

Justice System Change Readiness Assessment

Developed by:

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Questions:	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
1. TIME: Justice system leaders see this collaborative effort as important and have made a commitment to participate in the planning / change process.	6	5	4	3	2	1	0
2. NEED / REASON: There is an urgent or compelling need or reason to develop a strategic plan / implement system changes; the “why” and “benefits” are clear.	6	5	4	3	2	1	0
3. LEADERSHIP CHAMPION: At least one or more justice system leaders are / will be a champion for the process and strategic plan; they will generate enthusiasm for working toward the vision and long-range goals.	6	5	4	3	2	1	0
4. CRITICAL ASSESSMENT: Justice system leaders are willing to critically assess all aspects of justice system performance and make needed changes / improvements.	6	5	4	3	2	1	0
5. INCLUDE THE VOICES OF MANY: Justice system leaders support gathering and using input from others (e.g., justice system and community partners, justice involved individuals, and other stakeholders) to inform the planning process and involving others in implementation efforts.	6	5	4	3	2	1	0
6. WILLINGNESS TO CHANGE: Justice system leaders embrace a culture of change and innovation and are prepared to combat resistance to or fear of change.	6	5	4	3	2	1	0
7. IMPLEMENTATION: Justice System leaders will be willing to do what it takes to implement – follow-through on – agreed upon system changes.	6	5	4	3	2	1	0
8. RESOURCES: Justice system leaders will be willing to reallocate / redistribute resources as needed, or seek additional resources, to successfully implement the strategic plan or achieve system goals.	6	5	4	3	2	1	0

See the next page for scoring and interpretation.

Scoring Instructions:

1. Sum the numbers you selected for each question & place the total on the line below (e.g., $6 + 4 + 3 + 5$, etc. = ____)
2. See interpretation scoring table below.
3. Compare & contrast how you/others rated your justice system change readiness (if applicable). Discuss the differences.
4. Determine what steps you/others need to take to increase readiness: the likelihood of successfully developing and implementing a strategic plan and bringing about collaborative justice system change.

Total Score (= the sum of the numbers selected for each question):

Interpretation:

Total scores of:

- **40 – 48 = Green Light** – Ready to Proceed w/justice system change. High probability of success.
- **24 - 39 = Yellow Light** - Proceed with Caution. Moderate probability of success. Take proactive steps to improve your lowest rated areas.
- **5 – 23 = Red Light** – Stop! Low probability of success. Take the necessary steps to improve your scores before beginning your system planning / change effort. Then proceed.