

**NCLR Core Qualities
for Successful
Two-Generation
Programs Serving
Latino Families**

Self-Assessment





The National Council of La Raza (NCLR)—the largest national Hispanic civil rights and advocacy organization in the United States—works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community-based organizations, NCLR reaches millions of Hispanics each year in 41 states, Puerto Rico, and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis, and advocacy, providing a Latino perspective in five key areas—assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity-building assistance to its Affiliates who work at the state and local level to advance opportunities for individuals and families.

Founded in 1968, NCLR is a private, nonprofit, nonpartisan, tax-exempt organization headquartered in Washington, DC. NCLR serves all Hispanic subgroups in all regions of the country and has regional offices in Chicago, Los Angeles, New York, Phoenix, and San Antonio.

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INTRODUCTION

The National Council of La Raza's (NCLR) has developed three Core Qualities that define a successful Two-Generation program serving Latino families. These Core Qualities were developed based on research and in partnership with NCLR Affiliates that are already implementing this work. The self-assessment toolkit is developed to help organizations identify areas in which they excel and areas that require additional work.

HOW TO COMPLETE THIS SELF-ASSESSMENT

NCLR suggests that the organization leaders set aside time to complete this self-assessment with all stakeholders including staff, community members, and partner organizations. For programs or organizations with multiple sites, it is recommended that core qualities be completed for each site.

RATING SCALE

1 = Needs Significant Support

2 = Needs Support

3 = Established

4 = Well Established

5 = Exemplary

ORGANIZATIONAL CAPACITY

The organization has the knowledge, capacity, and resources to effectively integrate program services that facilitate the well-being of Latino families¹ as they build upon their education, economic supports, and social capital.

INDICATOR	1	2	3	4	5	NEXT STEPS
The leadership of the organization provides comprehensive and intentional support to two-generation programs and establishes goals, policies, and procedures that create an organization that is responsive to Latino families.						
The organization expands access to comprehensive two-generation services by establishing partnerships with other agencies that will advance opportunities available to Latino families.						
The organization uses data to develop, evaluate, and integrate two-generation programs.						
The organization focuses on program integration and financial sustainability						

¹ Definition of family includes traditional and nontraditional families, such as nuclear family, single-parent families, foster parents, same-sex parents, blended households, and grandparents raising grandchildren. For the purpose of this document, family refers to all individuals living in the same household and need services to advance the economic security of the “family.” This includes mixed families, regardless of immigration status.

EFFECTIVE PROGRAM DESIGN

The organization has a two-generation program designed to advance the capacity of Latino families to be healthy, prosperous, and engaged in their community.

INDICATOR	1	2	3	4	5	NEXT STEPS
Program design integrates all components of a two generation programs: Education including early education, workforce development and postsecondary education; economic supports; social capital; and physical, emotional and behavioral health.						
The organization provides children with access to high-quality, culturally appropriate early education services and prepares parents to support their child at home and advocate for them at school.						
Programs provide adults with a pathway to education and training that leads families to self-sufficiency and asset-building.						
The organizations understand the continuum of education as it relates to employment opportunities (including self-employment) that advance individuals from low-wage jobs to family self-sufficiency to asset-building.						
The organization understands the critical impact of well-being on families' ability to achieve success.						

SOCIAL CAPITAL DEVELOPMENT

The organization provides opportunities and resources for Latino families to integrate into their local community to fully participate and contribute to the larger society.

INDICATOR	1	2	3	4	5	NEXT STEPS
The program provides opportunities for Latino families to contribute and engage in U.S. society.						
The organization facilitates leadership development among families.						

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