**OMB Control No.: xxxx-xxxx**

**Expiration Date: xx/xx/20xx**

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# Capacity Survey - CBCC Service Recipients

(Administered once to CQI Workshop participants one year post-CQI workshop). Below are skills and approaches that people sometimes use and develop when working on solving problems, or developing strategies to make improvements to their services or agency’s functioning. **No group is expected to have, or develop, all of these skills.**

Please think about the group of people from your CIP who are currently working with the Center for Courts on *(prefill name of component from CapTRACK)* and describe the group’s **current knowledge** for each task listed. Then please give us your opinion of the group’s knowledge **prior to working with *Center for Courts*** *(prefill date CQI workshop attended).*

| ***CM Knowledge & Skills*****Constructs (Steps construct found)** | **CURRENT KNOWLEDGE** | **BEFORE OUR WORK with Center for Courts** |
| --- | --- | --- |
|  | **Not knowledgeable at all** | **Slightly knowledgeable** | **Moderately knowledgeable** | **Very knowledgeable** | **Extremely knowledgeable**  | **Not knowledgeable at all** | **Slightly knowledgeable** | **Moderately knowledgeable** | **Very knowledgeable** | **Extremely knowledgeable**  |
|  |
| When we want to explore a problem, or make an improvement in our services, we know how to: |  |
| Engage Partners (Step 2,3,4,5) | 1. Identify who in in our dependency court system we should involve, and why
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Engage Partners (Step 2,3,4,5) | 1. Identify which of our external partners/community members we should involve, and why
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Seek Data (Steps 1,3,4) | 1. Identify a variety of data sources and types of information that we have, or that we can collect, to explore an issue that we are concerned about
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Analyze data (Steps 1,3,4,10,11) | 1. Assess how widespread or prevalent an issue is
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Identify the groups that are most and least impacted by the issue we are exploring
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Generate theories and ideas based on our data and information about what causes or contributes to the issue
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
|  |
| When considering ways that we might make improvements to our services, we know how to: |  |
| Use Research (Steps 4,5,6) | 1. Find research, and/or peers with expertise, to help us think about how we might make improvements
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Assess Capacity (Step 1, 5, 7, 8, 12) | 1. Consider whether strategies fit our dependency court’s values and needs
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Assess Capacity (Step (1,5,7,8,12) | 1. Assess our current capacity, and determine whether it is feasible for us to implement a strategy that will lead to improvements
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
|  |
| When we select, or design strategies, programs, or interventions to make improvements, we know how to: |  |
| Design Innovation (5,6) | 1. Identify the core activities that make up our strategy and how these activities must be performed in order for our strategy to work
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Identify specific behaviors that will let us know whether our strategy is being performed as intended
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
|  |
| When we are planning on implementing a strategy, program or intervention, we know how to: |  |
| Build Capacity (Steps 7,8) | 1. Develop capacities that will need to be in place, so that we can successfully implement what we intend
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Implement-ation (Step 9) | 1. Consider whether to pilot, or to conduct a phased implementation of our strategy
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 |  4 | 5 |
| Implement-ation (Steps (7,9,10,11,12) | 1. Monitor implementation of our strategy and identify and solve problems as they arise
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
|  |
| When we want to evaluate the improvements we are trying to make, we know how to: |  |
| Design Evaluation (4,6) | 1. Develop indicators and outcomes that let us know whether the core activities of our strategy are being implemented as intended
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Design Evaluation (4,6) | 1. Develop indicators and outcomes that let us know whether the problem or issue we are working on is improving
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Use Data (9,10,11,12) | 1. Use the results of our analysis to make adjustments to our activities
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
|  |

Please think about your **current** work with Center for Courts on *(prefill name of work plan)* and choose the response that best reflects your opinion **now.**

Please then provide us with your opinion **prior to working with *Center for Courts* (***First administration: prefill date CQI workshop attended.*

| **Assessment of Capacities: Org Culture/Climate, Engagement/Partnership, Resources, Infrastructure (Governance/Decision making)** | **NOW** | **BEFORE OUR WORK with Center for Courts** |
| --- | --- | --- |
|  |  | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly Agree** | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly Agree** |
| Org Culture/ Climate: Leadership | 1. The issue we are working on with the Center for Courts is important to our dependency court’s judicial leadership
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Org Culture/ Climate: Leadership | 1. Dependency court’s judicial leadership is involved in working on this issue
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Org Culture/ Climate: Norms/Values | 1. The people in our CIP that are receiving capacity building services from Center for Courts agree on the purpose and goals of the work
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Org Culture/ Climate: Workforce | 1. I think our dependency court system will continue to sustain our work on this issue over time
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Resources: staffing | 1. The team that plans and guides our work on this issue has enough time to do so
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Infrastructure: Governance/ Decision Making | 1. The team that plans and guides our work on this issue is able to make decisions and move the work forward
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Engagement/partnership: internal | 1. We used input from judges and/or other stakeholders within the dependency court system to develop a solution to the issue we are working on
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| Engagement/partnership: external | 1. We used input from our external partners (outside of the dependency court system) to help us develop a solution to the issue we are working on
 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |

|  |  |
| --- | --- |
| **Infrastructure: Policies & Procedures** | 1. Does your work with the Center for Courts on *(prefill name of work plan)* include **writing, or revising** **court rules and/or policies**?
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(move to Reasons Q)*
 | * **Not sure** *(move to next Infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing **court rules and/or policies** adequately support this *work* *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **Before working with Center for Courts** |
| Where are you **NOW** in your planning/ implementation of these court rules and/or policies? | Where were you **before working with Center for Courts** in your planning/implementation of these court rules and/or policies? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the **court rules and/or policies** you have implemented, please check if you agree with the following:**Court rules and/or policies** that we’ve implemented with Center for Courts:* Are widely known; those who are expected to follow these court rules have /policies have access to them, and they have received training to ensure their understanding of them
* Include structures in place for legal and judicial professional to be able to provide feedback related to court rules /polices, such as barriers to enacting policies, and suggestions for improvement

*(move to One Year Ago Q)* | Quality indicators: In thinking about the **court rules and/or policies** you implemented, please check if you agree with the following:Before working with Center for Courts, **Court rules and/or policies** that we implemented:* Were widely known; those who were expected to use these court rules /polices had access to, and had received training to ensure their understanding of them
* Included structures in place for legal and judicial professionals to be able to provide feedback related to court rules /polices, such as barriers to enacting policies, and suggestions for improvement

(move to next infrastructure Q) |

|  |  |
| --- | --- |
| **Infrastructure: Staff Selection/ Recruitment** | 1. Does your work with Center for Courts on *(prefill name of work plan)* include developing or improving processes for **identifying, hiring, and/or selecting qualified** **people** for the right tasks and roles?
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to Reasons Q)*
 | * **Not sure** *(move to next Infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing identifying/hiring/selecting processes adequately support this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **Before our work with Center for Courts**  |
| Where are you **NOW in** your development or **improvement of identifying, hiring, and/or selecting qualified people for the right tasks and roles?** | Where were you **before working with Center for *Courts***in thedevelopment or improvement of **your identifying, hiring, and or selecting qualified people for the right tasks and roles?** |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the activities you have implemented, please check if you agree with the following:Our work with Center for Courts that we implemented on **to identify, hire, and/or select qualified people includes:*** Clear job descriptions outlining job expectations and accountability
* Processes to consider recruitment data, training data, and retention rates, in order to assess how well our selection/hiring process was working.

*(move to One Year Ago Q)* | Quality indicators: In thinking about theactivities you implemented, please check if you agree with the following:Before working with Center for Courts *(prefill date work plan began)*, our work that we implemented to **identify, hire, and/or select qualified people** included:* Clear job descriptions outlining job expectations and accountability
* Processes to consider recruitment data, training data, and retention rates, in order to assess how well our selection/hiring process was working.

*(move to next infrastructure Q)* |

|  |  |
| --- | --- |
| **Infrastructure: Training**  | 1. Does your work with Center for Courts on *(prefill name of work plan)*include **developing or improving training, or a training system?**
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing Training /Training Systems adequately support this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your development or improvement of training? | Where were you **before working with Center for Courts** in your development or improvement of training? |
| **Have not started work yet** *(move to next Infrastructure Q)* | **Planning/ designing/ developing** *(move to One Year Ago Q)* | **Starting to Implement/Put in place** *(move to One Year Ago Q)* | **Partly implemented/Put in place** *(move to One Year Ago Q)* | **Fully implemented/ In place***(continue to Quality indicators)* | **Had not started to work on** *(move to next Infrastructure Q)* | **Planning/ designing/ developing** *(move to next Infrastructure Q)* | **Starting to Implement/ Put in place***(move to next Infrastructure Q)* | **Partly implemented/ Put in place***(move to next Infrastructure Q)* | **Fully implemented/ In place***(continue to Quality indicators)* |
| Quality indicators: In thinking about the training, or training system improvements you have implemented, please check if you agree with the following:**Training/training system** improvements implemented with Center for Courts include:* Data collection and analysis to determine effectiveness of training
* Results of analysis of training data are forwarded to judicial and legal staff

*(move to One Year ago Q)* | Quality indicators: In thinking about the training, or training system improvements you implemented, please check if you agree with the following:Before working with Center for Courts, our work onimplementing **training/ training system** improvements included:* Data collection and analysis to determine effectiveness of training
* Results of analysis of training data are forwarded to judicial and legal staff

*(move to next infrastructure Q)* |

|  |  |
| --- | --- |
| **Infrastructure: Supervision** | 1. Does your work with Center for Courts on *(prefill name of work plan)* include developing or improving **supervisory and other processes (beyond training) to coach, mentor, and/or support court professionals?**
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing system adequately coaches and supports professionals do this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your development/improvement of supervisory or other processes to coach and support professionals/staff? | Where were you **before working with Center for Courts** in your development/improvement of supervisory or other processes to coach and support professionals/staff? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the activities you have implemented, please check if you agree with the following:**Supervisory or other coaching/mentoring processes** that we’ve implemented with Center for Courts include:* Direct observation of work by supervisors/mentors/coaches, which is followed by immediate feedback to those whose skills are observed
* Evidence that those who receive coaching/mentoring routinely improve their skills

*(move to One Year ago Q)* | Quality indicators: In thinking about the activities you implemented, please check if you agree with the following:**Supervisory or other coaching/mentoring processes** that were implemented before working with Center for Courts *(prefill date of work plan)* included:* Direct observation of work by supervisors/mentors/coaches, which was followed by immediate feedback to those whose skills were observed
* Evidence that those who received coaching/mentoring routinely improved their skills

*(move to next Infrastructure Q)* |

|  |  |
| --- | --- |
| **Infrastructure: Evaluation/CQI** | 1. Does your work with Center for Courts on *(prefill name of work plan)* includedeveloping or improving **data collection, using data to make decisions and improvements, and/or evaluation efforts?**
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing data collection/data use/evaluation activities adequately support this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your planning/ implementation of these data collection, data use, and/or evaluation activities? | Where were you **before working with Center for Courts** in your planning/implementation of these data collection, data use, and/or evaluation activities? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the activities improvements you have implemented, please check if you agree with the following:**Data collection/data use/evaluation** activitiesthat we’ve implemented with Center for Courts include:* Reliable data collection (standardized protocols, trained data collectors)
* Data that is frequently used to make program adjustments

*(move to One Year Ago Q)* | Quality indicators: In thinking about the activities you implemented, please check if you agree with the following:**Data collection/data use/evaluation** activitiesthat were implemented before working with Center for Courtsincluded:* Reliable data collection (standardized protocols, trained data collectors)
* Data that was frequently used to make program adjustments

*(move to next Infrastructure Q)* |

|  |  |
| --- | --- |
| **Infrastructure: Communication structures - External** | 1. Does your work with Center for Courts on *(prefill name of work plan)* involvedeveloping or improving **communication with external partners, the community, and/or the public?**
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing communication with external partners/the community adequately support this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your development or improvement of strategies to communicate with external partners/the community? | Where were you **before working with Center for Courts** in your development or improvement of strategies to communicate with external partners/the community? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the strategies that you have implemented, please check if you agree with the following:**External communication strategies** that we’ve implemented with Center for Courts include:* Strategies that encourage external partners and/or the broader community to ask questions about our work, and allow them to provide feedback on how our work is impacting them
* External partners’ concerns are taken into account when decisions are made related to our work

*(move to One Year Ago Q)* | Quality indicators: In thinking about the strategies you implemented, please check if you agree with the following:**External communication strategies** that were implemented before working with Center for Courtsincluded:* Strategies that encouraged our external partners and/or the broader community to ask questions about our work, and allowed them to provide feedback on how our work was impacting them
* External partners’ concerns were taken into account when decisions were made related to our work

 *(Move to next Q)* |

|  |  |
| --- | --- |
| **Infrastructure: Communication structures - Internal** | 1. Does your work with Center for Courts on *(prefill name of work plan)* involve developing or improving **internal communication within the *dependency court system?***
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, our existing internal communication within the dependency court system adequately support this work *(move to next infrastructure Q)*
* No, we are/have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your planning/ implementation of these internal communication activities? | Where were you **before working with Center for Courts** in your planning/implementation of these internal communication activities? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the activities you have implemented, please check if you agree with the following:**Internal communication strategies** that we’ve implemented with Center for Courts include:* Structures that obtain and analyze feedback from legal professionals within our dependency court system
* Taking the concerns of legal professionals within our dependency court system into account when decisions are made related to our work

*(move to One Year Ago Q)* | Quality indicators: In thinking about the activities you implemented, please check if you agree with the following:**Internal communication strategies** that were implemented before working with Center for Courts included:* Structures that obtain and analyze feedback from legal professionals within our dependency court system
* Taking the concerns of legal professionals within our dependency court system into account when decisions were made related to our work

*(move to next Infrastructure Q)* |

|  |  |
| --- | --- |
| **Knowledge and Skills: Practice- Innovation Specific** | 1. Does your work with Center for Courts on *(prefill name of work plan* involve **increasing knowledge and/or skills within the dependency court system?**
 |
| * **Yes** *(move to NOW Q)*
 | * **No** *(Move to reasons Q)*
 | * **Not sure** *(move to next infrastructure Q)*
 |
|  | **If no, check the closest reason why not:*** No, we are focusing efforts elsewhere at this time *(move to next infrastructure Q)*
* No, the current level of knowledge and skills within our *dependency court system* adequately support this work *(move to next infrastructure Q)*
* No, we are /have recently worked on this ourselves or with others, but we are not addressing it with Center for Courts *(move to next infrastructure Q)*
 |  |
| **NOW** | **ONE YEAR AGO** |
| Where are you **NOW in** your improvement of skills and *knowledge within the dependency court system?* | Where were you **before working with Center for Courts** in your planning/implementation of developing skills within your dependency court system? |
| **Have not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing/** *(move to One Year Ago Q)* | **Starting to Implement** *(move to One Year Ago Q)* | **Partly implemented** *(move to On Year Ago Q)* | **Fully implemented***(continue to Quality indicators)* | **Had not yet started work** *(move to next Infrastructure Q)* | **Planning/ designing** *(move to next Infrastructure Q)* | **Starting to Implement** *(move to next Infrastructure Q)* | **Partly implemented** *(move to next Infrastructure Q)* | **Fully implemented***(continue to Quality indicators)* |
| Quality indicators: In thinking about the implementation of these increased knowledge and skills, please check if you agree with the following:Our work with Center for Courts to increase **knowledge and skills** that we have implemented includes:* Measuring knowledge/skills, with results showing skills have increasedMeasuring fidelity, with results showing a high level of fidelity to the new practice

*(move to One Year Ago Q)* | Quality indicators: In thinking about the implementation of these increased knowledge and skills, please check if you agree with the following:Our work to **increase knowledge and skills** that was implemented before working with Center for Courtsincluded: * Measuring knowledge/skills, with results showing skills had increased
* Measuring fidelity, and results showed a high level of fidelity to the new practice

*Move to next Q* |

Please think about the group of people from your CIP who are currently working with Center for States on *(prefill name of work plan)* and describe the group’s **current knowledge** for each question below. Then please give us your opinion of the group’s knowledge **before working with Center for Courts** *(prefill date CQI workshop attended)/second administration: prefill date of last survey administered one year ago).*

|  |  |  |
| --- | --- | --- |
| ***CM Knowledge - Approach (Approach introduced in Phase)*** | **CURRENT KNOWLEDGE** | **BEFORE working with the Center for States /ONE YEAR AGO** |
| **By working with Center for Couts, our team has developed knowledge in:**  | **Not knowledgeable at all** | **Slightly knowledgeable** | **Moderately knowledgeable** | **Very knowledgeable** | **Extremely knowledgeable**  | **Not knowledgeable at all** | **Slightly knowledgeable** | **Moderately knowledgeable** | **Very knowledgeable** | **Extremely knowledgeable**  |
| 1. the Change and Implementation Process, which includes tasks to help us identify and understand needs, develop strategies to address those needs, and then implement and evaluate those strategies

(Overall Approach) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Phase I, Identify and Assess Needs and Opportunities, which includes tasks to help us identify a need or opportunity to be addressed, form teams to guide the change process, and gather data and explore the problem in depth

(Phase 1) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Phase 2: Develop Theory of Change, which includes tasks that help us to develop a theory to address the causes of the need or opportunity

 (Phase 2) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Phase 3. Select and Adapt/Design Intervention, which includes tasks to help us identify, research, and select from possible interventions, and adapt existing interventions or design new ones

(Phase 3) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Phase 4: Plan, Prepare, and Implement, which includes tasks to help us assess readiness and plan for implementation of the intervention(s), build capacity to support implementation, and pilot and/or stage implementation of the intervention

(Phase 4) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |
| 1. Phase 5: Evaluate and Apply Findings, which includes tasks that help us to: Collect and use data to adjust the intervention and/or implementation strategies, evaluate to measure implementation quality and short and long-term outcomes, and make decisions to further spread, adjust, or discontinue the intervention

(Phase 5) | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 |

1. **What is your team, or group receiving services, able to do --or able to do better-- that you weren’t able to before receiving services from Center for Courts*?*** *(open ended)*
2. **What is challenging for you in your work with Center for Courts?** *(open ended)*
3. **Is there anything else you would like us to know about your work with the Center for Courts?** *(open ended)*