

NCFAS-G+R

North Carolina Family Assessment Scale
for General Services and Reunification

Sample Scale & Definitions

National Family Preservation Network

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The NCFAS-G+R was developed in cooperation with Raymond S. Kirk, Ph.D.

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A. Environment

<i>Sample Subscales</i> (7 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Housing Stability								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Safety in the Community								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Environmental Risks								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

7. Overall Environment								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

2. Safety in the Community	
Clear Strength	Refers to a safe and secure neighborhood for the children. Parents can allow children to play outside without fear. Neighbors look out for each other (i.e., neighborhood watch).
Baseline/Adequate	Refers to minor disturbances in the neighborhood, but disturbances do not prevent family members and children from spending time outside in the community.
Serious Problem	Refers to many disturbances such as fights and/or outbursts in the neighborhood. The neighborhood is not safe for children to play outdoors or walk to the bus or to school. Evidence of violence, boarded up or barred windows, gun fire, the use of alcohol or drugs, and/or drug trafficking in the neighborhood. Neighbors fearful of getting involved.

B. Parental Capabilities

Note: This section refers to biological parent(s), if present, or current caregiver(s).

<i>Sample Subscales</i> (8 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Supervision of Child(ren)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Disciplinary Practices								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Provision of Developmental/Enrichment Opportunities								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

8. Overall Parental Capabilities								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Supervision of Child(ren)	
Clear Strength	Refers to caregivers' provision of age-appropriate supervision, such as setting limits for activities based on the children's ages. Caregivers are careful and attentive to children's needs in selecting substitute caregivers (babysitter, neighbor). Makes sure children feel comfortable and safe with substitute caregivers. Keeps track of children and knows children's friends.
Baseline/Adequate	Refers to caregivers providing satisfactory supervision of children. Some limits are set on activities based on the children's ages. Some consideration given to selecting substitute caregivers, and some concern with children's comfort with the substitute caregivers. Has a basic knowledge of location of children, and has a basic knowledge of children's friends.
Serious Problem	Refers to caregivers' lack of age-appropriate supervision, or any supervision. Limits on activities of children are not set or set inconsistently. Little or no consideration given to selecting substitute caregivers (strangers, known abusers, persons under the influence of drugs/alcohol). No thought about children's comfort and feeling of security with substitute caregivers. Children's friends are not known, and location of children is not regularly known.

C. Family Interactions

Note: This section refers to family members living in the same or different households.

<i>Sample Subscales</i> (8 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Bonding with Child(ren)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Communication with Child(ren)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Expectations of Child(ren)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

8. Overall Family Interactions								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

4. Mutual Support Within the Family	
Clear Strength	Refers to excellent emotional and/or physical support within the family. Physical support is given when needed, such as providing daycare, transportation, or financial help. Family members appear to help each other willingly and know they can rely on one another in emergencies.
Baseline/Adequate	Refers to good support within the family. Some physical support is provided when requested by a family member. Most requests for help from family members are met by other family members.
Serious Problem	Refers to poor or lack of emotional support or physical support among family members. Family does not provide transportation, day care, or financial assistance when needed. Undermining of each other in the family. Family members do not tolerate success by other family members.

D. Family Safety

Note: This section refers to family members living in the same or different households.

<i>Sample Subscales</i> (8 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Absence/Presence of Domestic Violence Between Parents/Caregivers								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Absence/Presence of Other Family Conflict								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Absence/Presence of Physical Abuse of Child(ren)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

8. Overall Family Safety								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

3. Absence/Presence of Physical Abuse of Child(ren)	
Clear Strength	Refers to families in which incidents or substantiated complaints of physical abuse have never occurred, or have occurred and family has successfully been involved in counseling. Caregivers do not condone violence. Caregivers successfully manage anger and discipline responsibly and without physical punishment. Caregivers actively protect children from physical abuse by people outside the family.
Baseline/Adequate	Refers to families in which physical abuse has not occurred, or in which complaints, incidents, or substantiations of abuse by caregivers have occurred, but satisfactory progress is being made through counseling or the provision of other services. Caregivers successfully manage anger most of the time, and discipline normally is not physical and is never excessive. Caregivers passively protect children from physical abuse by people outside the family.
Serious Problem	Refers to incidents, complaints, or substantiations of physical abuse by caregivers which have not been acknowledged or addressed, or have been resolved unsatisfactorily. Caregivers may be actively denying substantiated abuse and/or neglect, or actively resisting intervention. Caregivers cannot manage anger and react violently or irrationally toward children. Physical punishment is excessive or bizarre and meets definition of abuse. Caregivers flagrantly fail to protect children from abuse by people outside the family.

E. Child Well-Being

Note: This section pertains to all the children in the family. If more than one child, children may have different issues. Rate the family, thus if any child has, for example, a behavioral problem, the family as a whole experiences that problem. In this way, all children in the family may contribute to the ratings on a single form.

<i>Sample Subscales</i> (7 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Child(ren)'s Behavior								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. School Performance								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Child(ren)'s Relationship with Parent(s)/Caregiver(s)								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

7. Overall Child Well-Being								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Child(ren)'s Behavior	
Clear Strength	Refers to children being well-behaved, and there are no discipline problems. Children viewed as cooperative, following rules and doing chores. Children avoid negative peers and avoid confrontation with the law.
Baseline/Adequate	Refers to some problems in managing children's behavior, and some discipline problems. Children are usually cooperative, have some difficulties in following rules or completing chores, but problems do not merit intervention. In the normal course of development, children may be rebellious or challenge family leadership, but issues are resolved and children avoid confrontation with the law.
Serious Problem	Refers to problems managing children's behavior at home and/or in school. Totally uncooperative. Refuse to follow rules, or do chores. Delinquent and/or highly oppositional behaviors. Problems with courts and law enforcement. Exhibit antisocial behavior; may be involved with gangs or fringe cliques.

F. Social/Community Life

<i>Sample Subscales</i> (6 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Social Relationships								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Relationships with Child Care, Schools, and Extracurricular Services								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Connection to Neighborhood, Cultural/Ethnic Community								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

6. Overall Social/Community Life								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

2. Relationships with Child Care, Schools, and Extracurricular Services	
Clear Strength	Caregivers' relationship with schools, child care providers, and other child serving organizations (e.g., sports, youth groups) is open, respectful, frequent, and honest. Caregivers and teacher or service provider communicate clearly and encourage each other's success. Interactions focus on best interest of children, and each advocates for children's best interest.
Baseline/Adequate	Relationship between caregivers and school, child care, or other youth service provider is adequate to insure children's safety and is respectful. Minor difficulties in communications or advocacy may occur but do not significantly impair relationship.
Serious Problem	Relationship between caregivers and schools, child care or youth service providers is un-supportive, critical, disrespectful, hostile, dishonest, or nonexistent. Communication does not focus on best interest of children but may focus on caregivers' convenience or caregivers' interest at expense of children's participation and success.

G. Self-Sufficiency

<i>Sample Subscales</i> (6 total)	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Caregiver Employment								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Family Income								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Financial Management								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

6. Overall Self-Sufficiency								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Caregiver Employment	
Clear Strength	Refers to family having stable, legal employment over the past 12–24 months. Employer provides benefits, such as health insurance, and employer respects caregivers' need to attend to and spend time with family. Caregiver takes advantage of opportunities for training and advancement.
Baseline/Adequate	Refers to family having relatively stable, legal employment in the past 12 months. Employment experience may vary between periods of steady employment, layoffs or compulsory overtime that create occasional disruption to family routines or caregiver's availability to family. Benefits are not available or are available at very high cost.
Serious Problem	Refers to caregiver losing employment for negative reasons (such as being fired, laid off for substance use or poor attendance) two or more times in the past 12 months. Caregivers work only sporadically by choice, placing extreme stress on family finances. Family is without benefits of any kind. Caregivers' employment may be illegal (unreported earnings, drug trade, prostitution). Caregivers not interested or unable (perhaps due to illiteracy) to participate in advancing employment options.

H. Family Health

Sample Subscales

(8 total)

	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Parent(s)/Caregiver(s)'s Physical Health								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Parent(s)/Caregiver(s)'s Disability								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Parent(s)/Caregiver(s)'s Mental Health								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

8. Overall Family Health								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Parent(s)'s/Caregiver(s)'s Physical Health	
Clear Strength	Caregivers enjoy excellent physical health. There are no health problems that interfere with parenting, employment, or participating in everyday life. Caregivers promote good health in family, including keeping watch over diet, exercise, and lifestyle habits of children and other family members.
Baseline/Adequate	Caregivers enjoy good basic health. May have some health issues, such as elevated blood pressure or mild diabetes that are under control through medication and routine health care. Health issues may occasionally inhibit caregivers, but do not pose major obstacles in parenting abilities or significantly hinder the caregivers' ability to parent. Caregivers are knowledgeable about health status and normally makes lifestyle and diet choices accordingly.
Serious Problem	Caregivers suffer from one or more chronic debilitating physical health problems (such as serious obesity, high blood pressure, HIV/AIDS), or progressive diseases (such as cancer, AIDS, etc.) that significantly interfere with daily life. Caregivers do not understand implications of diet, lifestyle, or exercise, or of proper medication regimen, and therefore do not manage the health condition(s) to the extent possible. Caregivers project personal health problems on children or other household members, or requires children to provide physical care.

I. Caregiver/Child Ambivalence

Note: This section is for Reunification cases only..

Sample Subscales (6 total)

	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Parent/Caregiver Ambivalence Toward Child								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Child Ambivalence Towards Parent/Caregiver								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Ambivalence Exhibited By Substitute Care Provider								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

6. Overall Caregiver/Child Ambivalence								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Parent/Caregiver Ambivalence Toward Child	
Clear Strength	Caregiver responds appropriately to child, both verbally and non-verbally. Caregiver receptive and responsive to services designed to support reunification by bringing the caregiver and child closer together; is willing to attend to child's needs before their own. Caregiver acknowledges and accepts responsibility for roll in family difficulties leading to removal.
Baseline/Adequate	Caregiver generally responds appropriately to child, but may harbor some resentment or occasional feeling of intrusion or excessive demands by child. Caregiver accepts some responsibility for family difficulties leading to removal and is making progress in this area. Generally positive feelings towards child, but may need ongoing support or additional services after reunification.
Serious Problem	Caregiver purposefully abused/neglected child in the past; expresses disaffection towards child; associates negative feelings towards child with negative feelings towards child's other caregiver; originally requested removal of child. Caregiver claims not to understand child, fails to respond to child appropriately or responds very inappropriately; expresses disillusionment with child, feels anger or a sense of violence towards child, and/or resents child's interference with caregiver's own life. Caregiver blames child for family difficulties leading up to removal; caregiver has refused to respond to services intended to achieve reunification.

J. Readiness for Reunification

Note: This section is for Reunification cases only..

Sample Subscales (6 total)

	Not Applic.	Clear Strength	Mild Strength	Baseline/ Adequate	Mild Problem	Moderate Problem	Serious Problem	Unknown
1. Resolution of Significant CPS Risk Factors								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
2. Completion of Case Service Plans								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK
3. Resolution of Legal Issues								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Overall Rating

6. Overall Readiness for Reunification								
Intake	N/A	+2	+1	0	-1	-2	-3	UK
Interim	N/A	+2	+1	0	-1	-2	-3	UK
Closure	N/A	+2	+1	0	-1	-2	-3	UK

Sample Definition of Subscale

1. Resolution of Significant CPS Risk Factors	
Clear Strength	Caregiver has addressed pre-potent needs of family (transportation, housing, employment, income, supervision, etc). If appropriate, perpetrator has been removed from family by remaining caregiver. Caregiver has reconstructed living environment to afford protection and care of child.
Baseline/Adequate	Caregiver has made substantial progress towards resolution of risk factors that led to removal. Some issues remain unresolved, but improved, and progress continues to be made. Caregiver acknowledges and accepts responsibility for continued work on those issues.
Serious Problem	Caregiver has maintained destructive, abusive, or inappropriate relationships with other adults (or perpetrator) or has established new such relationship(s) in child absence. Caregiver has failed to address pre-potent needs that place family under extreme stress or threat of legal intervention such as continued use of drugs, alcohol, or engaging in prostitution, or criminal lifestyle, etc).

NCFAS-G+R Training Package Contains:

- NCFAS-G+R Scale and Definitions
- License to Train Workers in the NCFAS-G+R
- NCFAS-G+R Database Software and User Manual
(requires Windows 7/Vista/XP with Service Pack 2 or higher)



- Case Scenario and Sample Ratings
- Forms for Case Planning
- PowerPoint Presentation for Staff Training
- Training Handouts
- Frequently Asked Questions About Using the NCFAS-G+R
- Overview of NCFAS-G+R Webinar (CD-ROM)