

Agency_2026

Start of Block: Introduction

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.

End of Block: Introduction

Start of Block: No current CWERP Affiliation

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 Please share any challenges at your agency that discourage or limit your participation in the CWEB and CWEL Programs.

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

☐ Yes (1)

☐ No (2)

Skip To: End of Block If Q4 = No

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)

End of Block: No current CWERP Affiliation

Start of Block: Contact Update

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)

Skip To: Q11 If Q7 = Yes

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)

Display this question:

If Q7 = Yes

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)	☐	☐	☐	☐	☐	☐	☐	☐
My questions and concerns concerning the CWEB/CWEL program were thoroughly answered (2)	☐	☐	☐	☐	☐	☐	☐	☐
My county is ready to implement the CWEB/CWEL program (3)	☐	☐	☐	☐	☐	☐	☐	☐

Display this question:

If Q11 = My county is ready to implement the CWEB/CWEL program [Strongly Disagree]

Or Q11 = My county is ready to implement the CWEB/CWEL program [Disagree]

Or Q11 = My county is ready to implement the CWEB/CWEL program [Somewhat Disagree]

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

Display this question:

If Q11 = My county is ready to implement the CWEB/CWEL program [Strongly Agree]

Or Q11 = My county is ready to implement the CWEB/CWEL program [Agree]

Or Q11 = My county is ready to implement the CWEB/CWEL program [Somewhat Agree]



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

End of Block: Contact Update

Start of Block: CWEB

Q14 How well has the CWEB program impacted your agency in the following areas:

	Not well at all (1)	Slightly well (2)	Moderately well (3)	Very well (4)	Extremely well (5)	N/A (6)
Increase in agency staff morale? (1)	☐	☐	☐	☐	☐	☐
Retention of experienced agency staff? (2)	☐	☐	☐	☐	☐	☐
Ability of agency staff to utilize new skills? (3)	☐	☐	☐	☐	☐	☐
The quality of practice in your agency? (4)	☐	☐	☐	☐	☐	☐
Increase in agency staff's sense of mission? (5)	☐	☐	☐	☐	☐	☐

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

	Not well at all (1)	Slightly well (2)	Moderately well (3)	Very well (4)	Extremely well (5)	N/A (6)
Provision of information? (1)	☐	☐	☐	☐	☐	☐
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)	☐	☐	☐	☐	☐	☐

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)

End of Block: CWEB

Start of Block: CWEB Graduates

Q15 Please rate the following statements about the caliber of CWEB graduates in your agency:

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)	N/A (6)
When compared to other new caseworkers, CWEB graduates are more prepared to carry a child welfare caseload. (1)	☐	☐	☐	☐	☐	☐
When compared to other new caseworkers, CWEB graduates need less support in completing the tasks of a child welfare caseworker. (2)	☐	☐	☐	☐	☐	☐
When compared to other new caseworkers, CWEB graduates can better cope with the emotional aspects of child welfare casework. (3)	☐	☐	☐	☐	☐	☐
When compared to other new caseworkers, CWEB graduates	☐	☐	☐	☐	☐	☐

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?

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 (6)
Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)	☐	☐	☐	☐	☐	☐
Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)	☐	☐	☐	☐	☐	☐
Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)	☐	☐	☐	☐	☐	☐
Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)	☐	☐	☐	☐	☐	☐
Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)	☐	☐	☐	☐	☐	☐
Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)	☐	☐	☐	☐	☐	☐
Motivation (e.g., 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)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

End of Block: CWEB Graduates

Start of Block: CWEL

Display this question:

If CWEL = Yes

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

Q22 How well has the CWEL program impacted your agency in the following areas:

	Not well at all (1)	Slightly well (2)	Moderately well (3)	Very well (4)	Extremely well (5)	N/A (6)
Increase in agency staff morale? (1)	☐	☐	☐	☐	☐	☐
Retention of experienced agency staff? (2)	☐	☐	☐	☐	☐	☐
Ability of agency staff to utilize new skills? (3)	☐	☐	☐	☐	☐	☐
The quality of practice in your agency? (4)	☐	☐	☐	☐	☐	☐
Increase in agency staff's sense of mission? (5)	☐	☐	☐	☐	☐	☐

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

	Not well at all (1)	Slightly well (2)	Moderately well (3)	Very well (4)	Extremely well (5)	N/A (6)
Provision of Information? (1)	☐	☐	☐	☐	☐	☐
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)	☐	☐	☐	☐	☐	☐

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)

End of Block: CWEL

Start of Block: CWEL Graduates

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

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 (6)
Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)	☐	☐	☐	☐	☐	☐
Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)	☐	☐	☐	☐	☐	☐
Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)	☐	☐	☐	☐	☐	☐
Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)	☐	☐	☐	☐	☐	☐
Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)	☐	☐	☐	☐	☐	☐
Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)	☐	☐	☐	☐	☐	☐
Motivation (e.g., 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)

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

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

☐	☐	☐	☐	☐	☐
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End of Block: CWEL Graduates

Start of Block: CWEB/CWEL Graduates

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)

Display this question:

If Q37 = Yes

Or Q27 = Yes

Or Q28 = Yes

Or Q30 = Yes

Or Q32 = Yes

Or Q34 = Yes

Q35 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)

Q36 How involved are CWEB/CWEL graduates in the following county initiatives:

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

Q37 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)

Display this question:

If Q37 = Yes

Q38 Can you share the graduate's name and the nature of the award/recognition?

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?

End of Block: CWEB/CWEL Graduates

Start of Block: Open-Ended Questions

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

End of Block: Open-Ended Questions

Start of Block: Demographics

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)

End of Block: Demographics
