OMB Control No.: xxxx-xxxx Expiration Date: xx/xx/20xx

THE PAPERWORK REDUCTION ACT OF 1995 (Pub. L. 104-13) Public reporting burden for this collection of information is estimated to average 18 minutes per response, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number.

## Capacity Survey - Center for States

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.** 

#### **Administration One:**

Please think about the group of people from your child welfare agency who are currently working with the Center for States\_on (<u>prefill name of component from CapTRACK</u>) and describe the group's **current knowledge** for each task listed. Then please give us your opinion of the group's knowledge **before your work with Center for States** (First administration: prefill date work plan began from CapTRACK).

#### **Administration Two and Three:**

Please think about the group of people from your child welfare agency who are currently working with Center for States on (<u>prefill name of component from CapTRACK</u>) and describe the group's **current knowledge** for each task listed. Then please give us your opinion of the group's knowledge **one year ago** (prefill date of last survey administration from CapTRACK).

CM Knowle Constructs (	_	e & Skills os construct found)							BEFORE working with Center for States/ ONE YEAR AGO				
			Not knowledge able at all	knowledge	_		_		_	Moderately knowledgea ble	knowledge	Extremely knowledge able	
		vant to explore a problem, or make an improvement in s, we know how to:											
Engage Partners (Step 2,3,4,5)	1. Identify who in in our agency we should involve, and				3	4	5	1	2	3	4	5	
Engage Partners (Step 2,3,4,5)	2.	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)	3. Identify a variety of data sources and types of information that we have or that we can collect to				3	4	5	1	2	3	4	5	

Purple = constructs/evaluation references, will not be visible on actual survey; Blue = administration/programming instructions, not visible on survey; (italics = customized prefill)

	edge & Skills Steps construct found)		CURRE	NT KNOW	/LEDGE		BEFORE	_	with Cente YEAR AGC		tes/ ONE
,		Not knowledge able at all	Slightly knowledge able	Moderately knowledge able		Extremely knowledg eable	Not knowledge able at all	Slightly knowledge able	Moderately knowledgea ble		Extremely knowledge able
	4. Assess how widespread or prevalent an issue is	1	2	3	4	5	1	2	3	4	5
Analyze data (Steps	5. 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
1,3,4,10,11)	6. 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
	considering ways that we might make improvements to our s, we know how to:										
Use Research (Steps 4,5,6)	7. 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)	8. Consider whether strategies fit our agency's values and needs	1	2	3	4	5	1	2	3	4	5
Assess Capacity (Step (1,5,7,8,12)	9. 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
	ve select, or design strategies, programs, or interventions) e improvements, we know how to:										
Design Innovation	10. 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
(5,6)	11. 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
	ve are planning on implementing a strategy, program or ntion, we know how to:										
Build Capacity (Steps 7,8)	12. 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)	13. Consider whether to pilot, or to conduct a phased implementation of our strategy	1	2	3	4	5	1	2	3	4	5

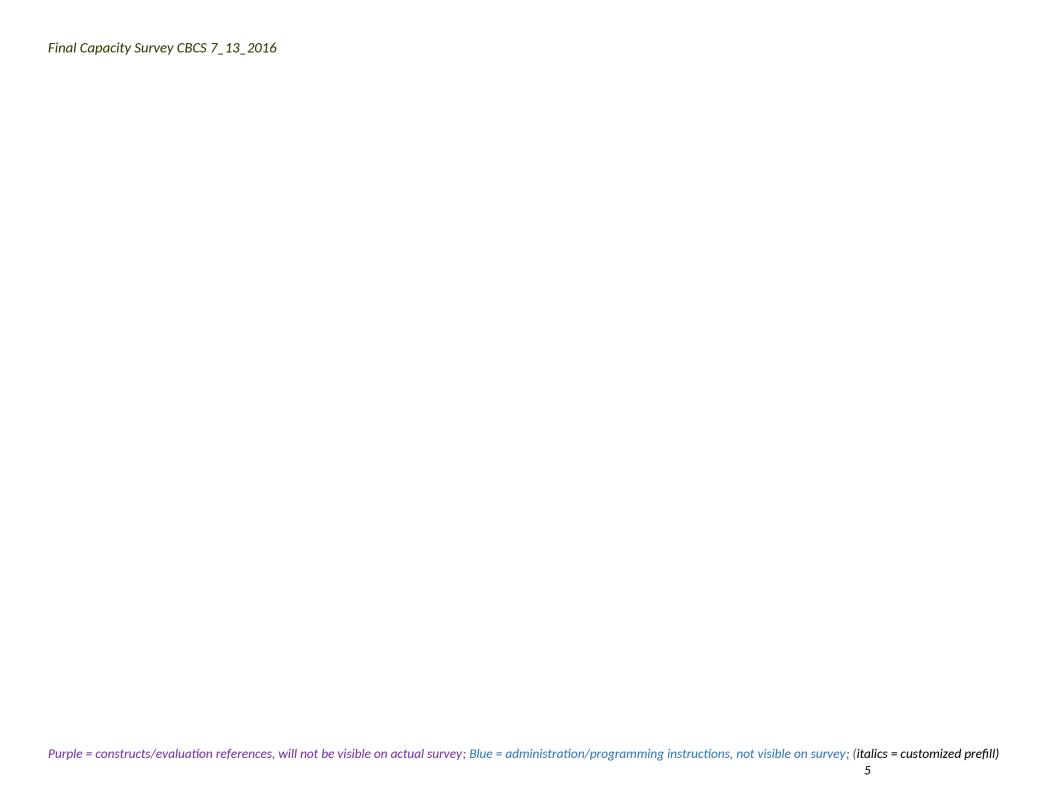
### Final Capacity Survey CBCS 7\_13\_2016

CM Knowled Constructs (S	lge & Skills teps construct found)		CURRE	NT KNOW	LEDGE		BEFORE		with Cente YEAR AGO		tes/ ONE
		Not Sligl knowledge kno able at all able				Extremely knowledg eable	knowledge	Slightly knowledge able	Moderately knowledgea ble	knowledge	Extremely knowledge able
Implement- ation (Steps (7,9,10,11,12)	14. Monitor implementation of our strategy and identify and solve problems as they arise	1	2	3	4	5	1	2	3	4	5
	e want to evaluate the improvements we are trying to e know how to:										
Design Evaluation (4,6)	15. 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)	16. 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)	17. Use the results of our analysis to make adjustments to our activities	1	2	3	4	5	1	2	3	4	5

Some jurisdictions may be working with the Capacity Building Center for States on more than one issue. For this survey, please think about your current work on (prefill name of component from CapTRACK) and choose the response that best reflects your current opinion.

Please then provide us with your opinion as it was (**before working with Center for States/one year ago**) (First administration: prefill date work plan began from CapTRACK)/second administration: prefill date of last survey administered one year ago).

	of Capacities: Org Culture/Climate, Engagement/Partnership, frastructure (Governance/Decision making)			NOW			BEFOR		g with Ce E YEAR A		States/
		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Org Culture/ Climate: Leadership	18. The issue we are working on with the Center for States is important to our leadership	1	2	3	4	5	1	2	3	4	5
Org Culture/ Climate: Leadership	19. Leadership is involved in working on this issue	1	2	3	4	5	1	2	3	4	5
Org Culture/ Climate: Norms/Values	20. The people in our agency receiving capacity building services from Center for States agree on the purpose and goals of the work	1	2	3	4	5	1	2	З	4	5
Org Culture/ Climate: Workforce	21. I think our agency will continue to sustain our work on this issue over time	1	2	3	4	5	1	2	3	4	5
Resources: staffing	22. 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	23. 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	24. We used input from agency staff to develop a solution to the issue we are working on and/or develop our project	1	2	3	4	5	1	2	3	4	5
Engagement/ partnership: external	25. We used input from external partners to develop a solution to the issue we are working on	1	2	3	4	5	1	2	3	4	5



								-				
Infrastructur Procedures	e: Policies &					<u>me of component f</u>	rom CapTRAC	<u>K)</u> include <b>writ</b>	ing, or			
	nove to NOW Q)	revising,	policies and/	or procedures:  No (move to			□ Not si	ure (move to next	Infrastructure (1)			
- 1c3 (II	10 VC 10 IVOV Q)							are (move to next	mprastractare Q			
					t reason why no							
			_			ext infrastructure Q)						
		next infrastru		a/or procedures	adequately supp	ort this work (move to	0					
			••	worked on this ou	irselves or with o	thers, but we are not	-					
			•		next infrastructu							
		NOW				0	NE YEAR AGO					
Where are y	ou <b>NOW in</b> your	planning/ imple	mentation of t	hese <b>court</b>	Where were y	ou ( <b>before working</b>	with Center for	r States/one yea	<b>ar ago</b> ) in your			
rules and/o	r policies?				planning/imp	lementation of these	e policies and/o	or procedures?				
Have not yet	t Planning/	Starting to	Partly	Fully	Had not yet	Planning/ designing	Starting to	Partly	Fully			
started work		Implement	implemented	implemented	started work	(move to next	Implement	implemented	implemented			
(move to next		,	(move to On	(continue to	(move to next	Infrastructure Q)	(move to next	·				
Infrastructure (		Year Ago Q)	Year Ago Q)	Quality indicators)	Infrastructure Q)		Infrastructure Q)	Infrastructure Q)	Quality indicators			
Quality indica	tors:				Quality indicator	rs:						
In thinking ah	oout the <b>policies ar</b>	nd/or procedure	s vou have imn	lemented	In thinking abou	ut the <b>policies and/o</b> i	nrocedures voi	ı implemented i	nlease check if			
_	if you agree with t	-	3 you have imp	nemented,	you agree with	•	procedures you	a implemented, p	orease effect if			
•	, 0	J			,	· ·						
Policies and/	or procedures that	t we've develope	ed with Center	for States		<b>procedures</b> that we	developed ( <i>befo</i>	re working with	Center for			
<b>.</b>			. II		States/one year ago):							
l '	y known; those who	•	•	•	Were widely known; those who were expected to use these policies/procedu							
have access to them, and they have received training to ensure their understanding of them						and had received train	•	•	•			
☐ Include structures in place for staff to be able to provide feedback related to												
policies/procedures, such as barriers to enacting policies, and suggestions for					policies/pr	ocedures, such as barr	iers to enacting p	oolicies, and sugge	estions for			
improvement					improveme	ent						
(move to One	Year Ago Q)				(move to next ir	nfrastructure Q)						

# Final Capacity Survey CE CS 7\_13\_2016

Infrastructure: S	Staff Selection/	_			-			Γ <u>RACK)</u> include de			
Recruitment	<u> </u>	improvi	ng processes f		<u> </u>		fied people f	or the right tasks a			
	es (move to NOW (	0)		□N	<b>o</b> (Move to Reaso	ns Q)		□ Not sure (r	nove to next Icture Q)		
	C3 (Move to Novi	<u> </u>						IIIIII	eture Q/		
				•	the closest reas						
			☐ No, we are for Q)	ocusing efforts el	elsewhere at this time (move to next infrastructure						
				ting Identifying/hi		ocesses adequate	ely support this				
			· ·	to next infrastructi	••						
				have recently wo							
			not addressi	ng it with Center	for States (move	to next infrastruct	ture Q)				
		NOW					ONE YEAR AC	GO			
Where are you	ı <b>NOW in</b> your dev	elopment or i	improvement of	identifying,	Where were yo	ou ( <b>before work</b> i	ing with Cente	r for States/one yea	<b>ir ago</b> ) in the		
hiring, and/or	selecting qualified	d people for t	he right tasks ar	nd roles?	development o	or improvement o	of your <b>identify</b> i	ng, hiring, and or se	lecting qualified		
					people for the right tasks and roles?						
Have not yet started work (move to next	Planning/ designing/ (move to One Year Ago Q)	Starting to Implement (move to One	Partly implemented (move to On Year	Fully implemented (continue to	Had not yet started work (move to next	Planning/ designing (move to next	Starting to Implement (move to next	Partly implemented (move to next Infrastructure Q)	Fully implemented (continue to		
Infrastructure Q)		Year Ago Q)	Ago Q)	Quality indicators)	Infrastructure Q)	Infrastructure Q)	Infrastructure Q)		Quality indicators)		
Quality indicator	rs:				Quality indicate	ors:					
In thinking abou	ut the activities yo following:	u have impler	mented, please o	check if you	In thinking about the activities you implemented, please check if you agree with following:						
qualified peopl	Center for States of le include: descriptions outlings to consider recrupted to assess how	ning job expec itment data, t	ctations and acco	ountability d retention	ago) in <b>identif</b> Clear job d  Processes	ying, hiring, and/ descriptions outling to consider recru	or selecting qu ning job expecta litment data, tra	g with Center for Sta alified people includ ations and accountab aining data, and rete ng process was work	ed: oility ntion rates, in		
(move to One Yo	(move to One Year ago Q)					ıfrastructure Q)					

Infrastructure: T	raining	20 Deceyo	ur work with (	Cantar for Ctata	os on /profil pa	ma of commonant	From CanTDAC	W include <b>de</b> s	roloning or		
illiastructure.	Tallill B			a training syst		me of component :	HOIH CUPTRAC	<u>K)</u> include <b>de</b>	reloping of		
<b>□</b> Y	es (move to NOW	•	ing training or		love to reasons Q)		☐ Not sur	<b>e</b> (move to next i	nfrastructure Q)		
				f no. check the o	closest reason w	hy not:					
				ocusing efforts el		ime (move to next					
			☐ No, our exist	ing Training /Tra	raining Systems adequately support this						
			,	to next infrastruct	•						
						elves or with others,					
			but we are r infrastructure	_	with Center for St	ates (move to next					
		NOW				Ol	NE YEAR AGO				
Where are you <b>NOW in</b> your development or improvement of training?					Where were yo	ou (before working v	with Center for	States/one yea	ar ago) in your		
, , , , , , , , , , , , , , , , , , , ,					development or improvement of training?						
Have not started work	Planning/ designing/	Starting to Implement/	Partly implemented/	Fully implemented/	Had not started to work on	Planning/ designing/	Starting to Implement/	Partly implemented/	Fully implemented/ In		
yet (move to next Infrastructure Q)	<b>developing</b> (move to One Year Ago Q)	Put in place (move to One Year Ago Q)	Put in place (move to One Year Ago Q)	In place (continue to Quality indicators)	(move to next Infrastructure Q)	developing (move to next Infrastructure Q)	Put in place (move to next Infrastructure Q)	Put in place (move to next Infrastructure Q)	place (continue to Quality indicators)		
Quality indicator	'S:				Quality indicate	ors:					
_	ut the training, or tollease check if you	• ,	•	s you have	_	out the training, or tra you agree with the f	• .	provements you	u implemented,		
<b>Training/training system</b> improvements developed with Center for States includes:					_	i <b>ng system</b> improvem or ago) included:	nents developed	(before working	g with Center for		
<ul> <li>Data collection and analysis to determine effectiveness of training</li> <li>Results of analysis of Training data are forwarded to staff supervisors and/or coaches</li> </ul>					<ul> <li>Data collection and analysis to determine effectiveness of training</li> <li>Results of analysis of Training data that were forwarded to staff supervisors and/or coaches</li> </ul>						
(move to One Year ago Q)				(move to next inf	rastructure Q)						

Infrastructur	e: 29		•		r States on <u>(prefil</u>		-			r improving			
Supervision	Yes (move to	•		otner process	ses (beyond traini	e to reasons Q)	mentor, and/or		y staπ: I <b>re</b> (move to next i	infractructure (1)			
	1C3 (move to	0 1404	V Q/		,			- Not so	IIC (move to next i				
					If no, check the clo		•						
				infrastructure	•								
☐ No, our existing system adequate professionals/staff to do this wo													
☐ No, we are /have recently world						d on this ourselv	es or with others, b	ut					
we are not addressing it with infrastructure Q)						ter for States (m	nove to next						
NOW								ONE YEAR AGO					
Where are you <b>NOW in</b> your development/improvement of supervisory or						Where were you (before working with Center for States/one year ago) in y							
other processes to coach and support professionals/staff?					development, professionals,	/improvement of su /staff?	pervisory or oth	er processes to c	oach and support				
Have not	Planning	:/	Starting to	Partly	Fully implemented	Had not yet	Planning/	Starting to	Partly	Fully			
yet started	designing	_	Implement	implemented	(continue to Quality indicators)	started work	designing (move to	Implement	implemented	implemented			
work (move	(move to One Ago Q)	: Year	(move to One Year Ago Q)	(move to On Year Ago Q)	maicators)	(move to next Infrastructure	next Infrastructure Q)	(move to next Infrastructure Q)	(move to next Infrastructure Q)	(continue to Quality indicators)			
Infrastructure Q)	7.86 47			7,50 47		Q)	47	,	mpastractare Q				
Quality indica	ators:					Quality indicate	ors:						
In thinking a with the follo		tivities	s you have imp	olemented, please	e check if you agree	In thinking abo	•	ı have implemen	ted, please chec	k if you agree			
Supervisory or other coaching/mentoring processes that we've developed wire Center for States include:  Direct observation of work by supervisors/mentors, which is followed					·	working with	or other coaching/n Center for States/o observation of work	ne year ago) incl	uded:	•			
by immediate feedback to those whose skills are observed  Evidence that those who receive coaching routinely improve their skills					followe Eviden	ed by immediate fee ce that those who r ely improved their s	edback to those veceived coaching	whose skills were	observed				
(move to One Year ago Q)				(move to nex	t Infrastructure Q)								

		30 Does vo	ur work with (	Center for States o	on (prefill name	e of component fr	rom CanTDACK	) include devel	oning or		
Infrastructur	e: Evalua ion/CQI			tion, using data to					-		
	Yes (move to NOW				e to reasons Q)	•		e (move to next in			
				If no, check the clo	sest reason why	not:					
			☐ No, we are fo infrastructure	cusing efforts elsewl Q)	nere at this time	(move to next					
				ng data collection/da apport this work ( <i>mo</i>							
			No, we are /h	ave recently worked	on this ourselve	s or with others, bu	t				
			we are not ad infrastructure	dressing it with Cen Q)	ter for States (mo	ove to next					
		NOW				C	NE YEAR AGO				
1	ou <b>NOW in</b> your p			nese <b>data</b>	Where were yo	ou ( <b>before working</b>	with Center fo	r States/one yea	<b>ir ago</b> ) in your		
collection, data use, and/or evaluation activities?					planning/imple activities?	ementation of these	data collection,	data use, and/o	r evaluation		
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 indica	ntors:				Quality indicate	ors:					
_	bout the activities i agree with the follo	•	s you have imple	emented, please	In thinking abo the following:	out the activities you	ı implemented, բ	please check if yo	u agree with		
Data collection/data use/evaluation activities that we've implemented with Center for States include:						n/data use/evaluati Center for States/on		•	d (before		
<ul> <li>Reliable data collection (standardized protocols, trained data collectors)</li> <li>Data that is frequently used to make program adjustments</li> </ul>					<ul> <li>Reliable data collection (standardized protocols, trained data collectors)</li> <li>Data that was frequently used to make program adjustments</li> </ul>						
(move to One Year Ago Q)				(move to next Infrastructure Q)							

	e: Comm inication			Center for States on the content of		_		<del></del>	developing or	
structures - E	Yes (move to NO		Communica		e to reasons Q			•	next infrastructure Q)	
				If no, check the clo	sest reason v	vhy not:				
			infrastructure	ocusing efforts elsev	vhere at this ti	me (move to ne				
			1	ing communication support this work (m			ommunity			
			☐ No, we are /	have recently worke ddressing it with Cei	d on this ourse	elves or with o	thers, but			
		NOW	1				ONE YEA	R AGO		
1	ou <b>NOW in</b> your	•	•	of strategies to		•	_		one year ago) in your	
communica	te with external լ	partners/the co	mmunity?		· · · · · · · · · · · · · · · · · · ·	•	nent of strategie	s to communicate	with external	
Have not	Planning/	Starting to	Partly	Fully implemented	partners/the community?  Had not yet Planning/ Starting to Partly Fully impleme					
yet started work (move to next Infrastructure Q)	designing/ designing/ (move to One Year Ago Q)	Implement (move to One Year Ago Q)	implemented (move to On Year Ago Q)	(continue to Quality indicators)	started work (move to next Infrastructure Q)	designing (move to next Infrastructure Q)	Implement (move to next Infrastructure Q)	implemented (move to next Infrastructure Q)	Fully implemented (continue to Quality indicators)	
Quality indica	ators:				Quality indic	ators:				
_	bout the strategine following:	es that you hav	e implemented,	please check if you	In thinking a		egies you imple	mented, please ch	eck if you agree with	
<b>External communication strategies</b> that we've developed with Center for Statinclude:							strategies that warrage ago) included:	ere developed (be	efore working with	
<ul> <li>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</li> <li>External partners' concerns are taken into account when decisions are made related to our work</li> </ul>					<ul> <li>Strategies that encouraged our external partners and/or the broader commuto ask questions about our work, and allowed them to provide feedback on our work was impacting them</li> <li>External partners' concerns were taken into account when decisions were marelated to our work</li> </ul>					
(move to One Year Ago Q)					(Move to next	Q)				

Infrastructure:	32. Does your work with Center for States on ( <u>prefill name of component from CapTRACK</u> ) involve developing or improving <b>internal communication within the agency?</b>											
structures - Inte	ernal	improv	ing <b>internal co</b>	mmunication wi	thin the agenc	y?						
□ Y	es (move to N	OW Q)		□ No (Mor	ve to reasons Q)		□Not	sure (move to ne	xt infrastructure Q)			
				If no, check the clo	osest reason wh	y not:						
			<b>7</b> No, we are f	ocusing efforts else	where at this tim	e (move to next						
			infrastructure	•								
			· ·	ting internal commu			court					
			,	ncy/group responsib								
				support this work (name in the contract of the			_					
				not addressing it wit			5,					
			infrastructure		in center for state	es (move to next						
		NOW					ONE YEAR AG	iO				
Where are you	NOW in you	planning/ imple	mentation of the	ese internal	Where were yo	ou <b>(before worki</b>			year ago) in your			
Where are you <b>NOW in</b> your planning/ implementation of these internal communication activities?						ementation of the	_					
Have not yet	Planning/	Starting to	Partly	Fully implemented	Had not yet	Planning/	Starting to	Partly	Fully implemented			
started work	designing/	Implement	implemented	(continue to Quality	started work	designing (move	Implement	implemented	(continue to Quality			
(move to next Infrastructure Q)	(move to One \		(move to On Year	indicators)	(move to next Infrastructure Q)	to next Infrastructure Q)	(move to next Infrastructure Q)	(move to next	indicators)			
	Ago Q)	Year Ago Q)	Ago Q)				Infrastructure Q)	Infrastructure Q)				
Quality indicato	rs:				Quality indicate	ors:						
In thinking about		s you have impl	emented, please	check if you agree	In thinking abo	out the activities y	ou implemente	d, please check	if you agree with the			
Internal com		rategies that we	've developed w	ith Center for		nunication strate; ar ago) included:	gies developed (	(before working	with Center for			
☐ Structures	that obtain a	nd analyze feedb	ack from the pe	ople who are	☐ Structures that obtain and analyze feedback from staff within our agency							
responsible for child welfare services for our tribe									when decisions are			
☐ Taking into account the concerns of staff in our agency when decisions ar					made relate	ed to our work						
made rela	ted to our wo	·k										
(move to One Ye	ear Ago Q)				(move to next Infrastructure Q)							

_	ınd Skills: <mark>Practice</mark>	- 33.Does y	our work with (	Center for States o	on <u>(prefill na</u>	me of compo	nent from Cap	<u>TRACK</u> involve i	ncreasing
Innovation S	pecific	knowle	edge and/or ski	ills within the chil	d welfare ag	gency?			
	Yes (move to NO)	V Q)		□ No (Mov	e to reasons Q	)		Not sure (move to	next infrastructure Q)
				If no, check the clo	sest reason v	vhy not:			
			☐ No, we are fo infrastructure	cusing efforts elsew	here at this tir	me (move to ne	xt		
			· ·	nt level of knowledg		•	у		
				upport this work ( <i>mo</i> ave recently worked			acre but		
				ldressing it with Cen			iers, but		
			infrastructure	-	tor for otates	(move to moxe			
		NOW					ONE YEA	AR AGO	
Where are	you <b>NOW in</b> your	improvement	of skills and know	vledge within your	Where wer	e you <b>(before</b> i	working with C	enter for States/c	one year ago) in your
agency?					planning/in	nplementation	of developing s	kills within your ag	· ·
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 Infrastructur e 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 indica	ators:				Quality indica	ators:			
_	bout the develop a if you agree with			edge and skills,	_	bout the develored agree with the	•	e increased knowle	edge and skills, please
Our work with Center for States to increase <b>knowledge and skills includes:</b> Measuring knowledge/skills, with results showing skills have increased  Measuring fidelity, with results showing a high level of fidelity to the new practice					/one year ag ☐ Measuri ☐ Measuri practice	o) included: ng knowledge/ ng fidelity, and	skills, with resu	(before working w Its showing skills h a high level of fide	
(move to One Year Ago Q)					Move to next (				

Please think about the group of people from your child welfare agency who are currently working with Center for States on (<u>prefill name of component from CapTRACK</u>) 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 States/one year ago**) (First administration: prefill date work plan began from CapTRACK)/second administration: prefill date of last survey administered one year ago).

CM Knowledge - Approach (Approach introduced in Phase)	CURRENT KNOWLEDGE					BEFORE working with Center for States / ONE YEAR AGO				
By working with Center for States, our team has developed knowledge in:	Not knowledge able at all	knowle	Moderately knowledgea ble	Very knowle dgeable		Not knowledge able at all	knowle	Moderately knowledgea ble	Very knowledg eable	Extremely knowledgea ble
34. the <u>Change and Implementation Process</u> , 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
35. 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
36. 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
37. 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
38. <u>Phase 4: Plan, Prepare, and Implement</u> , 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
39. 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	1	2	3	4	5	1	2	3	4	5

(DI T)	I			I I	 I
IPhase 51	I			I I	 I
(1 Hase 5)	I				

40. What is your team, or group receiving services from the Capacity Building Center, able to do --or able to do better-- that you weren't able to before receiving services from Center for States? (open ended)

41. What is challenging for you in your work with Center for States? (open ended)

42. Is there anything else you would like us to know about your work with the Center for States? (open ended)