Working with Gang-Exposed Youth: Individual Staff Assessment Tool

Created by YouthBuild U.S.A.

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Introduction

The purpose of this tool is to gauge your experience and knowledge in working with gang-involved youth. This tool will help identify areas where your program needs support, and equally as important, this tool will help identify personal assets that exist within your organization that will be beneficial to gang-involved young people that are ready to make a life changing transition.

This tool can help you identify gaps in your own personal learning. This can also be used in a setting with other staff to map organizational assests and gaps.

Individual Staff Assessment Tool

	Yes	Maybe	No
Do you have the desire to work with gang involved youth?			

Why? _____

	Yes	Maybe	No
Can you identify if a young person is gang involved?			

How so? _____

	Yes	Maybe	No
Do you have experience working with gang involved youth?			

Explain: _____

	Yes	Maybe	No
Are you familiar with gang activity in your service area, i.e. # of gangs, names, histories, territories, rivalries & trends?			

	Yes	Maybe	No
Where have you gotten this information?			
If no, do you have access to people that can provide this information?			

If so, who? _____

	Yes	Maybe	No
Can you work with a gang involved young person free of judgment?			

How does that look?

What assets do you think gang involved young people bring to your program? _____

Notes

	Yes	Maybe	No
Do you feel you can communicate effectively with gang involved youth?			

	Yes	Maybe	No
Do you feel your program can provide a safe space for gang involved youth?			

How so? _____

Do you have any personal relationships in the following, that would help you support gang involved youth transition out of gangs?	Yes	Maybe	No
neighborhood			
schools			
non-profit agencies			
probation			
police			
churches			
businesses			

Are you comfortable mediating personal conflict between students from:	Yes	Maybe	No
Rival gangs on site?			
How about off-site, i.e. Construction site, trips etc?			

If not, what are your concerns? _____

	Yes	Maybe	No
Are you comfortable conducting a home visit in a neighborhood that is in a gang's neighborhood/territory?			

	Yes	Maybe	No
Are you able to interpret body language that may be confrontational or adversarial by another gang member?			

Can you support a gang involved young person through the set of needs listed below?	Yes	Maybe	No
court/legal issues			
anger management			
graffiti			
drug/alcohol rehabilitation			

Notes

	Yes	Maybe	No
child support/visitation			
safety concerns			
housing			
re-location			
tattoo removal			
physical and emotional abuse			
need & desire for transformation			

Notes

If yes for any of the above, what are your tools (documents, etc)?

Do you feel you can adequately advocate for gang involved youth while	Yes	Maybe	No
in your program			
in court			
with probation/parole officer			
police officer/department			

Can you support and advocate for a gang involved youth when they make mistakes?	Yes	Maybe	No

Are you open to receiving feedback/criticism of yourself, staff & program by a gang involved young person?	Yes	Maybe	No

Are you open to being called after work hours, to help a gang involved youth resolve any issues that may jeopardize their transition?	Yes	Maybe	No

Are you aware of your program's safety protocols (i.e., what will happen if there are fights, weapons and other altercations)?	Yes	Maybe	No

Are you familiar with the expungement/sealing records process?	Yes	Maybe	No

Do you have personal relationships with employers that are open to hiring gang involved youth?	Yes	Maybe	No

Are you open to communicating with youth if they become incarcerated,	Yes	Maybe	No
via mail			
via telephone			
on location			