Long Term Graduate

Q1 Are you currently employed?
○ Yes (1)
○ No (2)

Q2 Which program did you graduate from most recently?
○ CWEB (1)
○ CWEL (2)

**Answer Q4-Q6 If Q1=Yes**

Q3 This set of questions is about your work environment. Please answer them thinking about your position at your agency. There are no right or wrong answers. If you are unsure of your response check not applicable.
Q4 The following questions are about your experiences in public child welfare

<table>
<thead>
<tr>
<th></th>
<th>To a very little extent (1)</th>
<th>To a little extent (2)</th>
<th>To some extent (3)</th>
<th>To a great extent (4)</th>
<th>To a very great extent (5)</th>
<th>N/A (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>People I work with are direct and honest with each other. (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People I work with accept criticism without becoming defensive. (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People I work with function as a team. (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People I work with constructively confront problems. (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>People I work with are good listeners. (5)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Labor and management have a productive working relationship. (6)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This organization motivates me to put out my best efforts. (7)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This organization respects its workers. (8)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>


| treats people in a consistent and fair manner. (9) | 〇 | 〇 | 〇 | 〇 | 〇 | 〇 | 〇 |
| There is an atmosphere of trust in this organization. (10) | 〇 | 〇 | 〇 | 〇 | 〇 | 〇 | 〇 |
Q5 The following questions are about your experiences in public child welfare.

<table>
<thead>
<tr>
<th></th>
<th>To a very little extent (1)</th>
<th>To a little extent (2)</th>
<th>To some extent (3)</th>
<th>To a great extent (4)</th>
<th>To a very great extent (5)</th>
<th>N/A (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>This organization motivates people to be efficient and productive.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I get enough information to understand the big picture here.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>When changes are made, the reasons why are made clear.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I know what's happening in work sections outside my own.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I get the information I need to do my job well.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have a say in decisions that affect my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am asked to make suggestions about how to do my job better.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>This</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>(8) Organization values the ideas of workers at every level.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(9) My opinions count in this organization.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(10) Job requirements are made clear by my supervisor.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

---

### Notes

- (8) Organization values the ideas of workers at every level.
- (9) My opinions count in this organization.
- (10) Job requirements are made clear by my supervisor.
Q6 The following questions are about your experiences in public child welfare.

<table>
<thead>
<tr>
<th></th>
<th>To a very little extent (1)</th>
<th>To a little extent (2)</th>
<th>To some extent (3)</th>
<th>To a great extent (4)</th>
<th>To a very great extent (5)</th>
<th>N/A (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>When I do a good job, my supervisor tells me.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>My supervisor takes criticism well.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>My supervisor gives me criticism in a positive way.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>My supervisor is a good listener.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>My supervisor tells me how I'm doing.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>Decisions made at meetings get put into action.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>Everyone takes part in discussions at meetings.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
<tr>
<td>Our discussions in meetings stay on track.</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
<td>![ ]</td>
</tr>
</tbody>
</table>
**Q7 Are you currently employed at a county children and youth agency?**
- Yes (1)
- No (2)
- Not Applicable (3)

*If Yes is selected, then skip Q10*

**Q8 Please note new place of employment**

**Q9 Do you work at an agency that provides services to child welfare involved families as its primary role? For example, foster care or on-going child and family services related to maltreatment.**
- Yes (1)
- No (2)
- Not applicable (3)

**Q10 What is your current job title?**
- Acting Director (1)
- Administrator/Director (2)
- Caseworker I (3)
- Caseworker II (4)
- Caseworker III (5)
- Fiscal Officer (6)
- Program Analyst (7)
- Regional Program Staff (8)
- Supervisor (9)
- Other (10) ____________________
Q11 What is your primary work unit (if you work in more than one, please choose the one that you spend the majority of your time working in):
- Intake (Screening, Intake Assessment) (1)
- Ongoing (In-home, CPS, GPS, Family Preservation) (2)
- Substitute Care (Out of home placement, e.g., foster care) (3)
- Adoption (4)
- Independent Living (5)
- School (6)
- Administrative (Manager, Director/Assistant, Administrator/Assistant, Program Specialist, Contract Monitor) (7)
- Non-direct service (Clerical, Fiscal, Business) (8)
- Other direct service (Homemaker, Case aid, Family Group Coordinator/Facilitator) (9)

Q12 In a typical month, how many families and children are you responsible for managing? Please enter a 0 for both if you have no caseload.
- Number of Families (1)
- Number of Children (2)

Q13 What is the geographic descriptor of your county child welfare agency?
- Rural (1)
- Suburban (2)
- Urban (3)

Q14 Within what OCYF region is your county child welfare agency based?
- Central (1)
- Northeastern (2)
- Southeastern (3)
- Western (4)

Q15 How many years of full-time experience, including your present job if applicable, have you had in child welfare?

Q16 How many years have you worked in your present agency?

Q17 Thinking about your current responsibilities at your child welfare agency, have you had the opportunity to supervise and/or mentor current CWEB students?
- Yes (1)
- No (0)
Answer Q18 If Q17= Yes

Q18  Thinking about the full range of caseworkers currently in your agency, please rate the CWEB students you supervise/mentor on the following traits:

<table>
<thead>
<tr>
<th>Trait</th>
<th>Not at all Important (1)</th>
<th>Very Unimportant (2)</th>
<th>Neither Important nor Unimportant (3)</th>
<th>Very Important (4)</th>
<th>Extremely Important (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)*</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)*</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<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>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motivation (e.g.,</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
persistently displays a high level of effort and commitment to performing job duties) (7)

Self-Awareness/Confidence (e.g., recognizes own strengths, limitations, and emotional reactions and how they impact his/her work, has a strong sense of capabilities (8)*

Sense of Mission (e.g., shows passion and dedication toward working with children and families) (9)

Teamwork (e.g., contributes to organizational goals, easily collaborates with other internal and external staff) (10)

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.
Q19 Which school did you attend for your undergraduate degree?
- Bloomsburg University (1)
- California University of Pennsylvania (2)
- Edinboro University (3)
- Kutztown University (4)
- Lock Haven University (5)
- Mansfield University (6)
- Marywood University (7)
- Millersville University (8)
- University of Pittsburgh (9)
- Shippensburg University (10)
- Slippery Rock University (11)
- Temple University (12)
- West Chester University (13)
- Widener University (14)

Q20 What month and year did you graduate from school?
   - Month (MM) (1)
   - Year (YYYY) (2)
Q21 At what agency did you do your CWEB commitment?

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

Q22 Are you still at the agency where you served your CWEB commitment?
Yes (1)
No (2)
Q23 Please indicate how much you agree with these statements about your CWEB program:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree (1)</th>
<th>Disagree (2)</th>
<th>Somewhat Disagree (3)</th>
<th>Neither Agree nor Disagree (4)</th>
<th>Somewhat Agree (5)</th>
<th>Agree (6)</th>
<th>Strongly Agree (7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My undergraduate degree program prepared me for working in child welfare (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My undergraduate degree program prepared me for graduate school (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Through the CWEB and CWEL programs, I will be able to make an important contribution to individuals and society (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Answer Q24-Q28 if Q2= CWEL

Q24 Have you taken the LSW/LCSW examination?
- Yes (1)
- No (2)

Answer Q25 If Q24= Yes
Q25 Did you pass the LSW/LCSW examination?
- Yes (1)
- No (2)
Q26 Which CWEL school did you attend?
- Bloomsburg University (1)
- Bryn Mawr College (2)
- California University of Pennsylvania (3)
- Edinboro University (4)
- Kutztown University (5)
- Lock Haven University (6)
- Mansfield University (7)
- Marywood University (8)
- University of Pennsylvania (9)
- University of Pittsburgh (10)
- Shippensburg University (11)
- Temple University (12)
- West Chester University (13)
- Widener University (14)

Q27 What month and year did you graduate?
   Month (mm) (1)
   Year (yyyy) (2)

Q28 Did you complete the CWEB program?
- Yes (1)
- No (2)

Q29 Have you been promoted since completing the program?
- Yes (1)
- No (2)

Answer Q30 If Q29= Yes

Q30 Please list both former and current positions:
   Former: (1)
   Current: (2)

Q31 Occasionally our graduates receive awards (i.e., caseworker of the month, children’s crusader award, community service award, praise from agencies or consumers (DHS newsletter, letter of recognition from the county, commended on casework practice) or have outstanding achievements either academically (i.e., honor society inductions, dean’s list, scholarships) or in the work force (i.e., starting new programs or initiatives within your agency, promotions, positive feedback from your families). Have you had any such awards, praise, or achievements since completing your last survey?
- Yes (1)
- No (2)
Q32 Please describe your award, achievement, and/or accomplishment.

Q33 Please share with us any additional comments you have about the CWEB and CWEL programs.

Q34 Gender
- Male (1)
- Female (2)

Q35 Age

Q36 Race (select all that apply)
- African American (1)
- Caucasian (2)
- Alaskan Native/Native American (3)
- Asian (4)
- Native Hawaiian/Pacific Islander (5)
- Unknown (6)

Q37 Hispanic Origin:
- Yes (1)
- No (2)