



2020: Building a Strong Future Together
State Standards Continuum | Draft 03-05-2018

MISSION & VALUES		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Has a mission and purpose that is consistent with supporting and promoting court-appointed volunteer advocacy so every child who has been abused or neglected in the state has a best interest advocate focused on safety, a permanent home and the opportunity to thrive.		
The state organization has written mission statement.		
<p>Written document required with the following elements:</p> <ul style="list-style-type: none"> • Clear, simple and easily explained • Recognizable as a mission of a state organization • Reflects the values of the organization • Consistent with National CASA mission and values • Formally adopted by organization's governing body 	<p>Has a mission statement consistent with National CASA mission with some expression of organization's reason for existence that reflects its values and purpose; held by some within organization and occasionally referenced.</p>	<p>Clear expression of organization's reason for existence (consistent with National CASA mission) which describes an enduring reality that reflects its values and purpose; universally held within organization and frequently referenced.</p>
Encourages, supports and promotes the work of local CASA/GAL programs to aid in their sustainability and success to grow and advocate for children in their jurisdiction.		
Working in partnership with National CASA and local CASA/GAL programs, fulfills the elements of the Role of the State Organization.		
<p>1) Promote Awareness of the Organization and the Children Who Have Experienced Abuse and Neglect</p> <p>2) Support Local Programs/Offices (where applicable)</p> <p>a) Involves local program network in at least quarterly scheduled meetings (in person or via phone) through presentations or sharing of best practices</p> <p>3) Support the National CASA/GAL Network</p> <p>a) Communication Plan. Has a written communication plan that is inclusive of a plan for communicating with local programs and a plan for communicating with National CASA.</p> <p>b) Informs National CASA about local program situations that could have impact beyond the state (for example: lawsuits, executive or legislative considerations or negative publicity), as well as financial or any grant obligation failure</p> <p>c) If the state organization has a fundraising auxiliary, the state makes that entity aware of National CASA standards, protocols and membership requirements</p>	<p>Works actively to fulfill the role of the state organization in supporting the work of local CASA/GAL programs.</p>	<p>Fulfills the role of the state organization and proactively partners with National CASA in supporting the strategic expansion of local CASA/GAL programs.</p>
Models organizational values of integrity, transparency, inclusion, trust, respect and continuous learning and improvement.		
The state organization has written values.		
<p>Values are defined, reinforced and known by staff and leadership.</p> <p>Mission reflects the values of the organization.</p>	<p>Common set of basic beliefs and values held by many people within organization; helps provide a sense of connection to organization; beliefs and values are aligned with organizational purpose and constituents' norms and are occasionally harnessed to produce impact.</p>	<p>Common set of basic beliefs and values exists and is widely shared within organization; helps provide a sense of connection to organization and a clear direction for behavior; beliefs and values embodied by leader but are also timeless and stable across leadership changes; beliefs and values clearly support organizational purpose, are in line with constituents' norms, and are consistently harnessed to produce impact.</p>

LEADERSHIP		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Leads the organization effectively through a strong partnership with the governing body.		
The state director has regular meetings with and opportunities for input from the governing body with agreed upon deliverables.		
Meetings are conducted in accordance with the state organization's bylaws. Meetings are regularly held with the governing body and minutes reflecting decisions made.	There is a well-defined and consistent partnership between the Executive Director and the governing body. Governing body and Executive Director roles are defined.	There is a strong and effective partnership between the Executive Director and the governing body. Governing body and Executive Director roles are defined and embraced.
Has tasks and goals directly linked to the identified and measurable goals of the organization as evidenced by the job description and at least an annual performance evaluation.		
		State Director's job description aligns with the tasks identified in the Highly Effective State Organization document. There is documentation of annual performance evaluations of the state director.
Demonstrates commitment to and implementation of continuous improvement of the governing body and state director and staff through training and leadership development.		
Implements and tracks progress of a written plan for the continuous improvement of the governing body, state director and staff through training and leadership development.		
Continuous improvement plan provides governing body with comprehensive and proper orientation and training where attendance and content are documented. Plan must have a written Board/Governing Body Development Plan and a written State Leadership Development Plan. The governing body identifies, supports and determines needed state leadership development opportunities.	Implements the plan for continuous improvement of the governing body, executive director and staff through training and leadership development.	Demonstrates continuous improvement of the governing body, executive director and staff through training and leadership development.
Engages and provides services to individuals equitably, regardless of race, color, sex, religion, nationality, marital status, sexual orientation, age, disability or other differences.		
Adopts and implements an ongoing written plan to track, evaluate and guide diversity of its governing body, staff and volunteers as needed to reflect the demographics of the children served as compared to the local community.		
The state organization engages in reciprocal relations with its local CASA/GAL network around issues of diversity and inclusion. Leadership, staff and governing body participate in trainings relating to diversity.	Has implemented the framework for interacting and providing service to individuals equitably regardless of race, ethnicity, culture or other differences.	Demonstrated success in providing services to individuals equally regardless of race, ethnicity, culture or other differences.
Does not discriminate on the basis of race, color, ethnicity, sex (including pregnancy, gender identity, and sexual orientation), religion, national origin, marital status, age (40 or older), disability or genetic information in policies, practices or delivery of services.		
Organization understands and seeks to provide reasonable accommodations and is in compliance with Americans with Disabilities Act (ADA) as required. The organization has an anti-discrimination policy and has no known discrimination violations.	The organization engages individuals who can help the organization identify and understand the needs of the children served and the actions the organization can take to address these needs in governance, recruitment, cultural competency education and training, supervision, retention, evaluation and advocacy from a diversity perspective. The organization may partner with a local organization to provide diversity and inclusiveness training and support.	Conducts policy review to identify inherent biases.
Partners with National CASA in collaboration with local CASA/GAL programs to foster network-wide unity and excellence.		
Participates in National CASA and local CASA/GAL initiatives.		
State organization staff members participate in the activities of National CASA and communicate regularly with National CASA staff regarding the needs and activities of the programs in their state. State organization provides timely information and documentation about the state organization's operations, as required by National CASA. State organization informs developing and existing programs in its state about National CASA activities, services, membership requirements and benefits	In addition to established practices, the state organization maintains a clearly defined, constructive, and mutually beneficial relationship with National CASA in collaboration with local CASA/GAL programs to foster network-wide unity and excellence.	Consistently and proactively works with National CASA in collaboration with local CASA/GAL programs to foster network-wide unity and excellence.

FUNDING, LEGISLATION, AND PRESENCE		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Partners with National CASA to impact federal legislation and appropriations.		
Responsive to National CASA regarding federal legislation and/or appropriations.		
The state organization acknowledges and replies to requests from National CASA indicating the position or action the state organization will take considering its type of entity, governing laws, policies and rules. The state organization informs and coordinates with National CASA prior to meeting with members of Congress or federal agency officials regarding national legislative or funding issues. The state organization works in partnership with National CASA before taking a position on national legislative issues.	Actively participates with National CASA regarding federal legislation and/or appropriations.	The state organization has a clear federal legislation and appropriations strategy that works in tandem with National CASA's strategies. The state organization is in regular contact with National CASA regarding legislation and appropriations.
Partners with National CASA on national funding opportunities that benefit the CASA network.		
Responsive to National CASA regarding national private and public funding opportunities.		
		The state organization acknowledges and replies to requests from National CASA regarding prospective relationships and funding opportunities to indicate the state organization's intention considering its type of entity, governing laws, policies and rules. The state organization informs and coordinates with National CASA prior to pursuing national funding opportunities.
Operates on a statewide basis and is a recognized partner in state-level decision making and is a leader in child welfare legislation.		
Seeks to participate in state-level decision-making.		
The state is aware of the needs of and represents the voice of all the local CASA/GAL programs in their state. The state organization makes known its role, functions and capacities to other agencies, community organizations, governmental bodies and corporations, as appropriate to its services and as a basis for interagency cooperation and coordination of services resulting in representatives from the legal and social service community seeking the input of the state organization. The state organization works closely with representatives from the legal and social services communities, other child advocacy programs, community service and civic groups, as well as with businesses, to accomplish its purposes. Non-profit organizations have a public policy plan.	The state is responsive to the needs of and represents the voice of all the local CASA/GAL programs in their state. The state organization actively participates with agencies, community organizations, governmental bodies and corporations, as appropriate to its services, with documented impact. The state organization actively participates with representatives from the legal and social services communities, other child advocacy programs, community service and civic groups, as well as with businesses, to accomplish its purposes.	The state meets the needs of and represents the voice of all the local CASA/GAL programs in their state. Actively leads with agencies, community organizations, governmental bodies and corporations, as appropriate to its services, with documented impact. The state organization is a leader among representatives from the legal and social services communities, other child advocacy programs, community service and civic groups, as well as with businesses, to accomplish its purposes.
Maximizes and leverages state funding support.		
Receives support from the state for funding opportunities.		
Actively pursues and maintains positive relationships with staff in relevant state offices. Participates in regular opportunities to educate and increase awareness to targeted groups and to the public of the benefits of CASA/GAL services.	Continues positive relationships with multiple staff in relevant state offices.	Continues positive relationships with multiple staff in relevant state offices and is treated as a full peer. State office employees may serve on state committees or commissions.
Seeks opportunities for state funding.		
Resource development planning includes strategies to obtain, increase and/or leverage state funding.	Actively seeks or receives limited state funding whether as a line item in the state or court budget, or pass through of state or federal funding.	Actively seeks or receives an amount of state funding, whether as a line item of the state or court budget or other state dollars, that strongly supports a reasonable percentage of the state organization budget.
Secures sustainable, adequate, diverse financial resources.		
Has adequate resources to meet current state organization operations and a financial sustainability plan.		
Budget is reviewed annually to ensure adequate funding is available and to align budget with organizational needs and priorities. A financial sustainability plan is written, approved by the governing body and reviewed and tracked annually.	Has adequate and increasing financial resources, including multiple sources which have been sustained over multiple years.	Has increasing financial resources from multiple sources that have been sustained over multiple years and well fund the state organization's needs.

Color Coding Key: **Highly Effective Statement**, **Standard**, **Continuum**

Supported by statutory authority for CASA/GAL programs and volunteer role.		
Has or is working to achieve CASA/GAL-enabling legislation and/or contractual authority, including the volunteer role.		
The state organization has a written plan for how the state proposes to achieve enabling legislation and/or contractual authority.	Has limited, permissive statutory authority for the CASA program and/or volunteer role.	Has comprehensive, permissive statutory authority for the CASA program and volunteer role.
Maintains sound financial and operational systems assuring stewardship, accountability and risk management.		
Has written financial internal controls and systems that are consistent with generally accepted accounting principles and generally accepted management principles.		
Has limited financial and operational systems undergirding and protecting the organization.	Has sound financial and operational systems, including internal controls, undergirding and protecting the organization.	Has strong financial and operational systems, including internal controls, undergirding and protecting the organization and consistently seeks to strengthen systems.
Promotes and maintains National CASA/GAL brand consistency at the local and state level.		
Complies with terms of the National CASA membership agreement.		
The state organization uses the name CASA or identifies itself as a member of National CASA on all promotional materials. When using the National CASA trademark (including word marks, slogans and logos), the state organization adheres to the graphic standards and requirements of National CASA. If the state organization has a fundraising auxiliary or affiliate, the state makes that entity aware of National CASA standards and protocols and auxiliary standards.	Has a significant awareness and utilization of consistent brand standards; has identified areas of need for consistently with branding and is developing a process for full alignment; has developing expertise in communications, marketing or public relations.	Ensures CASA/GAL brand consistency throughout state and local programs by utilizing National brand standards and incorporating them all internal and external communication; has expertise on staff with communications, marketing and public relations.

GOVERNANCE		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Operates in compliance with regulations, laws and governing documents.		
Is in compliance with regulations, laws and governing documents.		
Bylaws, articles of incorporation and governing body structure, including format and number of meetings, are clearly defined and regularly reviewed. The governing body of the state organization maintains a written record of every meeting. The governing body of the state organization adopts and adheres to a whistleblower policy that provides members of the governing body, staff and volunteers a procedure for reporting unethical, inappropriate or illegal activities by members of the governing body, staff or volunteers. The policy affords the reporter protection in making a good-faith report about such activities. Conflict of interest policy is adhered to by governing and leadership and reviewed by Board and leadership yearly. There is a well-developed understanding of what a conflict of interest is and how to apply the policy. Prohibits employees, paid consultants, governing body and committee members of a nonprofit or public state organization from having direct or indirect financial interest in the assets, leases, business transactions. If the state organization has a fundraising auxiliary or affiliate, the state makes that entity aware of National CASA standards and protocols. Tax exempt status (where applicable).		
Is familiar with and has access to resources that enable compliance.		
		Governing body works to research, identify and make available resources related to effective management and legal compliance of the organization.
Fulfills responsibilities for oversight, leadership, resource development and support.		
Establishes and evaluates the organization's goals annually.		
The organization has a strategic plan and a resource development plan, to include a logic model and a growth plan.	Regularly reviews and updates plans and logic model.	Plans are fully integrated into the work of the organization.
Secures adequate resources and manages them prudently to support the state organization's provision of services.		
<p>The state organization seeks to conserve its financial resources by:</p> <ul style="list-style-type: none"> Maintaining sound policies regarding purchasing and inventory control Using competitive bidding, where applicable, in accordance with governing body policy and laws or regulations Setting realistic financial and fundraising goals regarding foundation funding and donor development Calendaring donor development activities <p>Non-Profit Organizations: Governing body sets policies and exercises control over fundraising activities carried out by its employees and volunteers. Conducts solicitations of individuals, groups, corporations and other potential funders in an ethical manner. Provides potential funders with an accurate description of the program, its purpose and services, as well as the financial need for which the solicitation is being made. Spends funds in accordance with the purposes for which they were solicited, except for reasonable costs for administration of the fundraising activities. Establishes controls on processing and acknowledging contributions in accordance with applicable laws.</p>	Members accept that the board has some fundraising responsibilities, but some concerns exist regarding ability of board to be successful in this area; board fundraising activities are limited; some members make a personally significant annual financial contribution to organization based on their individual means.	All members embrace fundraising as one of the board's core roles and responsibilities; realistic and appropriate board fundraising goals and plans are in place; board actively fundraises and has achieved measurable progress towards goals; all members make a personally significant annual financial contribution to organization based on their individual means, and some contribute more frequently.
Reviews and adopts needed changes for all policies annually.		
		Develop and implement a plan to review and update required policies annually.

WHEN A BOARD OF DIRECTORS/ADVISORY BOARD EXISTS		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Members are effective, engaged and understand their role.		
Has and complies with written roles and responsibilities.		
Documentation of roles and expectations: 1) Includes legal and ethical responsibilities 2) Includes descriptions of programs and activities of the organization 3) Board regularly participates in fundraising 4) Evaluates the state director's performance 5) Responsible for replacing state director when necessary 6) The governing body establishes an effective, systematic process for education of and communication with members to ensure they are aware of their legal and ethical responsibilities, are knowledgeable about the programs and activities of the organization and can carry out their oversight functions effectively. Formal Board orientation is provided and is attended by all members.	Provide direction, support, and accountability to leadership; fully informed about all material matters; input and responses actively sought and valued; full participant in major decisions.	Provide strong direction, support, and accountability to leadership and engaged as a strategic resource; communication between board and leadership reflects mutual respect, appreciation for roles and responsibilities, shared commitment, and valuing of collective wisdom.
Board is comprised of individuals who are committed to advancing the organization's mission through their personal and professional connections with influential leaders.		
Board is comprised of members representing various constituencies and affiliations.		
Board members come from a variety of backgrounds such as legal, financial, child welfare and business. Requirements of governing body member: 1) Skills and experience to serve at a policy-making level; 2) Ability to advocate for sufficient financial resources for the organization to carry out its work; 3) Knowledge of the court system and the communities served; 4) Ability to reflect the interests of community, local programs and children served and to advocate for culturally responsive delivery of service; 6) Other specialized skills needed to carry out the objectives of the program; 7) Has a mechanism to ensure local program feedback for the board.	Diversity in fields of practice and expertise; membership represents most constituencies relevant to the organization; solid evidence of commitment to organization's success, vision, and mission; regular, purposeful meetings are well-planned, and attendance is consistently good; regular subcommittee meetings.	Membership with broad variety in fields of practice and expertise, and drawn from the full spectrum of constituencies relevant to the organization; includes functional and issue area expertise; proven track record of learning about the organization and addressing its issues; consistently demonstrated commitment to the organization's success, mission, and vision; regular, purposeful meetings are well-planned, and attendance is consistently strong; regular meetings of focused subcommittees.
Board members are screened through required background checks		
		The state organization secures a thorough criminal background check on each governing body member at least every 4 years (see technical guidance for required elements of background check).
Board membership reflects the goals in the diversity and inclusion plan.		
Has a diversity and inclusion plan for governing body, staff and volunteers		
The state organization develops and adopts a diversity and inclusion plan for governing body members, staff and volunteers. The governing body aims to reflect the diversity of the children served and has members who bring a range of skills, backgrounds and knowledge that support the state organization in fulfilling its mission.	Reviews board composition on an annual basis and actively strives to implement a diversity and inclusion plan.	Reviews board composition on an annual basis and has a board composition that reflects the goals outlined in the diversity and inclusion plan.
Evaluates progress towards the goals in diversity and inclusion plan annually.		
Plan for inclusion and diversity is reviewed annually and is tracked for progress and updated as necessary.	Plan for inclusion and diversity is reviewed annually, and is tracked for progress. Met goals are updated and unmet goals identified with plan updates to achieve goals as needed.	Meets the goals of diversity plan.

STAFF		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Applies personal, professional and organizational skills, expertise, relationships and resources to achieve the mission (OVERARCHING STATEMENT)		
Highly qualified, skilled and experienced staff who provide effective leadership.		
Staff has relevant education and/or experience by job descriptions.		
Staff have education, experience and/or training in a field related to non-profits, human service or child welfare. Administrative and/or supervisory responsibility is assigned to employees qualified by experience and training. The state organization employs and retains only persons who are qualified according to the job description for the position they occupy. Employees meet all applicable state registration, licensing or certification requirements for their assignment and/or use of profession. The state organization, in its ongoing planning process, details the type and number of personnel required to accomplish the organization's goals and objectives. There are written job descriptions for each position or group of similar positions which clearly specify qualifications and responsibilities. The state organization manages its clerical and administrative systems, including accounting, bookkeeping, personnel records and statistical reporting, and assigns appropriately skilled personnel to carry out those tasks.	Includes individuals from many backgrounds and experiences who bring broad range of skills; staff are often tied to one specific goal; staff are committed to mission, strategy, and continuous learning; frequent source of ideas and momentum for improvement and innovation.	Includes individuals from many backgrounds and experiences who bring broad range of skills; most are highly capable in multiple roles and committed to both mission, strategy, and continuous learning; eager and able to take on special projects and collaborate across divisional lines; frequent source of ideas and momentum for improvement and innovation.
Staff are screened through required background checks.		
		The state organization secures a thorough criminal background check on each staff member at least every 4 years (see technical guidance for required elements of background check).
Operates with trust, accountability and commitment.		
Has written human resources policies and procedures which direct the work and activities of all staff in the organization.		
Personnel policies are: 1) Written document(s) adopted by the governing body 2) Clear, consistent and equitable 3) Comply with applicable laws and regulations governing fair employment practices 4) Include Employee Handbook 5) Include written notification of any changes to personnel policies 6) Administered without discrimination based upon race, color, sex, religion, nationality, marital status, sexual orientation, age or disability.	Dependence on CEO/ED: organization would continue in similar way without his/her presence but areas such as fundraising or operations would likely suffer during transition period; no current member of management team could potentially take on CEO/ED role.	Reliance but not dependence on CEO/ED: smooth transition to new leader could be expected; fundraising and operations likely to continue without major interruption; senior management team can fill in during transition time; several members of management team could potentially take on CEO/ED role.
Is experienced and effective in building relationships.		
Has developed/maintained positive relationships with multiple stakeholders.		
		The state organization cultivates and maintains relationships with appropriate agencies and private organizations to advance CASA's mission. The state organization represents CASA on appropriate statewide committees and coalitions dealing with issues that impact child welfare.

SERVICE		
ESTABLISHED	ADVANCING	HIGHLY EFFECTIVE
Has the capacity to effectively and efficiently meet local network needs.		
Is organized to serve the entire state.		
Organized to serve the entire state and in development of state-level partnerships.	Operates statewide through service to/involvement in all jurisdictions and is recognized by some state-level stakeholders as a valuable partner in state level decision-making.	Operates statewide through service to/involvement in all jurisdictions and is a recognized and trusted partner on state-level child welfare, court and stakeholder initiatives and respected and relied on for valuable input in state-level decision-making.
Assesses local network needs annually.		
Conducts surveys and regular communication with local programs regarding their needs. This could be calls, surveys, focus groups or any other format that ensures every local program has an opportunity to express their needs on a regular, consistent basis.	Solid, well-designed set of processes in place in core areas to ensure smooth, effective functioning of organization; processes known and accepted by many and often used and contribute to increased impact; occasional monitoring and assessment of processes, with some improvements made accordingly.	Robust, lean, and well-designed set of processes in place in all areas to ensure effective and efficient functioning of organization; processes are widely known, used, and accepted, and are key to ensuring full impact of organization; continual monitoring and assessment of processes, with systematic improvements made accordingly.
Assesses state organization's capacity to address needs annually.		
Conducts a self-assessment of capacity and resources available as compared to the needs observed for and expressed by the local programs.	Full capacity to meet local program's needs. Regular evaluation of program needs tracked in multiple ways on a regular basis; effective internal and external evaluation occurs but may be confined to select local programs; evaluation by the state organization of their service and delivery; some evaluations regarding service to local programs.	Demonstrated success in the organization's capacity to meet the needs of local programs. Robust and on-going evaluation of program needs. State organization has the capacity to evaluate program needs; tracked in multiple ways on a regular basis; consistent evaluation by the state organization of their service and delivery to local programs; long-term evaluation of service to local programs.
Develops and implements a plan to meet needs.		
		State organization creates and provides resources based on local program feedback.
Evaluates service delivery to the network annually.		
The state organization tracks progress of plan, to include gauging satisfaction of local programs of state-provided services.	The state organization clearly identifies network needs but struggles to address needed changes.	Implements any needed changes based on results of satisfaction and other aspects of plan.
Engages in short- and long-term planning to advance the mission of the organization.		
Develops a written strategic plan every 1-3 years that incorporates long- and short-term goals necessary for fulfilling the organization's mission.		
The strategic plan is completed every 1-3 years with input from the Board, local programs, or other. Plan includes: <ul style="list-style-type: none"> Assessment, required elements, and evaluation. Some understanding of long-term goals and tactics to reach those goals in furtherance of the organizations mission Advocacy work that generally promotes short-term gains rather than long-term capacity building Strategy without a detailed plan of how it will lead to long-term change. 	Broad understanding of long-term goals and tactics to reach those goals in furtherance of the organization's mission; advocacy work that is directed toward long-term planning to meet the organization's mission, but could be better aligned; a strategy for long-term planning, with appropriate campaign targets and organizing tactics.	There is a balanced focus on short- and long-term planning to meet the mission of the organization; advocacy work is aligned with that focus; a carefully developed strategy exists, with appropriate campaign targets and organizing tactics.
Continuously improves the quality of services and leadership it provides.		
Participates in an annual review conducted by National CASA.		
		Participates in an annual review conducted by National CASA.
Ensures that an annual review, which includes financial, statistical and programmatic information is completed.		
		The state organization completes and submits the National CASA Association Annual State Organization Survey.
Educates the public regarding the mission of the organization, the work of local CASA/GAL programs and the needs of the children served.		
Has and executes a public education and community awareness plan.		
Public Education and Community Awareness Plan: <ol style="list-style-type: none"> Reaches out to effect change for children on a state level; Partners with community organizations in regular training and mutually beneficial and supportive functions (legal and social services communities, other child advocacy 	Known within the community beyond just constituents/members; perceived as open and responsive to community needs; members of larger community (including some highly respected members) actively engage with organization; community leaders often call on the organization for its input on issues important to organization.	Widely known within the community, and perceived as actively engaged with and extremely responsive to it; many members of the larger community (including many highly respected members) actively engage with organization; community leaders always call on organization for its input on issues important to organization.

Color Coding Key: **Highly Effective Statement, Standard, Continuum**

<p>programs, community service and civic groups, and businesses)</p> <p>3) Child welfare stakeholders often look to the state organization for their expertise in child welfare, volunteering, volunteer retention and fundraising</p> <p>4) The state organization makes known its role, functions and capacities to other agencies, community organizations and government bodies as appropriate to its services and as a basis for interagency cooperation and coordination of services</p> <p>5) The state organization works closely with representatives from legal and social services communities, other child advocacy programs, community service organizations and civic groups to address the need for systemic changes that address issues of diversity, inclusion, disproportionality and disparate outcomes</p> <p>6) Has a system in place for referring volunteer inquiries to the appropriate local CASA/GAL program</p> <p>7) The state organization has a process for seeking the input of local CASA/GAL programs to coordinate public education</p> <p>8) The state organization collaborates with local programs and National CASA to ensure that public education efforts meet the needs of local programs and avoid overlap and duplication</p> <p>9) When the state organization plans statewide publicity, local programs are given sufficient notice to prepare for the possibility of increased inquiries</p> <p>10) The state organization conducts an ongoing program of public information and education to provide an understanding of the organization's purpose, function and place in judicial proceedings and the community social service system.</p>		
Collects, reviews and reports data from the local program network in non-aggregate form to National CASA.		
Has a process to ensure the timely submission of accurate data from the local program network to National CASA.		
		<p>The state organization receives from each local program a copy of its National CASA Annual Local Program Survey and/or other annual statistical reports. The state organization supports National CASA's efforts to collect data and assists in securing it from local programs as needed. The state organization follows the National CASA Association and State CASA/GAL Organization Data Collection Protocol. The state organization maintains written policies and procedures regarding what uses will be made of the collected data, for the purpose of building transparency and public trust.</p>
Reviews data from local programs for accuracy.		
		<p>The state organization reviews and confirms with National CASA data received from each local program via a copy of its National CASA Annual Local Program Survey and/or other annual statistical reports.</p>
Ensures high-quality facilitation and delivery of research-informed or evidence-based National CASA/GAL training through evaluation and assessment.		
Has a process, or works with National CASA, to ensure high-quality delivery of National CASA/GAL training.		
<p>The state organization has at least one master facilitator trained in the state according to National CASA/GAL standards.</p>	<p>The state organization provides customization materials for local programs</p>	<p>All local programs provided training using the National CASA/GAL Association Pre-Service Training.</p>