Agency

Q1 Please select all that apply in relation to your agency's experience with the CWEB program:
- We CURRENTLY have CWEB INTERNS in our agency (1)
- We CURRENTLY have CWEB GRADUATES in our agency (2)

Q2 Please select all that apply in relation to your agency's experience with the CWEL program.
- We CURRENTLY have CWEL STUDENTS in our agency (2)
- We CURRENTLY have CWEL GRADUATES in our agency (1)

Answer Q36-Q41 If Q1 and Q2 no choices are selected

Q36 Please select all that apply in relation to your agency's PAST experiences with the child welfare education continuum.
- We have had CWEB INTERNS in our agency. (1)
- We have had CWEB GRADUATES in our agency. (2)
- We have had CWEL STUDENTS in our agency. (3)
- We have had CWEL Graduates in our agency. (4)

Q37 Please select all that apply in relation to your agency's CURRENT INTEREST in child welfare education programs.
- Exploring the CWEB program (1)
- Exploring the CWEL program (2)

Q38 Are there any challenges within your agency that would discourage you to participate in CWEB/CWEL programs?

Q40 Would you like more information about our child welfare education programs?
- Yes (1)
- No (2)

If No Is Selected, Then End Survey

Q39 Please complete the following information and someone will be in contact with you regarding our child welfare education programs.
  - Name (1)
  - E-mail Address (2)

Q41 Program of Interest (select all that apply)
- CWEB (1)
- CWEL (2)
Q5 Please rate the following items about the impact that the CWEB program has had at your agency.

<table>
<thead>
<tr>
<th></th>
<th>Very Poor (1)</th>
<th>Poor (2)</th>
<th>Fair (3)</th>
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</table>
Q6 Please rate the University of Pittsburgh’s administration of the CWEB program along the following dimensions.

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<tr>
<th>Provision of information? (1)</th>
<th>Very Poor (1)</th>
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<tr>
<td>Response to questions? (2)</td>
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<td>Handling of complaints/problems/unusual events? (3)</td>
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<td>Management of fiscal matters/reimbursement with your county? (6)</td>
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</table>
Q7 Thinking about the full range of caseworkers currently in your agency, please rate this year's CWEB graduates on the following traits:

<table>
<thead>
<tr>
<th>Trait</th>
<th>Poor (1)</th>
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<tr>
<td>Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)*</td>
<td>○</td>
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<tr>
<td>Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)</td>
<td></td>
<td></td>
<td>○</td>
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<td>Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)*</td>
<td>○</td>
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<td>Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)</td>
<td>○</td>
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<td>Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)</td>
<td>○</td>
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<td>Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)</td>
<td>○</td>
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<td>Motivation (e.g., persistently displays a high level of effort and commitment to performing job duties) (7)</td>
<td>○</td>
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Items above with * are asked of every respondent. Two of the remaining seven items are randomly selected for respondents, for a total of 5 core competency questions asked for each respondent.

Q8 Please rate the value of the CWEB program for Pennsylvania's Children & Youth Agencies.

- Very Poor (1)
- Somewhat Poor (2)
- Neutral (3)
- Somewhat Good (4)
- Very Good (5)
- N/A (6)

Answer Q3, Q4, Q9, Q10, Q44, and Q12 If Q2=Currently have CWEL Students OR Currently have CWEL Graduates

Answer Q3 If Q2=Currently have CWEL Graduates
Q3 Please estimate how many CWEL graduates are at your agency.

Answer Q4 If Q2=Currently have CWEL Students
Q4 Please estimate how many current CWEL students you have at your agency.
Q9 Please rate the following items about the impact that the CWEL program has had at your agency.

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Q10 Please rate the University of Pittsburgh's administration of the CWEL program along the following dimensions.

| Provision of Information? (1) | Very Poor (1) | Poor (2) | Fair (3) | Good (4) | Very Good (5) | N/A (6) |
| Response to questions? (2) | ○ | ○ | ○ | ○ | ○ | ○ |
| Handling of complaints/problems/unusual events? (3) | ○ | ○ | ○ | ○ | ○ | ○ |
| Accessibility? (4) | ○ | ○ | ○ | ○ | ○ | ○ |
| Management of contracts/agreements? (5) | ○ | ○ | ○ | ○ | ○ | ○ |
| Management of fiscal matters/reimbursement with your county? (6) | ○ | ○ | ○ | ○ | ○ | ○ |
Q44 Thinking about the full range of caseworkers currently in your agency, please rate this year’s CWEL graduates on the following traits:

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Q12 Rate the value of the CWEL program for Pennsylvania's Children & Youth Agencies.

- Very Poor (1)
- Somewhat Poor (2)
- Neutral (3)
- Somewhat Good (4)
- Very Good (5)
- N/A (6)

Answer Q13-Q27 If Q1=Currently have CWEB Graduates OR If Q2=Currently have CWEL Graduates

Q13 As a director, how have you adapted program and/or assignments to use the skills and abilities of recent CWEB or CWEL graduates?

Q14 Allocation of more challenging cases?

- Yes (1)
- No (2)
Q15 Assignment to special projects?
- Yes (1)
- No (2)

Answer Q16 If Q15=Yes
Q16 Please specify the special projects assigned:

Q17 Special practicum instructor?
- Yes (1)
- No (2)

Q18 Involved graduate(s) in planning or policy development?
- Yes (1)
- No (2)

Q19 Promotion?
- Yes (1)
- No (2)

Q20 Assigned specialized caseload or specialized agency function?
- Yes (1)
- No (2)

Answer Q21 If Q20= Yes
Q21 Please specify the specialized caseload or specialized agency function.

Q22 Assigned a leadership role?
- Yes (1)
- No (2)

Q23 Graduate(s) developed a new program or revised an existing program?
- Yes (1)
- No (2)
Answer Q24 If Q23= Yes

Q24 Please specify the new or revised program.

Q25 Other?
☐ Yes (1)
☐ No (2)

Answer Q26 If Q25= Yes

Q26 Please specify what other tasks were assigned.

Q27 Prior surveys consistently show that common barriers to advancement and retention of CWEB and CWEL graduates are salaries and limited opportunities for advancement. Please share with us any unique or successful strategies your agency has in place to encourage retention, or ideas you have that may improve retention among your agency’s employees. Have they been successful?

Q28 Please share with us any additional comments you have about the CWEB and CWEL programs.
Q29 What is your title?

Q30 Please select your county
- Adams (1)
- Allegheny (2)
- Armstrong (3)
- Beaver (4)
- Bedford (5)
- Berks (6)
- Blair (7)
- Bradford (8)
- Bucks (9)
- Butler (10)
- Cambria (11)
- Cameron (12)
- Carbon (13)
- Centre (14)
- Chester (15)
- Clarion (16)
- Clearfield (17)
- Clinton (18)
- Columbia (19)
- Crawford (20)
- Cumberland (21)
- Dauphin (22)
- Delaware (23)
- Elk (24)
- Erie (25)
- Fayette (26)
- Forest (27)
- Franklin (28)
- Fulton (29)
- Greene (30)
- Huntingdon (31)
- Indiana (32)
- Jefferson (33)
- Juniata (34)
- Lackawanna (35)
- Lancaster (36)
- Lawrence (37)
- Lebanon (38)
- Lehigh (39)
- Luzerne (40)
- Lycoming (41)
- McKean (42)
- Mercer (43)
- Mifflin (44)
- Monroe (45)
- Montgomery (46)
- Montour (47)
- Northampton (48)
- Northumberland (49)
- Perry (50)
- Philadelphia (51)
- Pike (52)
- Potter (53)
- Schuylkill (54)
- Snyder (55)
- Somerset (56)
- Sullivan (57)
- Susquehanna (58)
- Tioga (59)
- Union (60)
- Venango (61)
- Warren (62)
- Washington (63)
- Wayne (64)
- Westmoreland (65)
- Wyoming (66)
- York (67)