OMB Control No:
Expiration Date:
Length of time for instrument: 1.00 hours

ATTACHMENT 10: MIHOPE PROGRAM MANAGER SURVEY PART 2_BASELINE

5/29/2012

OMB Control No:	
Expiration Date:	

PROGRAM MANAGER SURVEY PART 2: BASELINE

The U.S. Department of Health and Human Services has contracted with MDRC to evaluate the federal Maternal, Infant and Early Childhood Home Visiting (MIECHV) Program.

The Mother and Infant Home Visiting Program Evaluation (MIHOPE) is designed to build knowledge for policymakers and practitioners about the effectiveness of MIECHV.

MIHOPE gathers information from many different perspectives—state administrators, home visiting program staff, community service providers, and families.

Your answers will be kept confidential. Only the research team will have access to this information. Your answers will not be shared with anyone at your program or any other agencies. In our research reports, the information you provide will not be attributed by name to you or your individual program.

One objective of MIHOPE is to learn how implementing agencies and other organizations work together to design and implement home visiting program services.

We are requesting that you complete this survey because you are the manager of one of the home visiting programs participating in MIHOPE. Your answers will help us understand your agency's home visiting program service model and implementation system. The survey will take about 60 minutes.

If you are unsure how to answer a question, please give the best answer you can rather than leaving it blank.

If you have questions at any time during the study, please call Alexander Vazquez at MDRC toll-free at 1-877-311-6372 or email Alexander.vazquez@mdrc.org.

A. IMPLEMENTING AGENCY

B.

1. V	What type of organization is your implementing agency?
	 □ Community-based non-profit □ Local health department □ School district □ Health care organization □ Other (specify):
MIE	CHV AND MAJOR SOURCES OF FUNDING FOR [HV PGM SITE]
1. н	How much of [HV PROGRAM SITE]'s funding comes from MIECHV?
	 □ None □ Less than 20% □ 20-49% □ 50-74% □ 75% or more

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	om MIECHV, what are the top two sourd ding that comes from each?	ces of funding for [HV PGM SITE] and the percent
Α	_	 ☐ less than 20% of the program's funding ☐ 20-49% of the program's funding ☐ 50-74% of the program's funding ☐ 75% or more of the program's funding
	provides INSERT NAME OF SOURCE]	 ☐ less than 20% of the program's funding ☐ 20-49% of the program's funding ☐ 50-74% of the program's funding ☐ 75% or more of the program's funding
3. Not includ	ling funding from MIECHV, how stable	would you say [HV PROGRAM SITE]'s funding is?
]]	□ Very stable□ Moderately stable□ Not too stable□ Not at all stable	
following [[]	r program site receive reimbursement for sources? SELECT ALL THAT APPLY No Medicaid Early Intervention Other (Please name)	for home visiting services from any of the
C. NATIONAL	L MODEL GOALS	
		EL]. The goals of [NATIONAL MODEL] are listed is with your implementing agency's mission.
a. [NAT	TIONAL MODEL GOAL 1]	
[☐ Not a good fit with my agency's miss☐ A good fit with my agency's mission☐ An excellent fit with my agency's mis	
b. [NAT	TONAL MODEL GOAL 2]	
	☐ Not a good fit with my agency's miss☐ A good fit with my agency's mission☐ An excellent fit with my agency's mis	
c. [NAT	TONAL MODEL GOAL 3]	
[☐ Not a good fit with my agency's miss☐ A good fit with my agency's mission☐ An excellent fit with my agency's mis	

								o:
d.	[NATIONAL MODEL GOAL	4]						
	□ Not a good fit with□ A good fit with my a□ An excellent fit with	agency's	mission	ı				
2. Ra	te how much [HV PROGRAN	1 SITE] eı	mphasizes ea	ich goal in	staff tra	ining and	supervis	ion.
a.	[NATIONAL MODEL GOAL	1]						
	□ No emphasis□ Some emphasis□ Moderate emphasis□ Strong emphasis□ Very strong emphas							
b.	[NATIONAL MODEL GOAL	2]						
	□ No emphasis□ Some emphasis□ Moderate emphasis□ Strong emphasis□ Very strong emphasis							
c.	[NATIONAL MODEL GOAL	3]						
	□ No emphasis□ Some emphasis□ Moderate emphasis□ Strong emphasis□ Very strong emphas							
d.	[NATIONAL MODEL GOAL	4]						
	□ No emphasis□ Some emphasis□ Moderate emphasis□ Strong emphasis□ Very strong emphasis							
D. OUT	COMES FOR ENROLLE	D FAM	ILIES					
	ring all of the outcomes you atal health, such as diet, exe				/ much o	f a priorit	ty is pron	noting
0 Not a Priority at All	1 2 3	4	5 Moderate Priority	6	7	8	9	10 Highest Priority

									No: te:		
					ram aims to ac and low birth w		w much	of a priori	ty is pre	venting	
0 Not a Priority at All	1	2	3	4	5 Moderate Priority	6		8	9	□ 10 Highest Priority	
3. Conside breastfee		of the ou	tcomes yo	our progr	ram aims to ac	hieve, ho	w much	of a priori	ty is pro	moting	
0 Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	□ 10 Highest Priority	
	_		-		ram aims to ac cy such as good			-		omoting	
O Not a Priority at All	1	2	3	4	□ 5 Moderate Priority	6	7	8	9	□ 10 Highest Priority	
5. Conside family pla				our progr	ram aims to ac	hieve, ho	ow much	of a priori	ty is pro	moting	
0 Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	□ 10 Highest Priority	
6. Considerand reduced	_		-	our progr	ram aims to ac	hieve, ho	w much	of a priori	ty is pre	venting	
□ 0 Not a Priority	1	□ 2	3	4	□ 5 Moderate Priority	6	□ 7	8	9	☐ 10 Highest Priority	

at All

								OMB Control No: Expiration Date: _				
					m aims to ac problems?	hieve, ho	w much o	of a priori	ty is prev	venting		
0 Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	□ 10 Highest Priority		
8. Consid and redu				our progra	m aims to ac	hieve, ho	w much o	of a priori	ty is prev	venting		
O Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	□ 10 Highest Priority		
	_		•		m aims to ac ng goals for e					moting		
O Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	☐ 10 Highest Priority		
child prev	ventive ca	are such a	as having	all recomr	am aims to a mended well- f their home t	child visi	ts, being	up-to-dat		omoting		
0 Not a Priority at All	1	2	3	4	5 Moderate Priority	6	7	8	9	□ 10 Highest Priority		
	parenting	behavior	s, such as		am aims to a g, encouragin			-		_		
□ 0 Not a Priority	1	2	3	4	5 Moderate Priority	6	□ 7	8	9	□ 10 Highest Priority		

at All

								Expirati	ion Date	:
	_	l of the ou l abuse ar	-		am aims to	achieve, h	ow much	of a prio	rity is pre	eventing
0	1	2	3	□ 4	5	6	□ 7	8	9	10
Not a					Moderate					Highest
Priority at All		Priority Priorit								
	_				am aims to social- emo			of a prio	rity is pro	omoting
0	1	2	3	4	5	6	7	8	9	10
Not a					Moderate					Highest
Priority at All					Priority					Priority

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14. Check the appropriate box to show how your site's priority for each outcome compares with the priority given to the outcome by the national model.

	We give this outco <u>a much lower</u> than the na model do	<u>the</u>	We give this outcome the same priority as the national model.			We give this outcome <u>a much higher priority</u> than the national model does		
Prenatal Health								
Poor birth outcomes								
Breastfeeding								
Maternal physical health outside of pregnancy								
Family planning and birth spacing								
Tobacco use								
Domestic violence								
Family economic self- sufficiency								
Child preventive care								
Positive parenting behaviors								
Child abuse and neglect								
Child development outcomes								

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15.	. Check the appropriate box to show whether and how MIECHV funding has influenced how hig	;h a
	priority [HV PROGRAM SITE] now gives to each outcome.	

	Because of MIECHV, we now give this outcome a lower priority than we once did.	MIECHV has not changed the priority we give to this outcome.	Because of MIECHV, we now give this outcome a higher priority than we once did.
Prenatal Health			
Poor birth outcomes			
Breastfeeding			
Maternal physical health outside of pregnancy			
Family planning and birth spacing			
Tobacco use			
Domestic violence			
Family economic self-sufficiency			
Child preventive care			
Positive parenting behaviors			
Child abuse and neglect			
Child development outcomes			

16. Aside from your state MIECHV agency, are there any other funders or other organizations that
influence your agency to make any other outcome a high priority for [HV PROGRAM SITE]?
\square No other funder or organization influences my agency to make any other outcome a
high priority FOR [HV PROGRAM SITE]. [SKIP TO SECTION E]
□ Yes

17. List up to five funders or other organizations and the outcomes they want your agency to make a high priority for [HV PROGRAM SITE].

	Funder or Other Organization	Outcomes They Want to Be a High Priority
a.		
b.		
c.		
d.		
e.		

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E. TARGETED FAMILIES

1. How does your agency consider each of the following family characteristics in relation to eligibility for enrollment in [HV Program Site]?

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	First time mothers	☐ Requirement for eligibility
		☐ A consideration for eligibility, but not
a.		required
		☐ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Teenage mothers	☐ Requirement for eligibility
		\square A consideration for eligibility, but not
b.		required
		☐ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Unmarried mothers	Requirement for eligibility
		☐ A consideration for eligibility, but not
c.		required
		□ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Children with special health care needs	Requirement for eligibility
٦		☐ A consideration for eligibility, but not
d.		required ☐ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Substance-using mothers	☐ Requirement for eligibility
	Substance using mothers	☐ A consideration for eligibility, but not
e.		required
		□ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Low-income family	☐ Requirement for eligibility
	•	☐ A consideration for eligibility, but not
f.		required
		\square Not a consideration for eligibility
		☐ Disqualification for eligibility
	Prior CPS involvement	Requirement for eligibility
		☐ A consideration for eligibility, but not
g.		required
		□ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Expectant mother	Requirement for eligibility
_		☐ A consideration for eligibility, but not
h.		required ☐ Not a consideration for eligibility
		☐ Disqualification for eligibility
	Other (please describe)	☐ Requirement for eligibility
	Other (please describe)	☐ A consideration for eligibility, but not
i.		required
'-		□ Not a consideration for eligibility
		☐ Disqualification for eligibility

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 $\hfill\square$ Our program does not set priorities within identified eligible families

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	 □ Expectant mothers are enrolled first □ Expectant mothers who are early on in the □ Expectant mothers who are late in their pour late. □ Low income families are enrolled first □ Families of children with special health can □ Families with the largest number of risk families. 	regnancy are en	rolled first	CHECK ALL THAT APPLY
	\square Families living in particular communities a	re enrolled first		
	☐ Other [SPECIFY]		_	
3.	How well has the [NATIONAL MODEL] communicated PROGRAM SITE]? Urry well Moderately well Not well	l its family eligib	ility requireme	nts to [HV
4.	How closely aligned are [HV PROGRAM SITE] family e eligibility requirements of the [NATIONAL MODEL]? Perfectly aligned Very well aligned Moderately well aligned Not well aligned Unsure	ligibility require	ments with the	family
5.	How well has your MIECHV state agency communicate PROGRAM SITE]? Urry well Moderately well Not well	ted its family eli	gibility requirer	nents to [HV
6.	How closely aligned are [HV PROGRAM SITE] family e eligibility requirements of your MIECHV state agency Perfectly aligned Very well aligned Moderately well aligned Not well aligned Unsure		ments with the	family
7. <i>F</i>	Are there any other agencies, funders, or models that No Yes (Please list)	influence what f	amilies are prid	oritized?
8. F	or which individuals does your program assume respo	nsibility for imp	roving outcome	es?
		Major	Some	No

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	Individuals within Enrolled Families	Responsibility	Responsibility	Responsibility
a.	Child			
b.	Mother			
c.	Biological father			
d.	Other father figure			
e.	Child's other familial caregivers			
f.	Mother's children older than the focal child			
g.	Pregnancies and children subsequent to focal			
	child			

F. SERVICE DELIVERY

1. From your agency's perspective, when, how often, and for how long should [HV PROGRAM SITE] provide home visits?

	What is the preference for:	
a.	When families should begin services	 □ It is required that services start prenatally □ It is preferred that services start prenatally □ No preference □ It is preferred that services start postnatally □ It is required that services start postnatally
b	If any of first four above are selected, the following questions are asked: When during pregnancy families begin services?	☐ It is required that services start by [4-40] weeks☐ It is preferred that services start by [4-40] weeks☐ No preference
b.	How long families should be offered services	☐ Until child is born ☐ Until child is 1 year old ☐ Until child is 2 years old ☐ Until child is 3 years old ☐ Until child is 4 years or older ☐ No preference
c.	How long each home visit should be	☐ At least 1 hour ☐ 1 hour on average ☐ 90 minutes ☐ No preference

2. The [NATIONAL MODEL] calls for prenatal visits to take place [NATIONAL MODEL POLICY]. Does your local program have the same policy about frequency of visits? (YES/NO) If not, please outline your policy about how often visits should occur.

3.	The [NATIONAL MODEL] calls for visits with children ages birth to one year to take place
	[NATIONAL MODEL POLICY]. Does your local program have the same policy about frequency of visits? (YES/NO) If not, please outline your policy about how often visits should occur.
	(, · · · · · · · · · · · · · · · · ·

4. The [NATIONAL MODEL] calls for visits with children older than one year to take place [NATIONAL MODEL POLICY]. Does your local program have the same policy about frequency of visits? (YES/NO) If not, please outline your policy about how often visits should occur.

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5.	How well has the [NATIONAL MODEL] communicated its service delivery policies to [HV PROGRAM SITE]? Very well Moderately well Not well
6.	How closely aligned are [HV PROGRAM SITE] service delivery policies with the service delivery policies of the [NATIONAL MODEL]? Perfectly aligned Very well aligned Moderately well aligned Not well aligned Unsure
7.	How well has your MIECHV state agency communicated its service delivery policies to [HV PROGRAM SITE]? Uery well Noderately well Not well
8.	How closely aligned are [HV PROGRAM SITE] service delivery policies with the service delivery policies of your MIECHV state agency? Perfectly aligned Very well aligned Moderately well aligned Not well aligned Unsure

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		Agency encourages in work with families:	I
		Role modeling of positive parenting practices	☐ Encourages use
	a.	Role modeling of positive parenting practices	☐ Does neither
	a.		☐ Discourages use
		Directing parent-child activities	☐ Encourages use
	b.	Bir cetting parent entitle detivities	☐ Does neither
			☐ Discourages use
		Observing and giving positive feedback on	☐ Encourages use
	c.	parent-child interaction	☐ Does neither
		'	☐ Discourages use
		Observing and giving constructive feedback	☐ Encourages use
	d.	on parent-child interaction (noting ways	☐ Does neither
		parent could improve his/her behavior)	☐ Discourages use
		Playing with child/direct interaction with child	☐ Encourages use
	e.		☐ Does neither
			☐ Discourages use
	parent	training techniques to [HV PROGRAM SITE]? Very well Moderately well	
	technic	□ Not well psely aligned are [HV PROGRAM SITE] policie ques with the policies of the [NATIONAL MOI □ Perfectly aligned □ Very well aligned □ Moderately well aligned □ Not well aligned □ Unsure	DEL]?
12.	technic How w	osely aligned are [HV PROGRAM SITE] policie ques with the policies of the [NATIONAL MOI Perfectly aligned Very well aligned Moderately well aligned Not well aligned	cated its policies about the use of specific

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14.		h of the following supportive strategies fourage home visitors to use?	or working with families does your agency
		Agency encourages in work with families:	
		Caregiver goal setting	☐ Encourages use
	a.		☐ Discourages use
			☐ Does neither
		Caregiver problem solving	☐ Encourages use
	b.		☐ Discourages use
			☐ Does neither
		Crisis intervention	☐ Encourages use
	c.	Crisis intervention	☐ Discourages use
			☐ Does neither
		Emotional support	☐ Encourages use
	d.	Emotional support	☐ Discourages use
			☐ Does neither
			☐ Does neitner
	supp	ortive strategies for working with families Very well Moderately well Not well	policies about the use of specific supportive
17.			nunicated its policies about the use of specific to [HV PROGRAM SITE]?
18.		closely aligned are [HV PROGRAM SITE] po egies for working with families with the po Perfectly aligned Very well aligned Moderately well aligned Not well aligned Unsure	olicies about the use of specific supportive olicies of your MIECHV state agency?

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19. Does the [HV PROGRAM SITE] provide incentives or gifts to families program? If so, what kind of incentives?	for participating in the
 □ Does not provide incentives/gifts [GO TO Q21] □ Provides cash incentives/gifts □ Provides gift card incentives □ Provides child gifts or incentives □ Provides coupons redeemable for items □ Other type of incentive (specify): □ Unsure [GO TO Q21] 	
20. If yes, what are the circumstances for providing gifts or incentives?	[CHECK ALL THAT APPLY]
 □ Give to all families □ Completing visits □ Participating in group meetings □ Following through on recommended activities □ Birth of child or subsequent birthdays □ Reengaging in program □ Other circumstance (specify): □ Unsure 	
21. Does your program site offer group or center-based services for fam visiting?	nilies enrolled in home
☐ Yes ☐ No [GO TO SECTION G]	
22. If Yes, about how often a year are activities offered? times	a year
STAFFING LEVELS AND CASELOADS	
 Are all of your home visitor positions currently filled? If no, how ma □ No, Number of vacant positions: □ Yes 	any are currently vacant?
2. In the past 12 months, how often has your program been fully staffe positions fully filled?	ed, that is, with home visitor
\square 100% of the time \square 75-99% of the time	
□ 50-74% of the time	
☐ 25-49% of the time ☐ less than 25% of the time	
□ 1622 Man 23% OF THE MILE	

G.

	OMB Control No: Expiration Date:
3.	When a home visitor position becomes vacant, what strategies does your program use to provide services to the families that were in that home visitor's caseload? CHECK ALL THAT APPLY.
	 □ Close intake □ Graduate those families early □ Suspend visits for those families □ Reduce the expected visit frequency for those families □ Shift responsibility for those families to other home visitors □ Shift responsibility for those families to supervisor □ Other (specify):
4.	On average, how long does it take from the time a new home visitor is hired for him/her to be fully trained and ready to be assigned families?
	 □ 1 week □ 1 month □ 2 months □ 3 months □ 4-6 months □ More than six months □ Other (specify):
5.	Do any of your home visitors currently have caseloads greater than the maximum called for in [HV PROGRAM SITE]'s policies?
	 Our site does not have a policy for caseload limit. No, all home visitors have caseloads within the maximum allowed by our policy. Yes, one or more home visitors currently have caseloads above the maximum allowed by our policy.
6.	In the past 12 months, how often has one or more of your home visitors had a caseload greater than the maximum called for in your program site's policy? □ 100% of the time □ 75-99% of the time □ 50-74% of the time □ 25-49% of the time □ 1-25% of the time □ Not at all
7.	What is your program's policy on the maximum number of home visitors per supervisor? \[\subseteq \text{No policy} \] \[\subseteq \text{I don't know} \] \[\subseteq \text{Our policy is no more thanfull-time Home Visitors per full-time Supervisor} \]

H. CURRENT STAFF

	OMB Control No:
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1. How many full-time home visitors are currently on staff?	
NUMBER OF HOME VISITORS	
2. How many part-time home visitors are currently on staff?	
NUMBER OF HOME VISITORS	
3. How many full-time supervisors are currently on staff?	
NUMBER OF SUPERVISORS	
4. How many part-time supervisors are currently on staff?	
NUMBER OF SUPERVISORS	
5. How many of your current home visitors are up-to-date on trainings?	
□ All	
☐ Most	
☐ Some	
□ None	
☐ Don't know	
6. How many of your current supervisors are up-to-date on trainings?	
□ AII	
☐ Most	
□ Some	
☐ None	

☐ Don't know

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	Type of Service Provider:	
а	a. Health care worker	☐ No ☐ Yes part-time ☐ Yes full-time
b	o. Social worker	□ No □ Yes part-time □ Yes full-time
С	Substance use (Alcohol and other drugs) treatment worker	□ No □ Yes part-time □ Yes full-time
d	d. Mental health therapist	□ No □ Yes part-time □ Yes full-time
e	Early Intervention/ Developmental services provider	□ No □ Yes part-time □ Yes full-time
f	Other staff	□ No □ Yes part-time □ Yes full-time
	ATA ENTRY: Does your program have any adminformation on service delivery into a management No Yes	
9. Co	Information on service delivery into a management of the No No Yes ONTINUOUS QUALITY IMPROVEMENT: Does you support continuous quality improvement actives sing data and information to inform performance.	our program have any staff with dedicated ti vities? Continuous Quality Improvement is ce and practice.
9. C0	Information on service delivery into a management of the No Yes ONTINUOUS QUALITY IMPROVEMENT: Does you support continuous quality improvement active.	ent information system? our program have any staff with dedicated tivities? Continuous Quality Improvement is ce and practice.
in 9. <i>C</i> c tc	Information on service delivery into a management of the No No Yes ONTINUOUS QUALITY IMPROVEMENT: Does you support continuous quality improvement actives sing data and information to inform performance.	ent information system? our program have any staff with dedicated to vities? Continuous Quality Improvement is ce and practice. ous quality improvement (CQI) activities CHECK ALL ctivities THAT APPLY.
in 9. Co to us	Information on service delivery into a management of the No	ent information system? our program have any staff with dedicated to vities? Continuous Quality Improvement is ce and practice. ous quality improvement (CQI) activities CHECK ALL ctivities CHECK ALL

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2.	How long have you been in your current position as program manager/administrator? Less than 1 year 1-2 years 3-5 years 6 years or more	
3.	Have you ever been a [NATIONAL MODEL] home visitor? ☐ No ☐ Yes	
4.	Have you ever been a [NATIONAL MODEL] supervisor? ☐ No ☐ Yes	
5.	Have you ever sat through the [NATIONAL MODEL] training for home visitors? ☐ No ☐ Yes	
6.	Have you ever sat through the [NATIONAL MODEL] training for supervisors? ☐ No ☐ Yes	
7.	Do you supervise any other home visiting program?	
	☐ No [SKIP TO SECTION D] ☐ Yes	
8.	What model do these other home visiting programs use? [SELECT ALL THAT APPLY] Nurse Family Partnership Parents as Teachers Healthy Families America Early Head Start Other (specify):	
HC	OME VISITOR RECRUITMENT AND HIRING	
1.	Did [HV PROGRAM SITE] hire any new home visitors in the past 12 months? ☐ No [SKIP TO NEXT SECTION] ☐ Yes	
2.	How many home visitor positions did you need to fill in the past 12 months?	
	NUMBER OF POSITIONS	

J.

	OMB Control No: Expiration Date:
3.	How would you rate your experience recruiting qualified home visitor candidates? ☐ Very hard ☐ Somewhat hard ☐ Somewhat easy ☐ Very easy
4.	Did you have difficulty recruiting home visitors with any of the following particular qualifications? CHECK ALL THAT APPLY. □ Interest in home visiting □ Required education/degree □ Bilingual in English and Spanish □ Own transportation □ Other (specify):
5.	When the candidates are brought in to be interviewed, who interviews them? CHECK ALL THAT APPLY. Implementing agency program director Home visiting program manager Supervisor Home visitor Clinical Specialist Families Other (specify):
6.	Are candidates always interviewed one-on-one, always by a group, or in both ways? ☐ One-on-one only ☐ By a group only ☐ Both one-on-one and by a group
7.	Do candidates observe any home visits prior to hire? ☐ No ☐ Yes
8.	Does a single person have the final say on hiring decisions or are hiring decisions made collectively? □ Single person □ Collectively [SKIP TO 10]
9.	Who is this person, in terms of their position? POSITION
10.	Once they begin work, do newly hired home visitors get a written copy of their specific roles and responsibilities? □ No □ Yes

		OMB Control No: Expiration Date:
	11.	Do home visitors get a written description of required competencies? ☐ No ☐ Yes
K.	Sl	JPERVISOR RECRUITMENT AND HIRING
	1.	Did [HV PROGRAM SITE] hire any new supervisors in the past 12 months? ☐ No [SKIP TO NEXT SECTION] ☐ Yes
	2.	About how many supervisor positions did you need to fill in the past 12 months?
		NUMBER OF POSITIONS
	3.	How would you rate your experience recruiting qualified supervisor candidates? ☐ Very hard ☐ Somewhat hard ☐ Somewhat easy ☐ Very easy
	4.	Did you have difficulty recruiting supervisors with any of the following particular qualifications? CHECK ALL THAT APPLY. Interest in home visiting Required education/degree Bilingual in English and Spanish Own transportation Other (specify):
	5.	When the candidates are brought in to be interviewed, who interviews them? CHECK ALL THAT APPLY. Implementing agency program director Home visiting program manager Supervisor Home visitor Clinical Specialist Families Other (specify):
	6.	Are candidates always interviewed one-on-one, always by a group, or in both ways? □ One-on-one only □ By a group only □ Both one-on-one and by a group
	7.	Do candidates observe any home visits prior to hire? ☐ No ☐ Yes

		OMB Control No: Expiration Date:
	8.	Does a single person have the final say on hiring decisions or are hiring decisions made collectively? □ Single person □ Collectively [SKIP TO 10]
	9.	Who is this person, in terms of their position? POSITION
	10.	Once they begin work, do newly hired supervisors get a written copy of their specific roles and responsibilities? □ No □ Yes
	11.	Do supervisors get a written description of required competencies? ☐ No ☐ Yes
L.	SU	PERVISION OF SUPERVISORS
	1.	In [HV PROGRAM SITE], who provides supervision to the supervisor(s)? ☐ No one ☐ Home visiting program manager ☐ Implementing agency program director ☐ Other (specify):
	2.	How often is one-on-one supervision of supervisor(s) conducted? Weekly Every 2 weeks Every month Every 3 months Less than quarterly
	3.	How is one-on-one supervision of supervisor(s) documented? ☐ No documentation ☐ Notes are taken but not on a specific form ☐ Specific form is used
	4.	Does [HV PROGRAM SITE] have any group supervision of supervisors? If so, how often? \[\text{No group supervision} \] \[\text{Annually} \] \[\text{Quarterly} \] \[\text{Twice a month} \] \[\text{Monthly} \] \[\text{Weekly}

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M. HOME VISITOR GROUP SUPERVISION, CASE CONFERENCE, AND PEER SUPPORT

1.	Does [HV PROGRAM SITE] have any group supervision of home visitors? If so, how often? \[\begin{align*} \text{No group supervision [SKIP TO 3]} \\ \text{Annually} \\ \text{Quarterly} \\ \text{Twice a month} \\ \text{Monthly} \\ \text{Weekly} \end{align*}
2.	Do supervisors use a form to guide group supervision? If so, how often do supervisors use this form? All of the time (100%) Nearly all (85%-99%) Most of the time (61%-84%) About half of the time (40%-60%) Some of the time (15%-39%) Nearly none (1-14%) None (0%)?
3.	Does [HV PROGRAM SITE] conduct group case conferences for discussion of cases? If so, how often? No case conferences [SKIP TO 7] Annually Quarterly Twice a month Monthly Weekly
4.	What is the position of the person who selects the case to be discussed? Implementing agency program director Home visiting program manager Supervisor Clinical specialist Home visitor Other (specify):
5.	Who usually attends the case conferences? CHECK ALL THAT APPLY. Implementing agency program director Home visiting program manager Supervisor Clinical specialist Home visitor Other (specify):

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6.	Do the case conferences ever include outside experts? If so, how often?
	 □ No outside experts, or very rarely □ We have outside experts about a quarter of the time □ We have outside experts about half the time □ We have outside experts about three-quarters of the time □ We always have an outside expert
7.	Does your [HV PROGRAM SITE] provide formal opportunities for peer support such as time for staff to share their experiences and learn from one another? □ No □ Yes
8.	Describe the peer support opportunities for your staff to share their experiences and learn from one another.
CT	AFE MEETINGS
	AFF MEETINGS
1.	Does [HV PROGRAM SITE] conduct staff meetings with supervisors, home visitors, and other program staff? If so, how often?
	☐ No team meetings
	☐ Annually ☐ Quarterly
	☐ Twice a month
	☐ Monthly ☐ Weekly
2.	What are the main purposes of these meetings? CHECK THE TOP TWO.
	☐ To build team cohesion ☐ To share administrative information
	☐ To review program performance
	☐ To provide continuing education ☐ Other (specify):
3.	What is the position of the person who sets the meeting agenda?
	☐ Implementing agency program director
	☐ Home visiting program manager☐ Supervisor
	☐ Clinical specialist
	☐ Other (specify):

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4.	Do the meetings ever include presentations by outside speakers? If so, how often?
	☐ No outside speakers, or very rarely
	\square We have outside speakers about a quarter of the time
	\square We have outside speakers about half the time
	\square We have outside speakers about three-quarters of the time
	☐ We always have an outside speaker

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O. PARENTING CURRICULA AND OTHER CURRICULA

<u>Instructions:</u> Listed by below are some of the major parenting curricula used by home visiting program staff. Please indicate if each parenting curricula is used by your program staff and if so, how often each parenting curriculum is used with families.

	NAME OF CURRICULUM	1. USED	2. HOW OFTEN USED
a.	Parents as Teachers/Born to Learn	☐ Used by program staff	☐ Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
b.	Parents as Teachers/Foundational	☐ Used by program staff	☐ Every family
	Training	☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	\square About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	\square No families, or very few
		☐ Not used by program staff	
c.	PIPE	☐ Used by program staff	☐ Every family
		☐ Require staff to use	\square About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	\square No families, or very few
		☐ Not used by program staff	
d.	Great Beginnings Start Before Birth	☐ Used by program staff	☐ Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	\square No families, or very few
		☐ Not used by program staff	
e.	Partners for a Healthy Baby	☐ Used by program staff	Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
f.	Learning Games	☐ Used by program staff	☐ Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	

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g.	San Angelo	☐ Used by program staff	☐ Every family
	_	☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
h.	Growing Great Kids	☐ Used by program staff	☐ Every family
		Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		□ Staff choice	☐ No families, or very few
		☐ Not used by program staff	Tro families, or very few
i.	Nurturing Program	☐ Used by program staff	☐ Every family
"	Nartaring Frogram	Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About time quarters of families
		to use	☐ About nam of families ☐ About a quarter of families
		☐ Staff choice	I
			☐ No families, or very few
	D 1: E: 1 D 1 1: 1:	□ Not used by program staff	
i.	Promoting First Relationships	☐ Used by program staff	☐ Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
k.	Emotional Availability	☐ Used by program staff	Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	\square No families, or very few
		☐ Not used by program staff	
l.	Creative Curriculum	☐ Used by program staff	☐ Every family
		☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
m.	Agency-created curriculum [Please	☐ Used by program staff	☐ Every family
	describe]	☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
		to use	☐ About a quarter of families
		☐ Staff choice	☐ No families, or very few
		☐ Not used by program staff	
n.	Other [Please	☐ Used by program staff	☐ Every family
	describe]	☐ Require staff to use	☐ About three quarters of families
		☐ Recommend staff	☐ About half of families
1			I .
		to use	☐ About a quarter of families
		to use □ Staff choice	☐ About a quarter of families ☐ No families. or very few
		to use ☐ Staff choice ☐ Not used by program staff	☐ About a quarter of families ☐ No families, or very few

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3.	Are staff encouraged or discouraged to supplement model curriculum? Strongly encouraged Encouraged Neither encouraged nor discouraged Discouraged Strongly discouraged
4.	How often are the topics or lessons discussed in a particular home visit driven by the family's choice or interest in a topic? Always Often Sometimes Rarely Never Unsure
5.	How often are the topics or lessons discussed in a particular home visit the home visitor's choice? Always Often Sometimes Rarely Never Unsure
6.	How often are the topics or lessons discussed in a particular home visit chosen due to program requirements? Always Often Sometimes Rarely Never Unsure
7.	Are there any other curricula used by program staff that address other important topics such as adult development, domestic violence, mental health, and substance use? If so, please specify the topic(s) and name(s) of the curricula that are used most often by home visitors. \[\sum \text{No} \] \[\sum \text{Yes} \] \[\sum [SPECIFY]:

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P. ACCESS TO PROFESSIONAL CONSULTATION AND EXPERTS

1.	Besides the supervisor, are there any professionals within [AGENCY] or outside [AGENCY] who
	help home visitors in dealing with unique or challenging situations? Typically, consultants would
	be people that the home visitor talks with in-person or by phone if s/he has a client with needs
	in a specific area. Consultants may also go with the home visitor to meet with a client in the
	client's home.
	☐ No [SKIP TO SECTION Q.]
	☐ Yes - [FILL IN THE TABLE.]
2.	What are the titles of the people with whom your staff consults?
	

3. What are the agencies/organizations of the people with which your staff consults?

	CONTENT AREA	A CENTON A EETITATION	T/DES OF SUPPORT
	CONTENT AREA	AGENCY AFFILIATION	TYPES OF SUPPORT
		Check the box to indicate whether	Check the box to indicate
		the consultants are internal (from	what types of support the
		the same agency as [HV PROGRAM	consultant provides.
		SITE], external, or whether there	
		are both internal and external	
		consultants.	
	Prenatal health	☐ Internal only	☐ Advice to home visitor
a.		☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
	Maternal post-natal health	☐ Internal only	☐ Advice to home visitor
b.		☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
	Substance use	☐ Internal only	☐ Advice to home visitor
c.		☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
	Mental health	☐ Internal only	☐ Advice to home visitor
d.		☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
e.	Healthy adult relationships/	☐ Internal only	☐ Advice to home visitor
	domestic violence	☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
f.	Family economic self-sufficiency	☐ Internal only	☐ Advice to home visitor
		☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
g.	Parenting to support child	☐ Internal only	☐ Advice to home visitor
	development	☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above
h.	Parenting to support child	☐ Internal only	☐ Advice to home visitor
	health	☐ External only	☐ Direct service to client
		☐ Both of above	☐ Both of above

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Q. MANAGEMENT INFORMATION SYSTEM

R.

1.	Does [HV PROGRAM SITE] use a management information system to document service delivery? If so, who developed the management information system that your site uses? CHECK ALL THAT APPLY. No management information system to document service delivery [SKIP TO NEXT SECTION]
	☐ We use a system that our own agency developed
	\square We use a system developed by the national home visiting model
	☐ We use a system developed by a state agency
	☐ We use a system developed by another organization [SPECIFY]
2.	What is the name of your management information system? (e.g., PIMS, FAMSYS, ETO, Visit Tracker)?
3.	Who enters <u>visit data</u> into your management information system? CHECK ALL THAT APPLY. Home visitor Data entry clerk Other [SPECIFY]
4.	How does [HV PROGRAM SITE] use the management information system? CHECK ALL THAT APPLY.
	 Reports for our own program-level performance monitoring and quality improvement
	☐ Program performance reports for MIECHV
	☐ Program performance reports for other funders
	☐ Program performance reports for national model developer
	 ☐ Monitoring performance of specific staff members ☐ To remind staff of activities to be carried out
	☐ Other [SPECIFY]
H	OME VISITING PROGRAM MONITORING
1.	ANNUAL OR BI-ANNUAL HOME VISITING PROGRAM REPORT a. Do you prepare formal annual or bi-annual reports of [HV PGM SITE]'S performance? □ No [SKIP TO 2] □ Yes

		Expiration Date:
	b.	With whom do you share results? CHECK ALL THAT APPLY. Home visitors Supervisors Agency executive(s) Advisory Board/Board of Trustees Funders National Model Developer State MIECHV Agency Broader community (e.g. posted on website) Accrediting organization [SPECIFY] Other accrediting organization [SPECIFY]
2.	PR(OGRAM MONITORING OF MIECHV BENCHMARK INDICATORS In your opinion, how high is the quality of the data collected by your [HV PGM SITE] to monitor performance for your state's MIECHV indicators? Uery high quality Moderate quality Poor quality
	b.	How does [HV PGM SITE] document activities and outcomes to monitor its achievement of MIECHV benchmark indicators? Through the management information system Through manual review of program records Through both the MIS and manual review of program records
3.		Which of the following does [HV PGM SITE] routinely monitor? REFERRALS INTO PROGRAM Number of referrals into program Appropriateness of referrals into program FAMILY ENROLLMENT AND DISENROLLMENT Family acceptance rates Family retention rates at specific points (for example, at 12 months post-enrollment or when the focus child turns one year old) Reasons for family dropout VISITS Visit frequency rates Visit length No show rates SCREENING OF ENROLLED FAMILIES (NOT TO DETERMINE ELIGIBILITY FOR PROGRAM) Screening rates for maternal depression Screening rates for domestic violence Child developmental screening rates Others (please describe)

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	4.	CONTINUOUS QUALITY IMPROVEMENT a. Has [HV PGM SITE] carried out any continuous quality improvement activities in the past 12 months from today's date? Continuous Quality Improvement is using data and information to inform performance and practice. □ No [SKIP TO SECTION S] □ Yes
		b. Check up to three topics addressed in quality improvement activities in the past 12 months. Referrals to program Family enrollment into program Family retention in program Frequency or length of visits Topics or activities during visits Screening, services or referral for maternal depression Screening, services or referral for maternal substance use Screening, services or referral for domestic violence Screening, services or referral for poor parent-child interaction Screening, services or referral for child developmental delay Others (please describe)
S.	RE	FERRAL SOURCES FOR [HV PROGRAM SITE]
	1.	From what sources are your families referred? Please also provide the percentage of families that you get from each source. Self-referral% Centralized intake% Hospitals% Health departments% Prenatal clinics% Pediatric clinics% Child welfare services% WIC% Schools% Other [SPECIFY]:

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2.	Do you have formal referral agreements with these organizations?	
	□ No	
	☐ Yes [SELECT ALL THAT APPLY]	
	☐ Centralized intake	
	☐ Hospitals	
	\square Health departments	
	☐ Prenatal clinics	
	☐ Pediatric clinics	
	☐ Child welfare services	
	□ WIC	
	☐ Schools	
	☐ Other [SPECIFY]	
3.	How frequently does staff contact women directly at these organizations?	
	\square Very frequently	
	\square Somewhat frequently	
	Rarely	
	□ Never	