1	1.5	2	2.5	3	3.5	4	
Sole decision maker; does not seek input from individual/family		Sometimes (< 50%) explores individual/family perspective; sometimes (< 50%) involves individual/family in plan		Usually (> 50%) explores individual/family perspective; usually (> 50%) involves individual/family in plan		Shared decision maker; always (> 90%) involves individual/family in plan	N/A
Informs individual/family of decision; rarely (< 10%) provides written plan or checks with family for understanding		Acknowledges family priorities; sometimes (< 50%) provides accessible plan or checks with family for understanding		Addresses family priorities; usually (> 50%) provides accessible plan and checks with family for understanding		Substantially addresses family priorities; always (> 90%) provides accessible plan and checks with family for understanding	N/A
Rarely (< 10%) assists family in accessing services		Sometimes (< 50%) assists family in accessing services; provides basic information		Usually (> 50%) assists family in accessing services; provides specific information		Always (> 90%) assists family by actively connecting them to needed services	N/A
Rarely (< 10%) recognizes social, educational, or cultural issues affecting the family		Sometimes (< 50%) assesses social, educational, or cultural issues affecting family; attempts to apply this in interactions		Usually (> 50%) assesses social, educational, or cultural issues affecting family; applies this in interactions appropriately		Always (> 90%) assessses and tailors recommendations to social, educational, cultural issues affecting the family	N/A
Sees the world through own eyes; trouble understanding and accepting other cultures		Acknowledges other backgrounds and views but at times seems insensitive		Accepts range of backgrounds and culture, includes these concepts in care plans; shows cultural humility		Celebrates individual/family diversity; provides open and accepting environment	N/A
Rarely (< 10%) recognizes the impact of a child with special needs on a family throughout the life cycle		Sometimes (< 50%) recognizes the impact of a child with special needs on a family throughout the life cycle		Usually (> 50%) recognizes and addresses the specific impact of a child with special needs on a family		Recognizes and addresses (at a systems level) the impact of a child with special needs on families	N/A

Rarely (< 10%) recognizes impact of service delivery systems on families from diverse backgrounds	Sometimes (< 50%) recognizes impact of service delivery systems on families from diverse backgrounds	Usually (> 50%) recognizes and addresses the impact of service delivery systems on a specific family from a diverse background	Recognizes and address (at a systems level) the impact of service delivery systems on families from diverse backgrounds	N/A