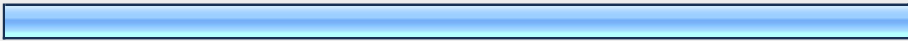


# **Wisconsin Training System Evaluation 2009**

## **Child Welfare Supervisor Questionnaire: NEW Partnership**

# Wisconsin Training System Evaluation Child Welfare Supervisor 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%	47
	<i>answered question</i>		47
	<i>skipped question</i>		0

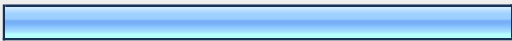
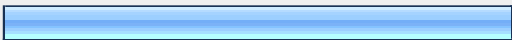
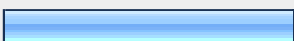

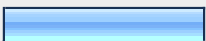

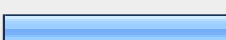
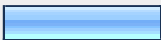
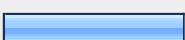
2. Are training workshops offered in enough variety of topic areas to meet child welfare training needs of the following staff:

	Yes	No	Response Count
1. Child Welfare Caseworkers	81.4% (35)	18.6% (8)	43
2. Child Welfare Supervisors	68.3% (28)	31.7% (13)	41
3. What trainings are currently not offered that you think are needed?			25
	<i>answered question</i>		47
	<i>skipped question</i>		0

3. 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
4. Child Welfare Caseworkers	90.9% (40)	9.1% (4)	44
5. Child Welfare Supervisors	80.5% (33)	19.5% (8)	41
	<i>answered question</i>		47
	<i>skipped question</i>		0

**4. 6. 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		56.1%	23
Difficulty in being freed from job responsibilities to attend training		56.1%	23
Limited agency funding to cover travel costs		31.7%	13
Agency directors/managers do not support staff attending training as much as I would like		4.9%	2
Training is generally held too far from the home of staff to make attending feasible		22.0%	9
Late announcements of training sessions; inadequate lead time		4.9%	2
Late distribution within my agency of information about the training		0.0%	0
Not enough workshops offered on relevant topics for myself		24.4%	10
Not enough workshops offered on relevant topics for my staff		17.1%	7
Other (please specify)		19.5%	8
		<b>answered question</b>	<b>41</b>
		<b>skipped question</b>	<b>6</b>

**5. 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
7. Overall, child welfare training content reflects the practice in my agency	0.0% (0)	2.1% (1)	2.1% (1)	<b>51.1% (24)</b>	44.7% (21)	4.38	47
8. child welfare training teaches staff about state and federal policies and practice standards	0.0% (0)	4.3% (2)	4.3% (2)	<b>48.9% (23)</b>	42.6% (20)	4.30	47
9. Child welfare training has improved my own ability to do my job as a supervisor	0.0% (0)	0.0% (0)	14.3% (6)	38.1% (16)	<b>47.6% (20)</b>	4.33	42
10. There are enough child welfare course offerings for supervisors with several years of experience	4.8% (2)	<b>31.0% (13)</b>	28.6% (12)	26.2% (11)	9.5% (4)	3.05	42
11. In general, the child welfare trainings reflect the culture and values of my agency	0.0% (0)	4.3% (2)	15.2% (7)	39.1% (18)	<b>41.3% (19)</b>	4.17	46
12. Agency directors/managers are supportive of staff attending child welfare training	0.0% (0)	2.1% (1)	2.1% (1)	19.1% (9)	<b>76.6% (36)</b>	4.70	47
13. The child welfare training meets the needs of all levels of staff	0.0% (0)	23.4% (11)	10.6% (5)	<b>48.9% (23)</b>	17.0% (8)	3.60	47
14. Overall, the foundation training teaches the skills that staff need to do their job	0.0% (0)	4.3% (2)	15.2% (7)	<b>45.7% (21)</b>	34.8% (16)	4.11	46
15. The training offerings meet the needs of my agency	0.0% (0)	6.4% (3)	12.8% (6)	<b>51.1% (24)</b>	29.8% (14)	4.04	47
16. In general, child welfare training is culturally responsive to diverse training participants	0.0% (0)	4.3% (2)	19.1% (9)	<b>44.7% (21)</b>	31.9% (15)	4.04	47
17. Child Welfare training is offered that teaches staff how to work with families of diverse cultures	4.3% (2)	8.5% (4)	14.9% (7)	<b>48.9% (23)</b>	23.4% (11)	3.79	47
18. Distance learning training (instructor and training participants are in separate locations) is offered for a variety of course offerings	15.2% (7)	23.9% (11)	<b>37.0% (17)</b>	21.7% (10)	2.2% (1)	2.72	46
19. I am satisfied with the number							

and variety of course offerings though distance learning currently being made available	21.7% (10)	13.0% (6)	<b>30.4% (14)</b>	21.7% (10)	13.0% (6)	2.91	46
	<i>answered question</i>						<b>47</b>
	<i>skipped question</i>						<b>0</b>

<b>6. Please answer the following questions about the child welfare trainers in your region:</b>							
	Disagree	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree	Rating Average	Response Count
20. Overall, the child welfare trainers are competent	0.0% (0)	0.0% (0)	0.0% (0)	19.1% (9)	<b>80.9% (38)</b>	4.81	47
21. Most of the child welfare trainers are organized and well-prepared	0.0% (0)	0.0% (0)	0.0% (0)	17.0% (8)	<b>83.0% (39)</b>	4.83	47
	<i>answered question</i>						<b>47</b>
	<i>skipped question</i>						<b>0</b>


<b>7. Please answer the following questions about Transfer of Learning in your agency.</b>							
	Disagree	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree	Rating Average	Response Count
22. I learned knowledge and skills in Child Welfare training that I use in my job	0.0% (0)	0.0% (0)	6.4% (3)	36.2% (17)	<b>57.4% (27)</b>	4.51	47
23. Child Welfare Training has helped me do my job better	0.0% (0)	0.0% (0)	8.5% (4)	38.3% (18)	<b>53.2% (25)</b>	4.45	47
24. My workers demonstrate increased knowledge and skills as a result of child welfare training	0.0% (0)	0.0% (0)	9.5% (4)	<b>54.8% (23)</b>	35.7% (15)	4.26	42
25. I have noticed changes in my workers' job performance as a result of child welfare training	0.0% (0)	2.4% (1)	26.8% (11)	<b>48.8% (20)</b>	22.0% (9)	3.90	41
26. My workers use the skills they learn in child welfare training on the job	0.0% (0)	2.4% (1)	9.5% (4)	<b>69.0% (29)</b>	19.0% (8)	4.05	42
27. Agency directors/managers are supportive of staff implementing skills learned in training to do their jobs	0.0% (0)	2.2% (1)	2.2% (1)	42.2% (19)	<b>53.3% (24)</b>	4.47	45

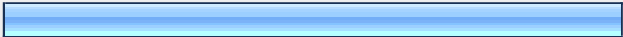
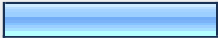

28. I usually meet with my workers before they attend training to discuss their training needs	9.8% (4)	26.8% (11)	<b>29.3% (12)</b>	24.4% (10)	9.8% (4)	2.98	41
29. I would be interested in receiving feedback or evaluation data about how my workers perform in the training	7.5% (3)	2.5% (1)	5.0% (2)	<b>47.5% (19)</b>	37.5% (15)	4.05	40
30. I usually meet with my workers after they attend training so I can support their transfer of learning to the job	4.9% (2)	12.2% (5)	19.5% (8)	<b>48.8% (20)</b>	14.6% (6)	3.56	41
31. I generally have time to reinforce the knowledge and skills that my workers learn in training	7.3% (3)	34.1% (14)	17.1% (7)	<b>41.5% (17)</b>	0.0% (0)	2.93	41
32. I think that its important for my workers to attend child welfare trainings in order to do their jobs better	0.0% (0)	0.0% (0)	7.5% (3)	20.0% (8)	<b>72.5% (29)</b>	4.65	40
	<b>answered question</b>						<b>47</b>
	<b>skipped question</b>						<b>0</b>




**8. 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
33. The processes for getting the right people to the right training are working effectively	0.0% (0)	2.2% (1)	22.2% (10)	<b>46.7% (21)</b>	28.9% (13)	4.02	45
34. Sufficient training materials (e.g., handouts, PowerPoints, etc.) are in place for all trainings	0.0% (0)	0.0% (0)	2.1% (1)	34.0% (16)	<b>63.8% (30)</b>	4.62	47
35. Audiovisual/computer equipment is used effectively	0.0% (0)	0.0% (0)	2.1% (1)	42.6% (20)	<b>55.3% (26)</b>	4.53	47
36. Training facilities are comfortable	0.0% (0)	2.1% (1)	8.5% (4)	42.6% (20)	<b>46.8% (22)</b>	4.34	47
37. The training rooms are conducive to learning	0.0% (0)	0.0% (0)	10.6% (5)	<b>53.2% (25)</b>	36.2% (17)	4.26	47
	<i>answered question</i>						<b>47</b>
	<i>skipped question</i>						<b>0</b>

**9. 38. Are you a Tribal Supervisor?**

		Response Percent	Response Count
Yes		0.0%	0
No		<b>100.0%</b>	<b>47</b>
	<i>answered question</i>		<b>47</b>
	<i>skipped question</i>		<b>0</b>

10. 39. Has your agency been involved in the Quality Services Review (QSR)?			Response Percent	Response Count
Yes			68.1%	32
No			23.4%	11
I don't know			8.5%	4
			<b>answered question</b>	<b>47</b>
			<b>skipped question</b>	<b>0</b>

11. 40. Have you participated in any trainings or technical assistance activities that resulted from the QSR?			Response Percent	Response Count
Yes			35.5%	11
No			58.1%	18
I don't know			6.5%	2
			<b>answered question</b>	<b>31</b>
			<b>skipped question</b>	<b>16</b>

<b>12. Please answer the following questions about QSR Training.</b>						
	<b>Not at all</b>	<b>Very little</b>	<b>Somewhat</b>	<b>A lot</b>	<b>A very great deal</b>	<b>Response Count</b>
41. To what extent did the QSR training/TA address an identified gap in your agency?	7.7% (1)	7.7% (1)	<b>38.5% (5)</b>	<b>38.5% (5)</b>	7.7% (1)	13
42. To what extent did practice improve in your agency as a result of QSR training/TA?	8.3% (1)	8.3% (1)	<b>66.7% (8)</b>	16.7% (2)	0.0% (0)	12
43. To what extent did the QSR training/TA overlap with Child Welfare training?	0.0% (0)	0.0% (0)	<b>66.7% (8)</b>	25.0% (3)	8.3% (1)	12
44. To what extent should QSR training/TA be aligned with Child Welfare training for your agency?	0.0% (0)	8.3% (1)	16.7% (2)	<b>58.3% (7)</b>	16.7% (2)	12
	<b><i>answered question</i></b>					<b>13</b>
	<b><i>skipped question</i></b>					<b>34</b>

<b>13. 45. What are the greatest strengths of the Wisconsin Child Welfare Training System?</b>	
	<b>Response Count</b>
	30
	<b><i>answered question</i></b>
	<b>30</b>
	<b><i>skipped question</i></b>
	<b>17</b>

<b>14. 46. How do you think the Wisconsin Training System could be improved to meet the needs of your agency?</b>	
	<b>Response Count</b>
	30
	<b><i>answered question</i></b>
	<b>30</b>
	<b><i>skipped question</i></b>
	<b>17</b>

15. 47. In what region is your agency?			Response Percent	Response Count
Western	<input type="checkbox"/>		0.0%	0
<b>NEW</b>	<input checked="" type="checkbox"/>		<b>100.0%</b>	<b>47</b>
Southern	<input type="checkbox"/>		0.0%	0
ICW	<input type="checkbox"/>		0.0%	0
Milwaukee	<input type="checkbox"/>		0.0%	0
			<i>answered question</i>	<b>47</b>
			<i>skipped question</i>	<b>0</b>

16. 48. What is the total number of child welfare staff employed by your agency? Include caseworkers, supervisors, and managers. Check one.			Response Percent	Response Count
<b>1-15 staff</b>	<input checked="" type="checkbox"/>		<b>39.1%</b>	<b>18</b>
<b>16-50 staff</b>	<input checked="" type="checkbox"/>		<b>39.1%</b>	<b>18</b>
51-99 staff	<input type="checkbox"/>		19.6%	9
100+ staff	<input type="checkbox"/>		2.2%	1
			<i>answered question</i>	<b>46</b>
			<i>skipped question</i>	<b>1</b>

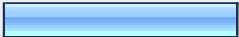
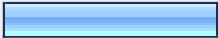
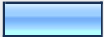
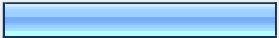

**17. 49. How long have you been in your current position?**

		Response Percent	Response Count
Less than one year		8.5%	4
1 to 2 years		19.1%	9
3 to 5 years		21.3%	10
6 to 10 years		21.3%	10
<b>More than 10 years</b>		<b>29.8%</b>	<b>14</b>
		<i>answered question</i>	<b>47</b>
		<i>skipped question</i>	<b>0</b>

**18. 50. How long have you worked in child welfare?**

		Response Percent	Response Count
Less than one year		2.1%	1
1 to 2 years		0.0%	0
3 to 5 years		4.3%	2
6 to 10 years		27.7%	13
11-15 years		17.0%	8
16-20 years		19.1%	9
<b>More than 21 years</b>		<b>29.8%</b>	<b>14</b>
		<i>answered question</i>	<b>47</b>
		<i>skipped question</i>	<b>0</b>

**19. 51. What is your highest educational degree?**

		Response Percent	Response Count
BA/BS		25.5%	12
BSW		23.4%	11
MA/MS		10.6%	5
<b>MSW</b>		<b>29.8%</b>	<b>14</b>
Other (please specify)		10.6%	5
		<i>answered question</i>	<b>47</b>
		<i>skipped question</i>	<b>0</b>

**20. 52. Please specify the discipline in which you received your degree.**

		Response Count
		44
		<i>answered question</i>
		<b>44</b>
		<i>skipped question</i>
		<b>3</b>