

Research Questions and Constructs by Respondent Type

Research Questions	Construct/Information to be Collected	Author/Publisher	Respondent(s)
Workforce Characteristics and Competencies <ul style="list-style-type: none"> • What are the demographic and educational characteristics of the child welfare workforce, including caseworkers, supervisors, and agency directors? • What are the primary roles and responsibilities of the child welfare workforce? • What personal characteristics and competencies (knowledge, skills, and abilities) do child welfare staff members possess and/or demonstrate? 	<ul style="list-style-type: none"> • Title and function within agency • Primary roles and responsibilities • Demographics • Education • Years of experience/Prior Child Welfare System (CWS) experience • Length of employment (and time in current role) • Prior CWS training/experience when hired • Promotions within same agency 	Project developed items	Agency Director, Supervisor, Caseworker
	<ul style="list-style-type: none"> • Personal characteristics and competencies 	Project developed items	Supervisor, Caseworker
Training and Professional Development <ul style="list-style-type: none"> • What training did child welfare staff possess when they were hired? Did their training include any courses in child welfare? What recruitment practices do agencies use to attract and hire child welfare candidates? What onboarding practices do agencies have for new child welfare workers? • What types of training and professional development opportunities are offered to child welfare staff? What factors influence child welfare staffs' abilities to engage in training and professional development opportunities? • What training and professional development opportunities do child welfare staff engage in? How does this training and professional development influence job satisfaction, retention, turnover, increased knowledge, and practice? 	<ul style="list-style-type: none"> • Training budget and resources • Recruitment and onboarding practices • Types of training offered and format of training 	Project developed items	Agency Director
	<ul style="list-style-type: none"> • Required versus optional training and professional development (PD) opportunities • Frequency and availability of training and PD opportunities • Training mode and location • Evaluation of knowledge/practice application • Caseworker competencies • New employee mentoring 	Project developed items	Supervisor
	<ul style="list-style-type: none"> • Perceived sufficiency/adequacy of available training • Factors/barriers that influence engagement in training and professional development • Perceived impact of training on increased knowledge, job satisfaction • Casework preparedness 	Project developed items	Caseworker
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Organizational Factors <ul style="list-style-type: none"> • What is the public child welfare agency landscape? This includes (but is not limited to) the number of child welfare staff, caseload size, turn-over rates, ratio of supervisors to workers, vacancy rates, salary levels and benefits, and union/non-union. • To what extent are public-private child welfare partnerships taking place? What is the extent of privatization and contracting out? • What is the organizational culture and climate within the public child welfare agency? How do organizational culture and climate influence workforce issues including role conflict, burnout, turnover, supervision, caseload/workload, or education and training requirements? • How do child welfare staffs' perspectives about organizational culture and climate influence workforce issues? 	<ul style="list-style-type: none"> • Responsibilities and purview of the county/public CW agency (investigation/assessment, services) • Agency structure and organization <ul style="list-style-type: none"> o Agency budget o Number and composition of child welfare staff in agency o Number and types of agency vacancies • Contractual arrangements with private child welfare agencies • Relationships with state's central administration • Workforce policies 	Project developed items	Agency Director
	<ul style="list-style-type: none"> • Type and frequency of interactions with caseworkers • Frequency and content of staff meetings • Future career plans 	Project developed items	Supervisor
	<ul style="list-style-type: none"> • Quality of relationship with supervisor 	Items adapted from the Leader-Member Exchange (LMX7; Graen et al., 1995)	Supervisor, Caseworker
	<ul style="list-style-type: none"> • Work-related stress and burnout 	Copenhagen Burnout Inventory: Work-related burnout subscale (Kristensen et al., 2005)	Supervisor
	<ul style="list-style-type: none"> • Caseload size • Ratio of supervisors to caseworkers • Turnover rates 	Project developed items	Agency Director, Supervisor
	<ul style="list-style-type: none"> • Physical safety of caseworkers and workers compensation claims 	Project developed items	Supervisor, Caseworker
	<ul style="list-style-type: none"> • Salary level and benefits • Union/non-union status • Stress/burnout • Intent to stay/leave the agency 	Project developed items	Caseworker

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	<ul style="list-style-type: none"> Job satisfaction/Mastery of work 	Items adapted from the Mastery of Work subscale of the QPS General Nordic Questionnaire for Psychological and Social Factors at Work (Dallner et al., 2000)	Caseworker
	<ul style="list-style-type: none"> Supervisory support 	Modified version of the Supervision subscale from the Comprehensive Organizational Health Assessment (COHA; Potter et al., 2015)	Supervisor, Caseworker
	<ul style="list-style-type: none"> Psychological distress 	Kessler Psychological Distress Scale (K6; Kessler et al., 2003)	Supervisor, Caseworker
	<ul style="list-style-type: none"> Secondary traumatic stress 	Secondary Traumatic Stress Scale (Bride et al., 2004)	Caseworker
	<ul style="list-style-type: none"> Organizational culture and climate 	Organizational Social Context (OSC; Glisson et al., 2006)	Caseworker
	<ul style="list-style-type: none"> Potential Impact of the COVID-19 pandemic on policies and practice 	Project developed items	Agency Director, Supervisor, and Caseworker

References

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