

Agency_2022

Q1 The following survey asks questions pertaining to your county child welfare agency's experience with Pennsylvania's CWEB or CWEL programs. Please note that because of the logic of the survey, question numbers may not be displayed sequentially as you move through the survey.

Q2 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)
-

Q3 Are there any challenges within your agency that would discourage you to participate in CWEB/CWEL programs?

Q4 Would you like more information about our child welfare education programs?

- Yes (1)
 - No (2)
-

Q5 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) _____

Q6 Program of Interest (select all that apply)

CWEB (1)

CWEL (2)

Q7 Last year you reported you were interested in finding out more information concerning [CWEB/CWEL](#). Were you contacted by someone from the University of Pittsburgh regarding [CWEB/CWEL](#)?

Yes (1)

No (0)

Q8 Are you still interested in receiving more information about [CWEB/CWEL](#)?

Yes (1)

No (0)

Q9 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) _____

Q10 Program of Interest (select all that apply)

CWEB (1)

CWEL (2)

Q11 Please rate the following statements:

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)	Don't know (-7)
Someone from the university contacted me in a timely manner regarding the CWEB/CWEL program (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My questions and concerns concerning the CWEB/CWEL program were thoroughly answered (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My county is ready to implement the CWEB/CWEL program (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12 In what way can the university help prepare you to implement the CWEB/CWEL program?



Q13 What date have you (or are you planning) on starting the CWEB/CWEL program?

Q14 Please rate the following items about the impact that the CWEB program has had at your agency.

	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	N/A (6)
Increase in agency staff morale? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention of experienced agency staff? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability of agency staff to utilize new skills? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of practice in your agency? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in agency staff's sense of mission? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15 Please rate the following statement about the caliber of CWEB graduate in your agency:

	Strongly disagree (7)	Disagree (8)	Neither agree nor disagree (9)	Agree (10)	Strongly agree (11)	N/A (12)
When compared to other new caseworkers, CWEB graduates are more prepared to carry a child welfare caseload. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When compared to other new caseworkers, CWEB graduates need less support in completing the tasks of a child welfare caseworker. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When compared to other new caseworkers, CWEB graduates can better cope with the emotional aspects of child welfare casework. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When compared to other new caseworkers, CWEB graduates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

have a better understanding of the laws and policies governing county child welfare agencies. (4)

Q16 In what areas can the education of CWEB graduates be enhanced to prepare them for a county child welfare caseworker position?

Q17 Please rate the University of Pittsburgh's administration of the CWEB program along the following dimensions.

	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	N/A (6)
Provision of information? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Response to questions? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handling of complaints/problems/unusual events? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accessibility? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of contracts/agreements? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of fiscal matters/reimbursement with your county? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 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)

Q19 Thinking about the full range of caseworkers currently in your agency, please rate this year's CWEB graduates on the following traits:

	Poor (1)	Fair (2)	Good (3)	Very Good (4)	Superior (5)	Don't know (15)
Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivation (e.g., persistently displays a	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20 Please estimate how many CWEL graduates are at your agency.

Q21 Please estimate how many current CWEL students you have at your agency.

Q22 Please rate the following items about the impact that the CWEL program has had at your agency.

	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	N/A (6)
Increase in agency staff morale? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention of experienced agency staff? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability of agency staff to utilize new skills? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of practice in your agency? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in agency staff's sense of mission? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23 Please rate the University of Pittsburgh's administration of the CWEL program along the following dimensions.

	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	N/A (6)
Provision of Information? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Response to questions? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handling of complaints/problems/unusual events? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accessibility? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of contracts/agreements? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of fiscal matters/reimbursement with your county? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24 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)

Q25 Thinking about the full range of caseworkers currently in your agency, please rate this year's CWEL graduates on the following traits:

	Poor (1)	Fair (2)	Good (3)	Very Good (4)	Superior (5)	Don't know (15)
Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivation (e.g., persistently displays a	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)

Q26 As a director, how have you adapted program and/or assignments to use the skills and abilities of recent CWEB or CWEL graduates?

Q27 Allocation of more challenging cases?

Yes (1)

No (2)

Q28 Assignment to special projects?

Yes (1)

No (2)

Q29 Special practicum instructor?

Yes (1)

No (2)

Q30 Involved graduate(s) in planning or policy development?

Yes (1)

No (2)

Q31 Promotion?

Yes (1)

No (2)

Q32 Assigned specialized caseload or specialized agency function?

Yes (1)

No (2)

Q33 Assigned a leadership/mentorship role?

Yes (1)

No (2)

Q34 Graduate(s) developed a new program or revised an existing program?

Yes (1)

No (2)

Q35 How involved are CWEB/CWEL graduates in the following county initiatives:

	Never (9)	Sometimes (10)	About half the time (11)	Most of the time (12)	Always (13)	N/A (14)
Racial diversity, equity, and inclusion (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation, gender identity, and gender expression (SOGIE) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family First Prevention Services Act (FFPSA) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuous Quality Improvement (CQI) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality Service Review/ Children and Family Services Review (QSR/CFSR) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trauma-Informed Care (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Group Decision Making/Conferencing and Teaming/Family Engagement (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational Effectiveness Initiatives (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment and Retention (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Finding (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q36 Have any of your CWEB and/or CWEL graduates been acknowledged with a special award or recognition within the agency or within the larger community?

Yes (1)

No (2)

Q37 Can you share the graduate's name and the nature of the award/recognition?

Q38 Please specify how you are utilizing your CWEB/CWEL graduates' skills (specialized/challenging caseloads; special projects; planning/policy development; leadership roles; revising or creating new programs; mentorship of new staff; any other tasks)

Q39 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?

Q40 Please share with us any additional comments you have about the CWEB and CWEL programs.

Q41 What is your title?

Q42 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)