

Comprehensive Organizational Health Assessment



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Purpose of the COHA



Develop and test an assessment battery that accurately captures the organizational strengths and needs of child welfare agencies.



What is Organizational Health?



Holistic conceptualization of workforce practices and organizational climate and culture factors that directly impact service delivery, the achievement of agency goals and objectives and outcomes for children and families



What is Organizational Health?



Organizational Culture:

Organization's behavioral expectations of employees and the way the work is done in the organization

Organizational Climate:

Experience of working in an agency

What is it like to work here?

What is the COHA?

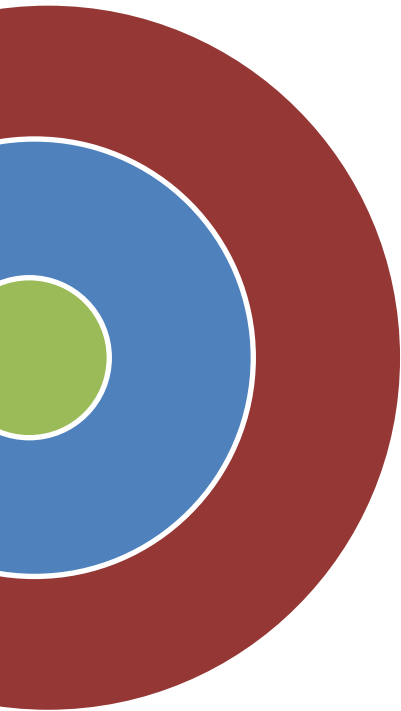


Mixed-Methods design includes:

- 300-item staff survey (online and paper/pencil)
- Individual and group interviews with all levels of agency staff
- Interviews with clients (biological, adoptive, and foster families and transitioning youth)
- Interviews with community partners and providers



COHA Survey Domains



Individual Factors

- Self-efficacy
- Job satisfaction
- Intent to stay
- Trauma
- Coping skills
- Time Pressure

Unit Factors

- Supervision
- Professional sharing & support
- Team cohesion
- Shared vision & professional orientation

Organizational Factors

- Leadership
- Physical environment
- Cultural responsiveness & Inclusivity
- Readiness for change
- Public perception
- Community resources