

# FAMILY DEVELOPMENT MATRIX

Status Level	Income & Budget	Family Relations & Parenting	Employment	Adult Education & Development	Children/Youth Education & Development
Benchmarks	Benchmark Criteria	Benchmark Criteria	Benchmark Criteria	Benchmark Criteria	Benchmark Criteria
<b>Thriving</b>	<ul style="list-style-type: none"> <li>Sufficient earned income to allow family choices for non-essential purchases</li> <li>Able to save 10% of income</li> <li>Established relationship with insured financial institution</li> <li>Has a good credit rating</li> <li>Expects to increase income level within one year</li> </ul>	<ul style="list-style-type: none"> <li>Has a strong supportive family with positive family identity</li> <li>Mutually agreed upon rules and expectations</li> <li>Conflicts are easily negotiated</li> <li>Is nurturing and consistently cares for family members</li> <li>Children are happy and socially well-adjusted</li> <li>Children enjoy parents</li> </ul>	<ul style="list-style-type: none"> <li>Possesses marketable job skills and positive work experience</li> <li>Constant development of transferable job skills</li> <li>Permanent employment by secure business offering a comprehensive benefit package</li> <li>Has made steady advancement in career of choice</li> <li>Has solid job search and retention skills</li> </ul>	<ul style="list-style-type: none"> <li>Has post secondary education or training</li> <li>Parents speak, read and write English</li> <li>Positive, supportive attitude toward education</li> <li>Set and pursue long range career and educational goals</li> <li>Highly value education for children</li> </ul>	<ul style="list-style-type: none"> <li>Has little or no absenteeism</li> <li>Has high grades in most subjects and passing marks in every subject</li> <li>Has no discipline problems</li> <li>Is a leader among other students</li> <li>Has a positive attitude toward education</li> </ul>
<b>Safe and/or Self-Sufficient</b>	<ul style="list-style-type: none"> <li>Sufficient earned income to meet basic family needs</li> <li>Plans and sticks to a monthly budget</li> <li>Saves when possible</li> <li>Able to obtain a secured line of credit</li> <li>Pays bills on time, delays purchases to handle debt load</li> <li>Has a good credit rating</li> <li>Anticipates continuation of current income level for at least one year</li> </ul>	<ul style="list-style-type: none"> <li>Supportive family with a generally positive identity</li> <li>Has realistic rules and manageable conflict</li> <li>Usually provides sound, nurturing care for family members</li> <li>Children unusually happy and outgoing; little violence or aggression</li> <li>Children are consistently able to relate to parents</li> </ul>	<ul style="list-style-type: none"> <li>Has attained marketable job skills</li> <li>Is employed by a secure business offering some benefits</li> <li>Has employment with potential for advancement</li> <li>Has or can easily develop job retention skills.</li> <li>Has job search skills.</li> <li>Has sufficient wages to provide for family needs.</li> </ul>	<ul style="list-style-type: none"> <li>Some family members speak, read and write English</li> <li>Have or are pursuing a high school diploma or equivalent education</li> <li>Enrolled in adult education, English as a Second Language, Vocational Education or College</li> <li>Values education for children</li> </ul>	<ul style="list-style-type: none"> <li>Absenteeism is not high enough to be a concern</li> <li>Has passing marks in all subjects</li> <li>Has no discipline problems</li> <li>Has a good attitude toward education</li> </ul>
<b>Stable</b>	<ul style="list-style-type: none"> <li>Has an income barely adequate to meet basic needs</li> <li>Plans and sticks to a monthly budget</li> <li>Has no savings</li> <li>Able to obtain limited secured credit</li> <li>Generally pays bills on time</li> <li>No anticipated decrease in family income</li> </ul>	<ul style="list-style-type: none"> <li>No abuse or neglect of any kind</li> <li>Learning positive family dynamics</li> <li>Care of family members is adequate</li> <li>Little violence or aggression</li> <li>Children are sometimes able to relate to parents</li> <li>Parents are involved in parenting, communication and/or family development training</li> </ul>	<ul style="list-style-type: none"> <li>Considering or in the process of developing more marketable job skills</li> <li>Has seasonal, part time or temporary employment</li> <li>Has employment with inadequate hours, benefits and/or stability</li> <li>Has employment with limited advancement potential</li> <li>Has understanding of job search skills. Can search for a job with assistance.</li> <li>Wages are sufficient to meet most family needs</li> </ul>	<ul style="list-style-type: none"> <li>Considers personal education needs and options</li> <li>Has or is pursuing a high school education</li> <li>Has limited English skills</li> <li>Can set and pursue some career and personal education goals with assistance</li> <li>Values some education for children</li> </ul>	<ul style="list-style-type: none"> <li>Has some absenteeism but it is not impeding educational performance</li> <li>Is performing at a minimum educational level</li> <li>Has some discipline problems</li> <li>Gets along with most other students</li> <li>Making adequate progress in reading, writing and arithmetic skills</li> <li>Has an average attitude toward education</li> </ul>
<b>At Risk and/or Vulnerable</b>	<ul style="list-style-type: none"> <li>Has a limited income</li> <li>Is sometimes unable to meet basic needs</li> <li>Has spontaneous and inappropriate spending habits</li> <li>Has no savings</li> <li>Has limited ability to obtain credit</li> <li>Has unpaid bills</li> <li>Has an overwhelming debt load</li> </ul>	<ul style="list-style-type: none"> <li>Outside placement of children is threatened</li> <li>Children have run away from home</li> <li>Unrealistic or non-existent rules</li> <li>Constant conflict</li> <li>Inadequate care</li> <li>Risk of abuse or neglect</li> <li>Children are unhappy, withdrawn, violent or aggressive</li> </ul>	<ul style="list-style-type: none"> <li>Has limited job skills</li> <li>Has inadequate employment with no benefits</li> <li>Is not sure where or how to find the next job</li> <li>Has no advancement potential</li> <li>Has disciplinary or performance problems at work</li> <li>Has few job search or retention skills</li> <li>Wages are insufficient to meet family needs</li> </ul>	<ul style="list-style-type: none"> <li>Has less than a ninth grade education</li> <li>Has severally limited English skills</li> <li>Does not consider education a priority</li> <li>Does not set or pursue educational or career goals</li> </ul>	<ul style="list-style-type: none"> <li>Has a high absenteeism rate</li> <li>Is performing below educational level or is failing in one or more subjects</li> <li>Has continued discipline problems</li> <li>Exhibits gang related behavior</li> <li>Does not get along with other students</li> <li>Has serious difficulty with reading, writing and arithmetic skills</li> <li>Has a poor attitude toward education</li> </ul>
<b>In Crisis</b>	<ul style="list-style-type: none"> <li>Has very little money and can not meet basic needs</li> <li>Unable to obtain credit</li> <li>Has unpaid bills and collectors calling</li> <li>Is dependent upon public assistance</li> </ul>	<ul style="list-style-type: none"> <li>Existence of child or spousal abuse, neglect or violence</li> <li>Foster care or other placement of child has occurred or is imminent</li> <li>Intervention of criminal justice system is required to deal with family violence or abuse</li> </ul>	<ul style="list-style-type: none"> <li>Is unemployed or unemployable</li> <li>Has minimum or no job skills</li> <li>Has negative work history</li> <li>Has negative work ethics or attitude</li> <li>Has no job search or retention skills</li> </ul>	<ul style="list-style-type: none"> <li>Is illiterate</li> <li>Has no English skills</li> <li>Has no interest in or access to educational remedies</li> <li>Does not stress or value education for children</li> </ul>	<ul style="list-style-type: none"> <li>Having great difficulty in school</li> <li>Drops out of school</li> <li>Has a poor attitude toward education</li> <li>Has serious development deficiencies</li> <li>Has serious behavioral problems</li> </ul>

## STRONG BEGINNINGS PROGRAM

Developed by the Orange County  
Shelter and Hunger Partnership for  
California Department of Health and Human Services