

**Form Approved**  
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## Informed Consent

ICF International is working with the Centers for Disease Control and Prevention (CDC) on a study to understand how Temporary Assistance to Need Families (TANF)/Colorado Works and child welfare work together to assist families and how their policies affect rates of child maltreatment. The findings from this project may be used to inform other agencies throughout the country.

- Your participation in this survey is voluntary. Whether or not you take part in this survey will not affect your job or your relationship with your colleagues. Your supervisor will not be made aware of your participation in this survey and they will not have access to the information in the survey.
- All of the information that we collect from you is secure and the only people that will have access to this information are the researchers who are conducting this project.
- The survey should take about 5-10 minutes to complete.
- If you have questions about this survey or project, you may contact the project director, Cathy Lesesne at (404) 321-3211 or [Catherine.Lesesne@icfi.com](mailto:Catherine.Lesesne@icfi.com)

By advancing to the next screen, you are agreeing to complete this survey.

## Respondent Information

**\*1. Job title**

**\*2. In what year did you begin working at the Colorado State Department of Human Services (e.g., "1998")?**

## Survey Introduction

In this survey, we will be asking questions about service integration. We define service integration as the coordination of TANF/Colorado Works and child welfare policies and processes that link services across service boundaries for newly identified clients, dual-system clients, or clients with multiple co-occurring needs. Integration can be used to describe a range of activities, such as several agencies providing a service at one location and the creation of shared planning and budgeting. We use the term integration here to describe the activities taking place between TANF/Colorado Works (“welfare”) and child welfare agencies or divisions.





The next set of questions looks at areas that could present barriers to collaboration or services integration between Child Welfare and Colorado Works. Whether or not you view collaboration and integration between these systems as desirable or useful, your assessment of barriers to integration efforts is extremely helpful.

**\*7. On a scale of zero to four (0 = not a barrier, 4 = substantial barrier), what is your perception of how much each of the following items serve as a barrier to collaboration between and integration of Colorado Works and Child Welfare services?**

	0 -Not a barrier	1	2 -Moderate barrier	3	4 -Substantial barrier
Extent of agency consensus on appropriate integration model	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A common assessment tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A common client information system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to share client information between programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High staff workloads (difficult to add additional tasks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulty in hiring new staff (lack of availability)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human resources classification limitations and/or union constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle manager or supervisor commitment to integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Line staff commitment to integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extent of line staff understanding of need for services integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**\*8. On a scale of zero to four (0 = not a barrier, 4 = substantial barrier), what is your perception of how much each of the following items serve as a barrier to collaboration between and integration of Colorado Works and Child Welfare services?**

	0 -Not a barrier	1	2 -Moderate barrier	3	4 -Substantial barrier
Challenges with blending Colorado Works and Child Welfare funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colorado Works client's fear of potential Child Welfare involvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integration not a high priority for executive staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competing/conflicting goals for the two programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competing/conflicting client timelines for the two programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colorado Works restrictions on serving families while the child is out of the home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extent of flexibility in the Colorado TANF Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extent of flexibility in Colorado Child Welfare laws / regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public perception or spotlight on social services agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of adequate training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If "Other", please specify response here.



**9. Please provide any additional comments you want us to know about the level or nature of integration between Child Welfare and TANF services.**

Thank you very much for taking the time to fill out this survey! If you have any questions about this survey or the study, please feel free to contact Cathy Lesesne at (404) 321-3211 or [Catherine.Lesesne@icfi.com](mailto:Catherine.Lesesne@icfi.com).