

**Western Regional Recruitment and Retention Project
Child Welfare Survey**

Survey Questions: Part 1 of 5

Completing this survey as thoroughly as possible will help us gather accurate data about your organization.

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your work.				
Co-workers in my unit professionally share and learn from one another.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources in my agency are adequate for serving families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are clear job expectations and performance standards for my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit accept the need for support from their colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my job, I can access adequate resources when I need:				
a. Specialized consultation for assessment and evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Intensive family intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Emergency assistance for material needs of families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Support and services for placement (foster, kin, adoptive families)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The agency's purpose is clear to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit feel comfortable with the assistance they receive from colleagues to enhance the quality of their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The work reflects the agency's purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit encourage each other to exercise professional judgment when making decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My agency is often "under fire" by the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the support to make work-related decisions when appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit share work experiences with each other to improve the effectiveness of client services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your work.				
My work uses client-focused interventions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit spend time in professional reflection about their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are strong, positive relationships between my agency and community resource providers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit spend time mentoring new employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The community supports the work of my agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit are proud to work in child welfare.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my community, families can access:				
a. Substance abuse intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Mental health intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Domestic violence intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Housing needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Food, clothing, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit clearly understand the agency vision for child welfare programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interviewers for the agency give prospective workers an accurate picture of the work and the agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit use the findings from child welfare research in their work with children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The lack of resources in my community seriously impacts my capacity to do my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work uses helping strategies that work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit give priority to child safety and permanence planning goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your work.				
In my agency, there is more emphasis on the quality of the services than on the number of clients served.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The agency provides the resources needed to help families and children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cases are assigned in a fair manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit believe that they can have a positive impact on the lives of most of their clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the agency, work processes are efficient and streamlined.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit are willing to provide support and assist each other when problems arise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in the community think highly of my agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Media attention to my agency is often negative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit give priority to child safety assessment activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Co-workers in my unit are committed to continuous professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments About Your Work	<div style="border: 1px solid black; height: 80px; width: 100%;"></div>			

Survey Questions: Part 2 of 5

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your agency.				
My supervisor supports me in difficult case situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that encouragement is provided for those who are furthering their social work education or are involved in professional development activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors and the administration appear to be in agreement when implementing new policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My training has adequately prepared me to work with my clients of different cultures/ethnicities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor demonstrates consistency in decision-making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management views leadership roles as shared by staff and administrators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor helped me learn the ropes of the agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The supervisors and administration have good relationships with one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My agency's workforce is similar to the clients we serve in terms of culture/ethnicity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff are encouraged by administrators to be the best that they can be in their assigned positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor helps me prevent and address burnout.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor can accept an alternative perspective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators are empathetic with work-related problems and difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor assists me in setting and assessing long-term case goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is appropriately flexible when it comes to applying rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor sometimes makes it clear to me that he/she doesn't agree with some agency policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged by administrators to provide leadership for new projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your agency.				
Agency assessment and case planning procedures and instruments include a focus on client culture and ethnicity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor is knowledgeable about effective ways to work with children and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor encourages me to consider my clients' culture and ethnicity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can see myself in a more responsible job in this agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel very confident in my abilities to work with clients of differing cultures and ethnicities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor is supportive of any on-the-job training I attend.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cohesion among agency staff is valued and encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor genuinely cares about me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I find that supervisors/administrators are willing to help when problems arise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor gives me help when I need it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am in a dead-end job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor shows approval when I succeed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor provides the help I need to complete required paperwork.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am rewarded fairly for the amount of effort that I put in.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrators allow sufficient professional autonomy to make decisions in our work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor helps me learn and improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Members of the administration show a genuine concern for staff as professionals in their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrators provide visible, ongoing support for innovations and ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor values and seriously considers my opinions in case decision making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am not rewarded fairly considering my education and training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about your agency.				
My supervisor encourages creative solutions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is competent in doing his/her job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive the assistance I need from administrators to enhance the quality of case decisions and services to clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor reinforces the core-training curriculum.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity for advancement in this agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor demonstrates leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides the help I need to complete required tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am rewarded fairly considering the responsibilities that I have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments About Your Agency.	<div style="border: 1px solid black; height: 70px; width: 100%;"></div>			

Survey Questions: Part 3 of 5

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about you.				
My work offers opportunities to ensure the safety and well-being of clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to regularly expend the energy and effort needed to accomplish work tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work offers opportunities for improving knowledge and skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I work effectively within the structure of my organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I remain motivated and persist in overcoming difficult or uncertain obstacles to accomplish outcomes for clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I effectively interpret and apply agency policies in my job assignment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is not enough time to do my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is hard for me to face hostility from my clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I effectively use interviewing skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I engage individuals in appropriate strengths and problem identification.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am an effective witness in child welfare court hearings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The workload is reasonable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I effectively assist children in working through separation from their family members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to accurately assess parenting capability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The training I received when I was hired prepared me well for this job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This job fits my career goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my work, I have a feeling of success and accomplishment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The work has the right level of challenge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I work collaboratively with staff from other community agencies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about you.				
My educational background prepared me well for this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently think about quitting my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work offers opportunities to make a difference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I rebound and persist after failures in efforts to accomplish work goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I effectively provide social work treatment interventions with families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work offers schedule flexibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work effectively with clients and co-workers in a culturally sensitive manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all, I am satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I effectively use assessment skills in decision-making about child safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is difficult to stop thinking about some of the hard things I see at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the personal and professional gratification of working in child welfare to be greater than those in other professions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training is highly valued by my agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is common for me to feel alone in doing my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I intend to remain in child welfare as my long-term professional career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The agency helps me to implement best practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will remain in child welfare even though I might be offered a position outside of child welfare with a higher salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In doing this work, I become aware of terrible things that I cannot tell my closest family and friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am actively seeking other employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am committed to working in child welfare even though it can be quite stressful at times.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given enough information to make an informed decision about the reality of this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question:	Strongly Disagree	Disagree	Agree	Strongly Agree
Tell us about you.				
Ongoing training opportunities help me do this job better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to simultaneously implement reunification and adoption permanency goals (concurrent planning).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often find myself worrying about specific families or children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available training opportunities are highly relevant to my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would leave child welfare work tomorrow if I was offered a job for the same salary but with less stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes I wonder if I know enough to do this job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Realizing the enormity of my decisions on people's lives is a concern for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is very stressful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments About Yourself.	<div style="border: 1px solid black; height: 70px; width: 100%;"></div>			

*Survey sections one - three were developed by The Institute for Families, Graduate School of Social Work, University of Denver. Many items were drawn from other surveys developed by the following individuals:
 Dr. Brenda Smith, Dr. Laura Bronstein, Dr. Hal Lawson, and Dr. Mary McCarthy, State University of New York at Albany.
 Drs. Alberta and Chad Ellett, University of Georgia, School of Social Work.
 Dr. Miriam Landsman, School of Social Work, University of Iowa.*

Survey Questions: Part 4 of 5

How Often	0 Never	1 A few times a year or less	2 Once a month	3 A few times a month	4 Once a week	5 A few times a week	6 Every day
Please select 0-6 in the text box to record your answer for the following questions.							
I feel emotionally drained from my work.						select answer	
I feel used up at the end of the workday.						select answer	
I feel fatigued when I get up in the morning and have to face another day on the job.						select answer	
Working with people all day is really a strain for me.						select answer	
I feel burned out from my work.						select answer	
I feel frustrated by my job.						select answer	
I feel I'm working too hard on my job.						select answer	
Working with people directly puts too much stress on me.						select answer	
I feel like I'm at the end of my rope.						select answer	

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Demographic Data: Part 5 of 5

An error might occur if incomplete or ill formatted data is entered. Number questions should have whole number values (4 not 4.5 or 4+) and the text questions should have basic text values. Try not to type any strange characters like @#\$%^&*

Age	<input type="text"/>
Gender	<input checked="" type="checkbox"/> Female <input checked="" type="checkbox"/> Male
What is your race? (check all that apply)	<input type="checkbox"/> White <input type="checkbox"/> African American <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/> Other (Specify) <input type="text"/>
Are you Hispanic / Latino ethnicity?	<input checked="" type="checkbox"/> yes <input checked="" type="checkbox"/> no
What is your annual salary?	\$ <input type="text"/>
What is the level of education you have obtained?	<input checked="" type="checkbox"/> G.E.D <input checked="" type="checkbox"/> High School <input checked="" type="checkbox"/> Associate's Degree <input checked="" type="checkbox"/> Bachelor's Degree <input checked="" type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Ph.D.
In what field was your degree?	<input checked="" type="checkbox"/> Social Work <input checked="" type="checkbox"/> Psychology <input checked="" type="checkbox"/> Counseling <input checked="" type="checkbox"/> Business <input checked="" type="checkbox"/> Criminology <input checked="" type="checkbox"/> Liberal Arts <input checked="" type="checkbox"/> Other <input type="text"/>

<p>Do you have any professional licenses?</p>	<p><input type="checkbox"/> Bachelor Social Work License</p> <p><input type="checkbox"/> Master's Social Work License</p> <p><input type="checkbox"/> Professional Counselor</p> <p><input type="checkbox"/> Marriage and Family Therapist</p> <p><input type="checkbox"/> Other</p> <input type="text"/>
<p>Do you have any certifications?</p>	<p><input type="checkbox"/> Substance Abuse</p> <p><input type="checkbox"/> Alcohol</p> <p><input type="checkbox"/> Domestic Violence</p> <p><input type="checkbox"/> Other</p> <input type="text"/>
<p>How long have you been in your current position? (numeric value only)</p>	<p><input type="text"/> Years</p> <p><input type="text"/> Month</p>
<p>How long have you worked for this agency? (numeric value only)</p>	<p><input type="text"/> Years</p> <p><input type="text"/> Month</p>
<p>How long have you worked in child welfare? (numeric value only)</p>	<p><input type="text"/> Years</p> <p><input type="text"/> Month</p>
<p>What best describes your current position? (numeric value only)</p>	<p><input type="checkbox"/> Case Aide</p> <p><input type="checkbox"/> Caseworker My caseload includes <input type="text"/> children and <input type="text"/> families</p> <p><input type="checkbox"/> Lead worker My caseload includes <input type="text"/> children and <input type="text"/> families I supervise <input type="text"/> workers</p> <p><input type="checkbox"/> Supervisor My caseload includes <input type="text"/> children and <input type="text"/> families I supervise <input type="text"/> workers</p> <p><input type="checkbox"/> Administrator I supervise <input type="text"/> supervisors</p>

Which of the following best describes your area(s) of responsibility?

- General
- Intake-Child Protection
- Intake-Youth In Conflict/Delinquency Placement Evaluations
- Ongoing Child Protection
- Ongoing Youth Services
- Sexual Abuse
- Specialized Services
- Adoption
- Foster Care
- Other