

## Highly Effective State CASA/GAL Organization

*National Leadership Council Approved August 30, 2018*

A highly effective state organization has a skilled staff who advance the CASA/GAL mission, has an identified and accountable governing structure, inspires an environment which fosters network-wide unity, and provides services (as outlined in the Role of a State Organization), innovative initiatives, and a blueprint for statewide growth.

### **MISSION AND VALUES:**

- Operates in alignment with the mission and values of the National CASA Association and adheres to and ensures the integrity of the Core Model in state organizations and local programs
- Models organizational values of integrity, transparency, inclusion, trust, respect and continuous learning and improvement

### **LEADERSHIP:**

- Leads the organization effectively through a strong partnership with the governing body
- Demonstrates commitment to and implementation of development of the governing body and staff
- The organization is equitable, inclusive and reflects the diversity of the community it serves
- Partners with National CASA and local CASA/GAL programs to foster network-wide collaboration and excellence

### **FUNDING, LEGISLATION AND PRESENCE:**

- Partners with National CASA to impact federal legislation and appropriations
- Partners with National CASA on national funding opportunities that benefit the CASA network
- Operates on a statewide basis and is a recognized partner in state-level decision making and is a

leader in advancing child welfare legislation that supports the mission

- Obtains, maximizes and leverages state funding support
- Secures sustainable, adequate, and diverse financial resources
- Supported by statutory authority for CASA/GAL programs and volunteer role
- Maintains sound financial and operational systems assuring stewardship, accountability and risk management
- Promotes and maintains National CASA brand consistency at the local and state level

**GOVERNANCE:**

- Operates in compliance with regulations and laws
- Fulfills responsibilities for oversight, leadership, resource development, and support

*When Board of Directors/Advisory Board exists:*

- Members are effective, engaged, and understand their role
- Board is comprised of individuals who are committed to advancing the organization's mission
- Board membership reflects the goals in the diversity and inclusion plan

**STAFF:**

- Highly qualified, skilled, and experienced staff who provide effective leadership
- Operates with trust, accountability, and commitment
- Is experienced and effective in building relationships

**SERVICE:**

- Has the capacity to effectively and efficiently meet local network needs and state service needs
- Develops a written strategic plan/framework every 1-3 years that incorporates short and long-term goals necessary for fulfilling the organization's mission
- Continuously improves the quality of services and leadership it provides
- Educates the public regarding the mission of the organization, the work of local CASA/GAL programs and the needs of the children served

- Collects, reviews, ensures the integrity of, and reports data from the local program network in non-aggregate form to National CASA, and data as required to State agencies for national reporting
- Submits accurate, validated and timely state level data and reports to National CASA
- Ensures high quality facilitation and delivery of research-informed and evidence-based National CASA/GAL Pre-Service training through evaluation and assessment

**EFFECTIVE DATE: September 25, 2018**

**APPROVED BY: Tara Perry**

**TITLE: Chief Executive Officer**