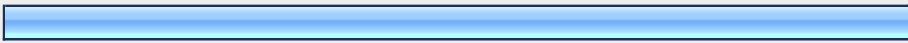


Wisconsin Training System Evaluation 2009

County/Tribal Child Welfare Director and Manager Questionnaire: NEW Partnership

Wisconsin Training System Evaluation County/Tribal Child Welfare Director and Manager Questionnaire



1. "I have read this entire form and I understand it completely. All of my questions regarding this form or this study have been answered to complete satisfaction. I agree to participate in this research. I understand that by selecting I AGREE below and by completing the attached survey I am giving my consent to participate in this study."

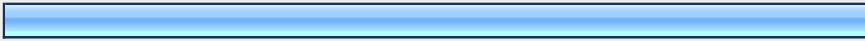
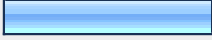


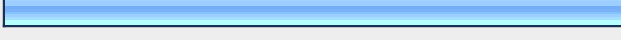
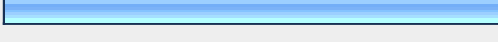

		Response Percent	Response Count
I Agree		100.0%	24
		<i>answered question</i>	24
		<i>skipped question</i>	0

2. The counties, state programs, tribes and universities are organized into five regional training partnerships: The effective functioning of the statewide training system depends on a high level of teamwork and collaboration among all of the partners involved. To ensure that training is effective, the statewide training system is overseen by the Wisconsin Child Welfare Training Council, which coordinates and integrates the training provided by the regional partnerships and other training provided by DCFS. Please answer the following questions about the structure of the Training Council:

	Yes	No	I don't know	Response Count
1. Do you think the Training Council includes all relevant stakeholders?	79.2% (19)	4.2% (1)	16.7% (4)	24
2. Do you think county directors are adequately involved in the Training Council decision-making process?	75.0% (18)	16.7% (4)	8.3% (2)	24
3. Are the mission, vision and purpose of the Training Council aligned with the county agency goals and practice principles?	75.0% (18)	12.5% (3)	12.5% (3)	24
4. Are the current systems for planning for training at the Partnership level functioning effectively?	83.3% (20)	4.2% (1)	12.5% (3)	24
				<i>answered question</i>
				<i>skipped question</i>

3. 5. How could the structure of the Training Council be improved to better meet the need of the county agencies?		
		Response Count
		12
		<i>answered question</i>
		<i>skipped question</i>
		12
		12

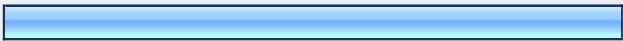
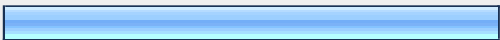
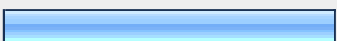
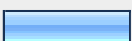
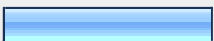

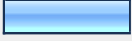


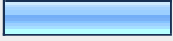
4. 6. Do you think that the Training Program should be broadened to include all professional development, rather than remain focused exclusively on CPS?			
		Response Percent	Response Count
Yes		83.3%	20
No		12.5%	3
I don't know		4.2%	1
		<i>answered question</i>	24
		<i>skipped question</i>	0

5. 7. Please indicate what (if any) other types of training audiences should be addressed by the Training Program OTHER than county Child Protective Services training:			
		Response Percent	Response Count
Juvenile Justice		95.5%	21
Adoption		22.7%	5
Foster Care		72.7%	16
Residential Treatment		22.7%	5
Mental health		68.2%	15
Substance Abuse		54.5%	12
Other (please specify)		45.5%	10
		<i>answered question</i>	22
		<i>skipped question</i>	2

6. Are training workshops offered in enough variety of topic areas to meet child welfare training needs of the following staff:			
	Yes	No	Response Count
8. Child Welfare Caseworkers	91.7% (22)	8.3% (2)	24
9. Child Welfare Supervisors	79.2% (19)	20.8% (5)	24
10. Child Welfare Managers and Administrators	75.0% (18)	25.0% (6)	24
11. What trainings are currently not offered that you think are needed?			13
<i>answered question</i>			24
<i>skipped question</i>			0

7. Are training workshops for the following staff scheduled frequently enough so that your staff can attend training at the time that they need it?			
	Yes	No	Response Count
12. Child Welfare Caseworkers	91.7% (22)	8.3% (2)	24
13. Child Welfare Supervisors	91.7% (22)	8.3% (2)	24
14. Child Welfare Managers and Administrators	75.0% (18)	25.0% (6)	24
<i>answered question</i>			24
<i>skipped question</i>			0

8. 15. Please check which, if any, of the following factors pose barriers to you and your staff when attending training workshops. Check all that apply:


		Response Percent	Response Count
Coverage issues—cannot allow several staff to attend training at the same time		68.2%	15
Difficulty in being freed from job responsibilities to attend training		54.5%	12
Limited agency funding to cover travel costs		36.4%	8
Agency supervisors do not support staff attending training as much as I would like		13.6%	3
Training is generally held too far from the home of staff to make attending feasible		22.7%	5
Late announcements of training sessions; inadequate lead time		9.1%	2
Late distribution within my agency of information about the training		13.6%	3
Not enough workshops offered on relevant topics for myself		22.7%	5
Not enough workshops offered on relevant topics for my staff		4.5%	1
Other (please specify)		18.2%	4
		<i>answered question</i>	22
		<i>skipped question</i>	2

9. Please rate the extent to which you agree or disagree with each of the following statements:

	Disagree	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree	Rating Average	Response Count
16. In general, the Child Welfare trainings reflect the culture and values of my agency	0.0% (0)	0.0% (0)	8.3% (2)	29.2% (7)	62.5% (15)	4.54	24
17. I am supportive of staff attending Child Welfare training	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (24)	5.00	24
18. Supervisors are supportive of staff attending Child Welfare training	0.0% (0)	0.0% (0)	0.0% (0)	17.4% (4)	82.6% (19)	4.83	23
19. The Child Welfare training meets the needs of all levels of staff	4.2% (1)	12.5% (3)	16.7% (4)	45.8% (11)	20.8% (5)	3.67	24
20. Overall, the Child Welfare curriculum teaches the skills that staff need to do their job	0.0% (0)	4.2% (1)	4.2% (1)	62.5% (15)	29.2% (7)	4.17	24
21. Skills-based Child Welfare training is offered that teaches staff how to work with families of diverse cultures/ethnicities	4.2% (1)	0.0% (0)	8.3% (2)	45.8% (11)	41.7% (10)	4.21	24
22. Distance learning training (where participants and instructors are in separate locations) is offered for a variety of course offerings	12.5% (3)	29.2% (7)	25.0% (6)	33.3% (8)	0.0% (0)	2.79	24
23. I am satisfied with the number and variety of course offerings though distance learning currently being made available	0.0% (0)	41.7% (10)	16.7% (4)	33.3% (8)	8.3% (2)	3.08	24
24. The processes for getting the right people to the right training are working effectively	0.0% (0)	4.3% (1)	43.5% (10)	39.1% (9)	13.0% (3)	3.61	23
25. The university partnership for my region is responsive to my agency's training needs	0.0% (0)	4.2% (1)	4.2% (1)	29.2% (7)	62.5% (15)	4.50	24
	answered question						24
	skipped question						0


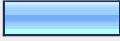
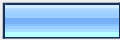
10. Please answer the following questions about Transfer of Learning in your agency.

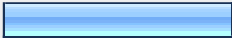
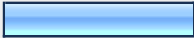



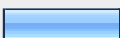

	Disagree	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree	Rating Average	Response Count
26. Staff demonstrate increased knowledge and skills as a result of Child Welfare training	4.2% (1)	0.0% (0)	4.2% (1)	54.2% (13)	37.5% (9)	4.21	24
27. I have noticed changes in my staff's performance as a result of Child Welfare training	4.2% (1)	0.0% (0)	20.8% (5)	54.2% (13)	20.8% (5)	3.88	24
28. Staff use the skills they learn in training on the job	4.2% (1)	0.0% (0)	8.3% (2)	66.7% (16)	20.8% (5)	4.00	24
29. Supervisors are supportive of caseworkers implementing skills learned in training to do their jobs	0.0% (0)	0.0% (0)	4.2% (1)	45.8% (11)	50.0% (12)	4.46	24
30. I would like more information about how my staff perform in the training workshops	4.2% (1)	4.2% (1)	50.0% (12)	16.7% (4)	25.0% (6)	3.54	24
31. Supervisors generally have time to reinforce the knowledge and skills that my workers learn in training	0.0% (0)	33.3% (8)	16.7% (4)	45.8% (11)	4.2% (1)	3.21	24
32. I think that its important for my staff to attend Child Welfare trainings in order to do their jobs better	0.0% (0)	0.0% (0)	0.0% (0)	20.8% (5)	79.2% (19)	4.79	24
33. I would like more evaluation on the impact of training on job performance	0.0% (0)	0.0% (0)	12.5% (3)	41.7% (10)	45.8% (11)	4.33	24
	answered question						24
	skipped question						0

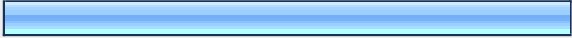

11. 34. Are you a Tribal Director?			
		Response Percent	Response Count
Yes		0.0%	0
No		100.0%	24
answered question			24
skipped question			0

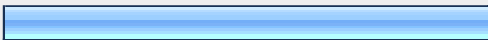

12. Please rate the level of resource investment that you think should be allocated to each of the following areas: Where should the Training Program be investing its resources?				
	Less investment	The current amount of investment	More investment	Response Count
35. Stipends	26.1% (6)	65.2% (15)	8.7% (2)	23
36. Curriculum development	0.0% (0)	70.8% (17)	29.2% (7)	24
37. Post QSR Training/Technical assistance	8.3% (2)	33.3% (8)	58.3% (14)	24
38. Transfer of Learning	8.3% (2)	58.3% (14)	33.3% (8)	24
39. Trainer Development	4.3% (1)	87.0% (20)	8.7% (2)	23
40. Research and evaluation	17.4% (4)	43.5% (10)	39.1% (9)	23
41. Distance learning	4.2% (1)	37.5% (9)	58.3% (14)	24
42. Pre-service and Foundations training	8.3% (2)	87.5% (21)	4.2% (1)	24
43. Other	0.0% (0)	0.0% (0)	0.0% (0)	0
If selecting other (please specify)				0
answered question				24
skipped question				0

13. 44. What is the ONE area that needs the most investment?

		Response Percent	Response Count
Stipends		0.0%	0
Curriculum development		20.8%	5
Post QSR Training/Technical assistance		20.8%	5
Transfer of Learning		12.5%	3
Trainer Development		0.0%	0
Research and evaluation		12.5%	3
Distance learning		33.3%	8
Pre-service and Foundations training		0.0%	0
Other (please specify)		0.0%	0
		<i>answered question</i>	24
		<i>skipped question</i>	0

14. 45. What is the ONE area where the least investment is needed?			
		Response Percent	Response Count
Stipends		25.0%	6
Curriculum development		0.0%	0
Post QSR Training/Technical assistance		20.8%	5
Transfer of Learning		4.2%	1
Trainer Development		20.8%	5
Research and evaluation		8.3%	2
Distance learning		12.5%	3
Pre-service and Foundations training		8.3%	2
Other (please specify)		0.0%	0
		answered question	24
		skipped question	0


15. 46. Has your agency been involved in the Quality Services Review (QSR)?			
		Response Percent	Response Count
Yes		62.5%	15
No		37.5%	9
		answered question	24
		skipped question	0

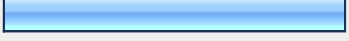

16. 47. Has your agency received any trainings or technical assistance activities that resulted from the QSR?			Response Percent	Response Count
Yes			53.3%	8
No			46.7%	7
<i>answered question</i>				15
<i>skipped question</i>				9

17. Please answer the following questions about QSR Training.						
	Not at all	Very little	Somewhat	A lot	A very great deal	Response Count
48. To what extent did the QSR training/TA address an identified gap in your agency?	0.0% (0)	12.5% (1)	50.0% (4)	37.5% (3)	0.0% (0)	8
49. To what extent did practice improve in your agency as a result of QSR training/TA?	14.3% (1)	14.3% (1)	42.9% (3)	28.6% (2)	0.0% (0)	7
50. To what extent did the QSR training/TA overlap with Child Welfare training?	0.0% (0)	12.5% (1)	50.0% (4)	25.0% (2)	12.5% (1)	8
51. To what extent should QSR training/TA be aligned with Child Welfare training for your agency?	0.0% (0)	0.0% (0)	12.5% (1)	62.5% (5)	25.0% (2)	8
<i>answered question</i>						8
<i>skipped question</i>						16

18. 52. What are the greatest strengths of the Wisconsin Child Welfare Training System?		Response Count
		21
<i>answered question</i>		21
<i>skipped question</i>		3

19. 53. How do you think the Wisconsin Training System could be improved to meet the needs of your agency?		
		Response Count
		19
<i>answered question</i>		19
<i>skipped question</i>		5

20. 54. In what region is your agency?			
		Response Percent	Response Count
Western		0.0%	0
NEW		100.0%	24
Southern		0.0%	0
ICW		0.0%	0
Milwaukee		0.0%	0
<i>answered question</i>			24
<i>skipped question</i>			0

21. 55. What is the total number of child welfare staff employed by your agency? Include caseworkers, supervisors, and managers. Check one.			
		Response Percent	Response Count
1-15 staff		45.8%	11
16-50 staff		37.5%	9
51-99 staff		12.5%	3
100+ staff		4.2%	1
<i>answered question</i>			24
<i>skipped question</i>			0

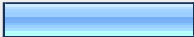
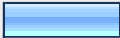
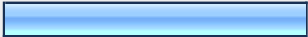
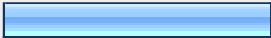

22. 56. How long have you been in your current position?

		Response Percent	Response Count
Less than one year		4.2%	1
1 to 2 years		12.5%	3
3 to 5 years		37.5%	9
6 to 10 years		16.7%	4
More than 10 years		29.2%	7
		answered question	24
		skipped question	0

23. 57. How long have you worked in child welfare?

		Response Percent	Response Count
Never worked in child welfare		4.2%	1
Less than one year		4.2%	1
1 to 2 years		4.2%	1
3 to 5 years		4.2%	1
6 to 10 years		8.3%	2
11-15 years		29.2%	7
16-20 years		8.3%	2
More than 21 years		37.5%	9
		answered question	24
		skipped question	0

24. 58. What is your highest educational degree?

		Response Percent	Response Count
BA/BS		20.8%	5
BSW		12.5%	3
MA/MS		33.3%	8
MSW		29.2%	7
Other (please specify)		4.2%	1
		<i>answered question</i>	24
		<i>skipped question</i>	0

25. 59. Please specify the discipline in which you received your degree.

		Response Count
		23
		<i>answered question</i>
		23
		<i>skipped question</i>
		1