretaker has a high school diploma/GED	2 _____
	d. Caretaker does not a have high school diploma	3 _____
A13. Work History	a. The caretaker is currently employed	0 _____
	b. The caretaker has a recent work history	1 _____
	c. The caretaker has an adequate work history	2 _____
	d. The caretaker is unemployed	3 _____
A14. Legal Problems	a. The caretaker does not have any criminal/legal convictions	0 _____
	b. The caretaker has minor traffic offenses/minor misdemeanor conviction.	1 _____
	c. The caretaker has serious criminal offenses/convictions	2 _____
A15. Transportation	a. Family has reliable transportation	0 _____
	b. Family has unreliable transportation	1 _____
	c. Family has no transportation	2 _____

Based on this assessment, identify the primary strengths and needs of the family. Write A code, score, and title. Strengths are identified by the lowest score and the needs are identified by the highest score. List the top three for each category. More can be listed if necessary.

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

Strengths

<u>A code</u>	<u>Score</u>	<u>Title</u>
<u>Example on how to list strength</u>		
<u>A15</u>	<u>0</u>	<u>Transportation-is not a need for the family</u>
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____

Needs

<u>A code</u>	<u>Score</u>	<u>Title</u>
<u>Example on how to list a need</u>		
<u>A15</u>	<u>2</u>	<u>Transportation is a need for the family</u>
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____

Case Manager Signature: _____ **Date** _____

Participant's Signature: _____ **Date** _____

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

Definitions

Some items on the TANF Family Assessment of Strengths and Needs assessment apply to the case head, while other items apply to other household members. Assess items for the specified household members, selecting only one score under each category. When assessing an item for a household member, record the score for the household member with the greatest need (highest score). The highest score represents that the family has a need and a referral would need to be complete on those areas. For instance, if the assessment results in a high score for substance abuse, then a referral should be made to the Local Management Entity for services.

If this is a two-parent case, only one assessment needs to be complete. Be sure to assess both parents and record the score for the household member with the greatest need (indicated by the highest score).

A1. Family Relationships

- a. Supportive relationships. A supportive relationship exists between household members.
- b. Occasional problematic relationships. Relationship (s) is occasionally strained but not disruptive.
- c. Domestic discord. Current relationship or domestic discord to include frequent arguments, degradation, or blaming. Violent acts that cause minor to no injury to any household member and are not assessed as domestic violence. An example would be of a grandmother and her adult daughter having a loud exchange or even slapping but no evidence of power and control.
- d. Serious domestic discord/domestic violence. A pattern of relationship discord or domestic violence. Physical, emotional, or sexual abuse, economic oppression, isolation,

A2. Social Support Systems

- a. Strong support network. Household members have a strong, constructive support network. Active extended family (may be blood relatives, kin, or close friends) provide material resources, childcare, supervision, role modeling for parent and children and/or parenting, as well as emotional support.
- b. Adequate support network. Household members use extended family, friends, and the community to provide adequate support for guidance, access to childcare, available transportation, etc.
- c. Limited support network. Household members have a limited or negative support network, are isolated and/or reluctant to use available support.
- d. No support or destructive relationships. Household members have no support network and/or have destructive relationships with extended family and the community.

A3. Employment/Income Management

- a. Employed. Caregiver is employed with sufficient income to meet household needs, regardless of source of income.
- b. No need for employment. Caregiver may be out of labor force but has sufficient income to meet household needs regardless of income source.
- c. Underemployed. Caregiver is employed with insufficient income to meet household needs.
- d. Unemployed. Caregiver needs employment and lacks income required to meet household needs.

A4. Housing/Environment

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

- a. Adequate basic needs. Family has adequate housing, clothing, and food.
- b. Some problems but correctable. Family has correctable housing, clothing, and food problems that affect health and safety needs and family is willing to correct.
- c. Serious problems not corrected. Numerous and/or serious housing, clothing and food problems that have not been corrected or are not easily correctable and family is not willing to correct.
- d. Chronic basic needs deficiency. House has been condemned or is uninhabitable, or family is chronically homeless and without clothing and/or food.

A5. Emotional/Mental Health

- a. Demonstrates good coping skills. Caregiver takes initiative to deal with problems in a constructive manner.
- b. No known diagnosed mental health problems. Caregiver has no known diagnosed emotional or mental health disorder. May require a mental health evaluation.
- c. Minor or moderate diagnosed mental health problem. Caregiver has moderate diagnosed emotional or mental health disorder (such as depression, anxiety, and anger/impulse control) that interferes with his/her ability to problem solve, deal with stress, and effectively care for self and children.
- d. Chronic or severe diagnosed mental health problems. Caregiver has severe and/or chronic diagnosed emotional or mental health disorders making caregiver incapable of problem solving, dealing with stress, or effectively caring for self and/or children.

A6. Substance abuse

- a. No/some substance use. Household members display no substance use problems or some substance use problems that minimally impact family functioning.
- b. Moderate substance use problems. Household members have moderate substance use problems resulting in disruptive behavior and/or family dysfunction, which result in a need for treatment.
- c. Serious substance use problems. Household members have chronic substance use problems resulting in a chaotic and dysfunctional household lifestyle, loss of job and/or criminal behavior.

A7. Communication/Interpersonal Skills

- a. Strong skills. Communication facilitates family functions, personal boundaries are appropriate, emotional attachments are appropriate.
- b. Appropriate skills. Household members are usually able to communicate individual needs and needs of others and to maintain both social and familial relationships; minor disagreements or lack of communication occasionally interfere with family interactions.
- c. Limited or ineffective skills. Household members have limited or ineffective interpersonal skills, which impair the ability to maintain positive familial relationships, make friends, keep a job, communicate individual needs or needs of family members to schools or agencies.
- d. Hostile/destructive. Household members isolate self/others from outside influences or contact, and/or act in a hostile/destructive manner or do not communicate with each other. Negative communication severely interferes with family interactions.

A8. Parenting Skills

- a. Good parenting skills. Caregiver displays parenting patterns, which are age appropriate for children in the areas of expectations, discipline, communication, protection, and nurturing.

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

- b. Minor difficulties in parenting skills. Caregiver has basic knowledge and skills to parent but may possess some unrealistic expectations and/or may occasionally utilize inappropriate discipline.
- c. Moderate difficulties in parenting skills. Caregiver acts in an abusive and/or neglectful manner such as causing minor injuries (no medical attention required), leaving children with inadequate supervision, and/or exhibiting verbal/emotional abusive behavior.
- d. Destructive parenting patterns. Caregiver has a history and/or currently acts in a manner that results in high risk of serious injury or death of a child, or results in chronic or serious injury (medical attention required), abandonment or death of a child. Caregiver exhibits chronic and severe verbal/emotional abuse.

A9. Physical Health

- a. No adverse health problem. Caregiver does not have health problems that interfere with the ability to care for self and children.
- b. Health problem or disability. Caregiver has a disability, disease, or chronic illness that interferes with daily living and/or ability to care for self and children.
- c. Serious health problem or disability. Caregiver has a disability, disease, or chronic illness that severely limits or prohibits ability to provide for self and children.

Note: Disclosure of a disability is voluntary and cannot be required of the Work First participant with two exceptions (see Exceptions to Voluntary Disclosure in Section 117 of Work First policy).

A10. Child Characteristics

- a. Age appropriate, no problems. Children appear to be age appropriate, no problems.
- b. Minor problems. Child/Children have minor physical, emotional, medical, educational, or intellectual difficulties addressed with minimal or routine intervention.
- c. One child has severe/chronic problems. One child has severe physical, emotional, medical, educational, or intellectual problems resulting in substantial dysfunction in school, home, or community, which strain family finances and relations.
- d. Children have severe/chronic problem. More than one child has severe physical, emotional, medical, or intellectual problems resulting in substantial dysfunctions in school, home, or community, which strain family finance and relationships.

A11. Child Care

- a. Children are in suitable childcare or childcare not needed. Children are in a childcare setting that is appropriate or childcare is not needed for the family. Appropriate child care is defined as care in a regulated center or family home that has a license or a non-licensed arrangement that meets the requirements of North Carolina's Subsidized Child Care Program, and the care options must have hours of operation that are consistent with the work scheduled of parents and meet any special needs of the children.
- b. Minor complications in getting child care. Children are not in a childcare setting. Parent/caretaker may owe past due fees, etc.
- c. Childcare not available. Acceptable and reliable childcare is not available for the family.
- d. Major complications: Child may have specialized needs; available childcare provider may be too far away to access etc.

A12. Education

- a. Caretaker has a high school diploma and college education. The caretaker has completed high school or its equivalency and either an associate or baccalaureate degree program.

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.

**North Carolina's
Work First
Family Assessment of Strengths and Needs**

- b. Caretaker has a high school diploma and some college. The caretaker has completed high school or its equivalency and has attended college or a vocational school but has not completed the program. This would also include licensure and certification programs.
- c. Caretaker has a high school diploma/GED. Caretaker has completed high school or an equivalency program.
- d. Caretaker does not have a high school program. Caretaker has attended high school or an equivalency program but did not earn a high school diploma or its equivalency.

A13. Work History

- a. The caretaker is currently employed. The caretaker is employed full-time, part-time or temporary.
- b. The caretaker has a recent work history. Caretaker has worked full –time, part-time or temporary within the last 12 months.
- c. The caretaker has an adequate work history. Caretaker has worked full-time, part-time, or temporary within the previous 18 months.
- d. The caretaker is unemployed. Caretaker is not working at all in any capacity.

A14. Legal Problems

- a. The caretaker does not have any criminal charges/legal convictions. Caretaker does not have any pending criminal charges or any criminal convictions.
- b. The caretaker has minor traffic offenses. The caretaker may have minor traffic violations that have not been dismissed.
- c. The caretaker has serious criminal offenses. The caretaker has serious criminal charges pending or convictions. Serious criminal offenses can include check writing charges, assault, etc.

A15. Transportation

- a. Family has reliable transportation. The family would have its own personal vehicle for transportation or reasonably able to access the bus system.
- b. Family has unreliable transportation. The family does not own a car but has access through friends, family, and possibly other community members. However, the form or transportation is not reliable for daily employment related activities. The family may live too far to access the bus system.
- c. Family has no transportation. The family does not have a personal vehicle, does not live near the bus line nor has any other form of transportation.

The North Carolina Division of Social Services does not discriminate against any person on the basis of race, color, national origin, disability, sex, or age in the admission, treatment, or participation in its programs, services and activities, or in employment.