

SNAP-Ed Toolkit

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ST5: Need and Readiness

Framework Component

Readiness & Capacity – Organizational Motivators

Indicator Description

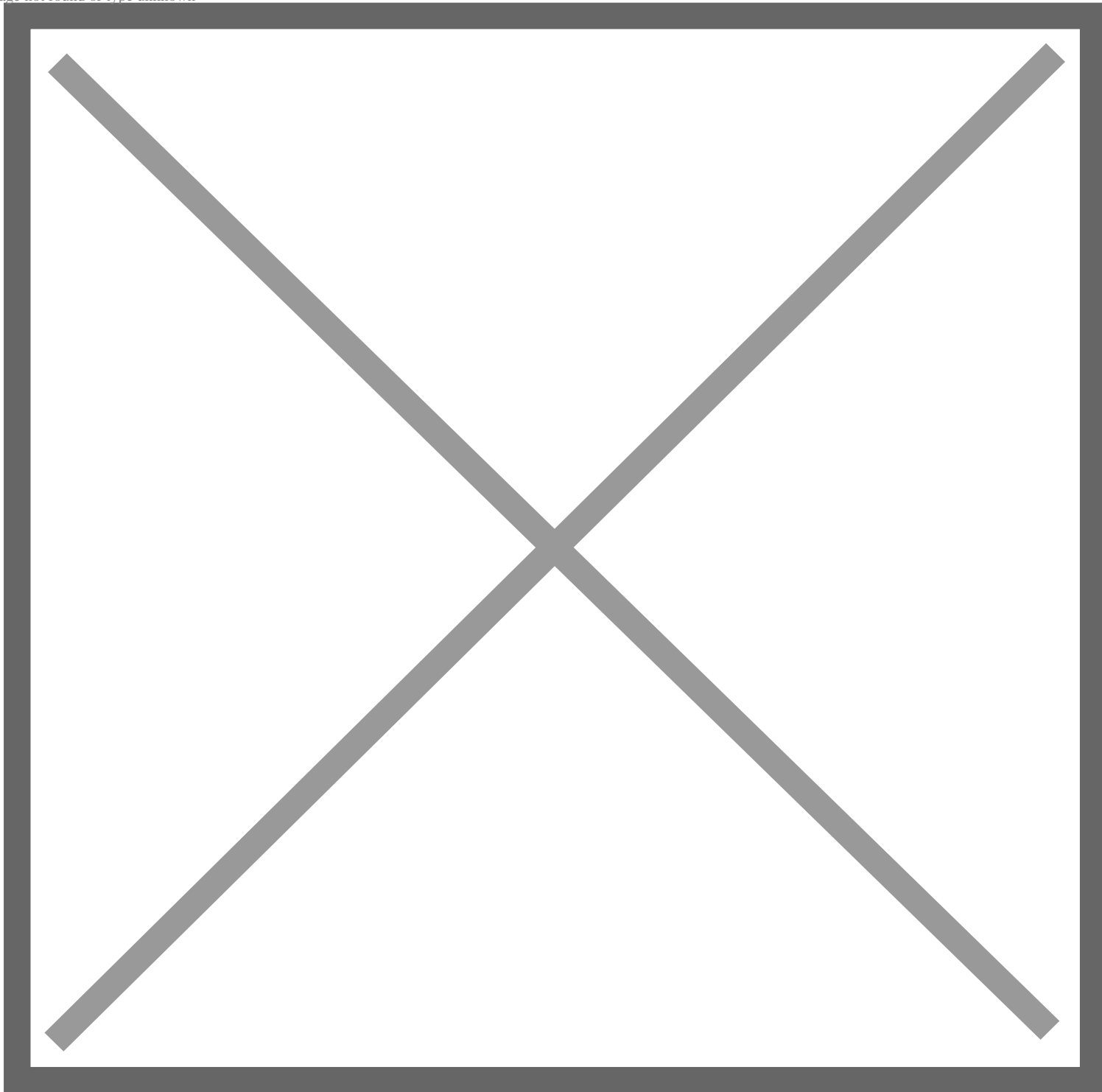
Two-part indicator measuring sites or organizations where there is identified need for PSE changes and associated organizational and staff readiness for adopting PSE changes has been assessed.

Background and Context

Indicator ST5 is an appropriate place to start for SNAP-Ed implementers working on PSE changes. It uses a process to develop partnerships (see: [ST7](#)) and engage organizations in addressing environmental needs around eating, learning, living, playing, shopping, or working categories. This step-wise process develops staff, determines environmental needs, and assesses partner's readiness to engage in PSE changes. This indicator is meant to guide the development of work plans and/or expand existing programs that address the other indicators presented in this guide. SNAP-Ed local project staff trained on ways to determine environmental need, engage organizations, and conduct readiness assessment are needed for PSE implementation. SNAP-Ed providers can assess needs in organizations or sites that serve low-income people. Although the needs assessment itself is not a program outcome, it is a first step toward implementation and thus a key program output for SNAP-Ed. Readiness tools measure an [glossary]organization[/glossary]'s or [glossary]site[/glossary]'s [glossary]readiness [/glossary] to create changes that will address unmet needs for improved access or appeal of nutrition and physical activity supports. SNAP-Ed local project staff can work with partners identified in ST7 and the organization's staff to use the results from prior needs assessments and fill in any observable gaps. Because of the breadth of SNAP-Ed settings, the categorization of strategies is useful to track organizations, and each organization or site should be assigned an eat, learn, live, play, shop, and work category. This information could be used to identify other organizations working in the same domain in a larger area. The flow chart below can

help you navigate ST5.

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[Click here to open the flowchart PDF File.](#)

Outcome Measures

- ST5a. Number of SNAP-Ed staff who have documented readiness for changes in PSE
- ST5b. Number of sites or organizations with an identified need for improving access or creating appeal for nutrition and physical activity supports

ST5c. Number of organizations or sites that have documented readiness for changes in PSE

What to Measure

ST5a. Number and types of PSE trainings SNAP-Ed staff and SNAP-Ed partner organizations have completed

ST5b. Organizations or sites that have conducted a [glossary]needs assessment[/glossary] or [glossary]environmental scan[/glossary] focused on SNAP-Ed priority areas, the results of which have documented needs for changes in policies, systems, and environmental supports. Factors to consider in selecting a needs assessment tool or environmental scan process include institutional resources and capacity, trained staff or community residents, prior needs assessments, and plans for how the results will be used or shared. A consistent process for needs assessments or environmental scans is one that is documented and can be replicated across jurisdictions and over time. **ST5c.** Organizations or sites that have been assessed for organizational readiness for change. Organizational readiness is often identified as an important precursor for change in policy, practice, and programs. Readiness assessments look at different areas such as commitment to make the change (resolve) and the capacity of the collective to make the change. The readiness assessment will allow for planning to meet the readiness to implement PSE. For example, an organization may be ready to change the school policies around food and beverages but lack the training and resources (capacity) to begin working on the policy. This information would provide SNAP-Ed programs and organizations direction on what resources and trainings would be required to achieve a change in school policies. While there is no specific numerator or denominator in this indicator, some states may seek to evaluate readiness in all *potential/eligible* SNAP-Ed sites for the federal fiscal year. Other states may evaluate *actual* SNAP-Ed sites for the federal fiscal year (all sites and systems with SNAP-Ed services). A third option is to use a sampling methodology: choose a percentage of organizations or sites to assess readiness for change. Sampling is important because it would be cost-prohibitive to conduct assessments across the state or jurisdiction. (see [Appendix C](#) for details on sampling).

Population

N/A

Surveys and Data Collection Tools

SNAP-Ed Staff Readiness to Implement Tools (Note: *Some needs assessment tools and resources listed below have their own staff trainings. If not, the North Carolina Institute for Public Health hosts an online staff training with a staff survey that can be administered at completion.*) [collapse title="North Carolina Institute for Public Health: Introduction to Program Evaluation"] https://nciph.sph.unc.edu/tws/HEP_EVAL1/certificate.php https://nciph.sph.unc.edu/tws/HEP_EVAL2/certificate.php [/collapse] **Readiness Assessment** [collapse title="Organizational Readiness for Implementing Change (ORIC)"] The 12-question ORIC tool is available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3904699/bin/1748-5908-9-7-S1.doc> [/collapse] **Environmental Needs Assessment Tools** [collapse title="EAT Strategies"]

- Nutrition Environment Measure Survey – Restaurant (NEMS-R)*

<https://www.med.upenn.edu/nems/measures.shtml#nemsr>

[/collapse] [collapse title="LEARN Strategies"]

- Smarter Lunchrooms Self-Assessment Scorecard*

<https://cns.ucdavis.edu/content/training/startsalad/22.smarterlunchroomself-assessmtscorecard2014.pdf>

- School Physical Activity and Nutrition Environment Tool (SPAN-ET)*
<https://extension.oregonstate.edu/growthkc/tools/span-et>
- Nutrition and Physical Activity Self-Assessment for Child Care (GO NAP SACC)* <https://gonapsacc.org/>
- Contra Costa County's C.H.O.I.C.E. Toolkit and Self-Assessment Questionnaire*
<https://www.cocokids.org/child-health-nutrition/c-h-o-i-c-e-toolkit-self-assessment-questionnaire/>
- San Francisco Healthy Apple Awards* <https://www.childrenscouncil.org/for-child-care-programs/health-nutrition/healthy-apple-program/>
- UConn Rudd Center's Wellness Child Care Assessment Tool (WellCCAT)
<https://www.uconnruddcenter.org/resources/upload/docs/what/communities/WellnessChildCareAssessmentToolF>
- Wellness School Assessment Tool (WellSAT 2.0) – The Rudd Center <https://wellsat.org/>
- School Health Index – Centers for Disease Control and Prevention/Alliance for a Healthier Generation – Healthy Schools Program Framework of Best Practices Assessment Tool*
https://schools.healthiergeneration.org/dashboard/about_assessment/
- School Physical Activity Policy Assessment (S-PAPA) https://activelivingresearch.org/files/S-PAPA_Instrument.pdf
- Local Wellness Policy: How to Get Started – Arizona Department of Education
<https://www.azed.gov/health-nutrition/wellness-policy/>
- Promoting Health in Minnesota Schools: School Wellness Policies
<https://publichealthlawcenter.org/resources/promoting-health-minnesota-schools-school-wellness-policies>
- Gretchen Swanson Center Farm to School Toolkit <https://www.centerfornutrition.org/>

[/collapse] [collapse title="LIVE Strategies"]

- USDA's Community Food Assessment Toolkit <https://ers.usda.gov/publications/efan-electronic-publications-from-the-food-assistance-nutrition-research-program/efan02013.aspx>
- Healthy Eating Active Living: Mapping Attributes Using Participatory Photographic Surveys HEAL MAPPS™* <https://extension.oregonstate.edu/growthkc/tools/heal-mapps>
- North Carolina Faith-Based Facility Assessment Tool <https://www.eatsmartmovemorenc.com/wp-content/uploads/2019/08/FaithBasedReport0514-FINAL.pdf>
- Community Health Needs Assessments (through nonprofit hospitals)
<https://www.communitycommons.org/chna/>

[/collapse] [collapse title="PLAY Strategies"]

- Steps to Health and Faithful Families, Thriving Communities - Communities Moving Together: A Guide to Facilitating Community-Led Walk Audits <https://snapedtoolkit.org/app/uploads/Steps-to-Health-and-Faithful-Families-Thriving-Communities-Communities-Moving-Together.pdf>
- Physical Activity Resource Assessment (PARA) <https://activelivingresearch.org/physical-activity-resource-assessment-para-instrument>
- Community Park Audit Tool (CPAT) <https://activelivingresearch.org/community-park-audit-tool-cpat>
- Walkability Checklist – Safe Routes to School* <https://www.saferoutespartnership.org/resources/fact-sheet/walkability-checklist-0>
- October Walk to School Month Walkability Checklist
<https://caatpresources.org/docs/WalkabilityChecklistStudentsAdults.pdf>
- Bikeability Checklist – Safe Routes to School
<https://www.saferoutespartnership.org/resources/toolkit/bikeability-checklist>
- Pedestrian Environmental Data Scan (PEDS) <https://activelivingresearch.org/pedestrian-environment-data-scan-peds-tool>
- California Youth Participatory Action Research* <https://yparhub.berkeley.edu/>

[/collapse] [collapse title="SHOP Strategies"]

- Nutrition Environment Measure Survey – Store (NEMS-S)*
<https://www.med.upenn.edu/nems/measures.shtml>
- Nutrition Environment Measures Survey – Corner Store (NEMS –CS)*
<https://www.med.upenn.edu/nems/measures.shtml>
- Oregon Food Bank’s Healthy Pantry Initiative/Healthy Pantry Snapshot Assessment Tool
<https://hungerandhealth.feedingamerica.org/resource/healthy-pantry-initiative-toolkit/>
- Oregon State University Rapid Farmers Markets Assessments
https://ir.library.oregonstate.edu/xmlui/bitstream/handle/1957/8665/SR_no.1088_ocr.pdf
- ChangeLab Solutions: Health on the Shelf <https://changelabsolutions.org/publications/health-on-the-shelf>
- FM Tracks, Prevention Research Center at Case Western Reserve University
<https://case.edu/swetland/research/fm-tracks>
- Farmers Market Audit Tool <https://www.med.upenn.edu/nems/docs/FarmersMarketAuditTool.pdf>

[/collapse] [collapse title="WORK Strategies"]

- CDC Worksite Check for Health Scorecard https://www.cdc.gov/dhdsp/pubs/worksite_scorecard.htm
- California Fit Business Kit/Check for Health*
<https://www.cdph.ca.gov/programs/cpns/pages/worksitefitbusinesskit.aspx>

*Tools with an asterisk appear in *SNAP-Ed Strategies and Interventions: An Obesity Prevention Toolkit for States* [/collapse] Additional evaluation tools to measure ST5 can be found in the [SNAP-Ed Library](#).

Key Glossary Terms

[glossary]Environmental scan[/glossary] [glossary]Needs assessment[/glossary]
[glossary]Organization[/glossary] [glossary]Readiness[/glossary] [glossary]Site[/glossary]

Additional Resources or Supporting Citations

Shea CM, Jacobs SR, Esserman DA, Bruce K, Weiner, B. Organizational readiness for implementing change: a psychometric assessment of a new measure. *Implement Sci.* 2014; 9:7. Published online 2014 January 10. doi: 10.1186/1748-5908-9-7. Available from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3904699/>.