

# **Readiness for Change Staff Survey**

## **New Hampshire Practice Model Evaluation**

### **NH Division for Children, Youth, and Families/Division of Juvenile Justice**

**Purpose:** The purpose of this research project is to conduct a survey with all **400 DCYF and DJJS staff and administrators** to uncover DCYF/DJJS staff's readiness for implementation of the new Practice Model which is in the early implementation stages. ***The web-based questionnaire will take approximately 20 minutes to complete.*** Data obtained from the survey will be analyzed and reported at the group level only. A report of findings will be completed and forwarded to the Project Design Team which is charged with developing the new practice model.

**Description:** **If you agree to participate, click on the link provided and complete the survey.**

- 1. I understand that the use of human subjects in this project has been approved by the University of New Hampshire Institutional Review Board for the Protection of Human Subjects in Research.**
- 2. I understand the purpose of this research project and the procedures to be followed and the expected duration of my participation.**
- 3. I understand that reasonable foreseeable risks or discomforts associated with being a subject in this research are minimal.**
- 4. I understand that there are no potential benefits for me directly for participation in this study. However, this research may increase knowledge about how to develop effective statewide developmental screening systems that may improve access to services for children with developmental disabilities who have been, maltreated.**

5. I understand that the investigator will make every effort to maintain the confidentiality of all data and records associated with my participation in this research. I understand, however, that there are rare circumstances when the investigator is required to share personally-identifiable information. For example, in response to a complaint about the research, officials at the University of New Hampshire and/or regulatory and oversight government agencies may access research data. *I also understand that any form of communication over the internet does carry minimal risk of loss of confidentiality.*

6. I understand that there are no costs to participation in this study.

7. I understand that participation is entirely voluntary and that refusal to participate will involve no prejudice, penalty or loss of benefits to which you would otherwise be entitled.

8. I also understand that I may discontinue participation at any time ***and that I can refuse to answer any question*** without prejudice, penalty or loss of benefits to which you would otherwise be entitled

9. I confirm that no coercion of any kind was used in seeking my participation in this research project.

10. I understand that if I have any concerns about this project now or at any time in the future, you may obtain further information from Patrick Shannon (Principal Investigator) (603) 862-5016 and be given the opportunity to discuss them. If I have questions regarding my rights as a research subject I understand that I can call Julie Simpson in the University of New Hampshire's ***Office of Research Integrity Services***, (603) 862-2003, to discuss them.

11. I understand that any information gained about me as a result of my participation will be provided to me at the conclusion of my involvement in this research project.

***12. I understand that UNH Survey Center staff and the Principal Investigator are the only individuals who will have access to the data generated by this survey.***

13. I certify that I have read and fully understand the purpose of this research project and the risks and benefits it presents to me as stated above.

**Please indicate if you are willing to participate in this survey and click "NEXT" below.**

***YES, I Agree to Participate  
and continue with the survey.***

 Go to N28

***NO, I Do Not Agree to  
Participate***

**Month**

- January*
- February*
- March*
- April*
- May*
- June*
- July*
- August*
- September*
- October*
- November*
- December*

**Day**

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**In which division do you work?**

- DCYF*
- DJJS*

**In which location do you work?**

- Berlin DO*
- Central Intake*
- Claremont DO*
- Concord DO*
- Conway DO*
- Keene DO*
- Laconia DO*
- Littleton DO*
- Manchester DO*
- Nashua DO*
- Nashua DO*
- Portsmouth DO*
- Rochester DO*
- Salem DO*
- State Office*

**(ASK IT , Q3=1, DCYF)In which DCYF position do you currently work?**

- Child Protective Services-CPSW*
- Child Protective Services-Supervisor*
- Child Protective Services-Program Specialist*
- Child Protective Services-Administrator*
- Other-Administr. Support*
- Other-BOLQI*
- Other-Bridges*
- Other-Bureau Administrators*
- Other-Child Well Being*
- Other-Community Supports*
- Other-Director's Office/Bureau Administrators*
- Other-Early Childhood*
- Other-Fiscal*
- Other-Legal*

**(ASK IF Q3=2, DJJS)In which DJJS position do you currently work?**

- JPPO*
- Supervisor*
- JPPO-Administrator*
- Residential Staff*

**2. The following are statements about the {Q3}'s readiness to implement a new Casework Practice Model. Please indicate the extent to which you agree or disagree with each statement.**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
a. I am clear about why {Q3} is adopting a Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. This change will have a large effect on my day-to-day work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. {Q3}'s adopting the Practice Model will have a positive impact on my job satisfaction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I am confident that after {Q3} adopts the Practice Model we will not go back to the "old way" of doing things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am clear about what is expected of me when {Q3} adopts the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I feel involved in {Q3}'s planning and implementation of the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2. The following are statements about the {Q3}'s readiness to implement a new Casework Practice Model. Please indicate the extent to which you agree or disagree with each statement.**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
g. I believe that adequate support and resources are available to accomplish implementation of the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I have enough time to learn and apply the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. The team responsible for planning and implementing the Practice Model has a high level of credibility with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I believe that adopting the Practice Model will positively affect the families with whom {Q3} works.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. I understand the basic principles and skills of the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I understand how I will learn to use the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I understand how I will be assessed in using the Practice Model.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. The Practice Model is compatible with my professional values.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. We are interested in your perspective on some practice issues and current casework practices. Please indicate the degree to which you agree or disagree with the following statements. Statements about families refer to the families you work with most often (e.g., biological families, foster families, adoptive families, and relative caregivers).**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
a. Focusing on family strengths is essential to families resolving problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Families served often have many more problems than strengths.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Emphasizing family strengths draws attention away from efforts to protect children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My immediate supervisor emphasizes the importance of assessing family strengths.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. All parents have strengths they can use to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. All parents have resources they can use to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Even abusive and neglectful parents sometimes do a good job parenting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Building on successful parenting strategies is the beginning step to parents succeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. We are interested in your perspective on some practice issues and current casework practices. Please indicate the degree to which you agree or disagree with the following statements. Statements about families refer to the families you work with most often (e.g., biological families, foster families, adoptive families, and relative caregivers).**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
i. There is always an exception to a parent's pattern of problem behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Building trusting relationships with parents is an essential part of working with families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Families play a central role in identifying service needs and goals in case plans.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Case planning works best when parents' goals are included.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. My immediate superior emphasizes the importance of involving families in case planning and decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Parents are less resistant when they have input in the case plan and services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Parents are more motivated to change when they define the problem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Including the relatives and friends of parents in case planning is not particularly helpful for most families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. We are interested in your perspective on some practice issues and current casework practices. Please indicate the degree to which you agree or disagree with the following statements. Statements about families refer to the families you work with most often (e.g., biological families, foster families, adoptive families, and relative caregivers).**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
q. Most families have relatives or friends who are supportive and helpful to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Family and friends' support can be as effective as professional services in finding solutions to parenting problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Monitoring families' attendance at services is a good way to assess their progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Assessing families' skill development is important to assessing their progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u. It is difficult to use new approaches to helping families because the necessary organizational support is not provided.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. It is difficult to use new approaches to helping families because of all my other responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
w. It is difficult to use new approaches to helping families because of media or political pressure on {Q3}.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**4. Please indicate the degree to which you agree or disagree with the following statements about current family assessment procedures.**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
a. A clear and useful procedure is in place to assess risk of child maltreatment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. A clear and useful procedure is in place for assessing parenting skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. A clear and useful procedure is in place for assessing families' basic needs as they pertain to child safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. A clear and useful procedure is in place to assess domestic violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. A clear and useful procedure is in place to assess parental substance abuse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. A clear and useful procedure is in place to assess parental mental health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. A clear and useful procedure is in place to assess developmental disabilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. For each item below, please indicate the extent to which you believe it obstructs {Q3}'s ability to help the families.**

	<i>No Obstacle at All</i>	<i>Slight Obstacle</i>	<i>Neutral</i>	<i>Moderate Obstacle</i>	<i>Significant Obstacle</i>
a. The amount of paperwork/forms to be completed is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The size of caseloads is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Overall staff morale is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The number of organizational rules is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Cooperation shown by families is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Language barriers between families and service providers is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Cultural barriers between families and service providers is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The quality of working relationships with supervisory staff is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. For each item below, please indicate the extent to which you believe it obstructs {Q3}'s ability to help the families.**

	<i>No Obstacle at All</i>	<i>Slight Obstacle</i>	<i>Neutral</i>	<i>Moderate Obstacle</i>	<i>Significant Obstacle</i>
i. The quality of working relationships with managerial staff is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Organizational concerns with legal vulnerability is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. The lack of availability of services needed to help families solve problems is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. The number of problems facing families is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. The effectiveness of services available to families is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. The overall quality of the organizational environment where I work is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Problems arising from families' involvement with multiple service systems is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. The lack of availability of culturally competent services for families is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. For each item below, please indicate the extent to which you believe it obstructs {Q3}'s ability to help the families.**

	<i>No Obstacle at All</i>	<i>Slight Obstacle</i>	<i>Neutral</i>	<i>Moderate Obstacle</i>	<i>Significant Obstacle</i>
q. The lack of available relative homes is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. The lack of available foster homes is...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

s. Ability of available foster homes to care for the children DCYF/DJJS serves is...	<input type="checkbox"/>				
t. The quality of working relationships with families is...	<input type="checkbox"/>				
u. The quality of DCYF's working relationships with community partners is...	<input type="checkbox"/>				
v. The quality of working relationships with judges is...	<input type="checkbox"/>				
w. The quality of working relationships with attorneys is...	<input type="checkbox"/>				
x. The quality of working relationships with CASA, guardians ad litem, or other child advocates is...	<input type="checkbox"/>				
y. The quality of working relationships with court liaisons is...	<input type="checkbox"/>				
z. It is difficult to use new approaches to helping families because of pressures from the court is...	<input type="checkbox"/>				

**6. Please indicate how often you have had the following experiences in doing your current job.**

	<i>Never/Very Seldom</i>	<i>Seldom</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always/Very Often</i>
a. Performing work tasks for which you need more training.	<input type="checkbox"/>				
b. Performing work tasks for which you need more experience.	<input type="checkbox"/>				
c. Having clear, planned goals and objectives defined for your job.	<input type="checkbox"/>				
d. Knowing exactly what is expected of you at work?	<input type="checkbox"/>				
e. Given assignments without adequate resources to complete them.	<input type="checkbox"/>				
f. Receive incompatible requests from two or more people.	<input type="checkbox"/>				
g. My work is challenging in a positive way.	<input type="checkbox"/>				
h. I am given meaningful assignments.	<input type="checkbox"/>				

**6. Please indicate how often you have had the following experiences in doing your current job.**

	<i>Never/Very Seldom</i>	<i>Seldom</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always/Very Often</i>
i. If needed, immediate supervisor is willing to listen to work related problems.	<input type="checkbox"/>				
j. If needed, I can get support and help with my work from your immediate supervisor.	<input type="checkbox"/>				
k. Immediate supervisor provides consistent feedback.	<input type="checkbox"/>				
l. Work achievements are appreciated by my immediate supervisor.	<input type="checkbox"/>				

m. My immediate supervisor encourages me to participate in important decisions.	<input type="checkbox"/>				
n. My immediate supervisor helps me develop my skills.	<input type="checkbox"/>				
o. My immediate supervisor distributes work fairly and impartially.	<input type="checkbox"/>				
p. My immediate supervisor treats workers fairly and equally.	<input type="checkbox"/>				

**6. Please indicate how often you have had the following experiences in doing your current job.**

	<i>Never/Very Seldom</i>	<i>Seldom</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always/Very Often</i>
q. My working relationship with my immediate supervisor causes me stress.	<input type="checkbox"/>				
r. I can influence decisions that are important for my work.	<input type="checkbox"/>				
s. I can influence the amount of work assigned to me.	<input type="checkbox"/>				
t. I set my own work pace.	<input type="checkbox"/>				
u. I have to change plans for the work day because of sudden crises in my work with families.	<input type="checkbox"/>				
v. My work exposes me to threats and violence.	<input type="checkbox"/>				

**7. Please indicate the degree to which you agree or disagree with the following statements about your unit (e.g. District Office or Bureau).**

	<i>Strongly Disagree</i>	<i>Somewhat at Disagree</i>	<i>Neutral</i>	<i>Somewhat at Agree</i>	<i>Strongly Agree</i>
a. If you make a mistake in this DO or Bureau, it is often held against you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. People in this DO or Bureau are able to bring up problems and tough issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. People in this DO or Bureau sometimes reject others for being different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. It is safe to take a risk in this DO or Bureau.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It is difficult to ask other people in this DO or Bureau for help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. No one in this DO or Bureau would deliberately act in a way that undermines my efforts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Working with people in this DO or Bureau, my unique skills and talents are valued and utilized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. People in this DO or Bureau have a "we are together" attitude.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**7. Please indicate the degree to which you agree or disagree with the following statements about your unit (e.g. District Office or Bureau).**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
i. People in this DO or Bureau keep each other informed about work related issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. People in this DO or Bureau feel understood and accepted by each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. There are real attempts to share information throughout the DO or Bureau.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. People in this DO or Bureau are always searching for fresh, new ways of looking at problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. In this DO or Bureau, we take the time needed to develop new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. People in this DO or Bureau cooperate to help develop and apply new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**8. We are interested in the climate of the unit where you work. Please indicate how much the following statements accurately describe the climate in your unit (e.g. District Office or Bureau).**

	<i>Never/Seldom</i>	<i>Seldom</i>	<i>Sometim es</i>	<i>Often</i>	<i>Always/Al most Always</i>
a. The climate in this DO or Bureau is encouraging and supportive.	<input type="checkbox"/>				
b. The climate in this DO or Bureau is distrustful and suspicious.	<input type="checkbox"/>				
c. The climate in this DO or Bureau is relaxed and comfortable.	<input type="checkbox"/>				
d. The climate in this DO or Bureau is rigid and rule-based.	<input type="checkbox"/>				
e. People in this DO or Bureau are sensitive to differences in their coworkers' cultural beliefs, values, and practices.	<input type="checkbox"/>				
f. You appreciate belonging to this DO or Bureau.	<input type="checkbox"/>				
g. Your DO or Bureau is successful at problem solving.	<input type="checkbox"/>				

**9. Please indicate the degree to which you agree or disagree with the following statements about {Q3}'s management**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
a. Staff are recognized for a job well done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Staff are well taken care of in {Q3}.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. {Q3} management is interested in the health and well-being of the staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

d. {Q3}'s management treats staff with courtesy and respect.

**10. Please indicate the degree to which you agree or disagree with the following statements about your current job.**

	<i>Strongly Disagree</i>	<i>Somewh at Disagree</i>	<i>Neutral</i>	<i>Somewh at Agree</i>	<i>Strongly Agree</i>
a. Workers are rewarded (money, encouragement) for a job well done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Workers are well taken care of in the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In general, I do not like my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. All in all, I am satisfied with my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I would be happy to spend the rest of my career with this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I often look for job opportunities outside this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I would not leave my organization because I have an obligation to the people in it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**11. The next statements are about how a person may sometimes feel about her/his job. Please indicate how often you feel these ways about your current job.**

	<i>Less Than a Few Times a Year/Never</i>	<i>A Few Times a Month</i>	<i>Once a Week</i>	<i>A Few Times a Week</i>	<i>Nearly Every Day</i>
a. I can deal very effectively with the problems of families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I feel emotionally drained from my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I feel used up at the end of the workday.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I feel my work makes a positive difference in people's lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I feel fatigued when I get up in the morning and have to face another day on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Working with people all day is really a strain for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I feel burned out from my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I feel frustrated by my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**11. The next statements are about how a person may sometimes feel about her/his job. Please indicate how often you feel these ways about your current job.**

	<i>Less Than a Few Times a Year/Never</i>	<i>A Few Times a Month</i>	<i>Once a Week</i>	<i>A Few Times a Week</i>	<i>Nearly Every Day</i>
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i. I feel very energetic when I'm working.	<input type="checkbox"/>				
j. I feel I'm working too hard on my job.	<input type="checkbox"/>				
k. In my work, I deal with problems very calmly.	<input type="checkbox"/>				
l. Working with people directly puts too much stress on me.	<input type="checkbox"/>				
m. I have accomplished many worthwhile things in this job.	<input type="checkbox"/>				
n. I've become more callous toward people since I took this job.	<input type="checkbox"/>				
o. I worry that this job is hardening me emotionally.	<input type="checkbox"/>				
p. I feel exhilarated after working closely with families.	<input type="checkbox"/>				
q. I feel a sense of pride and accomplishment from my work.	<input type="checkbox"/>				

## NH Core Beliefs

**(ASK IF Q3=2, DJJS)The following sections examine staff perspectives about DJJS's core belief that: All children and youth deserve permanency.**

**For each question, answer how you respond (For ME) and how you think {Q3} would respond as an organization.**

**Click "Next" to continue.**

### All children and youth deserve permanency.

1. We will strengthen our partnerships with families, communities, schools, other state agencies and judicial and legislative authorities to prevent children from entering the juvenile justice system.

*Never/Almost Never    Occasional    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

2. It is our role to help identify and advocate for family and community connections for each youth.

*Never/Almost Never    Occasional    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

### All children and youth deserve permanency.

3. It is our role to support youth in their efforts to maintain and strengthen connections to family and community.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Community safety is always assessed when developing a permanency plan.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**All children and youth deserve permanency.**

5. We assist youth in establishing enduring positive relationships that provide stability, belonging, and a sense of self.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Accessible services will be coordinated to allow the youth, families, and their supportive connections to be fully involved in the treatment process.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Permanency for youth begins at the first contact with the family.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# NH Core Beliefs

(ASKIF Q3=1, DCYF) The following sections examine staff perspectives about Core Beliefs that DCYF has espoused. These beliefs include:

- (a) Children and youth should be safe,
- (b) Children and youth belong with their family,
- (c) Prevention reduces child abuse and neglect,
- (d) Everyone deserves to be treated with courtesy and respect,
- (e) All families have strengths,
- (f) All children and youth deserve permanency, and
- (g) All children, youth, and families deserve a life of well-being.

For each question, answer how you respond (For ME) and how you think {Q3} would respond as an organization.

Click "Next" to continue.

## (a) Children and youth should be safe.

A1. Parents are responsible for the safety of their children.	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A2. We work in partnership with families & communities to keep children safe.	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## (a) Children and youth should be safe.

A3. We use ongoing safety and risk assessments to ensure the safety and well-being of children and youth.	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A4. We value and consider children, youth, and families' voices in decisions regarding their safety.	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## (a) Children and youth should be safe.

A5. We remove children from their home only when necessary.	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(b) Children and Youth Belong With Their Family.**

B1. We maintain children and youth in their own home when we can do so safely.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B2. We explore, promote and maintain family and community connections throughout our involvement with families.

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(b) Children and Youth Belong With Their Family.**

B3. We explore relatives and natural connections for placement and ongoing support, when children cannot be maintained in their own home.

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**C. All children and youth deserve permanency.**

C1. Permanency planning begins immediately and is ongoing.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C2. Permanency begins with the goal of maintaining children with their families, followed by reunification, adoption, guardianship or another permanent planned living arrangement.

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**C. All children and youth deserve permanency.**

C3. It is our responsibility to identify, preserve, and promote long-term connections for children and youth.

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

C4. We recognize that stability does not equal permanency.

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**C. All children and youth deserve permanency.**

C5. Concurrent planning is essential in achieving timely permanency.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

C6. Children and youth will be matched with families that are willing to commit unconditionally.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(d) Prevention Reduces Child Abuse and Neglect.**

D1. We promote prevention services that assist families with developing social networks and concrete supports in their communities.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

D2. We educate families and the community to promote awareness of child abuse and neglect.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(d) Prevention Reduces Child Abuse and Neglect.**

D3. We partner with the community to develop and enhance prevention initiatives and services.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(e) Everyone Deserves to be Treated With Courtesy and Respect.**

E1. We clearly explain our purpose, role, responsibilities, concerns, and decisions.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

E2. We communicate with empathy and respect.

*Never/Almost Never    Occasionally    Neutral    Frequently    Always/Almost Always*

I believe	<input type="checkbox"/>				
{Q3} believes	<input type="checkbox"/>				

**(e) Everyone Deserves to be Treated With Courtesy and Respect.**

E3. We work collaboratively with children, youth, families, and community resources while maintaining confidentiality.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E4. Children, youth, and families are to be understood within the context of their own family rules, traditions, values, and culture.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(e) Everyone Deserves to be Treated With Courtesy and Respect.**

E5. We listen to children and youth and their voices are heard.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(f) All Families Have Strengths.**

F1. We share responsibility with the family and community to help families identify their strengths and needs.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F2. Families and individuals have the capacity and ability to make positive changes in their lives.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(f) All Families Have Strengths.**

F3. We acknowledge that family members know the most about their own families.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F4. Families are best served when they are actively engaged, their voices are heard, valued and considered with regard to all decisions.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(g) All Children, Youth, and Families Deserve a Life of Well-Being.**

G1. We partner with families and the community to identify and provide services for the specific needs of individual children, youth, and families.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G2. We collaborate with families and the educational system to ensure that all children and youth receive educational and transitional opportunities to meet their specific needs.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(g) All Children, Youth, and Families Deserve a Life of Well-Being.**

G3. We prepare youth for adulthood by partnering them with their connections and community supports.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G4. We support opportunities for children, youth, and families to have normal life experiences.

	<i>Never/Almost Never</i>	<i>Occasionally</i>	<i>Neutral</i>	<i>Frequently</i>	<i>Always/Almost Always</i>
I believe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
{Q3} believes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**In order to assist us in our statistical analysis of the data we are collecting in the survey, we have included a set of questions asking for general demographic information about you. The information will only be reported in the aggregate. DCYF/DJJS management will not see any individual surveys or responses.**

**What is the highest level of education you have completed?  
(Check all that apply)**

- High School Diploma or GED
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Ph.D./J.D./Doctorate

**What discipline is your {Q54} in?**

- Not Applicable (High School or GED only)
- Social Work
- Criminal Justice
- Other

if "Other" - please specify:

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**What year did you receive your {Q54}?**

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**How long have you been employed by {Q3} ?**

Years \_\_\_\_\_

Months \_\_\_\_\_

**How long have you been in your current position?**

- 0-1 years
- 2-3 years
- 3-4 years
- 5-6 years
- 7-8 years
- 9-10 years
- 11-15 years
- 16+ years

**What is your age?**

- 20-25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-55
- 56-60
- 65+

Enter "Submit" below to complete this survey.

Thank you for helping DCYF/DJJS with this important survey!

You have indicated that you are not willing to participate in this survey. Please click "submit" to exit the survey. Thank you!