

Child Welfare Education and Training Partnership
Indiana University School of Social Work
Training Evaluation
Yearend Report 2010
January 1, 2010-December 31, 2010

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2010 Yearend Report
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Introduction to Year-End Report

The training evaluation department of the Child Welfare Education and Training Partnership produces an annual year-end report. The 2010 report is a synopsis of the quarterly reports which contain all the evaluations of Levels I, II, and III. Level I addresses trainee satisfaction and Level II addresses knowledge gained from training. Level III addresses the application of skills learned in training. Added to each question for Level I is the relative rank of each question, class, or trainer by quarter and overall. Because the Partnership is committed to continually assessing training effectiveness, the reports are valuable information.

Summary

Overall, the results below show a very positive response to the second full year of training. Of course, some individual items scored lower, and there is room for improvement in both the content of training and the process of delivering training. These preliminary results, however, provide a solid foundation on which the Partnership can build. The future safety, permanency and well-being of Indiana's children and families provide our highest motivation.

Level I

The response rate from ranged from 97.5% in the 1st quarter to 100% in the 2nd quarter. Regarding Level I, over 210,794 responses were collected to evaluate the satisfaction trainees felt with the training content, process, location, and general trainer skills. Of these responses, the mean score was 4.09, indicating that trainees rated the training as "greatly exceeding" their expectations. (The scale ranged from 1 to 5, with 5 being the most positive score.) Lowest rated were the questions about the physical locations of training (questions 9 through 11, means of 3.5, 3.7, and 3.8 respectively), the highest rated were applicability of training (question 13, with a mean of 4.5), importance of training (question 14b, with a mean of 4.5) and practicality of training (question 14a, with a mean of 4.2). These numbers are consistent with last year's results. As mentioned above, trainer characteristics were also highly rated, with an overall mean of 4.2. Focusing on the trainees' feelings about the training itself, rather than the furniture and locations, it can be seen that overall, trainees have very positive opinions about the training.

Level II

Level II is designed to assess the knowledge gained from training, through using a pre-test and a post-test. In 2010, we collected 16 cohorts of both the pre-test and the post-test. On average, trainees improved 5.3% from the pre-test to the post-test. This difference is statistically significant at the $p < .01$ level. This means that the improvement was most likely not due to chance alone; instead, the improvement was likely due to actual increases in knowledge. While the average improvement was 5.3%, it should be noted that 31% improved more than that amount and overall 83% of people improved on the test. While it is comforting to have a positive gain, and while this improvement is comparable to that in other states, it is important in Indiana to ensure that we have the best possible way to measure improvement in learning. The training evaluation department believes that the test should be revised to improve its accuracy in testing trainees' knowledge when the revision new worker of curriculum is complete.

Level III

Over the course of the year, the number of Level III evaluations we received varied. While Mentors submitted evaluations consistently, the Supervisor submissions declined substantially from over 30 in the first quarter to 0 in the third and fourth quarters. Mentors tended to give most mentees very similar scores. This means that the average scores that mentors gave to new

workers were essentially the same over time in each skill set. Overall, mentors tended to rate new workers fairly highly. While at first this might seem like a positive statement, upon reflection we believe that the ratings are not truly reflective of the workers' abilities. It is not realistic to think that all new workers are "excellent" in their first few months on the job. If raters could provide more variation in their ratings, it would present an opportunity for workers to learn and grow in their skills. This is a message the agency could give mentors and supervisors, along with encouraging them to complete the Level III evaluations routinely.

Level IV

In this summary, we will highlight the graphs that show differences between FCMs trained before and after 2008 Practice Reform was implemented. The graphs are divided by workers hired before and after the 2008 practice reform. July 2008 is the hire date that for which an FCM would have received new worker training under the new practice model. FCMs hired by DCS before July 2008 are "before new practice model" and those hired after July 2008 are "after new practice model."

If the numbers are fairly similar, they will not be mentioned here. Please note that we do not know if the differences are statistically significant, and we do not know if the differences are caused by training or by other factors. This data collection and analysis is in the beginning stages and we are presenting it here more for future reference than to draw any conclusions at this time.

Below is a summary of the data.

- We see that for the average total days that children were in care, for FCMs trained before and after 2008 Practice Reform was implemented, the numbers are better for FCMs trained after Practice Reform. (p. 29)
- The numbers were also better for Practice Reform FCMs for the average number of days per case. (p. 30)
- Average total placements were lower for FCMs trained after Practice Reform. (p. 33)
- Average number of placements per child were lower for FCMs trained after Practice Reform. (p. 34)
- Average number of placements per case were lower for FCMs trained after Practice Reform. (p. 35)
- For length of placement, the average percentage of cases that were less than 12 months was **higher** for FCMs trained after Practice Reform. This is a positive indicator for the FCMs trained after practice reform. For longer placements, the average percentage of cases that were more than 15 months was lower for FCMs trained after Practice Reform. (p. 36-38)
- And finally, for type of placement being in the child's own home or relative home, the average percentage of cases in these homes was slightly higher for FCMs trained after Practice Reform. (p. 39-41)

Again, we have just listed the comparisons in which there is some difference between the two sets of workers. Not all comparisons yielded any difference, and we do not know what the causes are of the differences we do note. But of all the differences, the numbers are in favor of the FCMs trained after Practice Reform. As we continue to gather more data, we hope to revise and refine this method and gain more meaning.

Level I

Added to each question for Level I is the relative rank of each question, class, or trainer by quarter and overall.

Question	Questions 1-20														
	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
1. Learning objectives were explained at beginning of training	4.08	1081	12	3.96	1655	13	4.05	2373	11	4.12	2149	12	4.06	7258	12
2. Learning objectives were achieved by end of training	4.08	1081	13	3.95	1655	14	4.04	2371	14	4.10	2149	13	4.04	7256	13
3. Instructional aides were beneficial (handouts, video, etc.)	4.06	1077	17	3.97	1655	12	3.97	2368	17	4.01	2148	21	4.00	7248	17
4. The teaching methods used were effective	4.06	1081	15	3.92	1655	16	4.01	2373	16	4.08	2148	15	4.02	7257	16
5. The training was well organized	4.11	1082	11	3.97	1654	11	4.05	2375	13	4.14	2143	11	4.07	7254	11
6. Ample practice time was given to demonstrate knowledge/skills	3.98	1071	21	3.82	1640	21	3.91	2362	21	4.02	2141	20	3.93	7214	21
7. The training will help me perform my job more effectively	4.06	1077	16	3.91	1650	17	3.97	2366	18	4.05	2137	18	3.99	7230	18
8. Content was presented at an appropriate level to my background & experience	4.03	1078	19	3.88	1647	20	3.97	2366	19	4.05	2140	17	3.98	7231	19
9. Temperature in training room was comfortable	3.53	1076	24	3.43	1646	24	3.46	2368	24	3.52	2141	24	3.48	7231	24
10. Furniture in training room was comfortable	3.67	1078	23	3.56	1651	23	3.67	2371	23	3.73	2142	23	3.66	7242	23
11. Training room was appropriate for <u>Class</u>	3.78	1077	22	3.71	1644	22	3.75	2366	22	3.85	2141	22	3.78	7228	22
12. Lodging for training event was appropriate	4.03	692	20	3.88	846	19	4.05	1124	12	4.09	1155	14	4.02	3817	15
13. How likely will you be to apply the knowledge you have learned in this training? (1= not at all, 5= very)	4.51	1078	2	4.42	1646	2	4.40	2363	2	4.45	2137	2	4.44	7224	2
14a. Practical (1= not at all, 5= very)	4.42	1077	3	4.36	1653	3	4.37	2367	3	4.42	2143	3	4.39	7240	3
14b. Important (1= not at all, 5= very)	4.51	1066	1	4.49	1619	1	4.48	2333	1	4.51	2113	1	4.50	7131	1
14c. Increased knowledge (1=did not, 5=greatly)	4.14	1068	10	4.03	1632	10	4.11	2333	10	4.16	2128	10	4.11	7161	10
14d. Increased skill (1=did not, 5=greatly)	4.07	1067	14	3.93	1632	15	4.01	2328	15	4.08	2124	16	4.02	7151	14
14e. Increased confidence (1=did not, 5=greatly)	4.06	1069	18	3.90	1628	18	3.94	2330	20	4.03	2124	19	3.98	7151	20
15. Trainer used effective time management	4.15	2135	9	4.06	3333	9	4.12	4672	9	4.20	3914	9	4.13	14054	9
16. Content presented in clear & understandable manner	4.21	2138	7	4.10	3326	8	4.16	4670	7	4.24	3911	7	4.17	14045	7
17. Trainer demonstrated good knowledge of training content	4.28	2136	5	4.15	3329	6	4.21	4668	5	4.28	3913	5	4.23	14046	5
18. Trainer demonstrated willingness to assist participants	4.29	2135	4	4.18	3328	4	4.23	4667	4	4.30	3912	4	4.24	14042	4
19. Trainer kept participants involved & on task	4.19	2133	8	4.11	3331	7	4.15	4667	8	4.22	3913	8	4.17	14044	8
20. Trainer displayed interest & enthusiasm	4.24	2133	6	4.16	3329	5	4.21	4670	6	4.27	3907	6	4.22	14039	6
Total	4.13	31786		4.02	48784		4.08	69251		4.14	60973		4.09	210794	

1. Learning objectives were explained at the beginning of the training*

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.58	52	28	3.58	52	35
Concurrent Planning: An Overview				3.50	74	27	3.88	608	24	3.90	583	21	3.87	1265	29
Court Testimony	3.95	55	16	3.86	308	23	4.00	130	19				3.91	493	25
Domestic Violence: Holding a CFTM							4.04	51	16	4.33	30	6	4.15	81	13
Engaging Fathers in Child Welfare	3.65	89	21	3.76	158	26	3.83	89	25				3.75	336	33
Field Mentor Training	3.72	25	20	4.04	23	12	4.02	51	18	4.27	11	12	3.98	110	21
Forensic Interviewing	3.92	61	18	4.00	87	14	4.24	33	6	4.25	56	15	4.07	237	17
Introduction to Disabilities							3.81	16	26	3.80	69	23	3.80	85	30
Leadership from Within for New Local Dir.				4.06	33	11							4.06	33	18
Meaningful Visits/Making Visits Matter	4.09	53	12	4.14	65	7	4.02	48	17	4.38	63	4	4.17	229	11
Positive Youth Development										3.95	22	20	3.95	22	22
Practice Reform Assessment				3.91	11	19							3.91	11	24
Practice Reform: Supervisor Follow-up	3.93	14	17							3.69	16	24	3.80	30	31
Secondary Trauma & Time Management				3.81	26	25	3.90	187	22	3.90	118	22	3.89	331	27
Case Planning	3.91	46	19	3.85	60	24	3.72	61	27	4.28	68	11	3.95	235	23
Culture & Diversity	4.10	52	11	4.11	65	9	4.26	76	4	4.53	73	1	4.27	266	3
Effects of Abuse, Neglect, & Sep on Dev	4.16	62	10	3.91	53	20	4.20	56	10	4.22	68	16	4.13	239	15
Family Centered CPS	4.31	45	2	4.17	54	3	4.34	80	2	4.33	91	7	4.30	270	2
Getting to Know DCS	4.07	54	14	4.01	68	13	4.23	69	8	4.19	67	17	4.13	258	14
Legal Overview	4.19	52	6	4.11	63	8	4.26	99	5	4.25	71	14	4.21	285	9
Legal Roles & Responsibilities	4.25	44	4	4.26	53	1	4.15	66	12	4.31	74	8	4.24	237	5
Permanency Outcomes for Child & Fam	4.18	51	8	4.00	64	14	3.95	56	21	4.19	68	18	4.08	239	16
Policy/Tablet	3.96	48	15	3.90	59	22	4.08	73	15	4.12	68	19	4.02	248	19
Practice Model Assessment	4.09	58	13	3.90	30	21	4.19	81	11	4.28	75	10	4.16	244	12
Practice Model Engagement	4.28	53	3	4.07	43	10	4.28	93	3	4.26	72	13	4.24	261	6
Practice Model Planning & Intervening	4.18	67	7	4.14	56	5	4.15	68	13	4.42	73	3	4.23	264	7
Practice Model Teaming	4.24	50	5	4.22	41	2	4.23	86	7	4.31	88	9	4.26	265	4
Teaming & Engaging							4.22	18	9				4.22	18	8
Time Management	4.18	51	9	4.14	64	6	4.12	57	14	4.36	67	5	4.21	239	10
Worker Safety	4.33	51	1	4.16	55	4	4.49	87	1	4.46	72	2	4.38	265	1
Supervision I: Orientation							4.00	17	19				4.00	17	20
Supervision II: Administrative Supervision				3.93	15	18	3.88	17	23				3.91	32	26
Supervision III: HR & ICWIS										3.63	8	27	3.63	8	34
Supervisor IV: Educational Supervision				4.00	13	16				3.65	17	26	3.80	30	31
Supervisor V: Supportive Supervision				4.00	14	16				3.67	9	25	3.87	23	28
Total	4.08	1081		3.96	1655		4.05	2373		4.12	2149		4.06	7258	

*Questions 1-8, and 13-14e are now arranged by alphabetically by experienced worker, new worker, and supervisor classes.

2. Learning objectives were achieved by end of training

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.50	52	27	3.50	52	34
Concurrent Planning: An Overview				3.45	74	27	3.88	608	23	3.90	582	21	3.86	1264	29
Court Testimony	3.91	55	18	3.85	308	23	3.98	130	20				3.89	493	26
Domestic Violence: Holding a CFTM							4.10	51	13	4.37	30	5	4.20	81	10
Engaging Fathers in Child Welfare	3.69	89	20	3.71	157	26	3.76	89	25				3.72	335	33
Field Mentor Training	3.68	25	21	4.09	23	9	4.00	51	17	4.36	11	7	3.98	110	23
Forensic Interviewing	3.92	61	17	3.94	87	20	4.27	33	6	4.28	57	10	4.06	238	19
Introduction to Disabilities							3.88	16	24	3.84	69	23	3.85	85	31
Leadership from Within for New Local Dir.				4.12	33	7							4.12	33	14
Meaningful Visits/Making Visits Matter	4.06	53	13	4.09	65	8	4.02	47	16	4.38	63	4	4.15	228	11
Positive Youth Development										4.09	22	20	4.09	22	18
Practice Reform Assessment				4.00	11	14							4.00	11	22
Practice Reform: Supervisor Follow-up	4.00	14	14							3.81	16	24	3.90	30	25
Secondary Trauma & Time Management				3.73	26	25	3.96	187	22	3.86	118	22	3.90	331	24
Case Planning	3.85	46	19	3.74	61	24	3.68	60	27	4.12	68	19	3.86	235	30
Culture & Diversity	3.94	52	15	4.08	65	11	4.29	75	4	4.41	73	3	4.20	265	8
Effects of Abuse, Neglect, & Sep on Dev	4.13	62	10	3.98	53	19	4.21	56	8	4.18	68	15	4.13	239	13
Family Centered CPS	4.36	45	2	4.17	54	5	4.33	80	2	4.29	91	9	4.29	270	2
Getting to Know DCS	4.09	54	12	4.00	68	17	4.25	71	7	4.16	67	16	4.13	260	12
Legal Overview	4.27	52	4	4.22	63	2	4.30	99	3	4.20	71	13	4.25	285	4
Legal Roles & Responsibilities	4.20	44	8	4.26	53	1	4.12	66	11	4.36	74	6	4.24	237	5
Permanency Outcomes for Child & Fam	4.16	51	9	4.08	64	10	3.96	56	21	4.16	68	17	4.09	239	17
Policy/Tablet	3.94	48	16	3.98	59	18	4.03	73	15	4.12	68	18	4.02	248	20
Practice Model Assessment	4.12	58	11	3.87	30	22	4.00	81	18	4.28	75	11	4.10	244	15
Practice Model Engagement	4.21	53	7	3.93	43	21	4.03	93	14	4.19	72	14	4.10	261	16
Practice Model Planning & Intervening	4.22	67	5	4.00	56	13	4.10	67	12	4.42	73	2	4.20	263	9
Practice Model Teaming	4.36	50	1	4.20	41	3	4.14	86	10	4.25	88	12	4.23	265	6
Teaming & Engaging							4.28	18	5				4.28	18	3
Time Management	4.22	51	6	4.14	64	6	4.16	57	9	4.34	67	8	4.22	239	7
Worker Safety	4.35	51	3	4.18	55	4	4.52	87	1	4.49	72	1	4.41	265	1
Supervision I: Orientation							4.00	17	18				4.00	17	21
Supervision II: Administrative Supervision				4.07	15	12	3.71	17	26				3.88	32	27
Supervision III: HR & ICWIS										3.38	8	28	3.38	8	35
Supervisor IV: Educational Supervision				4.00	13	14				3.59	17	26	3.77	30	32
Supervisor V: Supportive Supervision				4.00	14	14				3.67	9	25	3.87	23	28
Total	4.08	1081		3.95	1655		4.04	2371		4.10	2149		4.04	7256	

3. Instructional aides were beneficial

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption															
Concurrent Planning: An Overview				3.32	74	27	3.75	606	23	3.44	52	27	3.44	52	35
Court Testimony	3.76	55	18	3.92	308	20	3.89	130	20	3.80	583	21	3.75	1263	29
Domestic Violence: Holding a CFTM							4.18	51	9	4.27	30	8	4.21	81	9
Engaging Fathers in Child Welfare	3.70	87	19	3.78	158	24	3.74	88	24				3.75	333	30
Field Mentor Training	3.60	25	21	3.96	23	17	3.98	51	16	3.91	11	17	3.88	110	24
Forensic Interviewing	4.02	61	16	3.95	87	18	4.39	33	4	4.23	57	10	4.10	238	14
Introduction to Disabilities							3.56	16	26	3.84	69	19	3.79	85	27
Leadership from Within for New Local Dir.				4.21	33	4							4.21	33	8
Meaningful Visits/Making Visits Matter	4.17	53	5	4.12	65	10	4.02	48	13	4.40	62	3	4.19	228	10
Positive Youth Development										4.05	22	16	4.05	22	16
Practice Reform Assessment				4.00	11	15							4.00	11	19
Practice Reform: Supervisor Follow-up	4.00	13	17							3.69	16	23	3.83	29	25
Secondary Trauma & Time Management				3.62	26	25	3.82	186	22	3.72	117	22	3.77	329	28
Case Planning	3.67	46	20	3.58	60	26	3.43	61	27	4.07	68	15	3.70	235	32
Culture & Diversity	4.08	52	12	4.15	65	7	4.39	74	5	4.36	73	5	4.26	264	6
Effects of Abuse, Neglect, & Sep on Dev	4.16	62	7	4.04	53	14	4.29	56	7	4.19	68	12	4.17	239	12
Family Centered CPS	4.43	44	1	4.15	53	8	4.40	80	3	4.40	91	4	4.35	268	2
Getting to Know DCS	4.19	54	4	4.25	68	3	4.42	71	2	4.27	67	7	4.29	260	5
Legal Overview	4.02	51	14	3.97	63	16	3.91	99	19	3.83	72	20	3.92	285	21
Legal Roles & Responsibilities	4.14	44	10	4.17	53	6	4.10	67	11	4.15	73	14	4.14	237	13
Permanency Outcomes for Child & Fam	4.16	51	9	3.86	64	23	3.82	56	21	4.18	68	13	4.00	239	17
Policy/Tablet	4.17	48	6	4.27	59	2	4.26	73	8	4.19	68	11	4.23	248	7
Practice Model Assessment	4.02	58	15	3.87	30	22	4.00	81	15	4.25	75	9	4.07	244	15
Practice Model Engagement	4.11	53	11	3.88	43	21	3.91	92	18	3.90	72	18	3.95	260	20
Practice Model Planning & Intervening	4.25	67	3	4.32	56	1	4.09	68	12	4.56	73	1	4.31	264	3
Practice Model Teaming	4.02	50	13	4.05	41	13	3.92	86	17	3.52	88	25	3.83	265	26
Teaming & Engaging							4.29	17	6				4.29	17	4
Time Management	4.16	51	8	4.06	64	12	4.18	57	10	4.34	67	6	4.19	239	11
Worker Safety	4.35	52	2	4.20	55	5	4.72	87	1	4.47	72	2	4.47	266	1
Supervision I: Orientation							4.00	17	14				4.00	17	18
Supervision II: Administrative Supervision				4.13	15	9	3.71	17	25				3.91	32	22
Supervision III: HR & ICWIS										3.63	8	24	3.63	8	34
Supervisor IV: Educational Supervision				4.07	14	11				3.47	17	26	3.74	31	31
Supervisor V: Supportive Supervision				3.93	14	19				3.22	9	28	3.65	23	33
Total	4.06	1077		3.97	1655		3.97	2368		4.01	2148		4.00	7248	

4. The teaching methods used were effective

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.54	52	25	3.54	52	34
Concurrent Planning: An Overview				3.20	74	27	3.85	607	23	3.91	582	21	3.84	1263	27
Court Testimony	3.78	55	18	3.79	309	23	3.91	130	18				3.82	494	28
Domestic Violence: Holding a CFTM							4.08	51	11	4.37	30	6	4.19	81	10
Engaging Fathers in Child Welfare	3.65	89	20	3.76	157	24	3.85	89	22				3.76	335	30
Field Mentor Training	3.68	25	19	3.95	22	18	3.84	51	24	4.45	11	2	3.89	109	25
Forensic Interviewing	3.87	61	17	3.94	87	19	4.39	33	4	4.32	57	11	4.08	238	16
Introduction to Disabilities							3.69	16	26	3.64	69	24	3.65	85	32
Leadership from Within for New Local Dir.				4.21	33	1							4.21	33	6
Meaningful Visits/Making Visits Matter	4.19	53	8	4.02	65	15	3.90	48	19	4.37	62	5	4.13	228	13
Positive Youth Development										4.00	22	19	4.00	22	20
Practice Reform Assessment				4.09	11	12							4.09	11	15
Practice Reform: Supervisor Follow-up	4.07	14	14							3.81	16	23	3.93	30	23
Secondary Trauma & Time Management				3.73	26	25	3.95	187	15	3.83	118	22	3.89	331	26
Case Planning	3.54	46	21	3.54	61	26	3.28	61	27	4.06	68	17	3.62	236	33
Culture & Diversity	4.12	52	12	4.12	65	9	4.47	75	2	4.45	73	3	4.31	265	4
Effects of Abuse, Neglect, & Sep on Dev	4.02	62	16	3.92	53	20	4.16	56	9	4.25	68	12	4.10	239	14
Family Centered CPS	4.44	45	1	4.20	54	2	4.35	80	5	4.36	91	7	4.34	270	2
Getting to Know DCS	4.22	54	6	4.16	68	5	4.39	71	3	4.36	67	8	4.29	260	5
Legal Overview	4.25	52	3	4.17	63	4	4.07	99	12	4.08	71	16	4.13	285	12
Legal Roles & Responsibilities	4.09	44	13	4.09	53	10	4.18	67	8	4.22	74	13	4.16	238	11
Permanency Outcomes for Child & Fam	4.18	51	9	3.97	64	17	3.93	56	17	4.09	68	15	4.04	239	19
Policy/Tablet	4.13	48	11	4.19	59	3	4.32	73	7	4.15	68	14	4.20	248	7
Practice Model Assessment	4.05	58	15	3.83	30	21	3.89	81	20	4.32	75	10	4.05	244	18
Practice Model Engagement	4.25	53	4	3.81	42	22	3.88	93	21	3.97	72	20	3.97	260	21
Practice Model Planning & Intervening	4.16	67	10	4.07	56	14	4.04	68	13	4.42	73	4	4.19	264	9
Practice Model Teaming	4.24	49	5	4.07	41	13	4.03	86	14	4.01	88	18	4.07	264	17
Teaming & Engaging							4.33	18	6				4.33	18	3
Time Management	4.20	51	7	4.09	64	11	4.12	57	10	4.34	67	9	4.19	239	8
Worker Safety	4.37	52	2	4.15	55	6	4.70	86	1	4.49	72	1	4.46	265	1
Supervision I: Orientation							3.94	17	16				3.94	17	22
Supervision II: Administrative Supervision				4.13	15	8	3.71	17	25				3.91	32	24
Supervision III: HR & ICWIS										3.25	8	27	3.25	8	35
Supervisor IV: Educational Supervision				4.14	14	7				3.53	17	26	3.81	31	29
Supervisor V: Supportive Supervision				4.00	14	16				3.22	9	28	3.70	23	31
Total	4.06	1081		3.92	1655		4.01	2373		4.08	2148		4.02	7257	

5. The training was well organized

Class	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.69	52	27	3.69	52	34
Concurrent Planning: An Overview				3.41	74	27	3.94	609	23	4.00	581	21	3.93	1264	27
Court Testimony	3.87	55	18	3.83	306	21	3.99	130	19				3.88	491	30
Domestic Violence: Holding a CFTM							4.12	51	10	4.43	30	4	4.23	81	9
Engaging Fathers in Child Welfare	3.76	89	20	3.78	158	25	3.92	89	24				3.81	336	32
Field Mentor Training	3.80	25	19	4.00	23	18	4.04	51	15	4.55	11	1	4.03	110	23
Forensic Interviewing	3.97	61	17	4.11	87	12	4.42	33	3	4.39	57	6	4.18	238	13
Introduction to Disabilities							3.75	16	26	3.88	69	24	3.86	85	31
Leadership from Within for New Local Dir.				4.33	33	1							4.33	33	3
Meaningful Visits/Making Visits Matter	4.25	53	5	4.14	65	10	4.02	48	18	4.34	62	9	4.19	228	12
Positive Youth Development										4.05	22	19	4.05	22	21
Practice Reform Assessment				3.91	11	20							3.91	11	28
Practice Reform: Supervisor Follow-up	4.14	14	12							3.81	16	25	3.97	30	24
Secondary Trauma & Time Management				3.81	26	23	3.95	187	20	3.95	117	22	3.94	330	26
Case Planning	3.74	46	21	3.79	61	24	3.33	61	27	4.01	68	20	3.72	236	33
Culture & Diversity	4.06	52	16	4.15	65	9	4.36	75	4	4.51	73	2	4.29	265	5
Effects of Abuse, Neglect, & Sep on Dev	4.08	62	15	3.47	53	26	4.05	56	14	4.13	68	16	3.95	239	25
Family Centered CPS	4.38	45	1	4.26	54	4	4.31	80	6	4.37	91	7	4.33	270	4
Getting to Know DCS	4.22	54	6	4.22	68	6	4.34	71	5	4.30	67	11	4.27	260	6
Legal Overview	4.27	52	4	4.27	63	3	4.24	99	7	4.21	71	13	4.25	285	7
Legal Roles & Responsibilities	4.32	44	3	4.25	53	5	4.10	67	11	4.23	74	12	4.21	238	10
Permanency Outcomes for Child & Fam	4.16	51	11	4.02	64	17	3.88	56	25	4.16	68	15	4.05	239	20
Policy/Tablet	4.21	48	9	4.03	59	16	4.22	73	8	4.09	67	18	4.14	247	15
Practice Model Assessment	4.10	58	14	3.83	30	22	3.94	80	22	4.32	75	10	4.08	243	17
Practice Model Engagement	4.11	53	13	4.00	43	19	4.02	93	17	4.13	72	17	4.07	261	18
Practice Model Planning & Intervening	4.21	67	8	4.07	56	13	4.07	68	12	4.45	73	3	4.21	231	11
Practice Model Teaming	4.22	50	7	4.18	40	8	4.03	86	16	4.19	86	14	4.14	262	14
Teaming & Engaging							4.61	18	1				4.61	18	1
Time Management	4.20	51	10	4.20	64	7	4.16	57	9	4.37	67	8	4.24	239	8
Worker Safety	4.37	52	2	4.04	55	15	4.54	87	2	4.43	72	5	4.37	266	2
Supervision I: Orientation							4.06	17	13				4.06	17	19
Supervision II: Administrative Supervision				4.13	15	11	3.94	17	21				4.03	32	22
Supervision III: HR & ICWIS										3.25	8	28	3.25	8	35
Supervisor IV: Educational Supervision				4.07	14	13				3.76	17	26	3.90	31	29
Supervisor V: Supportive Supervision				4.29	14	2				3.89	9	23	4.13	23	16
Total	4.11	1082		3.97	1654		4.05	2375		4.14	2143		4.07	7254	

6. Ample practice time was given to demonstrate knowledge/skills

Class	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.43	51	27	3.43	51	34
Concurrent Planning: An Overview				3.28	72	27	3.73	606	24	3.75	579	24	3.71	1257	30
Court Testimony	3.45	51	21	3.52	301	25	3.64	128	26				3.55	480	33
Domestic Violence: Holding a CFTM							3.90	51	18	4.23	30	10	4.02	81	16
Engaging Fathers in Child Welfare	3.60	88	20	3.50	155	26	3.72	89	25				3.59	332	32
Field Mentor Training	3.79	24	16	3.96	23	14	3.92	51	17	4.36	11	5	3.94	109	22
Forensic Interviewing	3.79	61	17	3.78	87	23	4.21	33	4	4.05	57	17	3.91	238	26
Introduction to Disabilities							3.63	16	27	3.71	69	26	3.69	85	31
Leadership from Within for New Local Dir.				4.12	33	7							4.12	33	9
Meaningful Visits/Making Visits Matter	4.02	53	13	4.18	65	2	3.81	48	21	4.39	62	3	4.12	228	8
Positive Youth Development										3.86	21	21	3.86	21	28
Practice Reform Assessment				3.91	11	17							3.91	11	25
Practice Reform: Supervisor Follow-up	4.21	14	4							3.75	16	25	3.97	30	21
Secondary Trauma & Time Management				3.65	26	24	3.88	186	19	3.82	117	23	3.84	329	29
Case Planning	3.96	46	14	3.80	61	22	3.79	61	23	4.10	67	15	3.91	235	24
Culture & Diversity	4.02	52	12	4.13	64	6	4.27	75	3	4.45	73	1	4.23	264	3
Effects of Abuse, Neglect, & Sep on Dev	4.16	62	6	3.88	52	19	4.11	55	6	4.29	68	8	4.13	237	7
Family Centered CPS	4.36	44	1	4.04	54	10	4.13	80	5	4.32	91	6	4.21	269	4
Getting to Know DCS	3.60	53	19	3.94	68	15	3.97	71	15	4.12	67	14	3.93	259	23
Legal Overview	3.94	52	15	4.03	62	11	4.05	98	8	4.04	72	18	4.02	284	17
Legal Roles & Responsibilities	4.27	44	3	4.04	53	9	3.94	67	16	4.23	74	11	4.11	238	10
Permanency Outcomes for Child & Fam	4.16	51	7	3.97	64	13	3.80	56	22	4.09	68	16	4.00	239	18
Policy/Tablet	3.60	48	18	3.86	59	20	3.87	71	20	4.01	68	19	3.86	246	27
Practice Model Assessment	4.05	58	11	3.90	30	18	3.99	81	13	4.25	75	9	4.07	244	12
Practice Model Engagement	4.13	52	9	3.84	43	21	3.98	92	14	4.14	72	12	4.03	259	15
Practice Model Planning & Intervening	4.15	67	8	4.02	55	12	4.00	68	10	4.38	73	4	4.15	263	6
Practice Model Teaming	4.10	50	10	4.20	41	1	4.02	84	9	4.13	87	13	4.10	262	11
Teaming & Engaging							4.44	18	2				4.44	18	1
Time Management	4.20	51	5	4.16	64	3	4.09	57	7	4.31	67	7	4.19	239	5
Worker Safety	4.28	50	2	3.93	55	16	4.48	86	1	4.39	72	2	4.30	263	2
Supervision I: Orientation							4.00	17	10				4.00	17	19
Supervision II: Administrative Supervision				4.13	15	5	4.00	17	10				4.06	32	13
Supervision III: HR & ICWIS										3.38	8	28	3.38	8	35
Supervisor IV: Educational Supervision				4.14	14	4				3.82	17	22	3.97	31	20
Supervisor V: Supportive Supervision				4.08	13	8				4.00	9	20	4.05	22	14
Total	3.98	1071		3.82	1640		3.91	2362		4.02	2141		3.93	7214	

7. The training will help me perform my job more effectively

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										2.92	52	28	2.92	52	35
Concurrent Planning: An Overview				3.16	74	27	3.72	607	24	3.80	580	21	3.73	1261	30
Court Testimony	3.61	54	21	3.70	306	24	3.85	130	19				3.73	490	28
Domestic Violence: Holding a CFTM							4.06	51	10	4.37	30	5	4.17	81	8
Engaging Fathers in Child Welfare	3.64	88	20	3.75	157	22	3.79	89	22				3.73	334	29
Field Mentor Training	3.68	25	19	3.91	23	19	3.98	51	14	4.27	11	10	3.93	110	24
Forensic Interviewing	4.10	60	12	3.91	87	20	4.48	33	2	4.39	56	4	4.15	236	11
Introduction to Disabilities							3.69	16	25	3.72	68	22	3.71	84	31
Leadership from Within for New Local Dir.				4.15	33	9							4.15	33	12
Meaningful Visits/Making Visits Matter	4.00	52	14	4.02	65	13	3.72	47	23	4.34	62	7	4.04	226	19
Positive Youth Development										4.05	22	19	4.05	22	18
Practice Reform Assessment				4.18	11	7							4.18	11	7
Practice Reform: Supervisor Follow-up	4.14	14	9							3.69	16	24	3.90	30	25
Secondary Trauma & Time Management				3.58	26	26	3.84	186	21	3.69	117	23	3.77	329	27
Case Planning	3.85	46	18	3.70	61	23	3.57	60	26	4.21	66	13	3.84	233	26
Culture & Diversity	4.00	52	15	4.16	64	8	4.29	75	7	4.30	73	9	4.20	264	6
Effects of Abuse, Neglect, & Sep on Dev	4.11	62	11	3.70	53	25	4.05	55	12	4.15	68	17	4.02	238	20
Family Centered CPS	4.40	45	2	4.24	54	3	4.36	80	4	4.41	91	3	4.36	270	2
Getting to Know DCS	3.87	54	17	4.07	68	12	4.38	71	3	4.27	66	11	4.17	259	9
Legal Overview	4.46	52	1	4.30	63	1	4.34	97	5	4.17	72	15	4.31	284	3
Legal Roles & Responsibilities	4.25	44	5	4.25	53	2	4.16	67	8	4.36	72	6	4.26	236	4
Permanency Outcomes for Child & Fam	4.12	51	10	3.90	63	21	3.84	56	20	4.09	68	18	3.99	238	21
Policy/Tablet	4.21	48	6	4.19	58	6	4.32	73	6	4.21	68	14	4.23	247	5
Practice Model Assessment	4.07	58	13	4.00	30	14	3.98	80	16	4.33	75	8	4.11	243	14
Practice Model Engagement	4.32	53	4	3.95	43	17	3.98	93	15	4.03	72	20	4.06	261	17
Practice Model Planning & Intervening	4.16	67	8	3.98	55	16	3.94	68	18	4.45	73	2	4.15	263	13
Practice Model Teaming	4.20	50	7	4.20	41	5	4.10	86	9	4.16	86	16	4.16	263	10
Teaming & Engaging							3.53	17	27				3.53	17	34
Time Management	3.98	51	16	4.11	64	11	3.98	57	13	4.27	67	12	4.10	239	15
Worker Safety	4.37	51	3	4.13	55	10	4.60	87	1	4.49	72	1	4.43	265	1
Supervision I: Orientation							4.06	17	10				4.06	17	16
Supervision II: Administrative Supervision				4.00	15	15	3.94	17	17				3.97	32	22
Supervision III: HR & ICWIS										3.63	8	25	3.63	8	33
Supervisor IV: Educational Supervision				3.93	14	18				3.47	17	27	3.68	31	32
Supervisor V: Supportive Supervision				4.21	14	4				3.56	9	26	3.96	23	23
Total	4.06	1077		3.91	1650		3.97	2366		4.05	2137		3.99	7230	

8. Content was presented at an appropriate level to my background and experience

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.17	52	28	3.17	52	35
Concurrent Planning: An Overview				3.04	73	27	3.81	606	21	3.87	581	22	3.79	1260	29
Court Testimony	3.67	55	20	3.70	308	25	3.77	130	23				3.71	493	32
Domestic Violence: Holding a CFTM							4.02	51	12	4.30	30	9	4.12	81	8
Engaging Fathers in Child Welfare	3.63	88	21	3.78	158	22	3.76	89	25				3.74	335	31
Field Mentor Training	3.76	25	19	3.87	23	21	3.88	51	17	4.36	11	4	3.90	110	24
Forensic Interviewing	4.02	61	13	3.89	87	20	4.42	33	2	4.25	57	11	4.08	238	12
Introduction to Disabilities							3.56	16	26	3.61	69	25	3.60	85	33
Leadership from Within for New Local Dir.				4.09	33	8							4.09	33	10
Meaningful Visits/Making Visits Matter	3.96	53	14	4.10	61	6	3.79	48	22	4.31	62	7	4.06	224	15
Positive Youth Development										4.05	22	18	4.05	22	16
Practice Reform Assessment				4.00	11	13							4.00	11	20
Practice Reform: Supervisor Follow-up	4.07	14	11							3.69	16	23	3.87	30	26
Secondary Trauma & Time Management				3.68	25	26	3.98	186	14	3.88	118	21	3.92	329	23
Case Planning	3.76	46	18	3.75	61	23	3.46	61	27	4.21	67	12	3.81	235	28
Culture & Diversity	3.94	52	16	4.08	64	9	4.36	75	3	4.32	73	5	4.20	264	3
Effects of Abuse, Neglect, & Sep on Dev	4.08	62	10	3.70	53	24	4.15	55	9	4.19	68	13	4.04	238	17
Family Centered CPS	4.38	45	1	4.13	54	4	4.27	78	4	4.37	91	3	4.29	268	2
Getting to Know DCS	3.93	54	17	4.01	68	12	4.26	69	5	4.11	66	17	4.09	257	11
Legal Overview	4.33	52	3	4.17	63	2	4.15	99	7	4.18	72	14	4.20	286	4
Legal Roles & Responsibilities	4.11	44	8	4.09	53	7	4.16	67	6	4.32	73	6	4.19	237	5
Permanency Outcomes for Child & Fam	4.14	51	7	3.94	64	17	3.88	56	18	4.12	67	16	4.02	238	19
Policy/Tablet	3.96	48	15	4.02	58	11	4.15	73	8	4.00	67	19	4.04	246	18
Practice Model Assessment	4.07	58	12	3.97	30	15	3.95	80	15	4.27	75	10	4.08	243	13
Practice Model Engagement	4.11	53	9	3.93	43	18	3.87	93	19	3.99	72	20	3.96	261	21
Practice Model Planning & Intervening	4.18	66	5	3.95	55	16	4.03	68	11	4.45	73	2	4.17	262	6
Practice Model Teaming	4.24	50	4	4.12	41	5	4.00	86	13	4.13	87	15	4.11	264	9
Teaming & Engaging							3.83	18	20				3.83	18	27
Time Management	4.14	50	6	4.16	63	3	3.95	57	16	4.30	66	8	4.14	236	7
Worker Safety	4.37	51	2	4.07	55	10	4.59	87	1	4.45	71	1	4.40	264	1
Supervision I: Orientation							4.06	17	10				4.06	17	14
Supervision II: Administrative Supervision				4.00	15	13	3.76	17	24				3.88	32	25
Supervision III: HR & ICWIS										3.38	8	27	3.38	8	34
Supervisor IV: Educational Supervision				3.93	14	19				3.65	17	24	3.77	31	30
Supervisor V: Supportive Supervision				4.21	14	1				3.56	9	26	3.96	23	22
Total	4.03	1078		3.88	1647		3.97	2366		4.05	2140		3.98	7231	

9. Temperature in training room was comfortable

<u>Location</u>	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
Government Center Indianapolis	3.93	14	1										3.93	14	1
Jameson Inn West										3.27	246	11	3.27	246	14
Partnership Carmel	3.57	246	3	3.60	229	2	3.66	317	2	3.86	356	1	3.69	1148	3
Partnership Castleton ITC	3.57	503	4	3.41	705	6	3.52	981	5	3.60	806	5	3.52	2995	5
Region 01				3.51	95	3	3.44	246	9	3.68	22	3	3.47	363	8
Region 02	3.44	9	8	2.85	47	12	2.78	18	18	3.18	38	14	3.00	112	19
Region 03										3.25	20	12	3.25	20	16
Region 04	3.55	20	5	3.47	17	4	3.53	15	4	3.48	175	8	3.49	227	6
Region 05				3.36	64	10	2.94	18	17	3.24	21	13	3.26	103	15
Region 06							3.80	15	1	2.48	27	18	2.95	42	20
Region 07				3.41	198	5	3.64	58	3	3.60	15	6	3.47	271	9
Region 08	2.95	42	10	3.05	21	11	3.08	50	15	2.92	12	15	3.02	125	18
Region 09							2.98	85	16	2.80	20	16	2.94	105	21
Region 10	3.48	155	6	3.37	137	9	3.21	154	13				3.36	446	11
Region 11							3.50	26	6	3.28	82	9	3.33	108	12
Region 12							3.10	40	14				3.10	40	17
Region 13	3.35	20	9				3.39	28	10	3.28	119	10	3.31	167	13
Region 14				3.82	39	1	3.33	33	11	3.83	65	2	3.71	137	2
Region 15										3.65	79	4	3.65	79	4
Region 16	3.46	46	7	3.41	49	7	3.48	176	7				3.46	271	10
Region 17							3.29	14	12	2.63	24	17	2.87	38	22
Region 18	3.81	21	2	3.38	45	8	3.45	94	8	3.57	14	7	3.48	174	7
Total	3.53	1076		3.43	1646		3.46	2368		3.52	2141		3.48	7231	

10. Furniture in training room was comfortable

<u>Location</u>	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
Government Center Indianapolis	3.93	14	2										3.93	14	1
Jameson Inn West										3.53	247	9	3.53	247	11
Partnership Carmel	3.81	248	3	3.62	229	4	3.90	317	1	3.89	357	3	3.82	1151	4
Partnership Castleton ITC	3.81	502	4	3.74	708	2	3.78	985	5	3.88	805	4	3.80	3000	5
Region 01				3.31	95	10	3.43	246	13	3.68	22	5	3.41	363	13
Region 02	3.67	9	6	3.28	47	11	3.44	18	12	3.50	38	11	3.41	112	12
Region 03										3.20	20	15	3.20	20	19
Region 04	3.30	20	8	3.41	17	6	3.20	15	16	3.40	175	12	3.38	227	16
Region 05				3.69	65	3	3.83	18	2	3.62	21	8	3.70	104	6
Region 06							3.80	15	3	3.18	28	16	3.40	43	14
Region 07				3.37	198	8	3.45	58	11	3.40	15	12	3.39	271	15
Region 08	3.12	43	10	3.32	22	9	3.52	50	9	3.33	12	14	3.33	127	17
Region 09							3.12	84	17	2.70	20	18	3.04	104	21
Region 10	3.20	155	9	3.05	137	12	3.51	156	10				3.26	448	18
Region 11							3.58	26	8	3.53	81	10	3.54	107	10
Region 12							3.10	40	18				3.10	40	20
Region 13	3.75	20	5				3.79	28	4	3.66	119	6	3.69	167	7
Region 14				3.92	39	1	3.36	33	14	4.00	65	1	3.82	137	3
Region 15										3.91	79	2	3.91	79	2
Region 16	3.39	46	7	3.47	49	5	3.71	175	6				3.61	270	9
Region 17							3.31	13	15	2.79	24	17	2.97	37	22
Region 18	4.00	21	1	3.38	45	7	3.67	94	7	3.64	14	7	3.63	174	8
Total	3.67	1078		3.56	1651		3.67	2371		3.73	2142		3.66	7242	

11. Training room was appropriate for Class

<u>Location</u>	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
Government Center Indianapolis	3.79	14	5										3.79	14	6
Jameson Inn West										3.89	247	5	3.89	247	4
Partnership Carmel	3.86	248	3	3.71	229	3	3.97	316	1	3.98	355	3	3.90	1148	3
Partnership Castleton ITC	3.93	501	2	3.87	704	2	3.85	982	3	3.99	807	2	3.91	2994	2
Region 01				3.64	96	5	3.66	244	8	3.86	22	6	3.67	362	11
Region 02	3.78	9	6	2.96	47	12	3.61	18	12	3.55	38	13	3.33	112	17
Region 03										3.10	20	15	3.10	20	21
Region 04	3.45	20	9	3.63	16	6	3.73	15	6	3.60	172	11	3.60	223	13
Region 05				3.68	65	4	3.65	17	9	3.86	21	7	3.71	103	8
Region 06							3.53	15	14	3.00	28	17	3.19	43	19
Region 07				3.55	198	8	3.64	58	10	3.60	15	12	3.57	271	15
Region 08	2.98	43	10	3.52	21	10	3.60	50	13	3.42	12	14	3.36	126	16
Region 09							2.95	85	18	2.60	20	18	2.89	105	22
Region 10	3.49	155	7	3.56	135	7	3.71	156	7				3.59	446	14
Region 11							3.62	26	11	3.63	82	10	3.63	108	12
Region 12							3.32	41	15				3.32	41	18
Region 13	3.80	20	4				3.93	28	2	3.71	120	9	3.76	168	7
Region 14				3.95	39	1	3.13	32	17	4.03	65	1	3.79	136	5
Region 15										3.95	79	4	3.95	79	1
Region 16	3.48	46	8	3.53	49	9	3.76	176	4				3.67	271	10
Region 17							3.21	14	16	3.04	24	16	3.11	38	20
Region 18	3.95	21	1	3.49	45	11	3.74	93	5	3.71	14	8	3.70	173	9
Total	3.78	1077		3.71	1644		3.75	2366		3.85	2141		3.78	7228	

12. Lodging for training event was appropriate

Lodging	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
Candlewood Suites/Castleton	4.22	233	2	3.44	9	3							4.19	242	3
Carmel	3.50	2	4										3.50	2	5
Comfort Inn, Rochester	3.00	1	7										3.00	1	8
Holiday Inn Express/Scottsburg	4.50	2	4										4.50	2	5
Jameson Inn West				4.00	1	4	4.12	26	3	4.00	164	3	4.02	191	4
Jameson Inn/Evansville							5.00	1	4				5.00	1	8
Jameson Inn/Hotel	3.86	256	1	3.87	457	1	4.03	434	2	4.08	425	2	3.97	1572	2
Quality Inn/Jasper	4.00	1	7										4.00	1	8
Sheraton, Jeffersonville	4.00	2	4										4.00	2	5
No information	4.03	195	3	3.91	372	2	4.06	662	1	4.12	564	1	4.04	1793	1
Total	4.03	692		3.88	846		4.05	1124		4.09	1155		4.02	3817	

13. How likely will you be to apply the knowledge you have learned in this training? (1= not at all, 5= very)																		
Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual					
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank			
Adoption																		
Concurrent Planning: An Overview				3.74	73	27	4.30	606	19	4.32	51	28	4.27	51	35			
Court Testimony	4.25	55	20	4.34	306	21	4.41	130	13	4.32	577	21	4.27	1256	27			
Domestic Violence: Holding a CFTM							4.61	51	8	4.67	30	9	4.35	491	24			
Engaging Fathers in Child Welfare	4.36	89	17	4.34	158	20	4.22	89	21	4.67	30	9	4.63	81	6			
Field Mentor Training	4.48	25	14	4.65	23	6	4.39	51	14	4.32	336	26	4.32	336	26			
Forensic Interviewing	4.62	61	6	4.39	87	18	4.76	33	3	4.55	11	14	4.48	110	16			
Introduction to Disabilities							4.25	16	20	4.77	57	3	4.24	67	23	4.59	238	8
Leadership from Within for New Local Dir.				4.58	33	10				4.24	67	23	4.24	83	31	4.24	83	31
Meaningful Visits/Making Visits Matter	4.38	53	15	4.30	64	23	4.06	48	26	4.52	63	15	4.58	33	11	4.33	228	25
Positive Youth Development										4.45	22	18	4.45	22	18	4.45	22	18
Practice Reform Assessment				4.27	11	24				4.45	22	18	4.45	22	18	4.45	22	18
Practice Reform: Supervisor Follow-up	4.31	13	19							4.06	16	26	4.27	11	28	4.27	11	28
Secondary Trauma & Time Management				4.08	26	26	4.19	184	22	4.06	16	26	4.17	29	32	4.17	29	32
Case Planning	4.31	45	18	4.08	26	26	4.19	184	22	3.91	118	27	4.08	328	33	4.08	328	33
Culture & Diversity	4.31	45	18	4.39	59	19	4.12	60	25	4.75	67	4	4.41	231	21	4.41	231	21
Effects of Abuse, Neglect, & Sep on Dev	4.37	52	16	4.39	59	19	4.12	60	25	4.75	67	4	4.41	231	21	4.41	231	21
Family Centered CPS	4.53	62	10	4.60	65	9	4.61	75	7	4.62	73	12	4.56	265	12	4.56	265	12
Getting to Know DCS	4.78	45	1	4.32	53	22	4.36	55	17	4.47	68	16	4.43	238	20	4.43	238	20
Legal Overview	4.56	54	8	4.62	53	7	4.69	80	6	4.87	90	1	4.75	268	1	4.75	268	1
Legal Roles & Responsibilities	4.73	52	2	4.62	53	7	4.69	80	6	4.87	90	1	4.75	268	1	4.75	268	1
Permanency Outcomes for Child & Fam	4.61	44	7	4.57	68	11	4.80	71	2	4.64	67	10	4.65	260	5	4.65	260	5
Policy/Tablet	4.49	51	12	4.76	63	1	4.74	98	4	4.64	67	10	4.65	260	5	4.65	260	5
Practice Model Assessment	4.63	48	5	4.72	53	2	4.60	67	9	4.67	72	6	4.73	285	2	4.73	285	2
Practice Model Engagement	4.48	58	13	4.72	53	2	4.60	67	9	4.67	72	6	4.66	238	4	4.66	238	4
Practice Model Planning & Intervening	4.70	53	4	4.40	63	17	4.14	56	23	4.47	66	17	4.38	236	23	4.38	236	23
Practice Model Teaming	4.55	67	9	4.66	59	4	4.83	70	1	4.47	66	17	4.38	236	23	4.38	236	23
Teaming & Engaging	4.70	50	3	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Time Management	4.48	58	13	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Worker Safety	4.70	50	3	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Supervision I: Orientation	4.48	58	13	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Supervision II: Administrative Supervision	4.70	50	3	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Supervision III: HR & ICWIS	4.55	67	9	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Supervisor IV: Educational Supervision	4.70	50	3	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Supervisor V: Supportive Supervision	4.70	50	3	4.66	59	4	4.83	70	1	4.67	66	6	4.70	243	3	4.70	243	3
Total	4.51	1078		4.42	1646		4.40	2363		4.45	2137		4.44	7224		4.44	7224	

14a. Practical (1= not at all, 5= very)

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.48	52	28	3.48	52	35
Concurrent Planning: An Overview				3.55	73	27	4.22	607	21	4.31	581	20	4.22	1261	30
Court Testimony	4.22	54	18	4.30	308	21	4.45	130	11	4.43	492	22	4.33	492	22
Domestic Violence: Holding a CFTM							4.47	51	10	4.63	30	7	4.53	81	8
Engaging Fathers in Child Welfare	4.24	88	17	4.27	157	22	4.26	89	20	4.26	334	26	4.26	334	26
Field Mentor Training	4.16	25	19	4.30	23	19	4.29	51	18	4.45	11	16	4.28	110	24
Forensic Interviewing	4.57	60	5	4.37	87	16	4.82	33	1	4.75	57	3	4.57	237	7
Introduction to Disabilities							4.06	16	24	4.16	68	24	4.14	84	32
Leadership from Within for New Local Dir.				4.52	33	9				4.52	33	10	4.52	33	10
Meaningful Visits/Making Visits Matter	4.36	53	13	4.25	65	24	3.96	48	26	4.48	63	13	4.28	229	25
Positive Youth Development										4.45	22	15	4.45	22	15
Practice Reform Assessment				4.36	11	17				4.36	11	20	4.36	11	20
Practice Reform: Supervisor Follow-up	4.07	14	21							4.19	16	23	4.13	30	33
Secondary Trauma & Time Management				4.04	26	26	4.32	185	16	4.08	118	26	4.21	329	31
Case Planning	4.15	46	20	4.15	61	25	4.00	59	25	4.58	67	10	4.24	233	29
Culture & Diversity	4.38	52	12	4.50	64	10	4.60	75	9	4.53	73	12	4.52	264	10
Effects of Abuse, Neglect, & Sep on Dev	4.29	62	15	4.30	53	20	4.39	56	14	4.46	68	14	4.36	239	19
Family Centered CPS	4.56	45	6	4.59	54	4	4.68	80	6	4.77	90	2	4.67	269	3
Getting to Know DCS	4.39	54	11	4.41	68	14	4.70	71	4	4.55	67	11	4.52	260	9
Legal Overview	4.76	51	1	4.73	63	2	4.68	99	5	4.60	72	8	4.68	285	2
Legal Roles & Responsibilities	4.52	44	7	4.74	53	1	4.64	67	8	4.64	74	6	4.64	238	5
Permanency Outcomes for Child & Fam	4.39	51	10	4.36	64	18	4.16	56	22	4.40	68	18	4.33	239	21
Policy/Tablet	4.50	48	8	4.63	59	3	4.74	72	3	4.64	66	5	4.64	245	6
Practice Model Assessment	4.34	58	14	4.50	30	11	4.41	81	13	4.59	75	9	4.46	244	14
Practice Model Engagement	4.64	53	3	4.40	43	15	4.27	93	19	4.31	72	21	4.38	261	17
Practice Model Planning & Intervening	4.45	67	9	4.47	55	12	4.38	68	15	4.68	73	4	4.50	263	12
Practice Model Teaming	4.62	50	4	4.56	41	7	4.42	86	12	4.43	87	17	4.48	264	13
Teaming & Engaging							3.94	18	27	3.94	18	34	3.94	18	34
Time Management	4.28	50	16	4.25	64	23	4.07	57	23	4.39	66	19	4.25	237	27
Worker Safety	4.73	52	2	4.53	55	8	4.76	85	2	4.77	73	1	4.71	265	1
Supervision I: Orientation							4.65	17	7				4.65	17	4
Supervision II: Administrative Supervision				4.47	15	13	4.29	17	17				4.38	32	18
Supervision III: HR & ICWIS										4.25	8	22	4.25	8	28
Supervisor IV: Educational Supervision				4.57	14	5				4.06	17	27	4.29	31	23
Supervisor V: Supportive Supervision				4.57	14	5				4.11	9	25	4.39	23	16
Total	4.42	1077		4.36	1653		4.37	2367		4.42	2143		4.39	7240	

14b. Important (1= not at all, 5= very)

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption										3.71	51	28	3.71	51	35
Concurrent Planning: An Overview				3.70	69	27	4.36	600	20	4.41	569	20	4.35	1238	27
Court Testimony	4.38	52	15	4.48	295	16	4.58	130	10	4.50	477	15	4.50	477	15
Domestic Violence: Holding a CFTM							4.55	51	11	4.80	30	5	4.64	81	8
Engaging Fathers in Child Welfare	4.32	88	17	4.42	153	24	4.40	87	18	4.39	328	26	4.39	328	26
Field Mentor Training	4.12	25	21	4.48	21	17	4.22	51	23	4.64	11	12	4.29	108	31
Forensic Interviewing	4.64	59	6	4.51	83	13	4.82	33	3	4.84	56	2	4.67	231	7
Introduction to Disabilities							4.44	16	16	4.41	66	21	4.41	82	23
Leadership from Within for New Local Dir.				4.48	33	15				4.48	33	16	4.48	33	16
Meaningful Visits/Making Visits Matter	4.37	52	16	4.33	64	25	4.15	48	25	4.48	63	16	4.34	227	28
Positive Youth Development										4.45	22	18	4.45	22	17
Practice Reform Assessment				4.45	11	20				4.45	11	18	4.45	11	18
Practice Reform: Supervisor Follow-up	4.23	13	19							4.25	16	24	4.24	29	33
Secondary Trauma & Time Management				4.52	25	12	4.40	178	19	4.15	115	26	4.32	318	30
Case Planning	4.22	45	20	4.43	61	22	4.12	60	26	4.83	65	3	4.42	231	21
Culture & Diversity	4.53	51	9	4.68	65	6	4.63	72	8	4.57	72	13	4.60	260	9
Effects of Abuse, Neglect, & Sep on Dev	4.39	62	14	4.47	53	18	4.44	55	17	4.51	67	14	4.45	237	19
Family Centered CPS	4.77	44	2	4.65	54	8	4.76	79	6	4.88	88	1	4.78	265	1
Getting to Know DCS	4.48	52	13	4.67	67	7	4.83	71	2	4.72	67	9	4.69	257	6
Legal Overview	4.76	51	3	4.81	63	1	4.80	96	4	4.68	71	10	4.77	281	3
Legal Roles & Responsibilities	4.64	44	7	4.75	53	3	4.73	67	7	4.75	73	7	4.73	237	5
Permanency Outcomes for Child & Fam	4.49	51	12	4.42	64	23	4.24	55	22	4.46	67	17	4.41	237	24
Policy/Tablet	4.51	47	10	4.80	59	2	4.83	72	1	4.76	67	6	4.74	245	4
Practice Model Assessment	4.50	58	11	4.47	30	19	4.52	79	13	4.65	74	11	4.55	241	13
Practice Model Engagement	4.74	53	4	4.44	41	21	4.52	89	14	4.36	72	22	4.51	255	14
Practice Model Planning & Intervening	4.57	67	8	4.54	54	11	4.47	68	15	4.74	72	8	4.58	261	11
Practice Model Teaming	4.65	49	5	4.68	41	5	4.54	83	12	4.50	88	15	4.57	261	12
Teaming & Engaging							4.11	18	27				4.11	18	34
Time Management	4.25	51	18	4.28	64	26	4.19	57	24	4.33	66	23	4.27	238	32
Worker Safety	4.81	52	1	4.69	55	4	4.79	84	5	4.81	73	4	4.78	264	2
Supervision I: Orientation							4.59	17	9				4.59	17	10
Supervision II: Administrative Supervision				4.57	14	10	4.29	17	21				4.42	31	22
Supervision III: HR & ICWIS										4.43	7	19	4.43	7	20
Supervisor IV: Educational Supervision				4.62	13	9				4.24	17	25	4.40	30	25
Supervisor V: Supportive Supervision				4.50	14	14				4.00	8	27	4.32	22	29
Total	4.51	1066		4.49	1619		4.48	2333		4.51	2113		4.50	7131	

14c. Increased knowledge (1=did not, 5=greatly)

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption				2.99	70	27	4.03	601	17	3.04	52	28	3.04	52	35
Concurrent Planning: An Overview										4.00	575	20	3.96	1246	26
Court Testimony	3.39	54	21	3.68	301	25	3.82	129	24				3.69	484	32
Domestic Violence: Holding a CFTM							4.00	51	18	4.13	30	16	4.05	81	23
Engaging Fathers in Child Welfare	3.63	87	20	3.87	155	23	3.66	87	27				3.75	329	31
Field Mentor Training	3.71	24	19	4.05	21	21	4.00	51	20	3.91	11	21	3.93	107	27
Forensic Interviewing	4.32	59	6	4.14	83	16	4.58	33	4	4.56	57	3	4.35	232	10
Introduction to Disabilities							4.00	16	18	3.76	68	24	3.81	84	30
Leadership from Within for New Local Dir.				4.21	33	12							4.21	33	14
Meaningful Visits/Making Visits Matter	4.00	52	15	4.09	65	17	3.92	48	21	4.38	63	9	4.11	228	17
Positive Youth Development										4.36	22	11	4.36	22	8
Practice Reform Assessment				4.27	11	8							4.27	11	13
Practice Reform: Supervisor Follow-up	4.15	13	12							3.81	16	23	3.97	29	25
Secondary Trauma & Time Management				3.50	26	26	3.84	180	23	3.47	115	26	3.68	321	33
Case Planning	3.93	45	16	4.08	61	18	3.78	60	25	4.38	66	10	4.06	232	20
Culture & Diversity	3.75	52	18	4.20	65	14	4.20	71	12	4.15	73	15	4.10	261	18
Effects of Abuse, Neglect, & Sep on Dev	4.11	62	14	3.77	53	24	4.20	55	11	4.12	67	17	4.06	237	21
Family Centered CPS	4.62	45	3	4.45	53	5	4.50	80	6	4.70	88	1	4.58	266	2
Getting to Know DCS	4.15	54	13	4.21	67	13	4.58	71	3	4.36	67	12	4.34	259	11
Legal Overview	4.63	52	2	4.62	63	2	4.51	94	5	4.43	72	8	4.54	281	3
Legal Roles & Responsibilities	4.43	44	5	4.64	53	1	4.42	67	7	4.55	73	4	4.51	237	4
Permanency Outcomes for Child & Fam	4.20	51	11	4.22	64	10	4.04	55	16	4.21	67	14	4.17	237	15
Policy/Tablet	4.30	46	8	4.27	59	9	4.63	72	2	4.45	67	7	4.43	244	5
Practice Model Assessment	4.31	58	7	4.50	30	3	4.22	79	10	4.49	75	6	4.36	242	9
Practice Model Engagement	4.26	53	9	4.07	43	20	3.88	90	22	4.06	72	19	4.04	258	24
Practice Model Planning & Intervening	4.24	67	10	4.18	55	15	4.19	68	13	4.54	72	5	4.30	262	12
Practice Model Teaming	4.55	49	4	4.46	41	4	4.30	83	9	4.34	88	13	4.39	261	7
Teaming & Engaging							4.06	17	14				4.06	17	22
Time Management	3.84	50	17	3.92	64	22	3.72	57	26	4.11	66	18	3.91	237	28
Worker Safety	4.65	51	1	4.36	55	6	4.75	84	1	4.66	73	2	4.62	263	1
Supervision I: Orientation							4.41	17	8				4.41	17	6
Supervision II: Administrative Supervision				4.29	14	7	4.06	17	15				4.16	31	16
Supervision III: HR & ICWIS										3.25	8	27	3.25	8	34
Supervisor IV: Educational Supervision				4.08	13	19				3.71	17	25	3.87	30	29
Supervisor V: Supportive Supervision				4.21	14	11				3.88	8	22	4.09	22	19
Total	4.14	1068		4.03	1632		4.11	2333		4.16	2128		4.11	7161	

14d. Increased skill (1=did not, 5=greatly)

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption				2.87	70	27	3.87	601	20	2.94	52	28	2.94	52	35
Concurrent Planning: An Overview										3.84	572	21	3.80	1243	29
Court Testimony	3.34	53	21	3.58	300	25	3.79	129	22				3.61	482	33
Domestic Violence: Holding a CFTM							3.98	51	16	3.97	30	19	3.98	81	23
Engaging Fathers in Child Welfare	3.64	87	19	3.81	155	24	3.59	87	27				3.71	329	30
Field Mentor Training	3.64	25	20	4.05	21	15	3.98	51	17	3.91	11	20	3.91	108	26
Forensic Interviewing	4.12	60	10	3.95	83	21	4.42	33	3	4.46	57	6	4.18	233	11
Introduction to Disabilities							3.73	15	26	3.65	68	23	3.66	83	31
Leadership from Within for New Local Dir.				4.03	33	18							4.03	33	20
Meaningful Visits/Making Visits Matter	4.06	52	14	4.03	65	17	3.85	48	21	4.32	63	11	4.08	228	16
Positive Youth Development										4.32	22	10	4.32	22	5
Practice Reform Assessment				4.09	11	13							4.09	11	15
Practice Reform: Supervisor Follow-up	4.08	13	12							3.81	16	22	3.93	29	24
Secondary Trauma & Time Management				3.31	26	26	3.75	179	25	3.47	115	26	3.61	320	32
Case Planning	3.91	46	16	4.02	61	19	3.77	60	24	4.30	66	12	4.01	233	21
Culture & Diversity	3.75	51	18	4.11	65	11	4.17	69	9	4.14	73	15	4.06	258	17
Effects of Abuse, Neglect, & Sep on Dev	4.13	62	9	3.83	53	23	4.11	55	12	4.13	67	16	4.06	237	18
Family Centered CPS	4.58	43	1	4.44	52	2	4.43	80	2	4.58	88	2	4.51	263	2
Getting to Know DCS	3.96	54	15	3.96	68	20	4.34	70	6	4.20	66	13	4.12	258	13
Legal Overview	4.55	51	2	4.48	63	1	4.40	95	4	4.44	72	7	4.46	281	3
Legal Roles & Responsibilities	4.30	44	5	4.40	53	3	4.31	67	7	4.48	73	4	4.38	237	4
Permanency Outcomes for Child & Fam	4.14	51	8	4.17	64	9	4.05	55	14	4.19	67	14	4.14	237	12
Policy/Tablet	4.09	47	11	4.25	59	7	4.37	71	5	4.36	67	8	4.28	244	8
Practice Model Assessment	4.22	58	6	4.37	30	4	4.14	79	10	4.47	75	5	4.29	242	7
Practice Model Engagement	4.08	53	13	4.05	43	16	3.89	90	18	4.01	72	18	3.99	258	22
Practice Model Planning & Intervening	4.19	67	7	4.11	56	12	4.06	68	13	4.51	72	3	4.23	263	10
Practice Model Teaming	4.40	48	4	4.27	41	6	4.12	83	11	4.34	88	9	4.27	260	9
Teaming & Engaging							3.88	17	19				3.88	17	27
Time Management	3.84	51	17	3.91	64	22	3.79	57	23	4.08	66	17	3.91	238	25
Worker Safety	4.55	51	3	4.16	55	10	4.63	84	1	4.60	73	1	4.51	263	1
Supervision I: Orientation							4.29	17	8				4.29	17	6
Supervision II: Administrative Supervision				4.21	14	8	4.00	17	15				4.10	31	14
Supervision III: HR & ICWIS										3.25	8	27	3.25	8	34
Supervisor IV: Educational Supervision				4.08	13	14				3.65	17	23	3.83	30	28
Supervisor V: Supportive Supervision				4.29	14	5				3.63	8	25	4.05	22	19
Total	4.07	1067		3.93	1632		4.01	2328		4.08	2124		4.02	7151	

14e. Increased confidence (1=did not, 5=greatly)

Class	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Adoption				2.96	69	27	3.77	601	23	2.87	52	28	2.87	52	35
Concurrent Planning: An Overview				3.58	300	26	3.79	128	21	3.74	571	23	3.71	1241	29
Court Testimony	3.41	54	21				3.79	128	21				3.62	482	33
Domestic Violence: Holding a CFTM				3.98	51	16	3.98	51	16	4.03	30	20	4.00	81	22
Engaging Fathers in Child Welfare	3.71	87	20	3.67	154	25	3.52	87	26				3.64	328	32
Field Mentor Training	3.76	25	19	4.05	21	16	3.98	51	16	4.09	11	17	3.95	108	23
Forensic Interviewing	4.08	59	12	3.93	83	19	4.36	33	2	4.39	57	6	4.14	232	13
Introduction to Disabilities							3.75	16	25	3.65	68	24	3.67	84	31
Leadership from Within for New Local Dir.				4.18	33	9							4.18	33	9
Meaningful Visits/Making Visits Matter	4.00	51	13	3.98	65	18	3.83	48	19	4.37	63	7	4.06	227	18
Positive Youth Development										4.18	22	11	4.18	22	9
Practice Reform Assessment				4.18	11	10							4.18	11	11
Practice Reform: Supervisor Follow-up	4.15	13	11							3.75	16	21	3.93	29	25
Secondary Trauma & Time Management				3.73	26	24	3.78	180	22	3.50	115	26	3.68	321	30
Case Planning	3.93	46	15	3.87	60	20	3.48	60	27	4.09	66	16	3.84	232	27
Culture & Diversity	3.85	52	17	4.19	64	8	4.20	70	8	4.07	73	18	4.09	259	17
Effects of Abuse, Neglect, & Sep on Dev	4.18	62	8	3.75	53	23	4.16	55	10	4.10	67	15	4.06	237	19
Family Centered CPS	4.48	44	1	4.37	54	2	4.29	80	4	4.55	88	2	4.42	266	2
Getting to Know DCS	3.79	53	18	3.84	67	22	4.21	71	7	4.18	67	12	4.02	258	20
Legal Overview	4.44	52	3	4.45	62	1	4.22	95	6	4.29	72	9	4.33	281	3
Legal Roles & Responsibilities	4.27	44	5	4.34	53	6	4.23	66	5	4.41	73	5	4.32	236	4
Permanency Outcomes for Child & Fam	4.16	51	9	4.11	64	13	4.02	55	13	4.18	67	12	4.12	237	16
Policy/Tablet	3.87	47	16	4.08	59	14	4.18	71	9	4.25	67	10	4.12	244	15
Practice Model Assessment	4.16	58	10	4.37	30	3	4.10	79	12	4.43	75	4	4.25	242	6
Practice Model Engagement	4.21	53	6	4.02	43	17	3.83	90	18	4.04	72	19	4.00	258	21
Practice Model Planning & Intervening	4.19	67	7	4.07	56	15	4.01	68	14	4.53	72	3	4.21	263	8
Practice Model Teaming	4.33	49	4	4.12	41	12	4.11	83	11	4.33	88	8	4.23	261	7
Teaming & Engaging							3.82	17	20				3.82	17	28
Time Management	3.96	51	14	3.86	64	21	3.75	57	24	4.15	66	14	3.94	238	24
Worker Safety	4.45	51	2	4.16	55	11	4.54	84	1	4.55	73	1	4.44	263	1
Supervision I: Orientation							4.29	17	3				4.29	17	5
Supervision II: Administrative Supervision				4.36	14	4	4.00	17	15				4.16	31	12
Supervision III: HR & ICWIS										3.13	8	27	3.13	8	34
Supervisor IV: Educational Supervision				4.23	13	7				3.65	17	24	3.90	30	26
Supervisor V: Supportive Supervision				4.36	14	4				3.75	8	21	4.14	22	14
Total	4.06	1069		3.90	1628		3.94	2330		4.03	2124		3.98	7151	

Trainer Characteristics

Questions 15-20

Trainer	1st: January to March			2nd: April to June			3rd: July to September			4th: October to December			Annual		
	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank	Mean	N	Rank
Baker, K.	4.06	54	17										4.06	54	35
Baksh, R.				4.30	371	11	4.39	861	4	4.21	1600	14	4.28	2832	12
Barry, M.	4.49	744	2	4.43	540	6	4.29	1636	12	4.54	1378	3	4.42	4298	5
Bedree, J.	4.49	852	3	4.47	1066	4	4.30	2069	10	4.30	1599	10	4.36	5586	7
Berger, S.										4.17	129	17	4.17	129	26
Bisbee, J.				4.47	90	2							4.47	90	2
Cody, T.	4.42	810	4	4.37	814	8	4.30	1933	11	4.39	1302	6	4.35	4859	8
Dickison, L.										3.88	48	27	3.88	48	40
Fleischman, M.	4.37	1019	6	4.01	1632	27	4.22	2124	16	4.41	1710	5	4.24	6485	17
Hancock, J.	4.27	276	11	4.10	810	25							4.14	1086	29
Harris, L.	4.07	328	16										4.07	328	34
Hoeningman, A.	4.32	1126	8	4.22	2200	16	4.43	1601	3	4.63	1446	1	4.38	6373	6
Hoffman, D.	4.04	804	18	4.32	780	10	4.21	1420	17	4.25	846	13	4.21	3850	22
Hubbard, L.				4.28	246	13							4.28	246	13
Johnson, J.	3.90	999	20	3.96	731	28	3.97	1693	25	3.99	948	23	3.96	4371	39
Kapoun, D.							4.29	102	13	3.95	36	25	4.20	138	23
Klemmensen, C.	4.16	790	14	4.12	994	23	4.02	2225	24	4.29	1296	12	4.12	5305	30
Kostelnik, J.				4.19	246	18	4.12	96	20	3.97	226	24	4.09	568	31
Krug, J.	4.78	53	1	4.30	78	12	4.03	191	23	4.20	179	15	4.21	501	21
Lee, J.							4.30	102	9	4.04	143	20	4.15	245	28
Lozier, S.				4.43	102	5							4.43	102	4
Mack-White, R.	4.23	792	12	4.33	510	9	4.35	1008	7	4.44	870	4	4.35	3180	9
Marks, E.	3.73	18	22	4.25	246	14	4.07	96	21	3.90	156	26	4.09	516	32
Murdock, M.	4.13	70	15				4.35	108	8				4.26	178	14
Phelps, C.	3.39	192	24	3.65	528	30	3.97	1281	26	3.83	432	31	3.83	2433	43
Pittman, B.										4.17	30	18	4.17	30	27
Powell, C.	4.31	1343	9	4.09	2210	26	4.37	1404	6	4.18	1460	16	4.22	6417	18
Proffet, B.	4.34	626	7	4.13	1068	20	4.15	1827	19	4.32	1321	9	4.22	4842	19
Radke, C.										4.03	30	21	4.03	30	36
Rounds, K.				4.25	72	15							4.25	72	15
Russell, F.							4.28	102	14				4.28	102	11
Scott, S.				4.21	84	17							4.21	84	20
Sellers, S.	3.85	270	21	4.13	647	21	4.16	857	18	4.33	1116	8	4.19	2890	24
Sim, C.				3.52	1060	31	3.48	1085	27	3.71	1941	32	3.60	4086	45
Smith-Grossman, A.				4.47	90	2							4.47	90	2

Questions 15-20

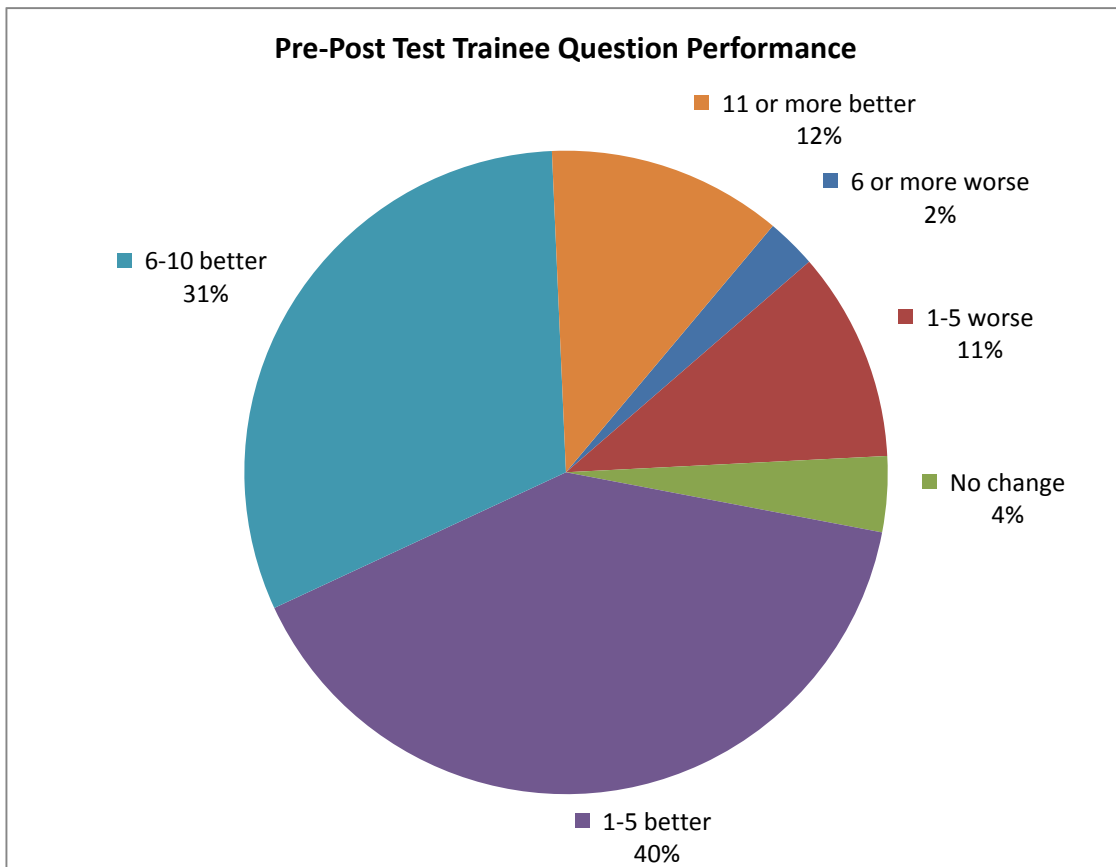
Trainer	<u>1st: January to March</u>			<u>2nd: April to June</u>			<u>3rd: July to September</u>			<u>4th: October to December</u>			<u>Annual</u>		
	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>	<u>Mean</u>	<u>N</u>	<u>Rank</u>
Snowden, B.	3.64	276	23	3.82	684	29							3.77	960	44
Taylor, R.										3.86	42	29	3.86	42	41
Terrell, M.	4.28	720	10	4.11	1416	24	4.25	2022	15	4.34	1542	7	4.24	5700	16
Vanderploeg, S.	3.93	42	19				4.55	96	1	4.29	156	11	4.33	294	10
Votapek, J.				4.18	108	19							4.18	108	25
Williams, T.	4.22	450	13	4.12	372	22	4.03	1812	22	4.10	1032	19	4.08	3666	33
Wilson, M.										4.00	96	22	4.00	96	37
Wong, C.H.	4.39	96	5	4.55	73	1	4.53	185	2	4.63	240	2	4.55	594	1
Yoke, B.	2.95	60	25	4.39	108	7	4.37	78	5	3.88	114	27	3.98	360	38
Total	4.23	12810		4.13	19976		4.18	28014		4.25	23470		4.19	84270	

Level II

Test Results				
Quarter	N (posttest)	Pre-Test Score	Post-Test Score	% change
1 st	67	69.5	75.1	5.6
2 nd	54	70.7	75.1	4.4
3 rd	68	69.3	75.2	5.9
4 th	54	70.9	75.9	5.0
Annual	243	70.0	75.3	5.3

On average, students improved 5.3% from the pre-test to the post-test. This difference is statistically significant at the $p < .01$ level. Eighty-three percent of (n=197) trainees improved. Forty percent of trainees improved from 1.1% to 5.6%. Almost one-third improved from 6.7% to 11.2%. Over one-tenth improved at least 12.4%. Thirteen percent (n=31) scored lower on the post-test. Eleven percent (n=25) scored from 1.1% to 5.6% worse from the pre-test to the post-test. Four percent (n=9) had no change in score. The fact that the average improvement was 5.3% should be considered in the context that 31% improved more than that amount. This is demonstrated in the chart below.

Figure 1.



Level III

Over the course of the year, the number of Level III evaluations we received varied. While Mentors submitted evaluations consistently, the Supervisor submissions declined substantially from over 30 in the first quarter to 0 in the third and fourth quarters. Mentors tended to give most mentees very similar scores. This means that the average scores that mentors gave to new workers were essentially the same over time in each skill set. Overall, mentors tended to rate new workers fairly highly. While at first this might seem like a positive statement, upon reflection we believe that the ratings are not truly reflective of the workers' abilities. It is not realistic to think that all new workers are "excellent" in their first few months on the job. If raters could provide more variation in their ratings, it would present an opportunity for workers to learn and grow in their skills. This is a message the agency could give mentors and supervisors, along with encouraging them to complete the Level III evaluations routinely.

Total Section Means								
Sections	<u>1st: January to March</u>		<u>2nd: April to June</u>		<u>3rd: July to</u> <u>September</u>	<u>4th: October to</u> <u>December</u>	<u>Annual</u>	
	<u>Mentor</u> <u>n≈34</u>	<u>Supervisor</u> <u>n≈34</u>	<u>Mentor</u> <u>n≈50</u>	<u>Supervisor</u> <u>n≈5</u>	<u>Mentor</u> <u>n≈36</u>	<u>Mentor</u> <u>n≈29</u>	<u>Mentor</u> <u>n≈149</u>	<u>Supervisor</u> <u>n≈39</u>
Assessment	4.8	4.4	5.0	4.6	4.9	5.0	4.9	4.4
Case Closure	4.9	4.6	4.7	4.1	4.5	4.8	4.7	4.6
Case Management	5.1	4.7	4.9	4.0	4.8	5.1	5.0	4.6
Case Management-Out of Home	4.9	4.6	4.8	4.1	4.6	4.8	4.8	4.6
Child Sex Abuse	4.5	4.4	4.9	4.5	4.7	4.8	4.7	4.4
Court/Legal	4.9	4.7	4.9	4.7	4.6	5.0	4.9	4.7
Domestic Violence, Substance Abuse, & Mental Health	4.7	4.5	5.0	4.4	4.9	5.0	4.9	4.5
Intake & Referral	4.7	4.5	4.9	4.4	4.6	4.8	4.8	4.4
Understanding DCS Work	5.3	5.0	5.4	4.7	5.2	5.2	5.3	4.9

Level IV

The 2010 yearend report is the first time that Level IV data is presented. Below are results for data that has been collected from April 2009 to December 2010¹. Presented are the selected practice indicators agreed upon by MB Lippold, Pat Howes, Carol Hostetter, and Ralph Jones.

The practice indicators are:

- Total Cases
- Total Days
- Total Children
- Total Placements
- Length of Placement
- Type of Placement
- Child and Family Team Meetings (CFTMs)

Additional analysis is included based on computations from the practice indicators:

- Days per case ($\text{Total Days} \div \text{Total Cases}$)
- Children per case ($\text{Total Children} \div \text{Total Cases}$)
- Placements per child ($\text{Total Placements} \div \text{Total Children}$)
- Placements per case ($\text{Total Placements} \div \text{Total Cases}$)
- Percentage of caseload size by length of placement ($\text{Placement Length} \div \text{Total Cases} \times 100$)
 - % of caseload less than 12 months
 - % of caseload between 12-15 months
 - % of caseload more than 15 months
- Percentage of caseload size by type of placement ($\text{Placement Type} \div \text{Total Cases} \times 100$)
 - % of caseload that placed in own or relative care
 - % of caseload that are placed in foster care
 - % of caseload that are placed in residential or other setting

The data is presented in graphs and tables. The graphs are divided by workers hired before and after the 2008 practice reform. July 2008 is the hire date that for which an FCM would have received new worker training under the new practice model. FCMs hired by DCS before July 2008 are “before new practice model” and those hired after July 2008 are “after new practice model.”

The tables contain “before,” “after,” “unknown,” and “total” values for each of the given practice indicators. “Unknown” occurs in one of three ways: 1) the case is assigned to a county, 2) the case is assigned to a probation officer, or 3) the name of the worker has changed and cannot be tracked by the evaluation team. To explain more about option 3, DCS shares the data with IU on a monthly basis. The hire date information and case information come from separate systems. While DCS can cross reference the two systems, IU cannot. This is between 9 and 30 individuals per month or less than 0.04-0.15% of the data.

In the summary of the data below, we highlight the graphs that show differences between FCMs trained before and after 2008 Practice Reform was implemented. If the numbers are fairly similar,

¹ November 2009 and 2010 are unavailable. If they become available, they will be included in the next yearend report.

they will not be mentioned here. Please note that we do not know if the differences are statistically significant, and we do not know if the differences are caused by training or by other factors. This data collection and analysis is in the beginning stages and we are presenting it here more for future reference than to draw any conclusions at this time.

Below is a summary of the data.

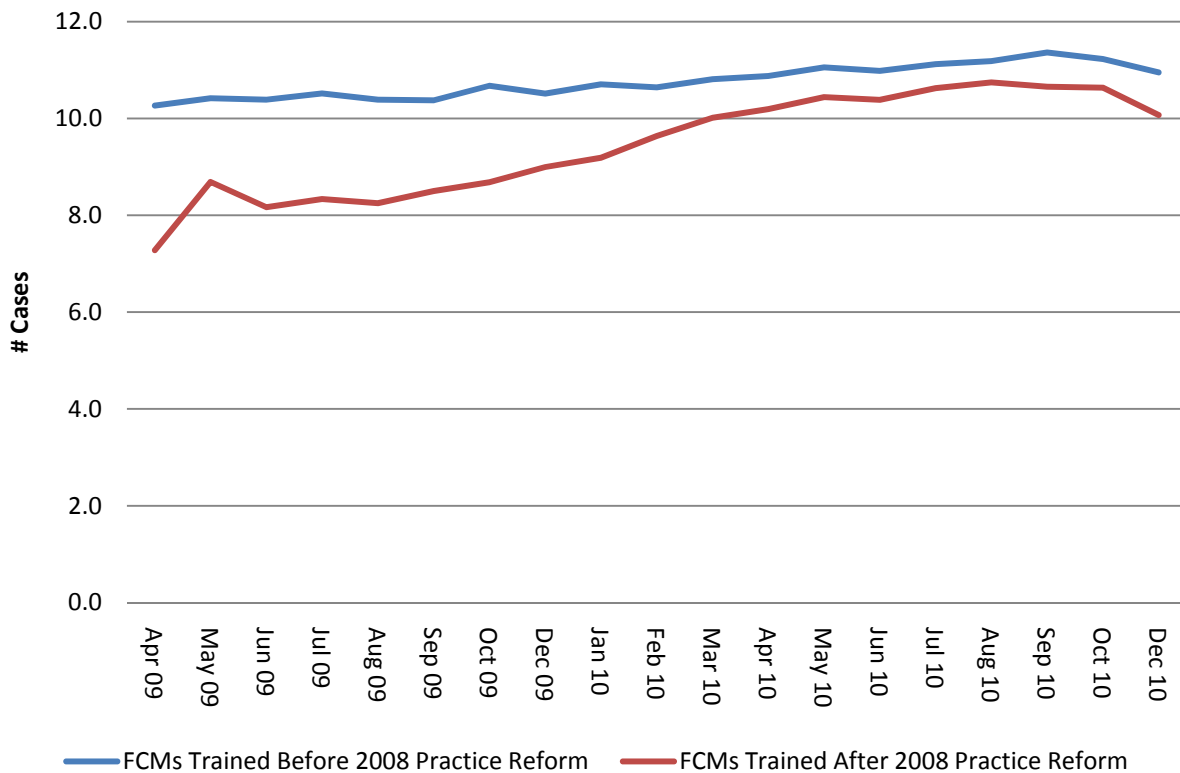
- We see that for the average total days that children were in care, for FCMs trained before and after 2008 Practice Reform was implemented, the numbers are better for FCMs trained after Practice Reform. (p. 29)
- The numbers were also better for Practice Reform FCMs for the average number of days per case. (p. 30)
- Average total placements were lower for FCMs trained after Practice Reform. (p. 33)
- Average number of placements per child were lower for FCMs trained after Practice Reform. (p. 34)
- Average number of placements per case were lower for FCMs trained after Practice Reform. (p. 35)
- For length of placement, the average percentage of cases that were less than 12 months was **higher** for FCMs trained after Practice Reform. This is a positive indicator for the FCMs trained after practice reform. For longer placements, the average percentage of cases that were more than 15 months was lower for FCMs trained after Practice Reform. (p. 36-38)
- And finally, for type of placement being in the child's own home or relative home, the average percentage of cases in these homes was slightly higher for FCMs trained after Practice Reform. (p. 39-41)

Again, we have just listed the comparisons in which there is some difference between the two sets of workers. Not all comparisons yielded any difference, and we do not know what the causes are of the differences we do note. But of all the differences, the numbers are in favor of the FCMs trained after Practice Reform. As we continue to gather more data, we hope to revise and refine this method and gain more meaning.

Selected Practice Indicators

Total Cases

**Average Total Cases for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

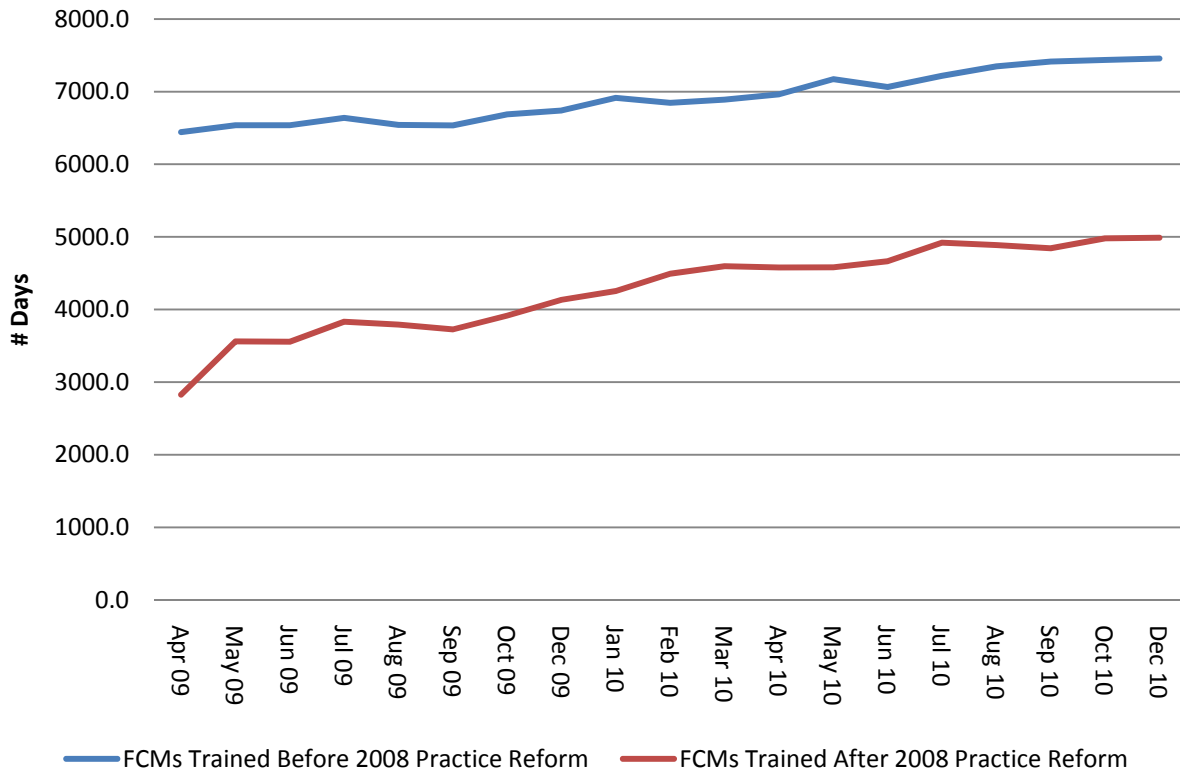


**Average Total Cases for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	10.3	945	5.7	7.3	83	4.3	6.3	28	6.7	9.9	1056	5.8
May 09	10.4	931	5.8	8.7	93	4.8	6.0	24	6.8	10.2	1048	5.8
Jun 09	10.4	897	5.8	8.2	126	5.1	6.0	22	7.2	10.0	1045	5.8
Jul 09	10.5	875	5.6	8.3	134	5.1	6.0	18	8.6	10.2	1027	5.7
Aug 09	10.4	866	5.6	8.2	149	4.9	8.1	21	9.0	10.0	1036	5.7
Sep 09	10.4	873	5.6	8.5	158	4.4	8.0	20	8.6	10.0	1051	5.6
Oct 09	10.7	848	5.5	8.7	173	4.7	7.4	21	7.4	10.3	1042	5.5
Dec 09	10.5	827	5.6	9.0	199	5.3	7.2	21	6.7	10.2	1047	5.6
Jan 10	10.7	793	5.4	9.2	213	5.1	8.2	18	7.5	10.3	1024	5.4
Feb 10	10.6	792	5.7	9.6	216	4.9	6.5	22	7.2	10.3	1030	5.6
Mar 10	10.8	770	5.6	10.0	232	4.9	9.5	11	8.9	10.6	1013	5.5
Apr 10	10.9	761	5.9	10.2	245	5.2	9.5	13	8.4	10.7	1019	5.8
May 10	11.1	740	6.1	10.4	247	5.3	8.5	15	8.2	10.9	1002	6.0
Jun 10	11.0	724	6.0	10.4	263	5.2	7.5	16	9.1	10.8	1003	5.9
Jul 10	11.1	697	5.9	10.6	261	5.4	8.8	13	9.6	11.0	971	5.8
Aug 10	11.2	673	5.8	10.7	266	5.5	9.5	12	8.8	11.0	951	5.7
Sep 10	11.4	664	5.8	10.7	273	5.6	9.8	13	9.3	11.1	950	5.8
Oct 10	11.2	652	5.8	10.6	289	5.6	10.2	10	9.7	11.0	951	5.8
Dec 10	10.9	626	5.6	10.1	314	5.5	9.3	9	8.3	10.6	949	5.6
Total	10.7	14954	5.7	9.8	3934	5.3	7.7	327	7.9	10.5	19215	5.7

Total Days

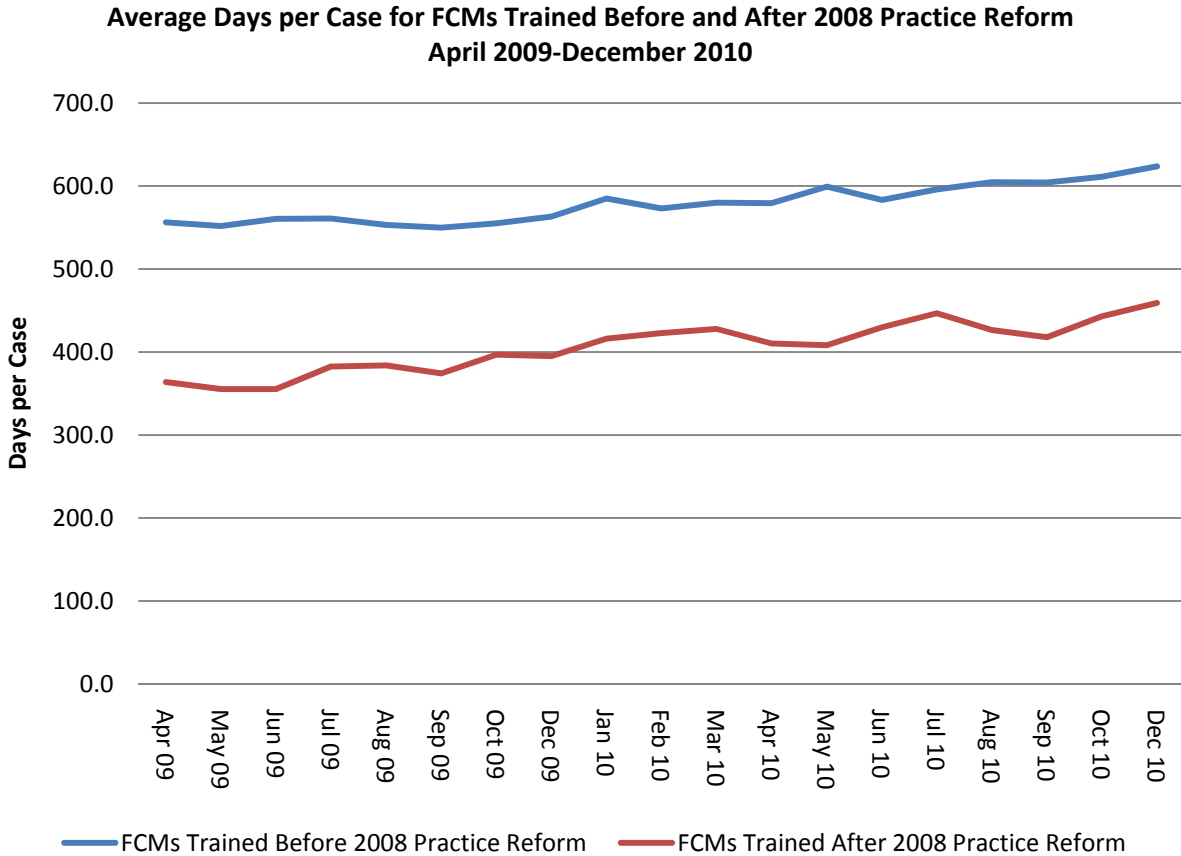
**Average Total Days for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**



**Average Total Days for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	6443.3	945	6452.2	2826.8	83	3044.8	3719.0	28	5886.7	6086.8	1056	6321.1
May 09	6537.8	931	6569.9	3561.9	93	3776.4	3249.9	24	7007.5	6198.4	1048	6449.1
Jun 09	6537.9	897	6447.7	3557.5	126	4101.8	3415.7	22	7732.6	6112.8	1045	6324.0
Jul 09	6638.8	875	6380.6	3832.2	134	4321.7	4005.9	18	9071.6	6226.4	1027	6280.6
Aug 09	6542.7	866	6373.0	3793.3	149	4411.2	4792.3	21	8938.4	6111.8	1036	6263.8
Sep 09	6535.2	873	6453.6	3726.0	158	4252.3	4295.8	20	7476.1	6070.3	1051	6274.5
Oct 09	6687.9	848	6468.4	3914.8	173	4216.3	3796.1	21	7191.6	6169.2	1042	6257.1
Dec 09	6740.3	827	6520.4	4134.7	199	4395.6	3991.8	21	6861.3	6189.9	1047	6266.7
Jan 10	6915.3	793	6459.7	4254.8	213	4298.9	4738.4	18	7611.3	6323.7	1024	6189.0
Feb 10	6846.2	792	6407.5	4492.8	216	4421.6	4009.7	22	7529.3	6292.1	1030	6150.6
Mar 10	6890.9	770	6286.3	4596.5	232	4376.3	6366.1	11	10331.1	6359.7	1013	6031.8
Apr 10	6962.9	761	6369.6	4578.3	245	4596.9	6103.0	13	9133.8	6378.6	1019	6113.4
May 10	7172.7	740	6494.8	4582.1	247	4489.5	5328.4	15	9160.4	6506.5	1002	6207.4
Jun 10	7065.0	724	6528.7	4664.9	263	4529.3	5091.8	16	9376.3	6404.2	1003	6210.7
Jul 10	7219.1	697	6517.7	4921.4	261	4568.9	6193.7	13	9740.2	6587.8	971	6187.5
Aug 10	7347.7	673	6482.5	4886.4	266	4506.5	6900.8	12	10176.1	6653.6	951	6148.6
Sep 10	7414.8	664	6527.3	4844.1	273	4567.2	6262.2	13	10107.3	6660.3	950	6195.6
Oct 10	7436.3	652	6594.3	4979.6	289	4640.3	7651.0	10	11197.8	6692.0	951	6228.6
Dec 10	7456.7	626	6745.6	4989.2	314	4681.1	8164.4	9	11380.3	6646.9	949	6300.2
Total	6875.5	14954	6477.7	4452.8	3934	4449.2	4766.0	327	8271.1	6343.6	19215	6234.0

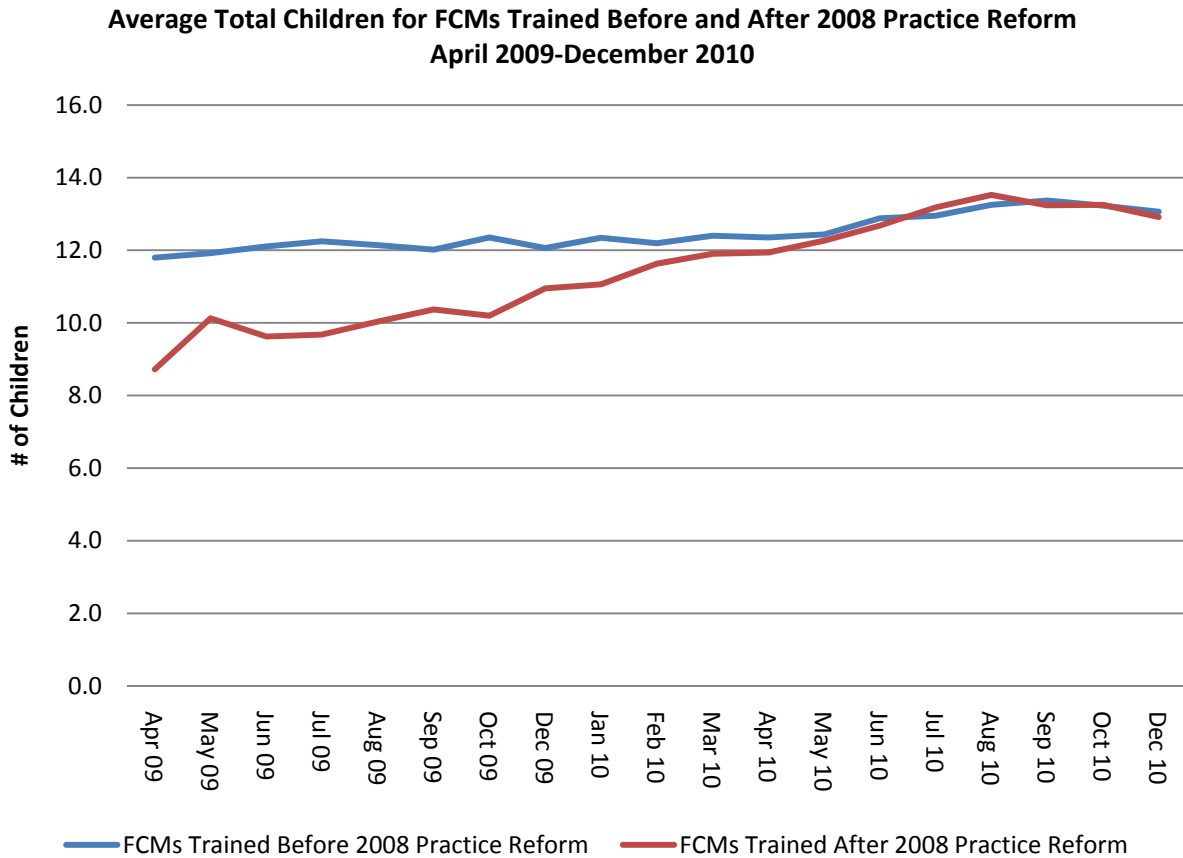
Days per Case



**Average Days per Case for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	556.2	945	411.9	363.9	83	388.7	672.1	28	590.6	544.1	1056	419.1
May 09	551.9	931	406.0	355.3	93	331.3	471.5	24	509.3	532.6	1048	406.2
Jun 09	560.4	897	408.3	355.4	126	355.4	523.6	22	514.6	534.9	1045	409.9
Jul 09	560.8	875	395.7	382.6	134	377.7	497.5	18	498.0	536.4	1027	399.5
Aug 09	553.2	866	395.3	383.9	149	367.5	541.2	21	455.8	528.6	1036	396.8
Sep 09	549.9	873	414.5	374.2	158	350.7	468.2	20	453.6	522.0	1051	410.8
Oct 09	555.1	848	407.1	396.8	173	371.0	423.0	21	471.0	526.2	1042	406.8
Dec 09	563.1	827	399.3	395.0	199	323.0	475.8	21	516.0	529.4	1047	393.9
Jan 10	585.0	793	407.0	416.1	213	336.4	489.7	18	524.7	548.2	1024	401.2
Feb 10	573.0	792	406.0	422.8	216	338.0	379.0	22	517.2	537.3	1030	400.4
Mar 10	580.0	770	416.1	427.9	232	359.7	412.7	11	399.0	543.4	1013	408.6
Apr 10	579.3	761	420.1	410.4	245	361.8	471.6	13	387.4	537.3	1019	412.5
May 10	599.1	740	432.3	408.2	247	350.4	427.2	15	436.9	549.5	1002	421.7
Jun 10	583.2	724	423.9	429.7	263	367.1	380.6	16	552.2	539.7	1003	417.6
Jul 10	596.0	697	419.6	446.7	261	360.1	481.0	13	601.2	554.3	971	412.3
Aug 10	604.6	673	420.8	426.5	266	320.3	577.8	12	601.5	554.5	951	405.5
Sep 10	604.3	664	420.1	417.7	273	318.3	394.1	13	462.6	547.8	950	403.0
Oct 10	611.1	652	419.5	443.0	289	335.2	471.4	10	493.6	558.6	951	403.7
Dec 10	623.8	626	429.8	459.1	314	345.3	568.1	9	532.5	568.7	949	411.8
Total	575.9	14954	412.9	415.0	3934	348.6	485.2	327	499.2	541.4	19215	407.5

Total Children

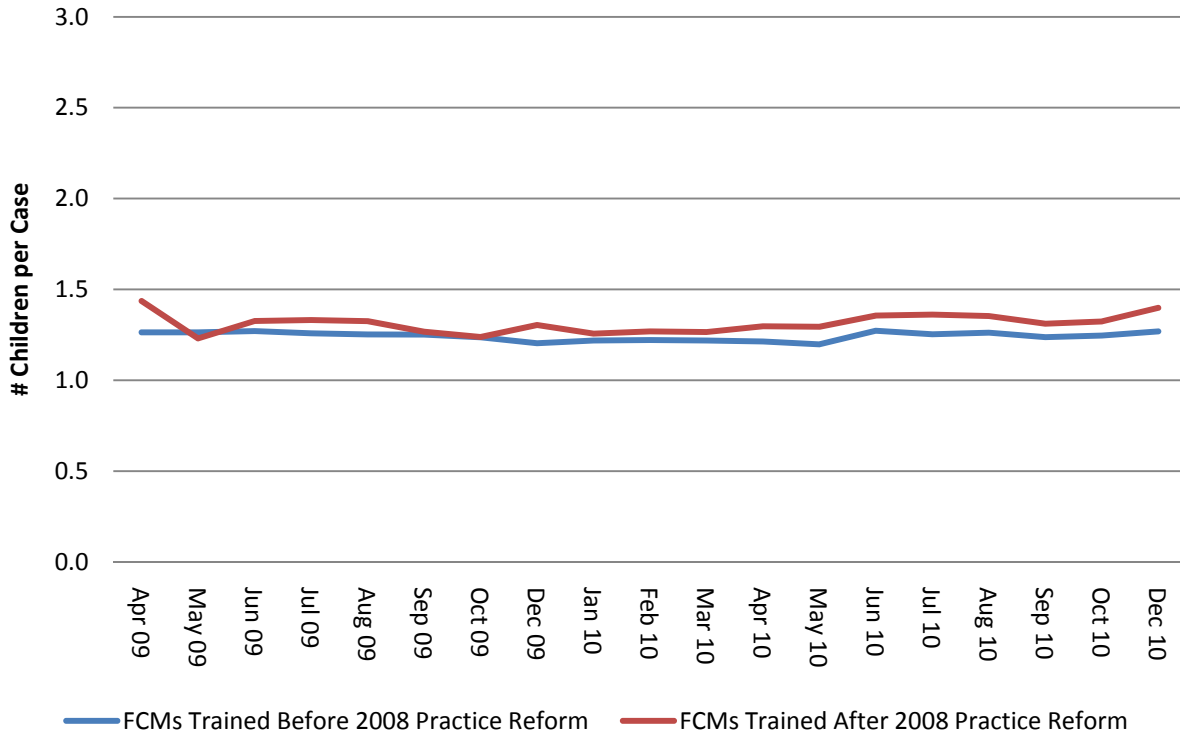


**Average Total Children for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	11.8	965	6.4	8.7	86	5.1	6.6	29	7.0	11.4	1080	6.4
May 09	11.9	950	6.4	10.1	93	5.6	6.5	25	7.4	11.6	1068	6.5
Jun 09	12.1	914	6.6	9.6	131	5.9	5.8	26	7.2	11.6	1071	6.6
Jul 09	12.2	889	6.3	9.7	143	6.2	6.7	18	8.8	11.8	1050	6.4
Aug 09	12.1	879	6.3	10.0	150	5.8	7.9	22	8.6	11.8	1051	6.4
Sep 09	12.0	888	6.3	10.4	159	5.5	7.9	20	8.7	11.7	1067	6.3
Oct 09	12.4	853	6.2	10.2	179	5.6	7.5	21	7.6	11.9	1053	6.2
Dec 09	12.1	837	6.3	11.0	201	6.0	7.9	22	7.4	11.8	1060	6.3
Jan 10	12.3	802	6.2	11.1	215	5.8	8.8	18	8.0	12.0	1035	6.2
Feb 10	12.2	803	6.4	11.6	218	5.8	6.8	23	7.8	12.0	1044	6.4
Mar 10	12.4	781	6.4	11.9	236	5.7	8.5	14	9.1	12.2	1031	6.3
Apr 10	12.4	771	6.6	11.9	250	6.0	9.1	15	9.1	12.2	1036	6.5
May 10	12.4	753	7.0	12.3	251	6.0	9.5	15	9.2	12.4	1019	6.8
Jun 10	12.9	735	6.8	12.7	267	5.9	7.6	18	9.8	12.7	1020	6.7
Jul 10	13.0	718	6.8	13.2	264	6.1	8.9	15	10.1	13.0	997	6.7
Aug 10	13.3	687	6.6	13.5	268	6.3	8.6	14	9.0	13.3	969	6.6
Sep 10	13.4	676	6.7	13.2	274	6.4	10.8	13	10.1	13.3	963	6.7
Oct 10	13.2	664	6.6	13.3	293	6.5	11.3	10	10.8	13.2	967	6.6
Dec 10	13.1	634	6.4	12.9	317	6.4	10.7	9	9.1	13.0	960	6.4
Total	12.4	15199	6.5	11.9	3995	6.1	7.9	347	8.4	12.2	19541	6.5

Children per Case

**Average Children per Case for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010**

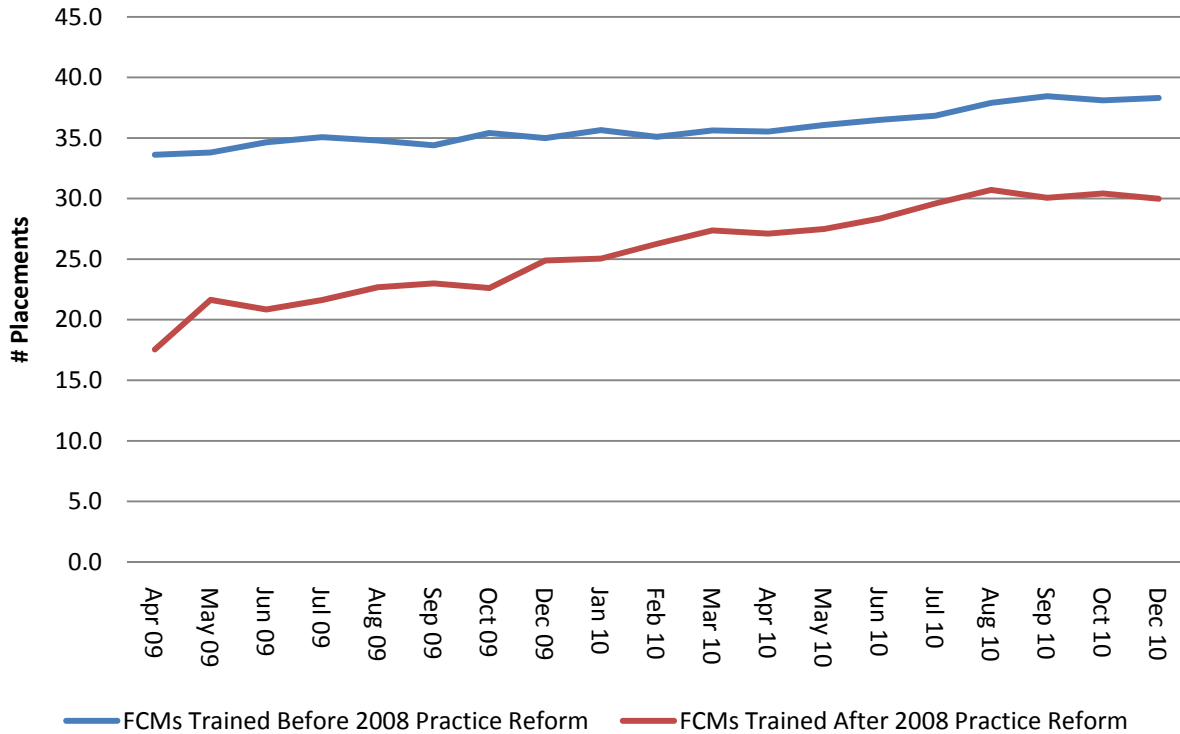


**Average Children per Case for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	1.3	942	0.63	1.4	83	1.41	1.2	27	0.64	1.3	1052	0.72
May 09	1.3	928	0.62	1.2	93	0.60	1.2	23	0.74	1.3	1044	0.62
Jun 09	1.3	894	0.56	1.3	126	0.63	1.2	21	0.70	1.3	1041	0.57
Jul 09	1.3	873	0.56	1.3	134	0.57	1.4	17	0.87	1.3	1024	0.57
Aug 09	1.3	858	0.44	1.3	148	0.64	1.2	19	0.74	1.3	1025	0.48
Sep 09	1.3	870	0.48	1.3	158	0.41	1.0	18	0.33	1.2	1046	0.47
Oct 09	1.2	846	0.54	1.2	173	0.39	1.0	20	0.30	1.2	1039	0.51
Dec 09	1.2	826	0.38	1.3	198	0.52	1.2	21	0.39	1.2	1045	0.41
Jan 10	1.2	791	0.43	1.3	212	0.37	1.1	16	0.15	1.2	1019	0.41
Feb 10	1.2	791	0.49	1.3	215	0.37	1.0	20	0.15	1.2	1026	0.46
Mar 10	1.2	769	0.44	1.3	232	0.39	1.1	10	0.08	1.2	1011	0.43
Apr 10	1.2	760	0.52	1.3	245	0.87	1.1	12	0.12	1.2	1017	0.62
May 10	1.2	739	0.47	1.3	247	0.70	1.1	14	0.20	1.2	1000	0.53
Jun 10	1.3	722	0.59	1.4	262	0.80	1.1	16	0.25	1.3	1000	0.65
Jul 10	1.3	697	0.43	1.4	261	0.61	1.2	13	0.42	1.3	971	0.48
Aug 10	1.3	673	0.39	1.4	266	0.56	1.0	12	0.03	1.3	951	0.44
Sep 10	1.2	664	0.36	1.3	273	0.57	1.1	13	0.21	1.3	950	0.43
Oct 10	1.2	652	0.37	1.3	289	0.41	1.1	10	0.13	1.3	951	0.38
Dec 10	1.3	624	0.48	1.4	313	0.64	1.3	9	0.64	1.3	946	0.54
Total	1.2	14919	0.50	1.3	3928	0.61	1.1	311	0.48	1.3	19158	0.52

Total Placements

**Average Total Placements for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010**

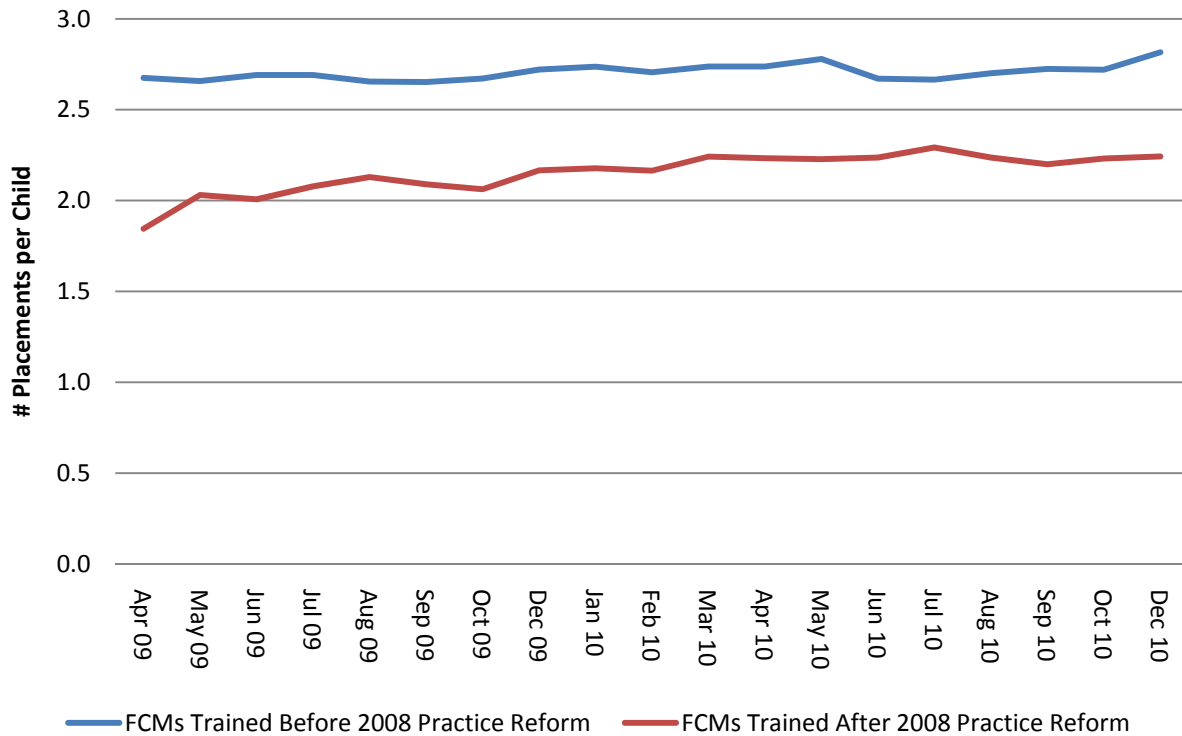


**Average Total Placements for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	33.6	965	27.5	17.5	86	13.9	17.5	29	24.3	31.9	1080	27.0
May 09	33.8	950	27.4	21.6	93	15.8	16.3	25	25.9	32.3	1068	26.9
Jun 09	34.6	914	28.1	20.8	131	16.7	14.5	26	26.9	32.5	1071	27.4
Jul 09	35.1	889	27.3	21.6	143	17.7	18.8	18	34.4	33.0	1050	26.7
Aug 09	34.8	879	27.6	22.7	150	17.6	21.8	22	33.7	32.8	1051	26.9
Sep 09	34.4	888	27.6	23.0	159	17.0	21.6	20	32.5	32.5	1067	26.7
Oct 09	35.4	853	27.8	22.6	179	17.1	19.5	21	30.9	32.9	1053	26.8
Dec 09	35.0	837	27.8	24.9	201	18.1	21.6	22	31.2	32.8	1060	26.7
Jan 10	35.6	802	27.4	25.0	215	18.0	25.2	18	32.8	33.3	1035	26.2
Feb 10	35.1	803	27.4	26.3	218	18.1	19.9	23	31.0	32.9	1044	26.1
Mar 10	35.6	781	26.8	27.4	236	17.5	26.1	14	37.6	33.6	1031	25.3
Apr 10	35.5	771	27.0	27.1	250	18.9	28.9	15	35.6	33.4	1036	25.7
May 10	36.1	753	27.7	27.5	251	18.5	29.5	15	35.9	33.9	1019	26.2
Jun 10	36.5	735	28.1	28.3	267	18.2	24.2	18	36.8	34.1	1020	26.3
Jul 10	36.8	718	28.4	29.6	264	18.2	28.2	15	38.0	34.8	997	26.4
Aug 10	37.9	687	28.2	30.7	268	19.0	29.4	14	36.8	35.8	969	26.3
Sep 10	38.4	676	28.5	30.1	274	19.4	31.6	13	38.8	36.0	963	26.7
Oct 10	38.1	664	28.5	30.4	293	19.6	36.7	10	42.4	35.8	967	26.5
Dec 10	38.3	634	28.9	30.0	317	19.3	38.8	9	43.2	35.6	960	26.6
Total	35.7	15199	27.8	26.8	3995	18.5	23.0	347	32.7	33.6	19541	26.5

Placements per Child

**Average Placements per Child for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010**

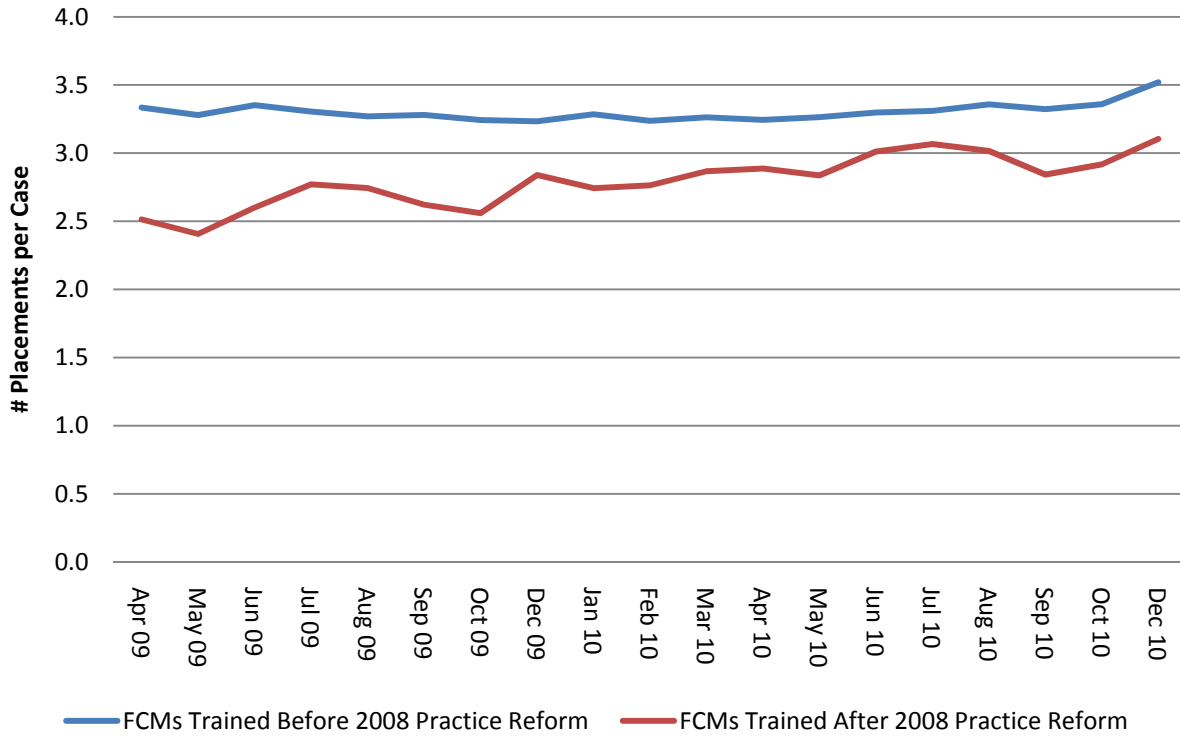


**Average Placements per Child for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	2.7	965	1.71	1.8	86	0.83	2.4	29	1.91	2.6	1080	1.68
May 09	2.7	950	1.74	2.0	93	1.00	2.0	25	1.26	2.6	1068	1.69
Jun 09	2.7	914	1.77	2.0	131	0.96	1.7	26	1.03	2.6	1071	1.70
Jul 09	2.7	889	1.50	2.1	143	1.02	1.9	18	1.16	2.6	1050	1.46
Aug 09	2.7	879	1.45	2.1	150	0.94	2.0	22	1.14	2.6	1051	1.40
Sep 09	2.7	888	1.47	2.1	159	0.91	1.8	20	1.01	2.6	1067	1.41
Oct 09	2.7	853	1.45	2.1	179	0.89	1.8	21	1.02	2.6	1053	1.38
Dec 09	2.7	837	1.50	2.2	201	1.16	2.0	22	1.09	2.6	1060	1.45
Jan 10	2.7	802	1.46	2.2	215	1.08	2.1	18	1.20	2.6	1035	1.41
Feb 10	2.7	803	1.53	2.2	218	0.95	2.1	23	1.34	2.6	1044	1.44
Mar 10	2.7	781	1.57	2.2	236	1.07	2.0	14	1.29	2.6	1031	1.49
Apr 10	2.7	771	1.55	2.2	250	1.48	2.7	15	2.39	2.6	1036	1.56
May 10	2.8	753	1.62	2.2	251	1.52	3.0	15	2.53	2.6	1019	1.63
Jun 10	2.7	735	1.52	2.2	267	1.41	2.1	18	1.73	2.5	1020	1.50
Jul 10	2.7	718	1.53	2.3	264	1.53	2.6	15	2.88	2.6	997	1.56
Aug 10	2.7	687	1.54	2.2	268	1.05	3.2	14	2.84	2.6	969	1.47
Sep 10	2.7	676	1.56	2.2	274	0.97	2.2	13	1.30	2.6	963	1.43
Oct 10	2.7	664	1.52	2.2	293	0.95	2.3	10	1.46	2.6	967	1.39
Dec 10	2.8	634	1.70	2.2	317	1.01	2.6	9	1.66	2.6	960	1.53
Total	2.7	15199	1.57	2.2	3995	1.15	2.2	347	1.63	2.6	19541	1.51

Placements per Case

**Average Placements Per Case for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010**

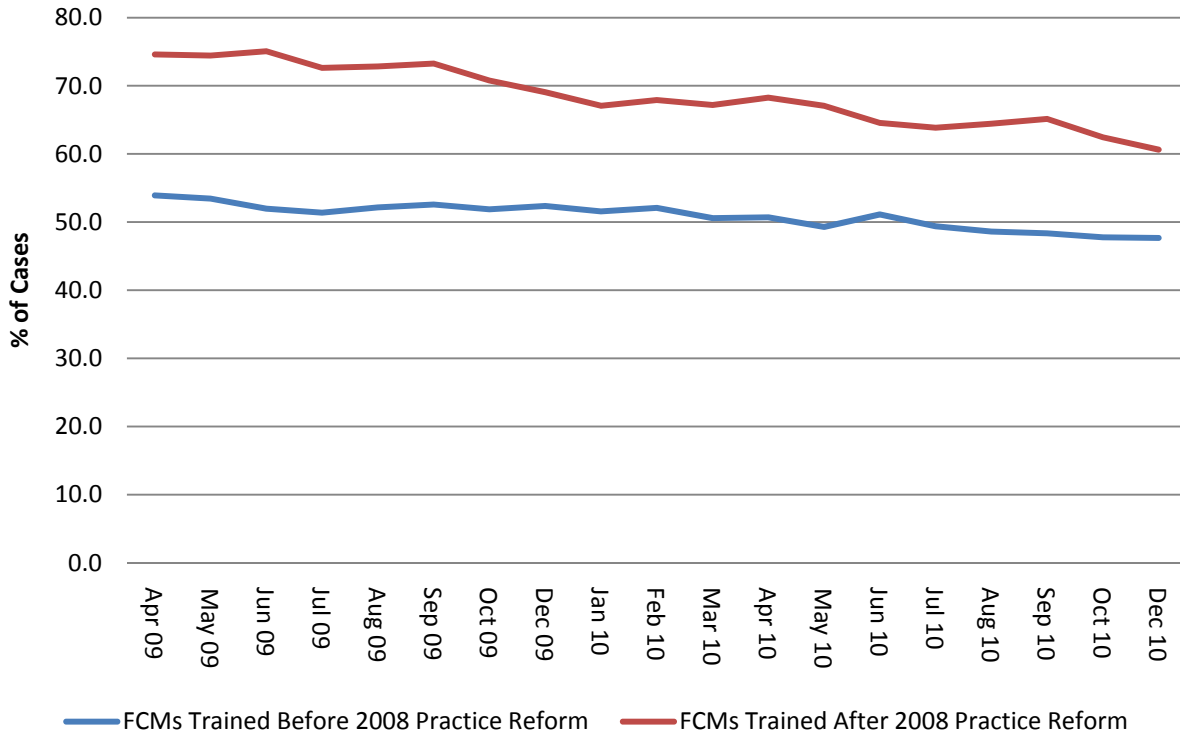


**Average Placements per Case for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	3.3	942	2.30	2.5	83	1.66	2.8	27	1.95	3.3	1052	2.26
May 09	3.3	928	2.18	2.4	93	1.21	2.3	23	1.51	3.2	1044	2.12
Jun 09	3.4	894	2.18	2.6	126	1.44	2.0	21	1.27	3.2	1041	2.11
Jul 09	3.3	873	1.84	2.8	134	1.65	2.3	17	1.27	3.2	1024	1.82
Aug 09	3.3	858	1.75	2.7	148	1.44	2.3	19	1.35	3.2	1025	1.72
Sep 09	3.3	870	2.03	2.6	158	1.29	1.9	18	1.18	3.2	1046	1.94
Oct 09	3.2	846	1.91	2.6	173	1.21	1.9	20	1.11	3.1	1039	1.82
Dec 09	3.2	826	1.79	2.8	198	2.08	2.4	21	1.68	3.1	1045	1.86
Jan 10	3.3	791	1.81	2.7	212	1.53	2.3	16	1.33	3.2	1019	1.77
Feb 10	3.2	791	1.81	2.8	215	1.44	2.3	20	1.18	3.1	1026	1.75
Mar 10	3.3	769	1.83	2.9	232	1.64	2.4	10	1.46	3.2	1011	1.79
Apr 10	3.2	760	1.94	2.9	245	2.47	3.4	12	2.57	3.2	1017	2.09
May 10	3.3	739	1.95	2.8	247	2.04	3.4	14	2.54	3.2	1000	1.99
Jun 10	3.3	722	1.86	3.0	262	2.42	2.7	16	3.30	3.2	1000	2.05
Jul 10	3.3	697	1.80	3.1	261	2.11	3.1	13	3.02	3.2	971	1.91
Aug 10	3.4	673	1.83	3.0	266	1.76	3.2	12	3.08	3.3	951	1.83
Sep 10	3.3	664	1.81	2.8	273	1.53	2.3	13	1.35	3.2	950	1.74
Oct 10	3.4	652	1.82	2.9	289	1.38	2.4	10	1.54	3.2	951	1.71
Dec 10	3.5	624	2.22	3.1	313	2.09	3.1	9	1.73	3.4	946	2.18
Total	3.3	14919	1.94	2.8	3928	1.81	2.5	311	1.86	3.2	19158	1.93

**Length of Placement
Cases Less than 12 Months**

**Percentage of Cases Less than 12 Months for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010**

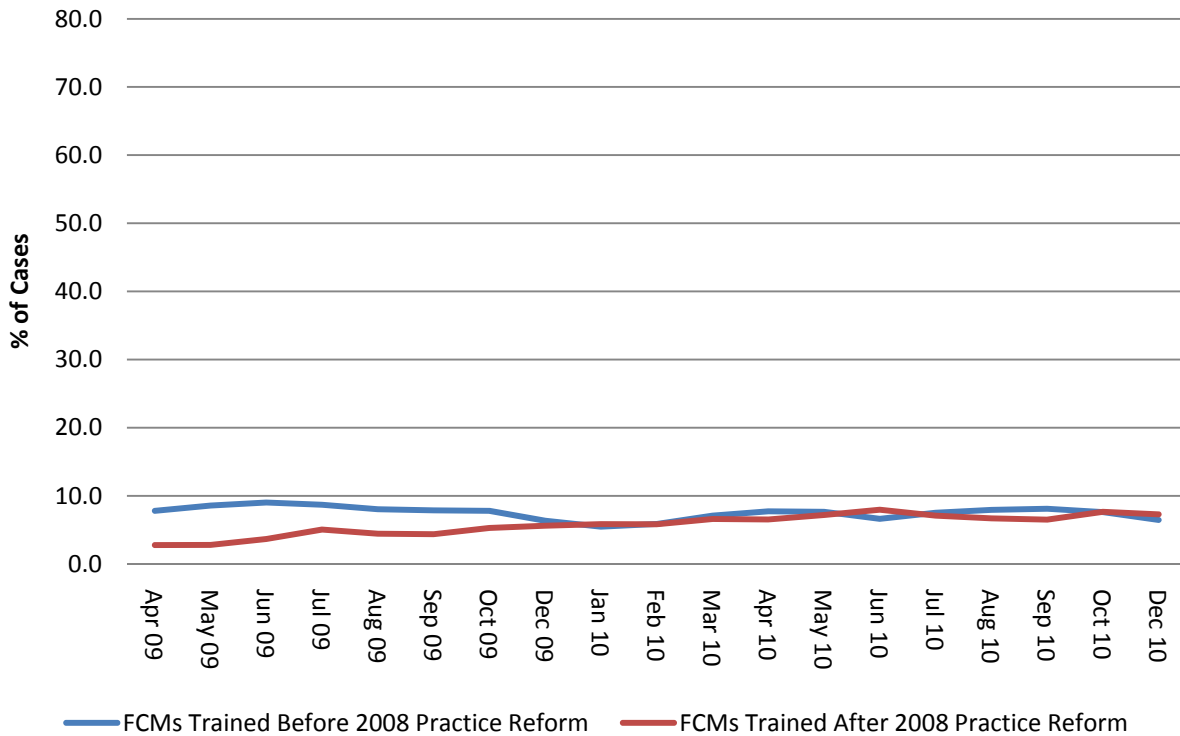


**Percentage of Cases Less than 12 Months for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	53.9	945	31.5	74.6	83	31.1	45.0	28	46.5	55.3	1056	32.5
May 09	53.4	931	31.9	74.4	93	27.6	59.7	24	46.2	55.5	1048	32.5
Jun 09	52.0	897	32.2	75.1	126	27.5	55.0	22	46.6	54.8	1045	32.9
Jul 09	51.4	875	31.8	72.6	134	29.8	57.9	18	45.7	54.3	1027	32.6
Aug 09	52.2	866	31.7	72.8	149	30.2	52.6	21	44.0	55.1	1036	32.6
Sep 09	52.6	873	32.2	73.3	158	29.6	54.8	20	43.7	55.7	1051	32.9
Oct 09	51.9	848	31.8	70.8	173	31.1	57.7	21	41.7	55.1	1042	32.6
Dec 09	52.4	827	31.5	69.1	199	29.9	55.1	21	42.8	55.6	1047	32.1
Jan 10	51.6	793	30.9	67.1	213	30.2	55.0	18	43.2	54.8	1024	31.6
Feb 10	52.1	792	31.6	67.9	216	27.9	65.9	22	43.1	55.7	1030	31.8
Mar 10	50.6	770	31.7	67.2	232	28.4	59.8	11	42.8	54.5	1013	31.8
Apr 10	50.7	761	32.1	68.3	245	28.8	47.2	13	41.0	54.9	1019	32.3
May 10	49.3	740	32.0	67.1	247	29.7	54.8	15	44.0	53.7	1002	32.6
Jun 10	51.1	724	31.9	64.5	263	30.3	66.8	16	42.9	54.9	1003	32.2
Jul 10	49.4	697	31.6	63.8	261	29.2	60.4	13	43.9	53.4	971	31.8
Aug 10	48.6	673	31.1	64.4	266	28.5	48.5	12	45.4	53.0	951	31.4
Sep 10	48.4	664	30.8	65.1	273	28.5	59.3	13	44.1	53.3	950	31.3
Oct 10	47.8	652	30.1	62.4	289	28.6	57.2	10	40.9	52.3	951	30.5
Dec 10	47.7	626	30.6	60.6	314	30.5	51.0	9	41.1	52.0	949	31.2
Total	51.1	14954	31.6	67.2	3934	29.5	55.9	327	43.2	54.5	19215	32.1

Length of Placement: Cases 12-15 Months

Percentage of Cases 12-15 Months for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010

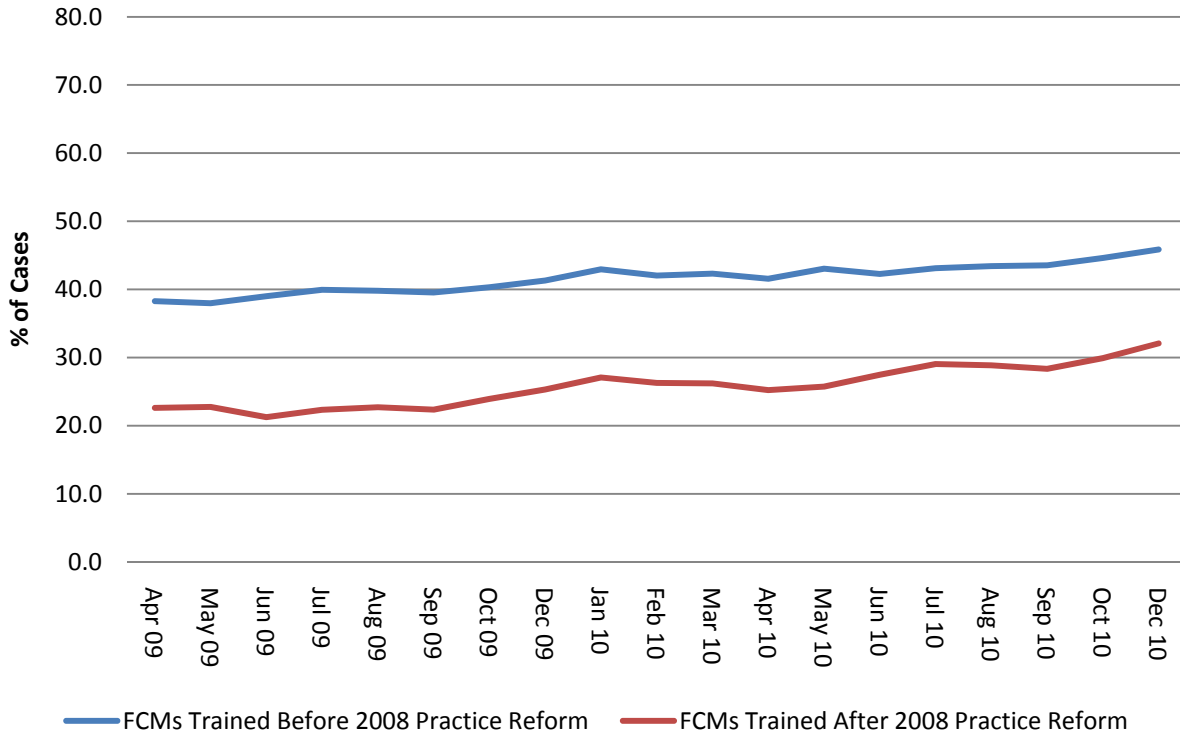


Percentage of Cases Less 12-15 Months for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	7.8	945	14.1	2.8	83	9.5	2.6	28	8.1	7.3	1056	13.7
May 09	8.6	931	14.9	2.8	93	11.4	2.8	24	8.8	7.9	1048	14.6
Jun 09	9.0	897	14.9	3.7	126	11.5	3.2	22	6.8	8.3	1045	14.5
Jul 09	8.7	875	14.6	5.0	134	11.5	2.7	18	6.9	8.1	1027	14.2
Aug 09	8.0	866	14.1	4.5	149	9.7	2.1	21	5.8	7.4	1036	13.5
Sep 09	7.9	873	13.1	4.4	158	10.4	7.2	20	22.7	7.3	1051	13.1
Oct 09	7.8	848	13.2	5.3	173	12.9	11.0	21	24.1	7.4	1042	13.5
Dec 09	6.3	827	12.1	5.6	199	14.2	7.4	21	17.8	6.2	1047	12.7
Jan 10	5.5	793	10.9	5.9	213	12.6	4.4	18	12.5	5.5	1024	11.3
Feb 10	5.9	792	11.5	5.8	216	11.1	2.5	22	5.7	5.8	1030	11.4
Mar 10	7.1	770	13.7	6.6	232	13.0	3.0	11	6.8	6.9	1013	13.5
Apr 10	7.7	761	13.9	6.5	245	11.9	4.4	13	7.4	7.4	1019	13.4
May 10	7.7	740	13.5	7.2	247	12.3	5.9	15	9.7	7.5	1002	13.2
Jun 10	6.6	724	11.5	8.0	263	14.2	1.8	16	4.5	6.9	1003	12.2
Jul 10	7.5	697	13.0	7.1	261	12.5	0.3	13	1.3	7.3	971	12.8
Aug 10	8.0	673	13.6	6.7	266	12.2	8.3	12	28.9	7.6	951	13.5
Sep 10	8.1	664	13.7	6.5	273	11.8	6.4	13	14.9	7.6	950	13.2
Oct 10	7.6	652	12.4	7.7	289	13.6	4.7	10	10.5	7.6	951	12.8
Dec 10	6.5	626	11.8	7.3	314	13.5	2.3	9	5.0	6.7	949	12.3
Total	7.5	14954	13.3	6.2	3934	12.5	4.4	327	13.0	7.2	19215	13.2

Length of Placement: Cases More than 15 Months

Percentage of Cases More than 15 Months for FCMs Trained
Before and After 2008 Practice Reform
April 2009-December 2010

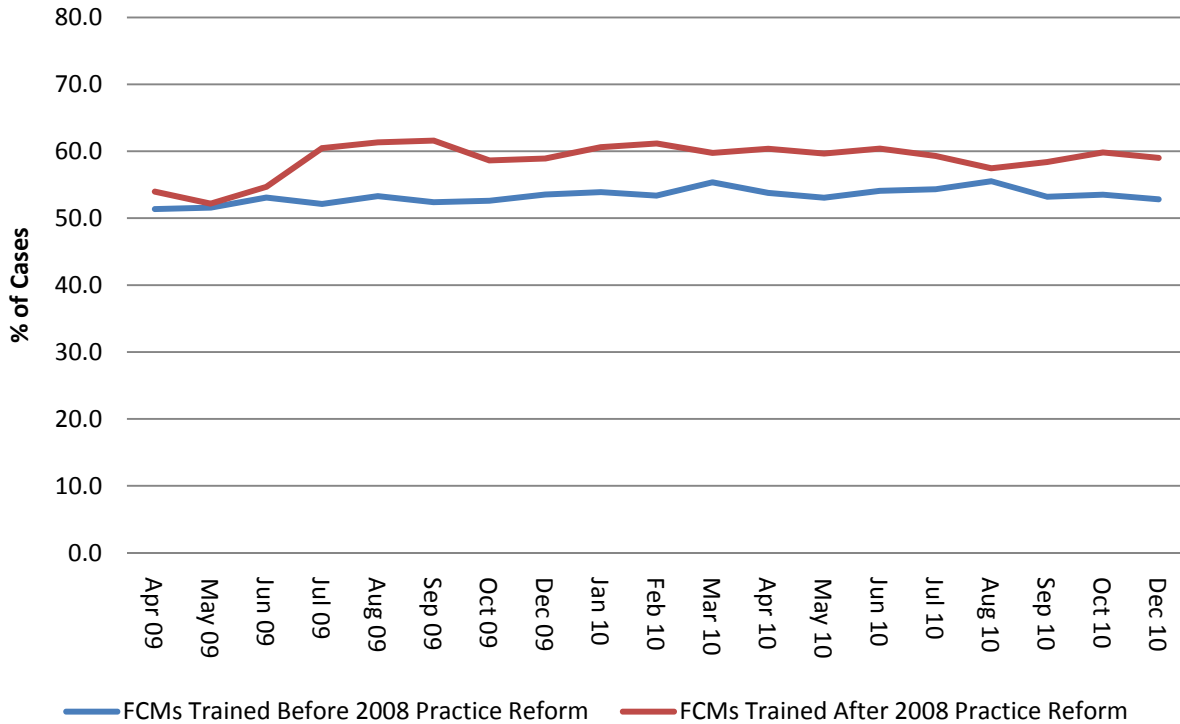


Percentage of Cases More than 15 Months for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	38.3	945	30.5	22.6	83	29.0	52.4	28	46.2	37.4	1056	31.2
May 09	38.0	931	30.3	22.8	93	26.4	37.5	24	45.5	36.6	1048	30.7
Jun 09	39.0	897	31.2	21.3	126	25.4	41.8	22	47.0	36.9	1045	31.4
Jul 09	39.9	875	31.2	22.3	134	26.9	39.3	18	45.6	37.6	1027	31.5
Aug 09	39.8	866	31.1	22.7	149	27.5	45.4	21	43.9	37.5	1036	31.5
Sep 09	39.5	873	31.4	22.4	158	26.7	38.0	20	42.5	36.9	1051	31.5
Oct 09	40.3	848	31.2	23.9	173	28.2	31.3	21	40.5	37.4	1042	31.5
Dec 09	41.3	827	31.1	25.3	199	27.4	37.5	21	40.6	38.2	1047	31.2
Jan 10	43.0	793	30.6	27.1	213	28.3	40.6	18	43.2	39.6	1024	31.0
Feb 10	42.0	792	30.7	26.3	216	26.3	31.5	22	41.8	38.5	1030	30.8
Mar 10	42.3	770	30.8	26.2	232	26.3	37.2	11	42.4	38.6	1013	30.7
Apr 10	41.6	761	30.9	25.2	245	26.3	48.3	13	39.7	37.7	1019	30.8
May 10	43.0	740	31.7	25.7	247	26.8	39.3	15	43.8	38.7	1002	31.6
Jun 10	42.3	724	31.2	27.5	263	27.9	31.4	16	41.4	38.2	1003	31.2
Jul 10	43.1	697	31.2	29.1	261	27.2	39.2	13	43.4	39.3	971	30.9
Aug 10	43.4	673	30.5	28.9	266	26.3	43.1	12	44.8	39.3	951	30.3
Sep 10	43.5	664	30.8	28.3	273	26.6	34.3	13	40.5	39.1	950	30.6
Oct 10	44.6	652	30.6	29.9	289	27.3	38.1	10	40.8	40.1	951	30.5
Dec 10	45.9	626	30.4	32.1	314	29.1	46.7	9	40.5	41.3	949	30.7
Total	41.4	14954	31.0	26.6	3934	27.3	39.7	327	42.5	38.3	19215	31.1

**Type of Placement
Own Home and Relative Care**

**Percentage of Cases Placed in Own or Relative Home
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

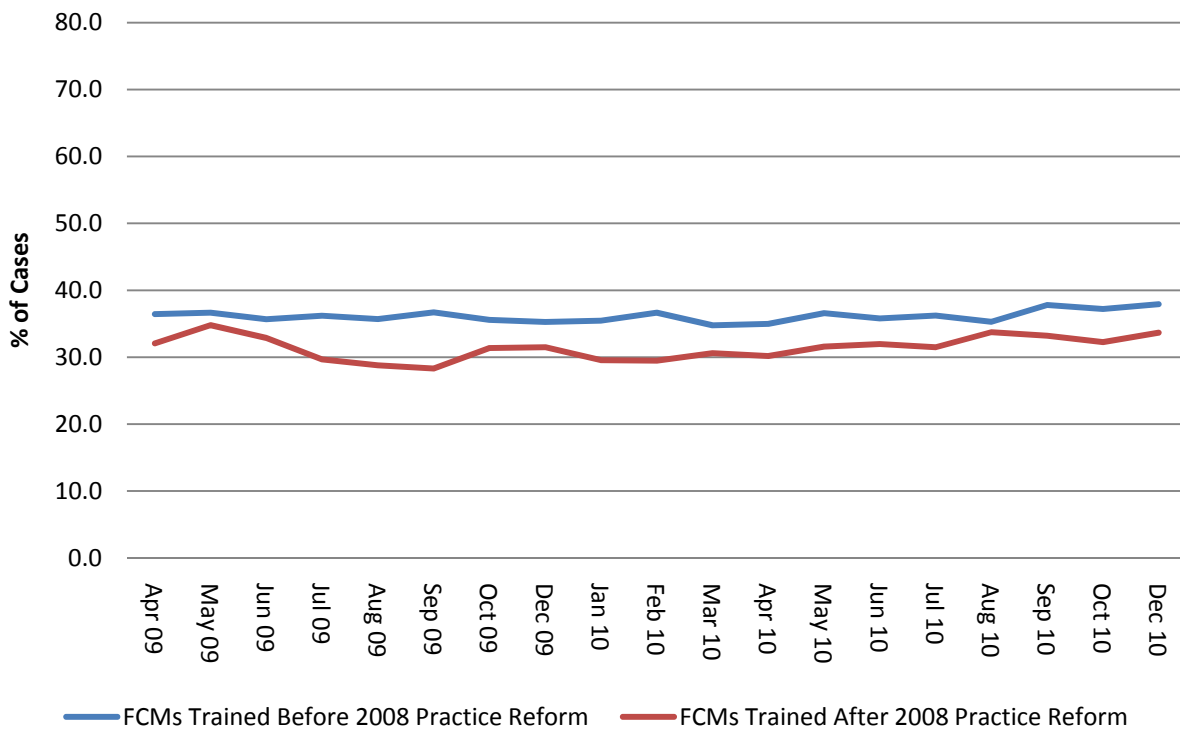


**Percentage of Cases Placed in Own or Relative Home for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	51.4	999	27.8	54.0	87	30.9	52.8	35	38.5	51.6	1121	28.4
May 09	51.6	984	27.6	52.2	94	26.2	54.7	32	40.6	51.7	1110	27.9
Jun 09	53.1	951	26.8	54.7	134	28.0	54.7	30	43.0	53.3	1115	27.4
Jul 09	52.1	915	26.6	60.5	145	27.5	47.9	22	42.1	53.2	1082	27.2
Aug 09	53.3	908	26.5	61.3	160	27.7	48.0	26	40.7	54.3	1094	27.2
Sep 09	52.4	911	26.9	61.6	168	26.3	54.1	24	40.7	53.8	1103	27.3
Oct 09	52.6	883	26.2	58.6	186	27.5	46.1	23	38.0	53.5	1092	26.8
Dec 09	53.5	865	27.5	58.9	211	27.7	57.9	25	37.1	54.7	1101	27.8
Jan 10	53.9	832	26.7	60.6	226	26.9	44.5	21	40.3	55.1	1079	27.2
Feb 10	53.4	832	27.6	61.2	233	24.7	53.2	28	40.4	55.0	1093	27.6
Mar 10	55.3	810	26.9	59.8	243	23.8	54.8	17	42.4	56.3	1070	26.6
Apr 10	53.8	793	27.1	60.4	258	25.6	60.4	21	39.8	55.5	1072	27.1
May 10	53.1	780	27.6	59.6	256	25.4	52.2	20	40.1	54.6	1056	27.5
Jun 10	54.1	759	26.3	60.4	273	24.5	50.8	19	41.7	55.7	1051	26.3
Jul 10	54.3	738	26.5	59.3	268	23.1	47.2	15	38.2	55.5	1021	26.0
Aug 10	55.5	713	26.2	57.5	273	24.2	47.3	18	42.2	55.9	1004	26.0
Sep 10	53.2	699	26.8	58.4	285	25.6	69.7	17	34.7	55.0	1001	26.8
Oct 10	53.5	689	26.7	59.8	300	24.7	54.6	13	44.2	55.4	1002	26.6
Dec 10	52.8	652	26.8	59.0	322	25.3	58.8	10	40.0	54.9	984	26.6
Total	53.2	15713	26.9	59.2	4122	25.7	52.9	416	39.7	54.4	20251	27.1

Type of Placement: Foster Care

**Percentage of Cases Placed Foster Home
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

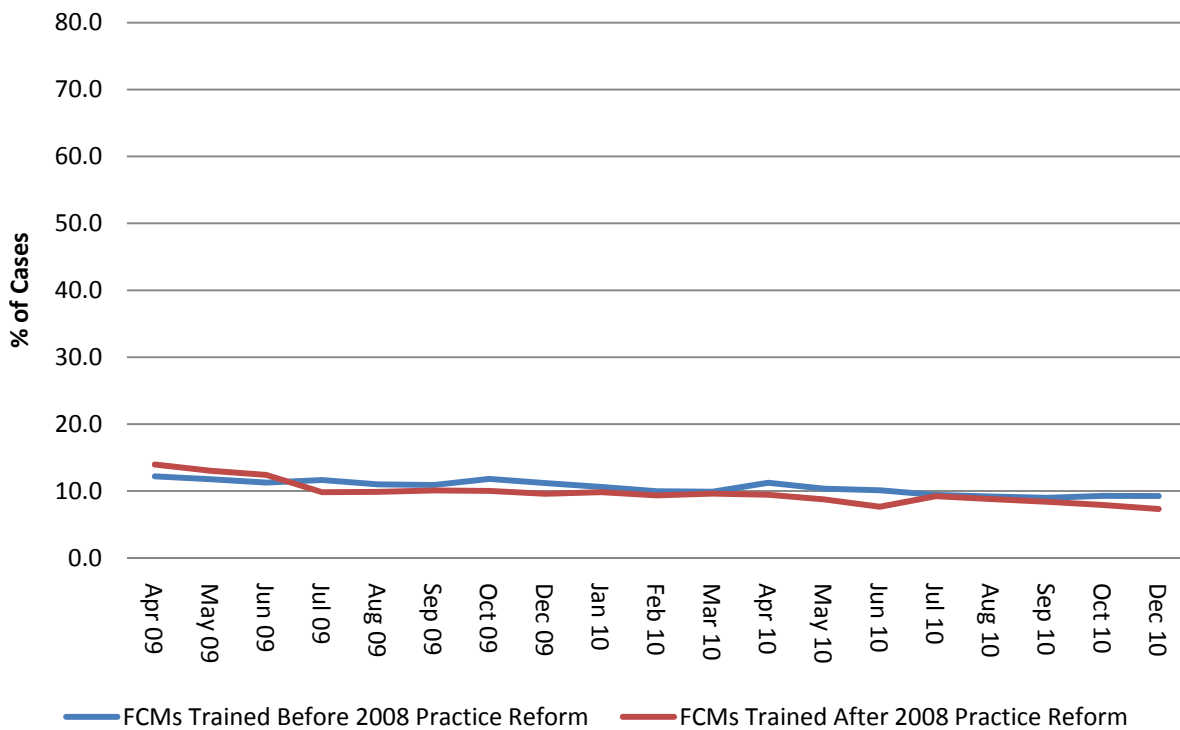


**Percentage of Cases Placed in Foster Home for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	36.4	999	25.6	32.1	87	29.6	31.0	35	33.5	35.9	1121	26.2
May 09	36.7	984	25.2	34.8	94	23.6	28.1	32	35.4	36.3	1110	25.4
Jun 09	35.7	951	24.3	32.9	134	25.6	31.7	30	40.2	35.2	1115	25.0
Jul 09	36.2	915	24.3	29.7	145	25.2	42.4	22	43.0	35.5	1082	25.0
Aug 09	35.7	908	24.5	28.8	160	24.3	38.5	26	41.0	34.8	1094	25.1
Sep 09	36.7	911	25.2	28.3	168	24.0	33.1	24	38.1	35.3	1103	25.6
Oct 09	35.6	883	23.5	31.4	186	24.9	45.3	23	39.1	35.1	1092	24.2
Dec 09	35.3	865	25.1	31.5	211	26.1	32.7	25	36.4	34.5	1101	25.6
Jan 10	35.5	832	24.3	29.5	226	23.7	43.8	21	39.7	34.4	1079	24.7
Feb 10	36.7	832	25.5	29.5	233	21.9	37.6	28	37.8	35.2	1093	25.3
Mar 10	34.8	810	24.3	30.6	243	21.2	36.5	17	39.6	33.8	1070	24.0
Apr 10	35.0	793	23.9	30.2	258	23.2	26.7	21	33.7	33.7	1072	24.0
May 10	36.6	780	25.2	31.6	256	23.4	32.8	20	34.0	35.3	1056	25.0
Jun 10	35.8	759	24.7	32.0	273	22.6	38.8	19	41.0	34.9	1051	24.6
Jul 10	36.2	738	25.1	31.5	268	20.7	33.4	15	36.2	34.9	1021	24.3
Aug 10	35.3	713	24.2	33.7	273	22.4	40.2	18	40.7	35.0	1004	24.1
Sep 10	37.8	699	25.4	33.2	285	23.4	21.0	17	27.8	36.2	1001	25.0
Oct 10	37.2	689	25.2	32.3	300	23.0	35.2	13	41.1	35.7	1002	24.9
Dec 10	37.9	652	25.2	33.7	322	24.3	27.1	10	31.8	36.4	984	25.1
Total	36.1	15713	24.8	31.5	4122	23.5	34.6	416	37.3	35.2	20251	24.9

Type of Placement: Residential and Other Care

**Percentage of Cases Placed Residential or Other
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**



**Percentage of Cases Placed in Residential or Other Care for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

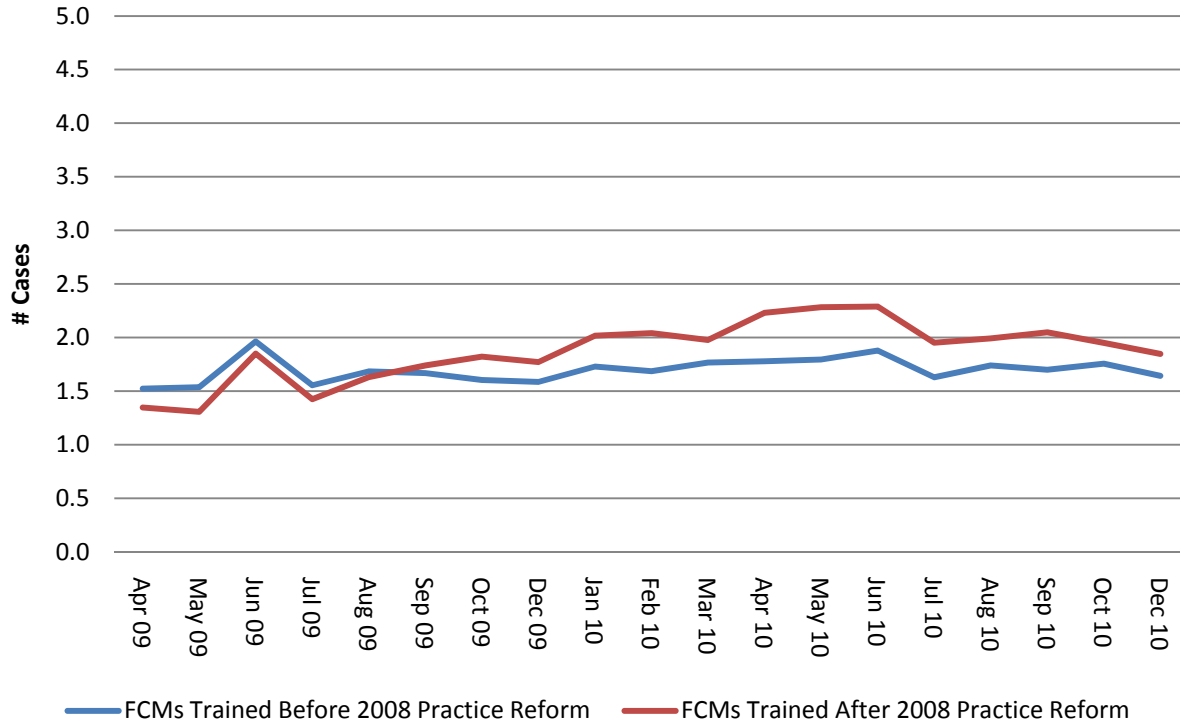
	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	12.2	999	15.8	14.0	87	21.3	16.2	35	29.7	12.5	1121	16.9
May 09	11.8	984	15.5	13.0	94	17.0	17.2	32	32.6	12.0	1110	16.4
Jun 09	11.3	951	14.7	12.4	134	17.3	13.7	30	30.9	11.5	1115	15.6
Jul 09	11.7	915	14.6	9.8	145	14.6	9.6	22	23.4	11.4	1082	14.8
Aug 09	11.0	908	14.2	9.9	160	15.1	13.5	26	27.9	10.9	1094	14.8
Sep 09	10.9	911	13.6	10.1	168	14.5	12.8	24	28.9	10.8	1103	14.2
Oct 09	11.8	883	15.3	10.0	186	14.7	8.6	23	22.7	11.4	1092	15.4
Dec 09	11.2	865	16.0	9.6	211	13.8	9.4	25	21.9	10.8	1101	15.7
Jan 10	10.6	832	15.2	9.8	226	15.2	11.6	21	29.6	10.5	1079	15.6
Feb 10	10.0	832	14.5	9.4	233	14.2	9.2	28	22.3	9.8	1093	14.7
Mar 10	9.9	810	14.4	9.6	243	13.6	8.7	17	24.0	9.8	1070	14.4
Apr 10	11.2	793	16.7	9.5	258	14.5	12.9	21	29.4	10.8	1072	16.6
May 10	10.4	780	14.8	8.8	256	13.1	15.0	20	31.2	10.1	1056	14.9
Jun 10	10.1	759	13.8	7.6	273	10.9	10.4	19	24.8	9.5	1051	13.4
Jul 10	9.4	738	12.8	9.2	268	13.7	19.3	15	35.2	9.5	1021	13.6
Aug 10	9.2	713	13.3	8.8	273	13.1	12.5	18	32.0	9.1	1004	13.8
Sep 10	9.0	699	12.4	8.4	285	12.2	9.2	17	24.3	8.8	1001	12.6
Oct 10	9.3	689	13.5	7.9	300	11.1	10.2	13	27.3	8.9	1002	13.1
Dec 10	9.3	652	13.2	7.3	322	10.7	14.1	10	30.9	8.7	984	12.8
Total	10.6	15713	14.6	9.3	4122	13.8	12.5	416	27.6	10.4	20251	14.8

Child and Family Team Meetings (CFTMs)

The data for the CFTMs is not scaled to caseload size.

Case Phase: Number of Cases with a CFTM

**Case Phase: Number of Cases with a CFTM
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

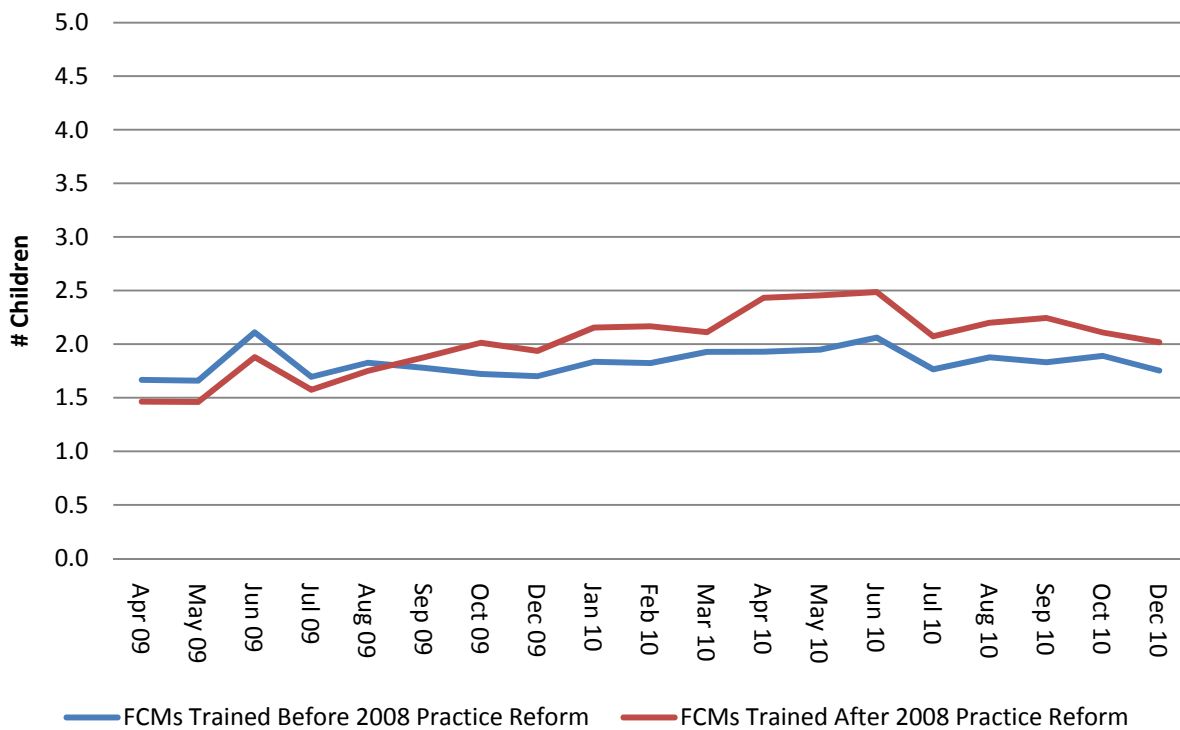


**Case Phase: Number of Cases with a CFTM for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	1.5	783	1.4	1.3	69	1.19	1.0	17	1.22	1.5	869	1.41
May 09	1.5	813	1.4	1.3	78	1.07	0.5	13	0.66	1.5	904	1.33
Jun 09	2.0	912	1.5	1.9	107	1.28	1.5	16	1.26	1.9	1035	1.45
Jul 09	1.6	841	1.5	1.4	127	1.35	1.5	13	1.85	1.5	981	1.48
Aug 09	1.7	868	1.6	1.6	152	1.52	2.0	14	1.75	1.7	1034	1.59
Sep 09	1.7	850	1.6	1.7	154	1.61	1.8	16	1.38	1.7	1020	1.60
Oct 09	1.6	828	1.4	1.8	152	1.55	1.5	13	1.13	1.6	993	1.46
Dec 09	1.6	733	1.4	1.8	175	1.74	1.3	17	0.99	1.6	925	1.50
Jan 10	1.7	737	1.6	2.0	175	1.87	1.7	9	1.50	1.8	921	1.67
Feb 10	1.7	760	1.6	2.0	192	1.92	1.7	10	0.95	1.8	962	1.63
Mar 10	1.8	797	1.7	2.0	216	1.91	1.9	15	1.98	1.8	1028	1.78
Apr 10	1.8	718	1.7	2.2	208	2.00	1.9	12	2.68	1.9	938	1.81
May 10	1.8	702	1.7	2.3	233	2.13	1.3	15	1.22	1.9	950	1.82
Jun 10	1.9	732	1.8	2.3	245	1.95	1.1	16	1.63	2.0	993	1.85
Jul 10	1.6	669	1.6	2.0	246	1.76	1.2	12	0.94	1.7	927	1.66
Aug 10	1.7	672	1.7	2.0	235	1.78	1.3	10	1.25	1.8	917	1.69
Sep 10	1.7	632	1.6	2.0	246	1.92	1.3	12	1.50	1.8	890	1.69
Oct 10	1.8	641	1.7	2.0	266	1.67	1.1	10	1.29	1.8	917	1.71
Dec 10	1.6	583	1.6	1.8	287	1.68	1.3	9	1.32	1.7	879	1.60
Total	1.7	14271	1.6	1.9	3563	1.78	1.4	249	1.45	1.7	18083	1.63

Case Phase: Number of Unique Children with a CFTM

Case Phase: Number of Unique Children with a CFTM
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010

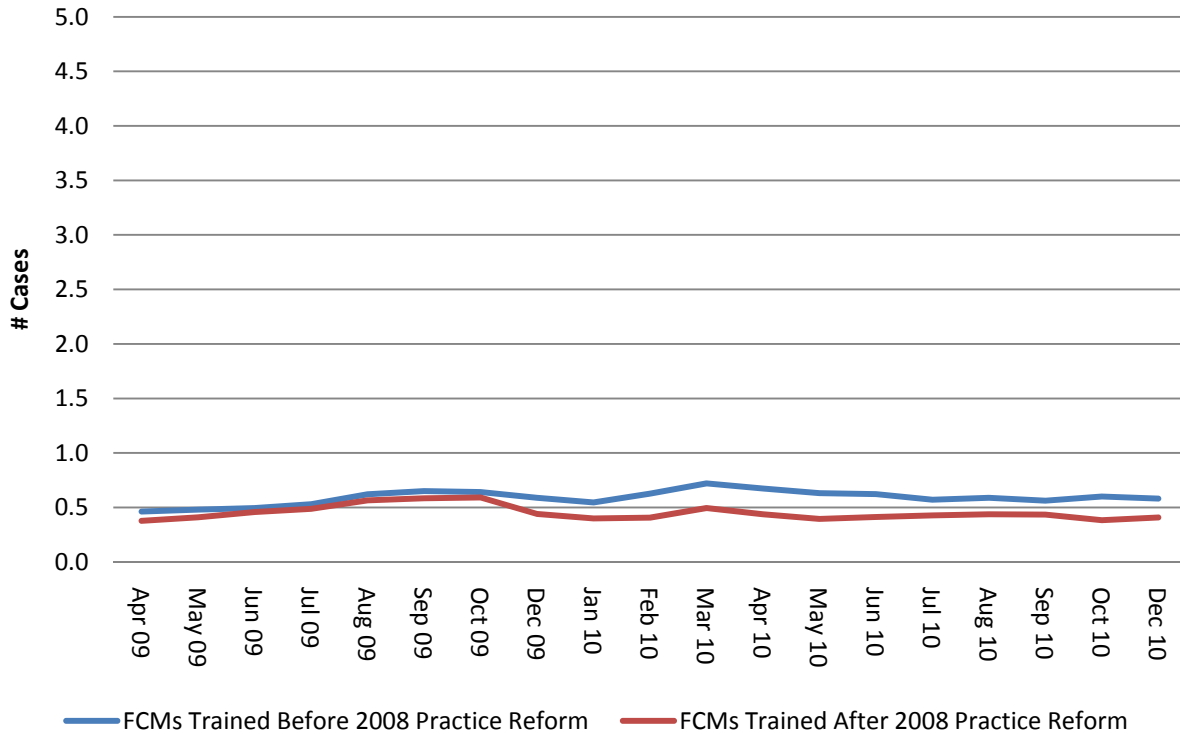


Case Phase: Number of Unique Children with a CFTM for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	1.7	783	1.7	1.5	69	1.28	1.0	17	1.22	1.6	869	1.68
May 09	1.7	813	1.6	1.5	78	1.25	0.6	13	0.87	1.6	904	1.56
Jun 09	2.1	912	1.6	1.9	107	1.29	1.6	16	1.31	2.1	1035	1.61
Jul 09	1.7	841	1.7	1.6	127	1.54	1.7	13	2.10	1.7	981	1.69
Aug 09	1.8	868	1.8	1.8	152	1.64	2.4	14	2.74	1.8	1034	1.79
Sep 09	1.8	850	1.7	1.9	154	1.79	1.9	16	1.73	1.8	1020	1.75
Oct 09	1.7	828	1.6	2.0	152	1.79	1.5	13	1.13	1.8	993	1.63
Dec 09	1.7	733	1.6	1.9	175	2.06	1.4	17	1.00	1.7	925	1.68
Jan 10	1.8	737	1.8	2.2	175	2.04	1.7	9	1.50	1.9	921	1.83
Feb 10	1.8	760	1.7	2.2	192	2.10	1.9	10	0.99	1.9	962	1.79
Mar 10	1.9	797	2.0	2.1	216	2.13	2.1	15	2.17	2.0	1028	2.04
Apr 10	1.9	718	1.9	2.4	208	2.34	2.1	12	3.00	2.0	938	2.05
May 10	1.9	702	1.9	2.5	233	2.30	1.4	15	1.30	2.1	950	2.04
Jun 10	2.1	732	2.1	2.5	245	2.16	1.3	16	1.84	2.2	993	2.11
Jul 10	1.8	669	1.8	2.1	246	1.91	1.2	12	0.94	1.8	927	1.84
Aug 10	1.9	672	1.9	2.2	235	2.03	1.4	10	1.43	2.0	917	1.91
Sep 10	1.8	632	1.8	2.2	246	2.25	1.3	12	1.50	1.9	890	1.96
Oct 10	1.9	641	1.9	2.1	266	1.90	1.1	10	1.29	1.9	917	1.91
Dec 10	1.8	583	1.7	2.0	287	1.92	1.6	9	1.33	1.8	879	1.80
Total	1.8	14271	1.8	2.1	3563	2.00	1.5	249	1.66	1.9	18083	1.84

Assessment Phase: Number of Cases with a CFTM

**Assessment Phase: Number of Cases with a CFTM
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

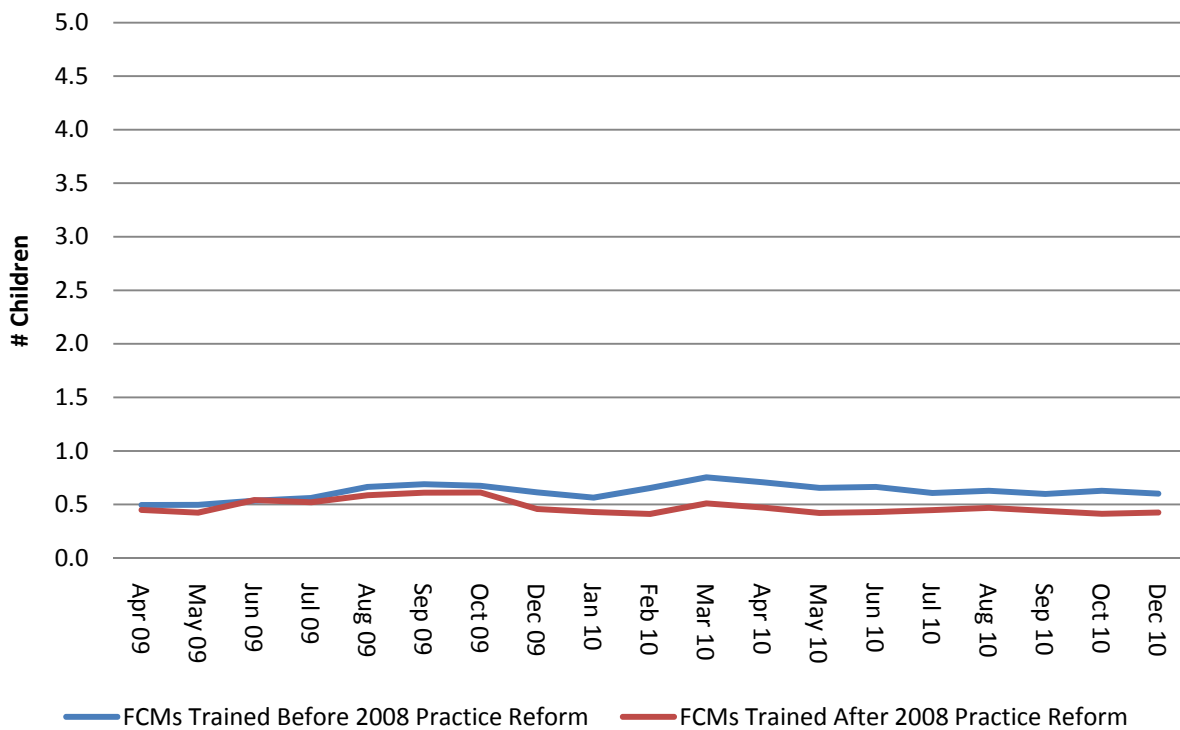


**Assessment Phase: Number of Cases with a CFTM for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	0.5	783	0.9	0.4	69	0.64	0.5	17	0.80	0.5	869	0.84
May 09	0.5	813	0.9	0.4	78	0.76	0.8	13	1.01	0.5	904	0.88
Jun 09	0.5	912	1.0	0.5	107	0.97	0.5	16	0.82	0.5	1035	0.97
Jul 09	0.5	841	1.0	0.5	127	0.89	0.5	13	1.13	0.5	981	0.98
Aug 09	0.6	868	1.2	0.6	152	1.17	0.8	14	1.31	0.6	1034	1.22
Sep 09	0.7	850	1.3	0.6	154	1.26	0.3	16	0.77	0.6	1020	1.27
Oct 09	0.6	828	1.3	0.6	152	1.33	0.3	13	0.85	0.6	993	1.26
Dec 09	0.6	733	1.2	0.4	175	0.95	0.4	17	0.61	0.6	925	1.14
Jan 10	0.5	737	1.1	0.4	175	0.93	0.4	9	0.53	0.5	921	1.05
Feb 10	0.6	760	1.4	0.4	192	0.94	0.3	10	0.48	0.6	962	1.34
Mar 10	0.7	797	1.4	0.5	216	1.01	0.5	15	1.06	0.7	1028	1.28
Apr 10	0.7	718	1.3	0.4	208	1.00	0.7	12	0.65	0.6	938	1.27
May 10	0.6	702	1.4	0.4	233	0.86	0.4	15	0.51	0.6	950	1.25
Jun 10	0.6	732	1.2	0.4	245	0.97	0.9	16	0.81	0.6	993	1.12
Jul 10	0.6	669	1.0	0.4	246	0.96	0.5	12	0.80	0.5	927	1.00
Aug 10	0.6	672	1.1	0.4	235	0.96	0.3	10	0.67	0.5	917	1.03
Sep 10	0.6	632	1.0	0.4	246	0.97	0.8	12	0.97	0.5	890	1.00
Oct 10	0.6	641	1.1	0.4	266	0.87	0.7	10	1.06	0.5	917	1.07
Dec 10	0.6	583	1.1	0.4	287	0.91	0.6	9	1.01	0.5	879	1.04
Total	0.6	14271	1.2	0.4	3563	0.98	0.5	249	0.85	0.6	18083	1.12

Assessment Phase: Number of Unique Children with a CFTM

**Assessment Phase: Number of Unique Children with a CFTM
for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**



**Assessment Phase: Number of Unique Children with a CFTM for FCMs Trained Before and After 2008 Practice Reform
April 2009-December 2010**

	Before 2008 Practice Reform			After 2008 Practice Reform			Hire Date Unknown			Total		
	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.	Mean	N	Std. Dev.
Apr 09	0.5	783	0.9	0.4	69	0.83	0.7	17	1.10	0.5	869	0.94
May 09	0.5	813	0.9	0.4	78	0.80	0.8	13	1.01	0.5	904	0.92
Jun 09	0.5	912	1.1	0.5	107	1.18	0.5	16	0.82	0.5	1035	1.12
Jul 09	0.6	841	1.0	0.5	127	0.98	0.5	13	1.13	0.6	981	1.04
Aug 09	0.7	868	1.3	0.6	152	1.22	0.8	14	1.31	0.7	1034	1.33
Sep 09	0.7	850	1.4	0.6	154	1.34	0.3	16	0.77	0.7	1020	1.36
Oct 09	0.7	828	1.3	0.6	152	1.43	0.4	13	0.96	0.7	993	1.33
Dec 09	0.6	733	1.3	0.5	175	0.99	0.4	17	0.61	0.6	925	1.20
Jan 10	0.6	737	1.1	0.4	175	1.00	0.4	9	0.53	0.5	921	1.09
Feb 10	0.7	760	1.5	0.4	192	0.96	0.3	10	0.48	0.6	962	1.40
Mar 10	0.8	797	1.4	0.5	216	1.03	0.5	15	1.13	0.7	1028	1.35
Apr 10	0.7	718	1.4	0.5	208	1.10	0.7	12	0.65	0.7	938	1.35
May 10	0.7	702	1.4	0.4	233	0.92	0.5	15	0.64	0.6	950	1.29
Jun 10	0.7	732	1.3	0.4	245	1.01	1.0	16	1.10	0.6	993	1.22
Jul 10	0.6	669	1.1	0.4	246	0.99	0.5	12	0.80	0.6	927	1.08
Aug 10	0.6	672	1.1	0.5	235	1.06	0.3	10	0.67	0.6	917	1.11
Sep 10	0.6	632	1.1	0.4	246	0.98	0.8	12	0.97	0.6	890	1.06
Oct 10	0.6	641	1.2	0.4	266	1.08	0.7	10	1.06	0.6	917	1.18
Dec 10	0.6	583	1.1	0.4	287	0.95	0.7	9	1.32	0.5	879	1.09
Total	0.6	14271	1.2	0.5	3563	1.05	0.6	249	0.92	0.6	18083	1.20