

OMB Control No: _____
Expiration Date: _____
Length of time for instrument: 1.25 hours

**ATTACHMENT 14: MIHOPE SUPERVISOR SURVEY_
12 MONTH**

8/27/2013

SUPERVISOR SURVEY – 12 MONTH

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

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

One objective of MIHOPE is to learn about the role of supervisors in home visiting programs. We are requesting that you complete this survey because you are a staff member in one of the home visiting programs participating in MIHOPE. Your answers will help us to understand your role in the home visiting program and your perspective on the home visiting program.

Your answers will be kept private to the extent allowed by law. 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.

The survey will begin on the next page.

- It will take about 1 hour and 15 minutes to complete this survey.
- 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 MDRC toll-free at 1-877-305-6372 or email mihope@mdrc.org.
- To thank you, we will be sending you a gift card for \$30.

Supervisor Survey_12 Month

A. DEMOGRAPHICS

1. What was the highest level/degree you completed in school?
 - Some High School, no degree [SKIP TO 3]
 - High School/GED [SKIP TO 3]
 - Vocational/technical training program
 - Some college, no degree
 - Training program degree (e.g, nursing diploma)
 - Associate's degree (e.g, AA, AS, ADN)
 - Bachelor's degree (e.g., BA, BS, BSN)
 - Master's degree (e.g., MA, MS, MSW, MSN)
 - Professional degree (e.g., LLB, LD, MD, DDS)
 - Doctorate degree (e.g., PhD, EdD)

2. Field of study: CHECK ALL THAT APPLY. (Responses not limited to highest degree completed.)
 - Child development
 - Early childhood education
 - Education
 - Psychology
 - Social work/Social welfare
 - Nursing
 - Other (specify)

3. Are you of Hispanic, Latino/a or Spanish origin? One or more categories may be selected.
 - No, not of Hispanic, Latino/a, or Spanish origin
 - Yes, Mexican, Mexican American, Chicano/a
 - Yes, Puerto Rican
 - Yes, Cuban
 - Yes, Another Hispanic, Latino/a or Spanish origin

4. What is your race? One or more categories may be selected.
 - White
 - Black or African American
 - American Indian or Alaska Native
 - Asian Indian
 - Chinese
 - Filipino
 - Japanese

- Korean
- Vietnamese
- Other Asian
- Native Hawaiian
- Guamanian or Chamorro
- Samoan
- Other Pacific Islander
- Other

5. What is your age?

- Under 20 years
- 20-29
- 30-39
- 40-49
- 50-59
- 60 or older

6. What is your sex?

- Male
- Female

B. EMPLOYMENT HISTORY

In this section, we would like to know about your employment history prior to working at your current agency.

1. Prior to your current position, did you have experience providing home visiting services to families?

- No [SKIP TO 4]
- Yes

2. In which models do you have prior experience providing home visiting services to families?
CHECK ALL THAT APPLY.

- Nurse Family Partnership
- Parents as Teachers
- Healthy Families America
- Early Head Start
- Other (specify): _____

3. How many total years of prior experience do you have providing home visiting services?

- Less than 1 year
- 1-2 years
- 3-5 years
- 5-10 years

More than 10 years

4. Do you have prior experience working with high risk families in any of the following settings?

CHECK ALL THAT APPLY.

- In-home child care
 Daycare
 Preschool
 School, grades K-12 (non-nurse)
 After school program
 Special education program
 Nurse
 School nurse
 Home health care
 Other health care
 Social services
 Mentoring programs
 Mental health agencies
 No prior experience
 Other (specify): _____

5. How many total years of experience supervising home visitors do you have at this or another agency?

- None
 Less than 1 year
 1-2 years
 3-5 years
 5-10 years
 More than 10 years

C. CURRENT EDUCATION AND POSITION

1. When did you begin your present job as a supervisor? Please enter the month and year in numeric format. If you cannot recall which month you began, please leave it blank.

_____Month _____Year

2. Have you completed a training program, or earned a degree, certificate, or credential since you began your present job as a supervisor?

- No [SKIP TO 5]
 High School diploma/GED [SKIP TO 4]
 Vocational/technical training program certificate

- Training program degree (e.g., nursing diploma)
- Professional credential (e.g., CDA)
- Associate's degree (e.g., AA, AS, ADN)
- Bachelor's degree (e.g., BA, BS, BSN)
- Master's degree (e.g., MA, MS, MSW, MSN)
- Professional degree (e.g., LLB, LD, MD, DDS)
- Doctorate degree (e.g., PhD, EdD)
- Other certification or licensure for your job (specify):

3. Field of study for this training program, degree, certificate or credential: CHECK ALL THAT APPLY.

- Child development
- Early childhood education
- Education
- Psychology
- Social work/Social welfare
- Nursing
- Other (specify)

4. When did you complete this training program, degree, certificate or credential? Please enter the month and year in numeric format. If you cannot recall which month you began, please leave it blank.

_____Month _____Year

5. Are you currently enrolled in school to obtain a degree, certificate, or credential?

- No, not currently enrolled [SKIP TO 7]
- High School diploma/GED [SKIP TO 7]
- Vocational/technical training program certificate
- Training program degree (e.g., nursing diploma)
- Professional credential (e.g., CDA)
- Associate's degree (e.g., AA, AS, ADN)
- Bachelor's degree (e.g., BA, BS, BSN)
- Master's degree (e.g., MA, MS, MSW, MSN)
- Professional degree (e.g., LLB, LD, MD, DDS)
- Doctorate degree (e.g., PhD, EdD)
- Other certification or licensure for your job (specify):

6. Field of study for this degree, certificate, or credential: CHECK ALL THAT APPLY.

- Child development
- Early childhood education
- Education
- Psychology
- Social work/Social welfare
- Nursing
- Other (specify)

7. How many hours do you work in a typical week?

HOURS: _____

8. In a typical week, how do these [Q2 ANSWER] hours break down across these activities?

Please enter the number of hours you spend doing each of the following activities in a typical week. You can enter part of an hour for an activity that is less than an hour. Please enter 0 for activities you do not typically complete.

Providing one-on-one supervision	_____
Providing group supervision	_____
Observation of home visits	_____
Home visiting (including first visits)	_____
Recruiting families	_____
Preparing for home visits	_____
Travel to home visits	_____
Transporting families	_____
Initial assessments and eligibility screens	_____
Time spent on the phone	_____
Staff group meetings	_____
Paperwork	_____
Data entry into computer	_____
Receiving supervision	_____
Training	_____
Other (specify amount):	_____

You indicated [HOURS] hours are spent in other activities during the week. Please describe the types of activities this entails.

Other activity types: _____

9. How likely are you to leave your present job in the next 12 months?

- Very unlikely
 Somewhat unlikely
 Somewhat likely
 Very likely

10. Do you supervise home visitors in any other home visiting programs?

- No [SKIP TO SECTION E]
- Yes

11. What model do these other home visiting programs use? CHECK ALL THAT APPLY.

- Nurse Family Partnership
- Parents as Teachers
- Healthy Families America
- Early Head Start
- Other (specify): _____

E. SUPERVISION

1. How many home visitors do you supervise? _____

2. Please rate the size of your current supervisor to home visitor ratio:

- Lighter than you are able to handle
- About right
- Heavier than you are able to handle

3. In the past 6 months, how often have you had a supervisor to home visitor ratio that was more than what you could handle effectively?

- Never
- Rarely
- Sometimes
- Often
- Always

4. About how often, on average, do you have scheduled one-on-one supervision meetings with each home visitor? *Supervision meetings are meetings in which you provide feedback or guidance on their home visiting caseload.*

- Weekly or more frequently
- Every two weeks
- Every three weeks
- Monthly
- Once every 1-3 months
- Once every 4-6 months
- Once a year
- Never

5. How often do you use a form to guide one-on-one supervision?

- All of the time (100%)
- Nearly all of the time (85%-99%)
- Most of the time (61%-84%)
- About half of the time (40%-60%)
- Some of the time (15%-39%)
- Nearly none of the time (1-14%)
- None of the time (0%)

6. About how often, on average, do you have group supervision meetings with home visitors?

- Weekly or more frequently
- Every two weeks
- Every three weeks
- Monthly
- Once every 1-3 months
- Once every 4-6 months
- Once a year
- Never

7. How do you monitor home visitor performance? CHECK ALL THAT APPLY

- Review my supervision notes
- Review specific cases in paper records
- Review specific cases in management information system
- Review reports I generate
- Review reports that are routinely generated by our program
- Other (specify): _____

F. SUPERVISION OBSERVATION

1. Do you ever observe home visitors in actual visits or by reviewing video-recordings of their visits as part of supervision?

- No [SKIP TO SECTION G]
- Views video recordings only
- Observes in person only
- Views video recordings and observes in person

2. Do you observe all home visitors or only under certain conditions? CHECK ALL THAT APPLY.

- Observes all home visitors
- Observes home visitors who are newly hired
- Observes home visitors who request to be observed
- Observes home visitors who need extra help
- Observes home visitors under other conditions (specify): _____

3. For each home visitor, about how many times do you observe a home visit?

- Less than one time per year
- One time per year
- Two times per year
- Three times per year
- Four times per year
- Five times per year
- Six to ten times per year
- Eleven or more times per year

4. Do you use any specific tool(s) for observing home visits?

- Yes, what is the name of the tool(s)? _____
- No

5. When you observe a home visit, what types of feedback do you give to the home visitor? CHECK ALL THAT APPLY Written feedback on a standard form

- Written feedback not on a standard form
- Verbal feedback with explicit areas for improvement
- Verbal feedback with little specific instruction
- I do not give feedback

G. TECHNOLOGY RESOURCES

1. Do you have laptops/tablets/iPads for use during observation of home visits?
 Yes
 No

2. Do you have an appropriate, private space to conduct one-on-one supervision?
 Yes
 No

3. How do you document your notes from supervision sessions with home visitors? CHECK ALL THAT APPLY.
 In writing on paper forms
 Electronically on laptops/tablets/iPads
 Electronically when I am at an office computer
 I do not document notes from supervision sessions [SKIP TO SECTION H]
 Other (specify): _____

4. How easy is it for you to document your notes from supervision sessions with home visitors?
 Very easy in all respects
 Easy in most respects
 Easy in some respects
 Not at all easy

5. Are any of your notes from supervision sessions entered into your program's management information session?
 Yes
 No

H. WELL-BEING

Instructions: Thinking about your relationships in general, please indicate the extent to which you agree or disagree with each of the twenty-nine statements. The scale ranges from 1 (totally disagree) to 6 (totally agree). Please select only one response for each statement. There are no wrong or right answers; please select the answer that most generally applies to you.

	Totally Disagree	Strongly Disagree	Disagree	Agree	Strongly Agree	Totally Agree
1. I feel confident that other people will be there for me when I need them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I prefer to depend on myself rather than other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I prefer to keep to myself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Achieving things is more important than building relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Doing your best is more important than getting on with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. If you've got a job to do, you should do it no matter who gets hurt.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. It's important to me that others like me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I find it hard to make a decision unless I know what other people think.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. My relationships with others are generally superficial.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Sometimes I think I am no good at all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I find it hard to trust other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I find it difficult to depend on others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I find that others are reluctant to get as close as I would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14	I find it relatively easy to get close to other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	I find easy to trust others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	I feel comfortable depending on other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	I worry that others won't care about me as much as I care about them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	I worry about people getting too close.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19	I worry that I won't measure up to other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20	I have mixed feelings about being close to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21	I wonder why people would want to be involved with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22	I worry a lot about my relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23	I wonder how I would cope without someone to love me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24	I feel confident about relating to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25	I often feel left out or alone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26	I often worry that I do not really fit with other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27	Other people have their own problems, so I don't bother them with mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28	If something is bothering me, others are generally aware and concerned.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29	I am confident that other people will like and respect me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: For each statement, please choose which best describes how you have been feeling in the past week: Rarely or none of the time; some or a little of the time (1-2 days), occasionally (3-4 days), or most of the time (5-7 days).

	Rarely or None of the Time	Some or a Little of the Time (1-2 days)	Occasionall y (3-4 days)	Most of the Time (5-7 days)
30 . I felt depressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31 . I felt that everything I did was an effort.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32 . My sleep was restless.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33 . I was happy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34 . I felt lonely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35 . People were unfriendly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36 . I enjoyed life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37 . I felt sad.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38 . I felt that people disliked me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39 . I could not get going.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I. ORGANIZATIONAL SOCIAL CONTEXT MEASURE

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J. PROGRAM OUTCOMES

Instructions: In this section, we would like to learn how *staff members* perceive their program's intended outcomes. In general, a *program outcome* is a benefit to a child, parent, or family. For example, some programs might see the improvement of prenatal health as an important outcome.

Below is a list of possible outcomes for home visiting programs. We know your program may care about all of these benefits for your families. However, we would like to get a sense of which outcomes you think **your program** believes may be more important than others. We would like you to check the box that best represents what you think your program believes about the outcome.

To help you decide on an outcome's rank, think about whether it is discussed routinely in training and supervision. Think about what staff in your agency are told about its importance. Check the box that best describes your program's ranking of this outcome.

1. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting good prenatal health, such as diet, exercise, rest, and not smoking?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All				Moderate Priority			Highest Priority			

2. Considering all of the outcomes your program aims to achieve, how much of a priority is preventing poor birth outcomes, such as pre-term birth and low birth weight?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All				Moderate Priority			Highest Priority			

3. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting breastfeeding?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All				Moderate Priority			Highest Priority			

4. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting maternal physical health outside of pregnancy, such as good nutrition, exercise, and rest?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

5. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting family planning and birth spacing?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

6. Considering all of the outcomes your program aims to achieve, how much of a priority is preventing and reducing maternal tobacco use?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

7. Considering all of the outcomes your program aims to achieve, how much of a priority is preventing and reducing maternal mental health and substance use problems?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

8. Considering all of the outcomes your program aims to achieve, how much of a priority is preventing and reducing domestic violence?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

9. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting family economic self-sufficiency, such as reaching goals for employment and education?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority					Moderate Priority					Highest Priority

at All

10. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting children's preventive health care, such as having all recommended well-child visits, being up-to-date on immunizations, and having parents baby-proof their home to prevent injuries?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

11. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting positive parenting behaviors, such as nurturing, encouraging the child's learning, and using positive behavior management techniques?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

12. Considering all of the outcomes your program aims to achieve, how much of a priority is preventing and reducing child abuse and neglect?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

13. Considering all of the outcomes your program aims to achieve, how much of a priority is promoting child cognitive and language development and social-emotional well-being?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5	6	7	8	9	10
Not a Priority at All					Moderate Priority					Highest Priority

M. IMPACTS

Please express your agreement or disagreement with the statements below. We are interested in knowing your thoughts about families who are currently receiving services or who have completed the program.

I feel that as a result of the services my program site has provided....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Expectant women are more likely to get adequate prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. More expectant women have healthy nutrition and exercise habits while pregnant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. More babies are born full-term and normal weight.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. More mothers have healthy eating and exercise habits outside of pregnancy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Mothers are more likely to space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Fewer mothers use tobacco.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Fewer mothers have problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Mothers are better able to recognize and address mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Fewer mothers are depressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Fewer mothers have high parenting stress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Mothers are better able to recognize and address partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. More mothers develop relationships with people they can count on.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. More mothers get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. More families become economically self sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Mothers are more likely to start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I feel that as a result of the services my program site has provided....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
16. More mothers use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. More mothers support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. More mothers support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Children have better cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. More children are securely attached.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Fewer children are abused or neglected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Fewer homes have safety hazards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. More children are up to date on their shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Fewer children have injuries requiring medical care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L. EXPECTATIONS

Think about the expectations that you have for the home visitors you supervise. Please express your agreement or disagreement with the statements below.

I expect home visitors to help mothers...	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develop a healthy lifestyle outside of pregnancy, such as good nutrition, exercise and preventive health care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize and deal with problem alcohol and other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I expect home visitors to help mothers...	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
drug use.							
6. Recognize and deal with mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

M. EFFECTIVENESS

Please express your agreement or disagreement with the statements below. We are interested in knowing your thoughts about the home visitors you currently supervise.

I feel I am effective in supervising home visitors in how they help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develop a healthy lifestyle outside of pregnancy, such as good nutrition, exercise and preventive health care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I feel I am effective in supervising home visitors in how they help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
5. Recognize and deal with problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Recognize and deal with mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

N. COMFORT

Please express your agreement or disagreement with the statements below. We are interested in knowing your thoughts about the home visitors you currently supervise.

I feel comfortable supervising home visitors on how they work with mothers to....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develop a healthy lifestyle outside of pregnancy, such as good nutrition, exercise and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I feel comfortable supervising home visitors on how they work with mothers to....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
preventive health care.							
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize and deal with problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Recognize and deal with mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their child's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their child's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

O. TRAINING

Think about your training and the home visitors you currently supervise at your program site. Please express your agreement or disagreement with the statements below.

I feel I am adequately trained to supervise home visitors to help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develop a healthy lifestyle outside of pregnancy, such as	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I feel I am adequately trained to supervise home visitors to help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
good nutrition, exercise and preventive health care.							
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize and deal with problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Recognize and deal with mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P. STRATEGIES AND TOOLS

Think about the strategies and tools provided by your program site. Please express your agreement or disagreement with the statements below.

My program gives home visitors useful strategies and tools to help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My program gives home visitors useful strategies and tools to help mothers....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
2. Develop a healthy lifestyle outside of pregnancy, such as good nutrition, exercise and preventive health care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize and deal with problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Recognize and deal with mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q. FEEDBACK

Think about the feedback that you provide to home visitors. Please express your agreement or disagreement with the statements below.

I am effective in giving home visitors positive and constructive feedback on how they work with mothers to....	Strongly Agree	Agree	Slightly Agree	Neutral	Slightly Disagree	Disagree	Strongly Disagree
1. Have a healthy lifestyle prenatally, such as good nutrition, exercise and prenatal care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Develop a healthy lifestyle outside of pregnancy, such as good nutrition, exercise and preventive health care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Space their births.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reduce their tobacco use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Recognize and deal with problem alcohol and other drug use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Recognize and deal with their mental health issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recognize and deal with partner violence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Get the public benefits for which they qualify.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Become economically self-sufficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Start and continue breastfeeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use positive child behavior management techniques.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Support their children's cognitive and language development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Support their children's social-emotional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Baby-proof their homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Secure high quality child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Make sure their children are up to date on shots and well child care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

R. MIECHV

The following questions are about how your program has changed recently as a result of MIECHV funding. Each question has 7 response choices, please choose the response which is closest to how you feel. You may pick a response that is between the labeled response choices.

For example, if you feel that your job is a little easier than before, you should answer as below:

At the present time, as a result of MIECHV,
My job is....

Much easier
than before

About the
same as
before

Much
harder than
before

At the present time, as a result of MIECHV,

1. My work is....

Much easier
than before

About the
same as
before

Much
harder than
before

2. My role is...

Much
clearer than
before

About the
same as
before

Much less
clear than
before

3. My responsibilities are...

Much
greater
than before

About the
same as
before

Much less
than before

4. My program site operates...

Much more
efficiently
than before

About the
same as
before

Much less
efficiently
than before

5. The time I spend on documentation is...

Much
greater
than before

About the
same as
before

Much less
than before

6. The quality of the services my site provides is...

Much higher

About the

Much lower

than before same as before than before

7. My program's benefits for families are...

Much broader than before About the same as before Much narrower than before

S. FACTORS FOR SERVICE DELIVERY

The following questions are about your role as a supervisor and your perceptions of the role of home visitors. Each question has 7 response choices between two opposite ends of the spectrum. Please choose the response anywhere along the spectrum which is closest to how you feel.

For example, if you feel that there is usually enough time in visits to do everything home visitors are expected to do, you should answer as below:

1. There is too little time in a home visit to do all the things that my program expects home visitors to do. Home visitors often have to search for things to do in order to fill up an hour.

1. There is too little time in one-on-one supervision to do all the things that my program expects me to do. I often have to search for things to do in order to fill up an hour of one-on-one supervision.

- | | | | |
|----|---|--|---|
| 2. | The home visitor's role in promoting positive parenting is too rigidly defined; they don't have the flexibility they need to tailor services. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | The home visitor's role in promoting positive parenting is not defined well enough; they don't know what they are expected to do with families. |
| 3. | The home visitor's role in addressing parenting risks is too rigidly defined; they don't have the flexibility they need to tailor services. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | The home visitor's role in addressing parenting risks is not defined well enough; they don't know what they are expected to do with families. |
| 4. | The home visitor's role in promoting family economic self-sufficiency is too rigidly defined; they don't have the flexibility they need to tailor services. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | The home visitor's role in promoting family economic self-sufficiency is not defined well enough; they don't know what they are expected to do with families. |
| 5. | My program defines service tailoring completely and provides training to build home visitors' skills in tailoring. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | My program does not define service tailoring very clearly and does not provide training in building home visitors' skills in tailoring. |
| 6. | It is clear to home visitors which parts of their job are the most important to carry out with each family. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | It is hard for home visitors to decide which parts of their job are the most important to carry out with each family. |
| 7. | The home visitor's role is only to help the mother address issues that she herself already recognizes. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | The home visitor's role is to help the mother address issues she already recognizes AND to help her recognize and address those she does not yet recognize. |
| 8. | The home visitor's role is only to help mothers who are already motivated to take action. | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | The home visitor's role is both to help mothers who are already motivated to take action AND to motivate those who are not yet ready to take action. |

9. The home visitor's role is to promote positive parenting only by reinforcing the positive parenting behaviors that she sees. The home visitor's role is to promote positive parenting BOTH by reinforcing the positive behaviors that she sees AND to promote the mother's use of alternative approaches to negative parenting that she sees.
10. The home visitor's role is to promote positive parenting only by reinforcing appropriate parenting attitudes and beliefs. The home visitor's role is to promote positive parenting by BOTH reinforcing appropriate parenting attitudes and beliefs AND to influence mothers to change inappropriate parenting attitudes and beliefs.
11. All the activities of a home visitor's role fit together in a way that makes sense. It is hard to see how all the activities of a home visitor's role fit together.
12. All of the activities home visitors are expected to carry out with families are important. I question the value of many of the activities home visitors are expected to carry out with families.
13. It is clear how working toward one program goal with a family helps achieve the other program goals as well. The goals of my program don't fit together well; working toward one program goal is a distraction from working toward other program goals.
14. I guide home visitors in how to tailor services to each family. I let home visitors decide on their own how to tailor services to each family.
15. I guide home visitors in how to work with families when the family's goals are different from our program site's goals. I let home visitors decide on their own how to balance program goals and family goals.

T. HEALTH CARE SERVICES

1. Does your program expect home visitors to assure that the mother has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

2. Has your program provided you with excellent training to supervise home visitors in how to assure that the mother has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

3. Does your program have resources available to help home visitors assure that the mother has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

4. Does your program expect home visitors to assure that the child has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

5. Has your program provided you with excellent training to supervise home visitors in how to assure that the child has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

6. Does your program have resources available to help home visitors assure that the child has health care coverage or access to a clinic that provides free or low-cost care?

- No
 Yes

U. RESOURCES AVAILABLE TO YOU

Instructions: Next, we are interested in the guidance you provide to home visitors in your caseload regarding these service areas.

Service Area

- A. **Prenatal Health**
- B. **Maternal Physical Health**
- C. **Substance Use**
- D. **Stress and Mental Health**
- E. **Healthy Adult Relationships**
- F. **Family Economic Self-Sufficiency**
- G. **Parenting to Support Child Development**
- H. **Parenting to Support Child Health**

1. On average, about how often do you provide a home visitor with guidance about [SERVICE AREA] ?
 - Never [SKIP TO 3]
 - Once a week
 - Once every two weeks
 - Once a month
 - Once every couple of months
 - Once every 6 months
 - Once a year
 - Less frequently than once a year

2. Overall, how responsive have home visitors been to your guidance concerning [SERVICE AREA] ?
 - None are responsive
 - A few are responsive
 - About half are responsive
 - Most are responsive
 - All are responsive

3. Besides you, do your home visitors have easy access to one or more other professionals to consult with about [SERVICE AREA] ?
 - No [SKIP TO Q1 FOR NEXT SERVICE AREA]
 - Yes
 - Not sure [SKIP TO Q1 FOR NEXT SERVICE AREA]

4. As part of supervision, how often do you suggest home visitors consult with these professionals about [SERVICE AREA] ?
 - Never
 - Once a week
 - Once every two weeks
 - Once a month
 - Once every couple of months
 - Once every 6 months

- Once a year
- Less frequently than once a year

5. How many of your home visitors have accessed these professionals in the past six months?

- None
- A few
- About half
- Most
- All
- Don't Know

6. How helpful do you believe these professionals have been to your home visitors?

- Never helpful
- Rarely helpful
- Sometimes helpful
- Frequently helpful
- Always helpful

[GO TO Q1 FOR NEXT SERVICE AREA]

V. RATING OF SUPERVISION

1. For this question, we would like you to think about what occurs day-to-day at your work place. Read the following statements and consider how true they are for you and your place of employment. Please rank the following statements on a scale with 1 being the lowest and 5 being the highest:

	Strongly Disagree	Disagree	Neutra 	Agree	Strongly Agree
	1	2	3	4	5
a. I have adequate support from my supervisor to make appropriate decisions in my day-to-day work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My supervisor encourages my input and respects my ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My supervisor is responsive to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My supervisor is knowledgeable about the specific work I do (e.g., issues related to families and children).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. This question also asks you to think about your own direct supervisor. The chart below lists traits that may or may not describe your supervisor. Please rank the following traits for your supervisor on a scale with 1 being the lowest and 5 being the highest:

	Not at all True	Somewhat Not True	Neutral	Somewhat True	Very True
	1	2	3	4	5
a. Positive attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Team player/inclusivity of decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Approachability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Patience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Understanding and empathy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Ability to set boundaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Respectfulness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Supportive advocate for staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Appreciative of individual skills, needs, and interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Accessible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Helps me solve problems and get information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Instructions: The following table describes areas towards which supervisors work at becoming successful. Think about your own direct supervisor and rank how strong you believe s/he is in each of these areas. Use the description below for the definition of each numbered ranking. If you have never observed your supervisor in this area, select N/A.

Rankings are defined as:

1. Serious Issue - A pressing need to address.
2. Weakness - Results have fallen short in this area.
3. Skilled/OK - The manager does what is expected and is about the same as most others.
4. Talented - Notable strength in this area; manager is better than most and could be a coach in this area.
5. Towering Strength - Manager is outstanding in this area and is a role model.

Please rank how strong you believe your supervisor is in each of these areas:

	1 Serious Issue	2 Weakness	3 Skilled /OK	4 Talented	5 Towering Strength	N/A
a. Listening:						

	1 Serious Issue	2 Weakness	3 Skill d /OK	4 Talent d	5 Towerin g Strength	N/ A
Practices attentive and active listening. Has patience to hear people out. Can accurately restate the opinions of others even when not in agreement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Composure:						
Is cool under pressure. Does not become defensive or irritated when times are tough. Is considered mature. Can be counted to hold things together during tough times. Can handle stress. Is not knocked off balance by the unexpected. Is a settling influence in a crisis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Decision-Making Ability:						
Makes good decisions based on a mixture of analysis, wisdom, experience, and judgment. Most solutions or suggestions turn out to be correct and accurate. Sought out by others for advice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d Sociocultural Diversity:						
Deals effectively with all races, nationalities, cultures, disabilities, and ages, and both sexes. Supports fair and equal treatment for all. Is aware of sociocultural issues and their effect on clients and colleagues. Makes room for sociocultural discussion in team discussions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e Knowledge Base						
Has mastery of the content of early childhood development and early childhood mental health. Knows how to engage families and is effective at intervention strategies. Is a resource for other team members. Shares knowledge readily and effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Directing/Supervising Others:						
Is good at establishing clear guidelines. Sets stretch goals. Distributes workload appropriately. Lays out work in a well-	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	1	2	3	4	5	
	Seriou	Weak	Skille	Talente	Towerin	N/
	s Issue	-ness	d	d	g	A
			/OK		Strength	

planned manner. Maintains two-way dialogue. Brings out the best in people. Is a clear communicator. Provides support as needed. Helps others meet their goals.

g Informing:

Provides the information people need to know to do their jobs and feel good about being a member of the team. Provides individuals with information so that they can make accurate decisions. Is timely with information.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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h Motivating Others:

Knows what motivates others or how to do it. People who work with the supervisor want to do their best. Empowers others. Many people want to work for this leader. Is a good reader of others. Motivates others.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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i. Training Ability:

Conceptualizes and organizes ideas for effective learning. Balances content and process in training. Is able to create training materials that are helpful to others. Is able to present ideas to a diverse group. Is well prepared. Facilitates training well.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------