

PARENTS AND CHILDREN TOGETHER (PACT) EVALUATION

INSTRUMENT (9)

**ON-LINE SURVEY
(FOR PROGRAM STAFF)**

Reference No.: 06997.172

DRAFT Staff Survey

PACT Implementation Study

December 28, 2012

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SECTION i. INTRODUCTION

The Parents and Children Together (PACT) evaluation, funded by the U.S. Department of Health and Human Services, Administration for Children and Families (ACF), is building knowledge about the effectiveness of Responsible Fatherhood and Healthy Marriage grant programs and is seeking to describe grantee programs to support replication and improvement. ACF has contracted with Mathematica Policy Research to complete the evaluation.

The length of this survey is different for different people, but on average it should take no more than 30 minutes. Your participation in this survey is important and will help us understand more about the staff that work in fatherhood and marriage and relationship strengthening programs. Your responses will be kept private and used only for research purposes. They will be combined with the responses of other staff and no individual names will be reported.

Participation in the survey is completely voluntary. There are no known risks of participating in this survey, except that you may feel uncomfortable answering some questions in the survey. You can refuse to answer those questions if you wish.

If you have any questions about the survey, please do not hesitate to contact Mathematica. You can reach Mathematica by calling 1-866-xxx-xxxx or emailing xxxxxxxx@mathematica-mpr.com.

Thank you for completing this survey.

Before starting the survey, please read and answer the statement below.

- i1. I have read the introduction and understand that the information I provide will be kept private and used only for research purposes. My responses will be combined with the responses of other staff and no individual names will be reported.
- I agree with the above statement and will complete the survey.....1
 - I do not agree with the above statement and will not complete the survey.....0 END SURVEY

i1=1
REQUIRED

- i2. Please confirm whether you work for [PREFILL RF/HM PROGRAM NAME FROM DATABASE] at [PREFILL NAME OF ORGANIZATION FROM DATABASE]?
- Select one only
- Yes, I work for [PREFILL RF/HM PROGRAM NAME FROM DATABASE].....1
 - No.....0 END SURVEY
 - Don't know.....d END SURVEY
 - Refuse.....r END SURVEY

This collection of information is voluntary and will be used to learn about [RF/HM PROGRAM NAME]. Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to [Contact Name]; [Contact Address]; Attn: OMB-PRA (0970-0403).

A. STAFF BACKGROUND

ALL
REQUIRED

A1. What is your job title?

P A ~

(STRING 0-300)

Don't know.....d

ALL
NOT REQUIRED

A2. How long have you been employed at [PREFILL NAME OF ORGANIZATION FROM DATABASE]?

MONTHS/YEARS (0-120)

Please select one button below to indicate whether you are reporting in months or years.

P A ~

Select one only

- Months.....1
- Years.....0
- Don't know.....d

ALL
REQUIRED

A3. The next questions are about your work activities at [PREFILL NAME OF ORGANIZATION FROM DATABASE]. Which of the following activities do you take part in during a typical work week on this job?

2 0 1 0
N a t

PROGRAMMER: CODE ONE PER ROW

Select one per row

		DON' T KNO W
YE S	NO	

- a. Conduct outreach to recruit potential program participants. 1 0 d
- b. Screen potential participants for program eligibility or conduct intake for new participants. 1 0 d
- c. Provide parenting and/or fatherhood education. 1 0 d
- d. Provide marriage and relationship skills education. 1 0 d
- e. Help participants prepare for or obtain employment. 1 0 d
- f. Help connect participants with needed support services or resources. 1 0 d
- g. Manage or supervise other individuals at your organization. 1 0 d
- h. Train other staff at your organization. 1 0 d
- i. Provide financial education. 1 0 d
- j. Other services (specify) 1 0 d

(STRING (NUM))

ALL
REQUIRED

A4. Did you have any of the following experiences before coming to work for [PREFILL NAME OF ORGANIZATION FROM DATABASE]?

PROGRAMMER: CODE ONE PER ROW

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on

Select one per row

	YES	NO	DON'T KNOW
a. Prior experience working with fathers?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
b. Prior experience working with couples?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
c. Prior experience working in a fatherhood program?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
d. Prior experience working in a marriage and relationship strengthening program?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
e. Prior experience providing parenting and/or fatherhood education?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
f. Prior experience providing marriage and relationship skills education?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
g. Prior experience helping individuals prepare for or obtain employment?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
h. Prior experience recruiting or enrolling participants into a voluntary program?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
i. Prior experience providing case management to individuals or couples?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
j. Prior experience managing or supervising staff?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
k. Prior experience providing financial education?	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
l. Any other relevant experience? (specify)	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>

(STRING (NUM))

A3C = 1 OR A4E = 1
NOT REQUIRED

A5. How long have you been providing parenting and/or fatherhood education?

Please account for all work you have done for current and past organizations related to parenting and/or fatherhood education.

PACT developed

MONTHS/YEARS (0-120)

Please select one button below to indicate whether you are reporting in months or years.

Select one only

- Months.....1
- Years.....0
- Don't know.....d

A3d = 1 OR A4f = 1
NOT REQUIRED

A6. How long have you been providing marriage and relationship skills education?

PACT developed

Please account for all work you have done for current and past organizations related to marriage and relationship skills education.

MONTHS/YEARS (0-120)

Please select one button below to indicate whether you are reporting in months or years.

Select one only

- Months..... 1
- Years..... 0
- Don't know..... d

A3E = 1 OR A4G = 1
NOT REQUIRED

A7. How long have you been helping individuals prepare for and obtain employment?

PACT developed

Please account for all work you have done for current and past organizations related to employment.

MONTHS/YEARS (0-120)

Please select one button below to indicate whether you are reporting in months or years.

Select one only

- Months..... 1
- Years..... 0
- Don't know..... d

SECTION B. TRAINING OPPORTUNITIES

The next questions ask about training opportunities you have received as a staff member at [PREFILL NAME OF ORGANIZATION FROM DATABASE].

ALL
REQUIRED

B1. During the past 12 months, have you participated in any professional training activities related to your work, either at your workplace or somewhere else?

E
H
-

Select one only

- Yes..... 1
- No..... 0 GO TO B4
- Don't know..... d GO TO B4

IF B1=1
NOT REQUIRED

B2. Why did you participate in these professional training activities?

EHS R&P Staff
Questionnaire –
tailored for PACT

Select all that apply

- Job requirement..... 1
- Interested in topics..... 2
- Working toward additional credentials, certificate or degree..... 3
- To update my skills..... 4
- Other (specify)..... 5
- [(STRING (NUM))]..... d
- DON'T KNOW..... d

IF B1=1
NOT REQUIRED

B3. Based on the content of the professional training activities you have completed in the past 12 months, how helpful was this training in guiding how you do your work?

E
H
S
R
&
D

Select one only

- Very helpful..... 1
- Somewhat helpful..... 2
- Not very helpful..... 3
- Don't know..... d

ALL
NOT REQUIRED

B4. A lot of factors can affect the ability of employees to obtain training. How strongly do you agree or disagree with each of the following statements about training at [PREFILL NAME OF ORGANIZATION FROM DATABASE]?

PROGRAMMER: CODE ONE PER ROW

S
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P
r
o

Select one per row

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
a. The workload and related pressures make it hard to get involved in training.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
b. Topics covered at available trainings are often too limited or irrelevant.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
c. I have concerns about the quality of available trainings.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
d. Training activities take too much time away from delivery of program services.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>

ALL
REQUIRED

B5. Overall, based on all of the training you have received at [PREFILL NAME OF ORGANIZATION FROM DATABASE], how prepared do you feel for your staff role?

Select one only

P
A
C

- Very prepared.....1
- Somewhat prepared.....2
- Not very prepared.....3
- Don't know.....d
- Refuse.....r

SECTION C. STAFF MENTORING AND SUPPORT

The questions in this section ask about the level of support you receive from other staff working at [PREFILL NAME OF ORGANIZATION FROM DATABASE], including whether you receive or provide supportive mentoring or coaching. When responding, please consider all staff working at [PREFILL NAME OF ORGANIZATION FROM DATABASE], including program managers, supervisors, case managers, group facilitators, outreach staff, trainers, etc. Staff may work either for [PREFILL RF/HM PROGRAM NAME FROM DATABASE] or another program.

ALL
REQUIRED

C1. Is there someone who mentors or coaches you at [PREFILL NAME OF ORGANIZATION FROM DATABASE], that is, someone you feel comfortable going to for guidance or feedback on your career and professional development?

P A ~

Select one only

- Yes..... 1
- No..... 0 GO TO C4
- Don't know..... d GO TO C4

C1=1
NOT REQUIRED

C2. Who serves as a mentor or coach to you in your work?

P A ~

Select all that apply

- FILL PROGRAM-SPECIFIC JOB TITLE 1..... 1
- FILL PROGRAM-SPECIFIC JOB TITLE 2..... 2
- FILL PROGRAM-SPECIFIC JOB TITLE 3..... 3
- OTHER PROGRAM-SPECIFIC JOB TITLE (SPECIFY)..... 4

C1=1
NOT REQUIRED

C3. How often do you receive feedback or guidance from a mentor or coach?

P A ~

Select only one

- Once a week or more..... 1
- Once every two weeks..... 2
- Once a month..... 3
- Less than once a month..... 4
- Only as needed..... 5
- Don't know..... d

ALL
REQUIRED

C4. Have you acted as a mentor or coach to other staff at [PREFILL NAME OF ORGANIZATION FROM DATABASE]?

P A ~

Select only one

- Yes..... 1
- No..... 0
- Don't know..... d

ALL
REQUIRED

C5. Overall, how supported do you feel by the other staff working at [PREFILL NAME OF ORGANIZATION FROM DATABASE]?

P A ~

Select only one

- Very supported..... 1
- Somewhat supported..... 2
- Not very supported..... 3
- Don't know..... d
- Refuse..... r

ALL
REQUIRED

C6. How strongly do you agree or disagree with the following statement?

P A ~

Overall, the staff at [PREFILL NAME OF ORGANIZATION FROM DATABASE] works as a team.

Select only one

- Strongly agree..... 1
- Agree..... 2
- Disagree..... 3
- Strongly disagree..... 4
- Don't know..... d
- Refuse..... r

SECTION D. SUPERVISION AND PROGRAM LEADERSHIP

The next questions ask about supervision you may receive as a staff member for [PREFILL RF/HM PROGRAM NAME FROM DATABASE]. If you have more than one supervisor, please answer these questions about the supervisor you work with the most in the [PREFILL RF/HM PROGRAM NAME FROM DATABASE].

ALL
REQUIRED

D1. Is there at least one person at [PREFILL NAME OF ORGANIZATION FROM DATABASE] whom you regard as your supervisor?

P A C

Select one only

- Yes..... 1
- No..... 0 GO TO D5
- Don't know..... d GO TO D5

D1=1
NOT REQUIRED

D2. How frequently do you have one-on-one supervision meetings?

P A C

Select one only

- Never..... 1
- Daily..... 2
- Weekly..... 3
- Bi-Weekly..... 4
- Monthly..... 5
- Once every few months..... 6
- Yearly..... 7
- Don't know..... d

D1=1
NOT REQUIRED

D3. How frequently do you participate in group supervision meetings with other staff members?

P A C

Select one only

- Never..... 1
- Daily..... 2
- Weekly..... 3
- Bi-Weekly..... 4
- Monthly..... 5
- Once every few months..... 6
- Yearly..... 7
- Don't know..... d

D1=1
 REQUIRED

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D4. Please read the following statements and decide if you strongly disagree, disagree, somewhat disagree, somewhat agree, agree, or strongly agree with each statement.

My supervisor...

PROGRAMMER: CODE ONE PER ROW

Select one per row

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	DON'T KNOW	REFUSE
a. encourages staff to spend time mentoring new employees.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
b. encourages staff to help each other with work problems.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
c. cares about me as a person.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
d. provides emotional support to me in difficult situations with fathers and couples.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
e. is appropriately flexible when it comes to applying rules.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
f. has an attitude that helps me be enthusiastic about working in social services.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
g. supports me in balancing the demands of my job with my personal life.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
h. provides the expert help I need to do my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
i. knows effective ways to work with fathers and couples.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
j. is willing to help me complete difficult tasks.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
k. encourages creative solutions.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
l. reinforces the training I receive.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
m. helps me learn and improve.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
n. is available to me when I ask for help.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
o. has expectations for my work that are challenging but reasonable.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
p. gives me clear feedback on my job performance.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
q. has helped staff develop into an effective team.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>

The final questions in this section ask about the leadership staff for [PREFILL RF/HM PROGRAM NAME FROM DATABASE]. Consider any staff member in a leadership role for your responses.

ALL
NOT REQUIRED

D5. How strongly do you agree or disagree with the following statements about the leadership at [PREFILL RF/HM PROGRAM NAME FROM DATABASE]? Leadership staff can include the director, coordinator, or manager for [PREFILL RF/HM PROGRAM NAME FROM DATABASE] or other management staff at [PREFILL NAME OF ORGANIZATION FROM DATABASE]. The leadership...

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of
Or
g

PROGRAMMER: CODE ONE PER ROW

Select one per row

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
a. inspires others with their plans for this program's future.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
b. leads by example.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
c. gets people to work together for the same goal.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
d. insists on only the best performance.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
e. treats each staff member as an individual with different needs, abilities, and aspirations.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
f. takes time to listen carefully and discuss people's concerns.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
g. encourages new ways of looking at how we do our jobs.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
h. gives special recognition to others' work when it is very good.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
i. provides well-defined performance goals and objectives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
j. emphasizes using new ideas, services, and administrative techniques, before most other organizations do.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
k. supports new ideas to help improve the quality of services offered to participants.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>

E. QUALITY OF RESOURCES AND SERVICE DELIVERY

ALL
REQUIRED

E1. Please read the following statements and decide if you strongly disagree, disagree, somewhat disagree, somewhat agree, agree, or strongly agree with that statement.

PROGRAMMER: CODE ONE PER ROW

Select one per row

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	DON'T KNOW	REFUSE
<div style="border: 1px solid black; padding: 2px; display: inline-block; vertical-align: top;"> Discontinue and </div> a. The mission of this organization is clear to me.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
b. My work reflects the organization's purpose.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
c. I feel good about what this organization does for [FATHERS OR COUPLES FROM DATABASE].	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
d. In this organization, there is more emphasis on the quality of services than on the number of participants served.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
e. I am satisfied with the salary I receive from this organization.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
f. I am paid fairly considering my education and training.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
g. I am paid fairly considering the responsibilities I have.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
h. I am satisfied with the physical work environment at this organization.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
i. I am proud to tell others that I am part of this organization.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
j. The administration shows concern for staff.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
k. Employees of this organization are respected by other community professionals.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
l. This organization is committed to my personal safety in the office.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
m. This organization is committed to my personal safety when working off-site.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
n. My professional opinions are respected in this organization.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
o. I have sufficient input in formulating policies that govern my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
p. There are strong, positive relationships between this organization and other community resource providers.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
q. I have the support to make work-related decisions when	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	DON'T KNOW	REFUSE
appropriate.								
r. Organizational management shares leadership roles with staff.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
s. This organization effectively responds to public criticism when it occurs.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>

ALL
NOT REQUIRED

E2. The next questions ask about the challenges programs may have in providing services. Do any of the following challenges exist for [PREFILL RF/HM PROGRAM NAME FROM DATABASE]?

T
h
e

H
e

PROGRAMMER: CODE ONE PER ROW

Select one per row

	YES	NO	DON'T KNOW
a. Our program does not have enough money for needed program activities.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
b. Our program does not have adequate space for program activities.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
c. Our program does not have adequate equipment and supplies for needed program activities.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
d. Our program does not have enough of the right staff to deliver services.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
e. There is a lack of administrative or support staff.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
f. There is a lack of agreement among staff on participants' needs and interests.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
g. Our program needs more interpreters or bilingual staff.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
h. Our program has difficulty notifying participants of upcoming activities.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
i. Our program has little ability to offer activities at times convenient for participants.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
j. Our program has difficulty getting participants engaged in services.	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>
k. Other (specify)	1 <input type="radio"/>	0 <input type="radio"/>	d <input type="radio"/>

(STRING (NUM))

ALL
REQUIRED

E3. Please read the following statements and decide if you strongly disagree, disagree, somewhat disagree, somewhat agree, agree, or strongly agree with each statement.

D i

PROGRAMMER: CODE ONE PER ROW

Select one per row

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	DON'T KNOW	REFUSE
a. My workload is manageable.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
b. The amount of required paperwork and other administrative tasks are manageable.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
c. There is a good match between the duties of this job and my skills and interests.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
d. There is a good fit between my family life and work life.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
e. The work I'm doing now suits me.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>
f. I would recommend this organization to others seeking employment in this field.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	d <input type="radio"/>	r <input type="radio"/>

ALL
NOT REQUIRED

E4. How strongly do you agree or disagree with the following statement?

Ba FA S Pr am Dir or Int

Frequent staff turnover is a problem for [PREFILL RF/HM PROGRAM NAME FROM DATABASE].

Select one only

- Strongly disagree..... 1
- Disagree..... 2
- Agree..... 3
- Strongly agree..... 4
- Don't know..... d

ALL
NOT REQUIRED

E5. How successfully do you think [PREFILL RF/HM PROGRAM NAME FROM DATABASE] provides each of the following services?

SOURCE: FAC

PROGRAMMER: CODE ONE PER ROW

Select one per row

	DO NOT PROVIDE THIS SERVICE	NOT VERY SUCCESSFUL	SOMEWHAT SUCCESSFUL	VERY SUCCESSFUL	DON'T KNOW
a. Parenting and/or fatherhood education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
b. Marriage and relationship skills education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
c. Job skills training	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
d. Employment assistance	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
e. GED or other basic education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
f. Occupational training or certification	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
g. Case management and/or support services	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
h. Financial education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>
i. Other services (specify)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	d <input type="radio"/>

(STRING (NUM))

F. STAFF DEMOGRAPHICS

ALL
NOT REQUIRED

The next questions ask about your background.

F1. Are you Hispanic, Latino, or of Spanish origin?

OMB

Select one only

- No, not of Hispanic, Latino or Spanish origin.....0
- Yes, Mexican, Mexican American, Chicano.....1
- Yes, Puerto Rican.....2
- Yes, another Hispanic, Latino or Spanish origin.....3
- Don't know.....d

ALL
NOT REQUIRED

F2. What is your race?

OMB

Select all that apply

- American Indian or Alaska Native.....1
- Asian.....2
- Black or African American.....3
- Native Hawaiian or other Pacific Islander.....4
- White.....5
- Other (specify).....6
- (STRING 50)
- Don't know.....d

ALL
NOT REQUIRED

F3. What country were you born in?

BSF

Select one only

- United States.....1 GO TO F5
 - Puerto Rico.....2
 - Canada.....3
 - Mexico.....4
 - Cuba.....5
 - Dominican Republic.....6
 - El Salvador.....7
 - Haiti.....8
 - Jamaica.....9
 - Guatemala.....10
 - Nicaragua.....11
 - Other Country (specify).....99
- (STRING 50)
- Don't know.....d

F3 = 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 99, d
NOT REQUIRED

F4. When did you first come to live in the United States?

BSF

|_|_|_|_| YEAR
(1900-2012)

- Don't know.....d

ALL
NOT REQUIRED

F5. What is the highest level of education you have completed?

COBRA
tailored for
PACT

Select one only

- High School: Diploma.....1
- High School: General Education Development or GED.....2
- Some college/some postsecondary vocational courses.....3
- 2-year or 3-year college degree (Associate's degree).....4
- Vocational school diploma.....5
- 4-year college degree (Bachelor's degree).....6
- Some graduate work/no graduate degree.....7
- Graduate or professional degree (e.g., MA, MBA, PH.D., JD, MD).....8
- Don't know.....d

ALL
NOT REQUIRED

F6. Are you...

Select one only

- Male.....1
- Female.....2
- Don't know.....d

ALL
NOT REQUIRED

F7. THANK YOU FOR COMPLETING THE SURVEY!