



Engaging Fathers and Paternal Relatives in Child Welfare Breakthrough Series Collaborative

Child Welfare and Partner Staff Survey

DRAFT

[Month date, 20XX]

This information collection will help the project team on the fathers and continuous learning in child welfare project understand each site's organizational culture and individual practices related to engaging fathers and paternal relatives. The survey will be administered to implementing staff at child welfare agencies and partner agencies.

The average estimated public reporting burden for this collection of information is about 20 minutes per response. Providing information is voluntary, and all responses that are collected are kept private to the extent permitted by law.

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. The OMB number for this information collection is xxxx-xxxx, and the expiration date is xx/xx/20xx.

FATHERS AND CONTINUOUS LEARNING IN CHILD WELFARE (FCL) PROJECT
CHILD WELFARE AND PARTNER STAFF SURVEY

This survey aims to understand each site's organizational culture and individual practices related to engaging fathers and paternal relatives. The Fathers and Continuous Learning in Child Welfare (FCL) project team will use this information to assess (1) how implementing the Breakthrough Series Collaborative (BSC) may have contributed to the launch and potential sustainment of strategies and approaches for engaging fathers and paternal relatives and (2) how participating in the BSC may facilitate organization-level or system-level shifts in the culture of child welfare agencies surrounding the engagement of fathers and paternal relatives. This survey will be administered twice.

The average estimated public reporting burden for this collection of information is about 20 minutes per response. Providing this information is voluntary, and all responses that are collected are private to the extent permitted by law. The answers of all respondents will be combined to ensure you remain anonymous in any reports.

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. The OMB number for this information collection is XXXX-XXXX, and the expiration date is XX/XX/202X.

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PURPOSE

In this survey, you are asked to assess [AGENCY'S] organizational culture and how much it values engaging fathers and paternal relatives. Data collected from this survey will increase understanding of how implementing the BSC may have contributed to the (1) launch of strategies and approaches to engage fathers and paternal relatives and (2) organizational-level or system-level shifts in the culture surrounding the engagement of fathers and paternal relatives.

Strategies are distinct changes to policy or practice, such as enhanced father locating procedures. We think of approaches more broadly, including things [AGENCY] has done to make it more welcoming to fathers and paternal relatives, such as staff training, knowledge sharing, and changes to the physical environment; approaches may also include multiple related strategies that together supported engagement. Both strategies and approaches may be important for increasing engagement among fathers and paternal relatives and changing agency culture, so we are interested in learning your perspectives on both.

**Thank you for taking the time to candidly and thoughtfully share your experience with us.
Please complete this survey by [date].**

A. BACKGROUND INFORMATION (DEMOGRAPHICS)

A1. How do you describe yourself?

- Male..... 1
- Female..... 2
- Transgender..... 3
- Gender nonconforming..... 4
- Do not identify as female, male, or transgender..... 5
- Prefer not to answer..... 6

A2. What is the highest level of education you have completed?

- High school or GED..... 1
- Some college..... 2
- Associate's degree (A.A.) 3
- Bachelor's degree (B.A. or B.S.) 4
- Some graduate work..... 5
- Postgraduate degree (such as master's degree, J.D., Ed.D, or Ph.D.)..... 6
- Other (please specify): 7

A3. What is your ethnicity?

- Hispanic or Latino..... 1
- Not Hispanic or Latino..... 2

A4. What is your race?

Select all that apply

- Black or African American..... 1
- White..... 2
- Asian..... 3
- American Indian or Alaska Native..... 4
- Native Hawaiian or other Pacific Islander..... 5
- Other (please specify) 6

A5. Select the job title that best describes your current role in your child welfare agency or organization.

- Caseworker/case manager (including those contracted by [AGENCY] and carrying cases).....1
- Case aide2
- Supervisor3
- Program director4
- Agency director.....5
- Staff in a special program within the child welfare agency (parent support or reunification services).....6
- Community partner (local agency or organization working in collaboration with [AGENCY]). (Please specify job title):.....7
- Other (please specify):8

A6. How long have you worked in this field?

years months

B. AGENCY VALUES

B1. Please read the following statements, and choose the answer that shows how much you agree with each statement:

SELECT ONE ONLY

[Items adapted from the Implementation Climate Scale]

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. One of [AGENCY]'s goals is to effectively engage fathers and paternal relatives in case activities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. Staff in [AGENCY] think that engaging fathers and paternal relatives is important.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. Connecting fathers and paternal relatives to services is important to [AGENCY] leadership.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. Most staff at [AGENCY] are interested in improving their ability to work with fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
e. The ability to effectively engage fathers and paternal relatives is one of the key skills [AGENCY] looks for in new hires.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
f. [Agency] leaders encourage staff to spend time reaching out to and involving fathers and paternal relatives in case activities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
g. [Agency] leaders encourage staff to connect fathers and paternal relatives to supportive services.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>

C. AGENCY SUPPORT

C1. Please read the following statements, and choose the answer that shows how much you agree with each statement:

SELECT ONE ONLY

[Items adapted from the Implementation Climate Scale]

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. [AGENCY] provides professional development opportunities to develop staff skills in engaging fathers and paternal relatives in case activities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. [AGENCY] provides training materials about engaging fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. My supervisor checks in often about what I am doing to engage fathers and paternal relatives in case activities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. My supervisor has expectations for how often I contact fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>

D. PERSPECTIVES ON AGENCY STAFF

D1. Please read the following statements and indicate how much you agree with each one:

SELECT ONE ONLY

[Items adapted from the Implementation Climate Scale]

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. Staff at [AGENCY] are adaptable.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. Staff at [AGENCY] are flexible.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. Staff at [AGENCY] value fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. Staff at [AGENCY] are open to new engagement strategies and approaches for fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
e. Staff at [AGENCY] want to improve how they work with fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
f. Staff at [AGENCY] believe involving fathers and paternal relatives is just as important as involving mothers and maternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
g. Staff at [AGENCY] believe the agency should treat fathers and paternal relatives the same way mothers and maternal relatives are treated.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>

E. MONITORING

E1. Please read the following statements, and choose the answer that shows how much you agree with each statement:

SELECT ONE ONLY

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. I am required to document my efforts to engage fathers.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. I am required to document my efforts to engage paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. [AGENCY] uses information I provide about father and paternal relative engagement to inform its decisions.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. I attend meetings where data are used to understand father and paternal relative engagement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
e. I often attend meetings with my colleagues where I discuss my attempts to involve fathers and parental relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
f. I personally document my efforts to involve fathers and paternal relatives (for example, I record the number of times I contacted a father or paternal relative).	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
g. I use data to improve my engagement of fathers and paternal relatives (for example, I record the different methods of communication I have used to engage fathers and paternal relatives, and which methods they are most responsive to).	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>

F. EXPERIENCE USING NEW STRATEGIES AND APPROACHES

F1. Please read the following statements about using new strategies, and choose the answer that best reflects how much you agree with each one:

SELECT ONE ONLY

[Items adapted from the Evidence-Based Practice Attitude Scale]

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. I like to use new strategies and approaches to engage fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. I am willing to try new strategies and approaches to engage fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. When it comes to engaging fathers and paternal relatives, I rely more on my experience than what I have learned from research.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. I would prefer not to use new strategies or approaches to engage fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
e. I would try a new strategy or approach to engage fathers and paternal relatives even if it were very different from what I am used to doing.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>

G. EXPERIENCE ENGAGING FATHERS AND PATERNAL RELATIVES

G1. Please read the following statements about your experience engaging fathers and paternal relatives, and indicate how strongly you agree with each one:

SELECT ONE ONLY

	Agree to a very great extent	Agree to a great extent	Agree to a moderate extent	Agree to a slight extent	Do not agree at all	n.a.
a. Engaging fathers and paternal relatives makes my job easier.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
b. Engaging fathers and paternal relatives makes my job more complicated.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
c. I enjoy working with my colleagues on engaging fathers and paternal relatives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
d. Spending time engaging fathers and paternal relatives means I have less time to dedicate to my other cases.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
e. Engaging fathers and paternal relatives is rewarding.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
f. Engaging fathers and paternal relatives has created more work for me.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
g. Engaging fathers improves the lives of the children whose cases I work on.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>
h. Engaging paternal relatives improves the lives of the children whose cases I work on.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	n.a. <input type="radio"/>