Reflection Questions
Best Practice #1 – Determine Your Starting Point

Complete the following questions as a basis for both personal reflection and as possible input to your interactive staff discussion.

➢   Every organization has a unique culture when it comes to communication. Describe the culture within your organization when it comes to talking about child sexual abuse or other difficult topics.

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➢   What are your organization's formal policies regarding child sexual abuse?

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➢   What are your organization's and your informal practices regarding child sexual abuse?

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➢ Everyone has some level of discomfort when talking about sexual abuse, but if it goes unresolved, it can keep you from seeing abuse that's happening right in front of you. Describe your personal level of comfort with talking about it. Describe your discomfort.

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➢ How does your level of comfort differ when talking with children about sexual abuse versus adults?

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➢ What are your values, beliefs, experiences, and feelings that contribute to or hinder your ability to protect children?

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Reflection Questions
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➢ What formal or informal training have you had regarding the child sexual abuse pandemic?

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➢ Rate your level of knowledge regarding child sexual abuse on a scale of 1 to 10, with 1 being minimal knowledge, 10 being extensive knowledge. Consider prevalence; medical, emotional, behavioral, relational, social, criminal, and economic impact as well as what you know about prevention.

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➢ What are some of the most important aspects that you know about the pandemic?

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Child Sexual Abuse Prevention
Assessment for School Districts

Prevention Improvement Process

The Change Process

- How does each policy or practice compare to best practices?
- What is the resulting level of risk in each area
  (High, Medium or Low)?
- How can each be improved to lower risk?
- Who needs to be involved to modify each of them?
- What obstacles must be overcome to improve them?
- What is the cost to improve each of them?
- Who can start the change process on each of them?

Determine Your Starting Point

- What prevention policies and practices exist?
- Are they board approved and formalized?
- Are they effectively and sufficiently documented?
- Are they effectively and sufficiently communicated?
- Are they effectively and sufficiently enforced?

Prioritizing Needed Changes

- Which changes are the easiest to make?
- Which changes are the least expensive to make?
- Which changes can be done strictly within the district?
- Which changes involve the least number of people?
- Which changes would create the biggest improvement in child safety?
- Which changes would most significantly lower the district's liability?

Child Sexual Abuse Prevention
Assessment for School Districts

Best Practices #1 - Determine Your Starting Point

- **Compile your formal child sexual abuse prevention policies**. What do you have documented in your:
  - Employee handbook?
  - School safety plan?
  - Emergency plan?
  - Title IX procedures?
  - HR process?

- **Document your informal child sexual abuse prevention practices.** What are the known boundaries and behaviors that you and your staff practice that are not documented?

- **Identify organizational or cultural barriers.** Which of the following barriers are a challenge in your district?

☐ Fear of being wrong
☐ Fear of civil lawsuits
☐ Fear of criminal charges for failure to report
☐ Fear of retribution by the accused
☐ Fear of increase in insurance premiums
☐ Fear of loss of licensing or ability to continue operations
☐ Fear of marred reputation in the community
☐ Fear of reporter identity being kept confidential
☐ Fear of opening a can of worms
☐ Denial and disbelief
☐ Culture of silence/secrecy
☐ Culture of intimidation and victim harassment
☐ Lack of knowledge

☐ Investigation is best handled internally
☐ District police can/should do the investigation
☐ Putting adults' rights before children's
☐ Cognitive dissonance
☐ Collegial/organizational loyalty
☐ Report only abuse at home
☐ Lack of time/money
☐ Do the minimum the law requires
☐ Abuser won't do it again
☐ Not part of our core competencies
☐ Philosophy of trust/forgiveness
☐ Protecting friends/family
☐ Damage control
☐ Outright cover-up

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