| **Question** | **Response** |
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| 1. Describe three to four examples from New York State articles on CPS to support concepts from each of the organizational theories. | 1. Child abuse - Investigation of child abuse according to the article did not reduce the risk of the problems the children are facing  2. Child protection - Protection of children exposed to child abuse and neglect is dependent on shared information. Access to accurate and relevant information will help organizations working with children to assess the risks that children are exposed to.  3. Child welfare - Known as fighting for the best interest of the child while keeping the state as the experts on duties and roles regarding childhood, socialization, and prosperity. Child welfare is also known as the biggest proponent for the welfare of children. |
| 1. Explore two websites of agencies that CPS collaborates with and discuss the services that those agencies provide that support the state’s CPS organization. | 1. Adult Protective Services - Involves intake, examination and categorization of recommendations of abuse, neglect and money related abuse of weakened and at risk adults.. The assistance available can be safety monitoring, connection with other service providers, help with getting benefits and money management.  2. NYS Commission for the Blind - Provides vocational rehabilitation as well as other direct services to legally blind New York residents consisting of children, adults as well as elderly persons. One of its objectives is to help consumers in achieving financial independence. |
| 1. Explore two websites and discuss how the different organizations address diversity. | 1. Apple Inc. - Manages diversity by employing 18 % blacks and Hispanics.  2. Google - Oversees diverseness by being in tune to ensure equality and fairness take place in all departments. For example, when women where most likely to overlooked for promotions. |
| 1. How would you address ethics and diversity in your chosen role? How would you support the organizations diversity policies or initiatives? | Address ethics by introducing a policy that clearly states the definition of, as well as, the punishment of employee misconduct. Provide resources and educational opportunities for all workers to successfully implement the policy changes. Employ a confidential system for reporting ethical violations.  Address diverseness by encouraging employees to work in various groups, basing decisions on objective criteria and being liberal when addressing employees.  Support organization’s diversity policies by promoting equal employment opportunity and recognizing the benefits of diversity. Implement strategies for effective workplace diversity. |
| 1. What are the functions of CPS as a bureaucracy? Use Weber’s theory. | CPS have the function of promoting the safety and well-being of children via intervention. With the goal of children remaining in their homes if found safe with the ability to provide a safe environment. |
| 1. What are the dysfunctions of CPS as a bureaucracy? Use Weber’s theory. | CPS has led to depersonalization of the children. It is also incapable of dealing with individual particulars to which earlier types of justice to children were well suited. |
| 1. How would you apply systems theory to CPS? | Systems theory could be applied in CPS by ensuring that the children being protected by CPS is done in conjunction with their family members so as to ensure that the victims do not suffer emotional and psychological distresses. Systems theory can also be applied in CPS to prompt the children to express the roles they would portray in their normal family life. |
| 1. What suggestions do you have for improving large bureaucratic agencies such as CPS? | Suggestions for improving large bureaucratic agencies like CPS include  Adopting the policy of eliminating severe long term child poverty  Targeting a range of prevention and public health programs at low income families with children.  CPS programs developing new approaches to the identification as well as protection of children who are at the highest risk of harm due to parental substance abuse.  CPS redesigning their assessment processes as well as interventions to intervene effectively in chronically neglecting and maltreating families.  Developing more as well as better measures of child safety like measures of severe and chronic maltreatment and measures of main processes like home safety planning. |