

# FROM CRISIS TO THRIVING

## A Comprehensive Framework For Assessing Personal and Family Development Adapted for Immigrants and Refugees

The framework identifies key categories related to immigrant personal and family well-being and describes a continuum of indicators from “in-crisis” to “thriving”. The assessment can serve as a guide to identifying the categories of services that are needed to effect stability and remove barriers to immigrant integration and family well being. The current framework is adapted from the original California. A key difference from the California matrix is the addition of a category for Immigration and Resettlement and Language and Literacy with a focus on Biliteracy.

Personal and Family Development Factors	Risk Level		Growth Level		
	In-Crisis	Vulnerable	Stable	Safe	Thriving
Shelter					
Food and Nutrition					
Transportation and Mobility					
Health and Safety					
Social/Emotional Health and Competence					
Finances					
Family Relations					
Children’s Education and Development					
Community Involvement					
Adult Education and Training					
Language and Literacy					
Employment					
Immigration and Resettlement					

# SHELTER

## General Indicators:

- Security of housing over time
- Safety of housing
- Stability of housing over time
- Condition of housing
- Income and resources for housing

<b>THRIVING</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Owns home or has long term tenancy</li><li><input type="checkbox"/> Able to comfortably afford housing costs</li><li><input type="checkbox"/> Family feels housing is safe and appropriate for their needs</li><li><input type="checkbox"/> Savings are sufficient to cover two months housing costs</li></ul>
<b>SAFE/SELF-SUFFICIENT</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Owns home or tenancy is secure for at least a year</li><li><input type="checkbox"/> Able to pay rent or mortgage each month and have enough income for other expenses</li><li><input type="checkbox"/> Housing is safe and not over-crowded</li><li><input type="checkbox"/> Savings for occasional unexpected expenses</li></ul>
<b>STABLE</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Living in permanent housing, or temporary situation that will last at least six months</li><li><input type="checkbox"/> Able to pay rent each month</li><li><input type="checkbox"/> Housing is not hazardous, unhealthy, overcrowded</li><li><input type="checkbox"/> Some savings or resources to draw on in an emergency</li></ul>
<b>VULNERABLE</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Lives in temporary or transitional housing and is not certain where next shelter is to be found</li><li><input type="checkbox"/> Unable to pay rent on time every month</li><li><input type="checkbox"/> Housing is unsafe or seriously over-crowded</li></ul>
<b>IN-CRISIS</b> <ul style="list-style-type: none"><li><input type="checkbox"/> Homeless or on the verge of homelessness</li><li><input type="checkbox"/> Primary source of income has ceased, no resources to cover housing</li><li><input type="checkbox"/> Living in dangerous conditions</li></ul>

# FOOD AND CLOTHING

**General Indicators:**

- Ability to afford adequate food and clothing
- Quality of diet; adequacy of clothing
- Nutritional value of meals
- Conditions of food preparation resources (utensils, space, appliances, sanitation)

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has sufficient healthy food of choice</li> <li><input type="checkbox"/> Everyone in the family eats a nutritious diet</li> <li><input type="checkbox"/> Has clean, durable clothing appropriate to full range of individual and family activities</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Always has resources to provide sufficient and nutritious food for all family members</li> <li><input type="checkbox"/> Has clean, appropriate clothing for all critical activities such as school or work</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has sufficient personal or community resources to obtain and prepare food</li> <li><input type="checkbox"/> Meals have some nutritional balance</li> <li><input type="checkbox"/> Clothing is clean and appropriate most of the time</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Limited resources to obtain food for family</li> <li><input type="checkbox"/> Meals lack quality, important nutrients</li> <li><input type="checkbox"/> Insufficient utensils, appliances, for meal preparation</li> <li><input type="checkbox"/> Clothing is ill-fitting, inadequate, or inappropriate for school or work</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Serious lack of resources to obtain food</li> <li><input type="checkbox"/> No one is preparing meals</li> <li><input type="checkbox"/> Health problems due to poor nutrition</li> <li><input type="checkbox"/> Unsanitary conditions for cooking, preparing meals</li> <li><input type="checkbox"/> Lack of adequate clothing for warmth, comfort, may seriously impede necessary activity</li> </ul>

# TRANSPORTATION AND MOBILITY

General Indicators:

- Access to or availability of transportation
- Safety, condition of transportation
- Affordability of transportation
- Legal status of driver, vehicle (license, insurance, etc.)

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has choice of transportation</li> <li><input type="checkbox"/> Has current driver license with good driving record</li> <li><input type="checkbox"/> Car insurance with comprehensive coverage</li> <li><input type="checkbox"/> Able to repair vehicle when needed; vehicle is safe</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has and maintains own vehicle</li> <li><input type="checkbox"/> Car in good condition</li> <li><input type="checkbox"/> Has fair driving and accident record</li> <li><input type="checkbox"/> Basic car insurance and license</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has access to some form of transportation when needed</li> <li><input type="checkbox"/> Has valid license and insurance</li> <li><input type="checkbox"/> Car needs some repair but runs well</li> <li><input type="checkbox"/> Able to afford gas when needed</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Limited access to transportation</li> <li><input type="checkbox"/> Driving with restricted license, no insurance, poor driving record</li> <li><input type="checkbox"/> Driving unsafe, unreliable or illegal car</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No car or access to public transportation</li> <li><input type="checkbox"/> Driving without a license, registration or insurance</li> <li><input type="checkbox"/> Has outstanding or excessive tickets</li> </ul>

# HEALTH AND SAFETY

## General Indicators:

- Environmental conditions
- Health habits
- Access to health resources
- Status of physical health
- Ability to afford health care

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has a variety of health care choices</li> <li><input type="checkbox"/> Has comprehensive health insurance and adequate financial resources to pay for it</li> <li><input type="checkbox"/> Practices optimal health behaviors</li> <li><input type="checkbox"/> Lives and works in safe and healthy environment</li> <li><input type="checkbox"/> Identifies own health needs and consistently seeks treatment when needed</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Can get medical care when needed</li> <li><input type="checkbox"/> Has some alternatives regarding form of treatment</li> <li><input type="checkbox"/> Insurance covers most of the cost of care and family can make arrangements to cover remaining cost</li> <li><input type="checkbox"/> Practices preventive health behaviors, accessing community health services</li> <li><input type="checkbox"/> Free of chronic disease</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Able to access health care, but with difficulty (some gaps in care)</li> <li><input type="checkbox"/> Major medical insurance coverage and/or adequate income to pay balance over time</li> <li><input type="checkbox"/> Practices safe behaviors in most environments</li> <li><input type="checkbox"/> Receiving treatment for on-going conditions</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Very limited access to high quality health care</li> <li><input type="checkbox"/> No health insurance, not financially equipped to handle medical emergency</li> <li><input type="checkbox"/> Engages in poor self care and/or unsafe behaviors</li> <li><input type="checkbox"/> Current untreated or poorly treated health problem(s)</li> <li><input type="checkbox"/> Health status effects other areas of life (job, education)</li> <li><input type="checkbox"/> Exposed to environmental hazards</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has no access to medical care</li> <li><input type="checkbox"/> Needs immediate medical care</li> <li><input type="checkbox"/> Has dangerous and/or self-destructive behaviors</li> <li><input type="checkbox"/> Lives or works in environment that poses immediate threat to health and safety</li> </ul>

# SOCIAL & EMOTIONAL WELL BEING

General Indicators:

- Quality of social support system
- Presence, degree of substance abuse
- Sense of personal responsibility
- Quality of mental health
- Ability and willingness to identify needs and access resources

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Family members have good problem solving skills and strong and healthy relationships</li> <li><input type="checkbox"/> No history of substance abuse or long-term recovery</li> <li><input type="checkbox"/> Strong support system</li> <li><input type="checkbox"/> Uses resources to enhance personal and community relations</li> <li><input type="checkbox"/> Have access to social and mental health counseling if needed</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Family members have healthy relationships</li> <li><input type="checkbox"/> Good support system</li> <li><input type="checkbox"/> Not using substances as a coping mechanism or successfully recovering</li> <li><input type="checkbox"/> Use resources to prevent or overcome known challenges</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Have some personal and family support system or create it through community resources and some community involvement</li> <li><input type="checkbox"/> Have Medi-cal or use community resources to access mental health care</li> <li><input type="checkbox"/> Acknowledge substance abuse and/or behavior problems and is receiving help</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Limited communication, poor relations within family unit</li> <li><input type="checkbox"/> Family members are overwhelmed by activities of daily life</li> <li><input type="checkbox"/> Unable to access mental health care</li> <li><input type="checkbox"/> Limited knowledge of resources or lacking use of them</li> <li><input type="checkbox"/> Apathy or denial causing distorted sense of reality</li> <li><input type="checkbox"/> Abuse of illegal or prescription drugs and/or alcohol, may be seeking help</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Lack of support system</li> <li><input type="checkbox"/> Total denial of present condition</li> <li><input type="checkbox"/> Unclear thought process and history of mental disturbance</li> <li><input type="checkbox"/> Abusing drugs or alcohol and/or involved in negative relationships</li> <li><input type="checkbox"/> Frequent need for emergency assistance</li> </ul>

# FINANCES

## General Indicators:

- Income level in context of local cost of living
- Long and short-term financial goals
- Budgeting skills and financial discipline
- Knowledge and understanding of financial institutions and resources

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Sufficient income to allow family choices for non-essential purchases</li> <li><input type="checkbox"/> Able to save desired funds</li> <li><input type="checkbox"/> Established relationship with financial institution</li> <li><input type="checkbox"/> Expect continued income at current level or better for at least next year</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Sufficient earned income to meet basic family needs, outings, emergencies</li> <li><input type="checkbox"/> Plan and stick to monthly budget, save when possible</li> <li><input type="checkbox"/> Pay bills on time, delay purchases to handle debt load</li> <li><input type="checkbox"/> Anticipate continuation of income level for next six months</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Minimally adequate income to meet basic needs</li> <li><input type="checkbox"/> Plan monthly budget, not able to save money</li> <li><input type="checkbox"/> Generally pay bills on time</li> <li><input type="checkbox"/> Aware of and use appropriate resources for help</li> <li><input type="checkbox"/> No foreseen major decrease in family income</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Occasionally unable to meet basic needs</li> <li><input type="checkbox"/> Spontaneous, inappropriate spending, no savings</li> <li><input type="checkbox"/> Unable to obtain credit or bank account</li> <li><input type="checkbox"/> Limited knowledge of and access to resources for help</li> <li><input type="checkbox"/> Unpaid bills</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No money; cannot meet basic needs</li> <li><input type="checkbox"/> Overwhelming debt load</li> <li><input type="checkbox"/> No knowledge of available resources for help</li> </ul>

# FAMILY RELATIONS

General Indicators:

- Family health
- Ability to resolve conflict
- Intra family communication skills
- Parenting skills
- Extended family relationships

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Strong supportive family with positive family identity</li> <li><input type="checkbox"/> Mutually agreed upon rules and expectations; conflicts easily negotiated due to good communication within family</li> <li><input type="checkbox"/> Nurturing; consistently care for family members</li> <li><input type="checkbox"/> Children socially well-adjusted</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Supportive family relations</li> <li><input type="checkbox"/> Realistic rules; manageable conflict</li> <li><input type="checkbox"/> Usually sound nurturing care for family members</li> <li><input type="checkbox"/> Children and parents able to relate and communicate</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Learning positive family dynamics</li> <li><input type="checkbox"/> Care of family members adequate</li> <li><input type="checkbox"/> Children and parents are usually able to relate</li> <li><input type="checkbox"/> Parents generally set realistic boundaries</li> <li><input type="checkbox"/> Family able to resolve conflicts with or without assistance</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Outside placement threatened or children have run away from home</li> <li><input type="checkbox"/> Unrealistic or non-existent rules; constant conflict, threat of violence</li> <li><input type="checkbox"/> Inadequate care; risk of abuse or neglect</li> <li><input type="checkbox"/> Children unhappy, withdrawn, or aggressive; poor communication</li> <li><input type="checkbox"/> Negative influences by extended family</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Existence of child or spousal abuse, neglect, violence with possible intervention by criminal justice system</li> <li><input type="checkbox"/> Foster care or other placement of child</li> <li><input type="checkbox"/> Lack of communication among family members</li> <li><input type="checkbox"/> Children engaged in violence or criminal activity</li> <li><input type="checkbox"/> Foster care or other placement of child</li> <li><input type="checkbox"/> Lack of communication among family members</li> </ul>

# CHILDREN'S EDUCATION AND DEVELOPMENT

## General Indicators:

- Age-appropriate development—physical, cognitive, emotional
- Age-appropriate behavior; social skills
- Verbal communication
- Parents value child's education
- Parent/child interaction
- School behavior; attendance and readiness to learn

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Seeks opportunities to promote enrichment for child's development</li> <li><input type="checkbox"/> Parent actively engages child in developmentally appropriate ways</li> <li><input type="checkbox"/> Child meets all age appropriate developmental benchmarks, exceeding some</li> <li><input type="checkbox"/> Maintains progress in school; maintains good relations with teachers and peers</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Parent regularly uses age appropriate materials to encourage child's development</li> <li><input type="checkbox"/> Child meets developmental benchmarks in all areas</li> <li><input type="checkbox"/> Child communicates needs and desires in appropriate ways</li> <li><input type="checkbox"/> Requires age appropriate adult supervision</li> <li><input type="checkbox"/> Parent responds in developmentally appropriate ways to child's attempts to engage him/her</li> <li><input type="checkbox"/> Good progress in school</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Meets developmental benchmarks in most areas</li> <li><input type="checkbox"/> Parent attempts to respond to child's needs</li> <li><input type="checkbox"/> Requires some adult intervention to moderate behavior</li> <li><input type="checkbox"/> Child usually communicates basic needs and desires</li> <li><input type="checkbox"/> Adequate progress in school; possible behavior problems, but accessing supportive services</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Child is not meeting appropriate developmental benchmarks</li> <li><input type="checkbox"/> Acting out or other behaviors require significant adult intervention</li> <li><input type="checkbox"/> Child has difficulty communicating</li> <li><input type="checkbox"/> Parent often feels unable to cope with child's needs or behavior</li> <li><input type="checkbox"/> Parent attempts to work with child are unsuccessful</li> <li><input type="checkbox"/> High absenteeism</li> <li><input type="checkbox"/> Inappropriate behavior, resulting in disciplinary actions</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Serious developmental delays or deficiencies</li> <li><input type="checkbox"/> Child is hurting other children; acting out or other symptoms</li> <li><input type="checkbox"/> Child has serious difficulty communicating due to developmental problems; no verbal communication skills</li> <li><input type="checkbox"/> Parent regularly feels unable to cope with child's needs or behavior</li> <li><input type="checkbox"/> Excessive absenteeism</li> <li><input type="checkbox"/> Acting out behavior in school, resulting in expulsion from the classroom</li> </ul>

# COMMUNITY INVOLVEMENT

## General Indicators:

- Knowledge of and access to community resources
- Participation in the community (i.e. school, church, clubs, etc.)
- Social conditions in the neighborhood
- Ability to communicate with others
- Type of relationship with family, friends and neighbors

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Strong and positive relationships with family, friends, neighbors; can take action to prevent problems</li> <li><input type="checkbox"/> Excellent knowledge of resources</li> <li><input type="checkbox"/> Feels safe and is active in neighborhood and community</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Working knowledge of resources; accesses as needed</li> <li><input type="checkbox"/> Good relationships with family, friends, neighbors; can solve problems as they arise</li> <li><input type="checkbox"/> Engages in some form of volunteer activity (e.g. ongoing involvement with child's school) or helps and receives help from others in the community</li> <li><input type="checkbox"/> Family is in safe living conditions, children have safe place to play</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Adequate relationships with family, friends and neighbors</li> <li><input type="checkbox"/> Engages in occasional community/extended family helping behaviors</li> <li><input type="checkbox"/> Family is aware of and appropriately uses community resources</li> <li><input type="checkbox"/> Feels safe in neighborhood</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Limited knowledge of resources and accesses few services</li> <li><input type="checkbox"/> Some negative relationships with family, friends and neighbors; creates problems</li> <li><input type="checkbox"/> Engaged in some negative behaviors, potentially life-threatening</li> <li><input type="checkbox"/> Does not lend or receive needed help from other community members</li> <li><input type="checkbox"/> Some problems in neighborhood</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No knowledge of resources; not accessing services</li> <li><input type="checkbox"/> Many negative relationships with family, friends and neighbors (racism, discrimination, etc.)</li> <li><input type="checkbox"/> Family feels neighborhood is unsafe, some crime</li> <li><input type="checkbox"/> Engaged in many negative behaviors, life threatening</li> <li><input type="checkbox"/> Involved in or victim of criminal activity</li> </ul>

# ADULT EDUCATION AND TRAINING

## General Indicators:

- Level of education and training
- Level of English fluency and literacy
- Involvement in continuing education and training
- History of success or failure in education

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has post-secondary education or training</li> <li><input type="checkbox"/> Actively pursuing program of lifelong learning</li> <li><input type="checkbox"/> Pursues educational goals without additional resources</li> <li><input type="checkbox"/> Has and can afford high quality child care/child development services, and additional supportive services</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Is pursuing post-secondary education, training or credentials</li> <li><input type="checkbox"/> Recognizes value of continuing formal and informal education and training</li> <li><input type="checkbox"/> Can set and pursue education goals with assistance</li> <li><input type="checkbox"/> Has ability to learn independently with limited support</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has high school diploma or GED</li> <li><input type="checkbox"/> Considering continuing education</li> <li><input type="checkbox"/> Has some fluency in English but not enough for higher levels of education or training</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has not completed high school education</li> <li><input type="checkbox"/> Recognizes value of education and is pursuing high school diploma or GED</li> <li><input type="checkbox"/> If limited in English fluency or literacy, is pursuing some form of remediation</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Lacks basic skills and may be functionally illiterate</li> <li><input type="checkbox"/> Has a history of failure in school</li> <li><input type="checkbox"/> Little evidence of commitment to learning or interest in improving education or training</li> <li><input type="checkbox"/> Does not speak English and shows little confidence or motivation in learning English</li> </ul>

# BILITERACY

## General Indicators:

- Literacy in the native language
- Proficiency in English
- Shared language among family members
- Language use in multiple settings

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> fully bilingual and biliterate in native language and in English (possibly other languages as well)</li> <li><input type="checkbox"/> family members communicate across generations in the preferred language of the individuals</li> <li><input type="checkbox"/> uses appropriate language comfortably in a variety of settings</li> <li><input type="checkbox"/> advocates for self and others in the appropriate language</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> functions adequately in both English and the native language in most domains, including an English speaking work place</li> <li><input type="checkbox"/> feels comfortable in English speaking environments as well as in bilingual environments or contexts where only the native language is spoken</li> <li><input type="checkbox"/> has positive attitude toward learning English and toward English speaking society</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> able to function in both English and in the native language around every day tasks (oral communication as well as literacy tasks), but challenged when communication moves beyond the here and now; limited communication skills for work beyond entry level</li> <li><input type="checkbox"/> able to communicate with family members, but only on a limited basis</li> <li><input type="checkbox"/> somewhat integrated into English speaking society</li> <li><input type="checkbox"/> would like to learn English but has not yet had time or opportunity to do so</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> functions in the native language but inability to use English limits opportunities</li> <li><input type="checkbox"/> limited literacy in the native language inhibits success in learning English</li> <li><input type="checkbox"/> not able to communicate with some family members because there is not a shared language (e.g., grandchildren only speak English)</li> <li><input type="checkbox"/> lives in linguistically isolated neighborhood where opportunities to acquire English are limited</li> <li><input type="checkbox"/> convinced of own inability to learn English</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> few years of schooling in the native language; no or very limited proficiency in English</li> <li><input type="checkbox"/> linguistically isolated, at home; no or very little shared language with family members</li> <li><input type="checkbox"/> new to the community, socially isolated, and limited strategies for negotiating written information in any language or for communicating in English</li> <li><input type="checkbox"/> life circumstances too complex or confidence too low to attempt to learn English or increase literacy skills in the native language</li> </ul>

# EMPLOYMENT

General Indicators:

- Employed or not
- Presence or absence of career goals, appropriateness of goals
- Level of education, job skills; work history
- Employment in field of choice
- Income, hours, benefits
- Availability and affordability of child care and other supportive services to support employment

<p><b>THRIVING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Constant development of new transferable skills</li> <li><input type="checkbox"/> Employed by secure business offering comprehensive benefit package</li> <li><input type="checkbox"/> Has made steady advancement in career of choice</li> <li><input type="checkbox"/> Has solid job search and retention skills</li> <li><input type="checkbox"/> Has and can afford high quality child care/child development services, and additional supportive services</li> </ul>
<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has marketable skills</li> <li><input type="checkbox"/> Employed by secure company offering some benefits or consistently knows where next employment is to be found</li> <li><input type="checkbox"/> Has employment with potential for advancement</li> <li><input type="checkbox"/> Has job retention skills, can easily develop job search skills</li> <li><input type="checkbox"/> Has and can afford choice of child care and other services</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Employment pays a living wage</li> <li><input type="checkbox"/> Considering learning more marketable skills</li> <li><input type="checkbox"/> Has limited advancement potential</li> <li><input type="checkbox"/> Has understanding of job skills, can search for job with assistance</li> <li><input type="checkbox"/> Has child care or other services</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Minimal job skills</li> <li><input type="checkbox"/> Part-time, temporary or minimum wage employment and/or no benefits</li> <li><input type="checkbox"/> Not sure where to find next job or has seasonal/temporary employment with inadequate hours, benefits, and/or stability</li> <li><input type="checkbox"/> Has inadequate childcare or other supportive services (quality or quantity)</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Unemployed, no leads for next job</li> <li><input type="checkbox"/> No interest in working</li> <li><input type="checkbox"/> No positive work history</li> <li><input type="checkbox"/> No child care or other necessary services to support employment or training</li> </ul>

# IMMIGRATION AND RESETTLEMENT

General Indicators:

- Sponsorship/citizenship process
- Community resources
- Language
- Discrimination
- Community institutions and systems
- Family conflict/support
- Cultural adaptation/assimilation

<p><b>SAFE/SELF-SUFFICIENT</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintaining your culture</li> <li><input type="checkbox"/> Involved in community institution</li> <li><input type="checkbox"/> Becoming a citizen</li> <li><input type="checkbox"/> Access resources and are able to solve problems</li> <li><input type="checkbox"/> Continuing to learn language</li> <li><input type="checkbox"/> Family supports each other</li> <li><input type="checkbox"/> Able to advocate for themselves</li> </ul>
<p><b>STABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participating in cultural activity</li> <li><input type="checkbox"/> Legal residence</li> <li><input type="checkbox"/> Communication is open/ free of conflict among family members and most needs are met</li> <li><input type="checkbox"/> Enrolled in language classes</li> <li><input type="checkbox"/> At ease accessing community resources</li> <li><input type="checkbox"/> Able to cope with others view of them</li> </ul>
<p><b>VULNERABLE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Citizenship and/or legal papers in process (citizenship)</li> <li><input type="checkbox"/> Looking to establish self-identity through cultural involvement</li> <li><input type="checkbox"/> Knowledge and beginning to access resources</li> <li><input type="checkbox"/> Cannot understand person who is advocating in their behalf</li> <li><input type="checkbox"/> Limited access to community agencies</li> <li><input type="checkbox"/> Conflict in family which acts as a barrier to resettlement</li> <li><input type="checkbox"/> No access or involvement in community</li> <li><input type="checkbox"/> Feel threatened because of differences and stereotypes</li> </ul>
<p><b>IN-CRISIS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No papers</li> <li><input type="checkbox"/> No linkages with primary culture</li> <li><input type="checkbox"/> No knowledge of community resources</li> <li><input type="checkbox"/> Unable to communicate in the community</li> <li><input type="checkbox"/> Isolated and no family support</li> <li><input type="checkbox"/> Experiencing regularly acts of discrimination in neighborhood and community</li> </ul>