

Long Term Graduate_2026

Start of Block: Intro Questions

Q1 The following survey asks questions pertaining to your experience in 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 Are you currently employed?

☐ Yes (1)

☐ No (2)

Q3 Which program did you graduate from most recently?

☐ CWEB (1)

☐ CWEL (2)

End of Block: Intro Questions

Start of Block: Grit

Q60 Here are a number of statements that may or may not apply to you. When responding, think of how you compare to most people -- not just the people you know well, but most people in the world. There are no right or wrong answers, so just answer honestly!

	Very much like me (1)	Mostly like me (2)	Somewhat like me (3)	Not much like me (4)	Not like me at all (5)
I have overcome setbacks to conquer an important challenge. (1)	☐	☐	☐	☐	☐
New ideas and projects sometimes distract me from previous ones. (2)	☐	☐	☐	☐	☐
My interests change from year to year. (3)	☐	☐	☐	☐	☐
Setbacks don't discourage me. (4)	☐	☐	☐	☐	☐
I have been obsessed with a certain idea or project for a short time but later lost interest. (5)	☐	☐	☐	☐	☐
I am a hard worker. (6)	☐	☐	☐	☐	☐
I often set a goal but later choose to pursue a different one. (7)	☐	☐	☐	☐	☐
I have difficulty maintaining	☐	☐	☐	☐	☐

my focus on projects that take more than a few months to complete. (8)

I finish whatever I begin. (9)

I have achieved a goal that took years of work. (10)

I become interested in new pursuits every few months. (11)

I am diligent. (12)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

End of Block: Grit

Start of Block: Background questions

Q8 Are you currently employed at a county children and youth agency?

☐ Yes (1)

☐ No (2)

Skip To: End of Block If Q8 = Yes

Q9 Please note new place of employment

Q10 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)

End of Block: Background questions

Start of Block: Stress/Making a Difference

Q61 Please answer the following questions regarding your work with children and families in the child welfare system:

	Never (1)	Seldom (2)	Sometimes (3)	Usually (4)	Always (5)
How often do you feel you are successful in helping families make positive changes in their lives? (1)	☐	☐	☐	☐	☐
How often do you feel you are successful in helping children and families achieve permanency? (2)	☐	☐	☐	☐	☐
How often do you feel you are successful in helping children and families remain safe? (3)	☐	☐	☐	☐	☐
How often do you feel your efforts have contributed to the physical, mental, and educational well-being of children and families? (4)	☐	☐	☐	☐	☐
How often do you receive thanks or expressions	☐	☐	☐	☐	☐

of gratitude
from children
and families
you have
worked with?
(5)

Q64 Please answer the following questions concerning possible stressors of child welfare work.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
I am under too many pressures to do my job effectively. (1)	☐	☐	☐	☐	☐
Staff members often show signs of stress and strain. (2)	☐	☐	☐	☐	☐
The heavy workload here reduces program effectiveness. (3)	☐	☐	☐	☐	☐
Staff frustrations are common here. (4)	☐	☐	☐	☐	☐

Q65 The following is a list of statements made by persons who have been impacted by their work with traumatized clients. Read each statement, then indicate how frequently the statement was true for you in the **past seven days**.

	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Very Often (5)
I felt emotionally numb. (1)	☐	☐	☐	☐	☐
My heart started pounding when I thought about my work with clients. (2)	☐	☐	☐	☐	☐
It seemed as if I was reliving the trauma(s) experienced by my client(s). (3)	☐	☐	☐	☐	☐
I had trouble sleeping. (4)	☐	☐	☐	☐	☐
I felt discouraged about the future. (5)	☐	☐	☐	☐	☐
Reminders of my work with clients upset me. (6)	☐	☐	☐	☐	☐
I had little interest in being around others. (7)	☐	☐	☐	☐	☐
I felt jumpy. (8)	☐	☐	☐	☐	☐
I was less active than usual. (9)	☐	☐	☐	☐	☐

I thought about my work with clients when I didn't intend to. (10)	☐	☐	☐	☐	☐
I had trouble concentrating. (11)	☐	☐	☐	☐	☐
I avoided people, places, or things that reminded me of my work with clients. (12)	☐	☐	☐	☐	☐
I had disturbing dreams about my work with clients. (13)	☐	☐	☐	☐	☐
I wanted to avoid working with some clients. (14)	☐	☐	☐	☐	☐
I was easily annoyed. (15)	☐	☐	☐	☐	☐
I expected something bad to happen. (16)	☐	☐	☐	☐	☐
I noticed gaps in my memory about client sessions. (17)	☐	☐	☐	☐	☐

End of Block: Stress/Making a Difference

Start of Block: Current Information

Q11 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) _____

Q12 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)



Q13 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) _____



Q16 How many years of full-time experience, including your present job if applicable, have you had in child welfare?



Q17 How many years have you worked in your present agency?

Q18 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)

Display this question:

If Q18 = Yes

Q19 Thinking about caseworkers currently in your agency with similar education and experience, please rate the CWEB students you supervise/mentor on the following traits:

	Poor (1)	Fair (2)	Good (3)	Very Good (4)	Superior (5)
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: Current Information

Start of Block: CWEL

Q27 Have you taken the LSW/LCSW examination?

☐ Yes (1)

☐ No (2)

Display this question:

If Q27 = Yes

Q28 Did you pass the LSW/LCSW examination?

- ☐ Yes (1)
 - ☐ No (2)
-

Q29 Which CWEL school did you attend?

- ☐ Commonwealth University: Bloomsburg (1)
 - ☐ Bryn Mawr College (2)
 - ☐ PennWest: California University of Pennsylvania (3)
 - ☐ PennWest: Edinboro University (4)
 - ☐ Kutztown University (5)
 - ☐ Commonwealth University: Lock Haven (6)
 - ☐ Commonwealth University: Mansfield (7)
 - ☐ Marywood University (8)
 - ☐ University of Pennsylvania (9)
 - ☐ University of Pittsburgh (10)
 - ☐ Shippensburg University (11)
 - ☐ Slippery Rock University (15)
 - ☐ Temple University (12)
 - ☐ West Chester University (13)
 - ☐ Widener University (14)
-



Q30 What month and year did you graduate?

☐ Month (mm) (1) _____

☐ Year (yyyy) (2) _____

Q31 Did you complete the CWEB program?

☐ Yes (1)

☐ No (2)

End of Block: CWEL

Start of Block: CWEB To CWEL

Q32 Which school did you attend for your undergraduate degree?

- ☐ Alvernia University (16)
- ☐ Commonwealth University: Bloomsburg (1)
- ☐ PennWest: California University of Pennsylvania (2)
- ☐ Cedar Crest College (17)
- ☐ East Stroudsburg University (15)
- ☐ PennWest: Edinboro University (3)
- ☐ Elizabethtown College (18)
- ☐ Juniata College (19)
- ☐ Kutztown University (4)
- ☐ Lancaster Bible College (20)
- ☐ Commonwealth University: Lock Haven (5)
- ☐ Commonwealth University: Mansfield (6)
- ☐ Marywood University (7)
- ☐ Messiah University (21)
- ☐ Millersville University (8)
- ☐ Misericordia University (22)
- ☐ University of Pittsburgh (9)
- ☐ Shippensburg University (10)
- ☐ Slippery Rock University (11)
- ☐ Temple University (12)
- ☐ West Chester University (13)

☐ Widener University (14)

Q33 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)
-

Q34 Are you still at the agency where you served your CWEB commitment?

- ☐ Yes (1)
- ☐ No (2)

End of Block: CWEB To CWEL

Start of Block: Open-ended

Q39 Have you been promoted since completing [\\${e://Field/Program}](#)?

- ☐ Yes (1)
- ☐ No (2)
-

Display this question:

If Q39 = Yes

Q40 Please list both former and current positions:

- ☐ Former: (1) _____
- ☐ Current: (2) _____
-

Q41 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)

Display this question:

If Q41 = Yes

Q42 Please describe your award, achievement, and/or accomplishment.

Q43 Tell us about other activities you have participated in that have contributed to child welfare.

Q44 What professional development opportunities have you participated in since completing the program?

Q45 How have you mentored colleagues or disseminated your enhanced skills to others in your agency?

Q46 Leadership comes in all forms. How have you led others or championed initiatives within your agency?

Q47 Please share with us any additional comments you have about the CWEB and CWEL programs.

End of Block: Open-ended

Start of Block: Demographics

Q48 Gender

- ☐ Male/Man (1)
 - ☐ Female/Woman (2)
 - ☐ Agender (3)
 - ☐ Prefer not to answer (4)
 - ☐ Gender fluid (5)
 - ☐ Gender non-conforming (6)
 - ☐ Genderqueer (7)
 - ☐ Intergender (8)
 - ☐ Intersex (9)
 - ☐ Nonbinary (10)
 - ☐ Other (11) _____
 - ☐ Trans Man/Male (12)
 - ☐ Trans Woman/Female (13)
 - ☐ Transgender (14)
 - ☐ None of these fully describe me right now (15)
-

Q49 Age

Q50 Race (select all that apply)

☐ Black or African (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali) (1)

☐ White/Caucasian (e.g., German, Irish, English, Italian) (2)

☐ American Indian/Alaska Native/Native Hawaiian (e.g., Navajo Nation, Blackfeet tribe, Mayan, Aztec) (3)

☐ Middle East / North Africa (MENA) region (e.g., Lebanese, Egyptian, Syrian, Moroccan) (10)

☐ Asian/Pacific Islander (e.g., Asian American, Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, Pakistani, Cambodian, Hmong, Samoan, Chamorro, Tongan, Fijian, Marshallese, Palauan, Tahitian, Chuukese) (4)

☐ Some other race (5)

☐ ☒ Prefer not to answer (9)

Q51 Are you of Hispanic, Latino/a/x, or Spanish origin? (select all that apply)

- ☐ ☒ No, not of Hispanic, Latino/a/x, or Spanish Origin (1)
- ☐ Yes, Mexican, Mexican American, or Chicano (2)
- ☐ Yes, Puerto Rican (3)
- ☐ Yes, Cuban (4)
- ☐ Yes, another Hispanic, Latino or Spanish origin (e.g., Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian) (5)
- ☐ Prefer not to answer (8)

End of Block: Demographics
