# Study of Disability Services Coordinators and Inclusion in Head Start, 2019-2024

# **Instrument 1 Phase 1**

**Survey of EHS/HS Program Directors** 

**September 27, 2021** 

NOTE: This questionnaire is annotated to show (1) headers for each module and the objective for that section; and (2) question numbers and instructions to the online survey programmer (in red). This text will not appear in the online survey.

#### Introduction

Thank you for agreeing to take part in this study. We are reaching out to Early Head Start (EHS)/Head Start (HS) program directors to help us identify all Disability Services Coordinators (DSCs) within their programs. We will use the contact information you provide to invite DSCs to participate in a nationally-representative survey about the DSC workforce. Your responses will also provide us with important contextual information about your program. Please remember that your responses will not be used for monitoring purposes. ACF funding for your program will not be impacted by your responses.

**Who should complete the survey?** The survey should be completed by directors of programs or agencies **that provide direct services to children in EHS/HS programs**. In other words, we are <u>not</u> collecting data from directors of delegate agencies that do not provide direct services in EHS/HS programs.

### SCRN1.

- a. Are you a director of a program or agency that provides direct services to children in EHS/HS programs? Yes → SKIP to Module 1
- b. No → Terminate the survey (Programmer note: pop up thank you: Because of the nature of this survey, we need responses from directors of programs providing direct services.. Thank you for your time. )

### **SURVEY TIPS:**

### Want to prepare for the survey?

- O Preview the survey topics in the attached document
- O Preview the full surveys here [LINK]

## **Check with others**

O Please confer with colleagues, as needed, to identify the responses for your program

### SAVE the survey at any time

o come back to it later when you are ready

## **Definitions of Terms Used in Survey**

**Programmer's note:** Include these definitions as a pop-up or roll-over that it accessible on every page of the survey.

- Program: refers to a grantee or delegate of EHS, HS, and combination EHS/HS programs
- **Option**: refers to the location where children and families receive EHS or HS services, including center-based classrooms, family child care (FCC) homes, and families' homes or places within their community where home visits are conducted
- **Disability services**: refers to activities related to the identification of children's developmental, physical, behavioral, or health care needs and the coordination and provision of services for children with identified disabilities or suspected delays, regardless of whether they qualify for disability services under the Individuals with Disabilities Education Act (IDEA)

## **MODULE 1: Director Background**

DIRB 01.	How many years	have you served as an	n EHS and/or HS program	director?
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- a. Less than 1 year
- b. 1-2 years
- c. 3-5 years
- d. 5-9 years
- e. 10-19 years
- f. 20-24 years
- g. 25+ years

DIRB 02. How many years have you worked in an EHS and/or HS program (in any role)?

- a. Less than 1 year
- b. 1-2 years
- c. 3-5 years
- d. 5-9 years
- e. 10-19 years
- f. 20-24 years
- g. 25+ years

DIRB 03. What other positions (besides program director) have you held within EHS and/or HS (now or in past)? **Select all that apply. Programmer's note**: if DIRB03 = b, ask DIRB04; otherwise, SKIP TO DIRB05.

- a. Center director, associate center director, or other program manager
- b. DSC
- c. Teacher
- d. Teacher's aide/instructional aide
- e. Education coordinator
- f. Family service worker/family support worker
- g. Home visitor
- h. Outreach staff/recruiter/enrollment coordinator
- i. Counselor
- j. Family services coordinator/Family services manager
- k. Mental health coordinator/consultant
- I. Nutrition coordinator
- m. Culinary or food services staff
- n. Receptionist/office staff
- o. Bus driver or related transportation
- p. Facilities manager
- q. Other (specify): \_\_\_\_\_

#### r. None of the above

DIRB 04. How many years did you work <u>as a DSC</u> for an EHS and/or HS program? **Programmer's note:** Ask only if DIRBO3=b

- a. Less than 1 year
- b. 1-2 years
- c. 3-5 years
- d. 5-9 years
- e. 10-19 years
- f. 20-24 years
- g. 25+ years

DIRB 05. What is the highest level of education that you have completed?

- a. High school diploma
- b. Associate's degree
- c. Bachelor's degree
- d. Some graduate or professional school but no degree
- e. Master's Degree (e.g., MA, MS, MPH, MSN)
- f. Doctorate Degree (e.g., Ph.D., Ed.D.)
- g. Other Postgraduate Degree (e.g., MD, DDs, JD)

DIRB 06. Are you Hispanic, Latino/a, or Spanish origin? Select all that apply.

- a. \_\_\_\_No, not of Hispanic, Latino/a, or Spanish origin
- b. \_\_\_\_Yes, Mexican, Mexican American, Chicano/a
- c. \_\_\_\_Yes, Puerto Rican
- d. \_\_\_\_Yes, Cuban
- e. \_\_\_\_Yes, Another Hispanic, Latino/a or Spanish origin

DIRB 07. What is your race? **Select all that apply.** 

- a. White
- b. Black or African American
- c. American Indian or Alaska Native
- d. Asian
- e. Native Hawaiian or other Pacific Islander

# **MODULE 2: Disability Services Coordinator (DSC) Information**

*Instructions on screen:* In this section, we are requesting the names, contact information, and other relevant characteristics of <u>all</u> DSCs in your program.

DSCINFO 0	11. How many staff in your program have	How many staff in your program have the formal title of DSC?				
	DSCs [NUMERIC]					
DSCINFO 0	O2. You indicate that you have zero staff restaff members do you have that fulfill the roles a	members with the formal title of DSC. How and responsibilities of a DSC?				
•	ammer's note: Ask only if DSCINFO 01 = 0 (zero)	•				
DSCINFO 0		s] staff in your program? Please include				
	nd last names for each. <b>Programmer's note:</b> Nui FO01. Programmer Note: ASK if DSCINFO 01>0.	·				
	G	,				
a.	[NAME_1] DSC 1's First Name:	DSC 1's Last Name:				
b.	[NAME_2] DSC 2's First Name:	DSC 2's Last Name:				
c.	[NAME_3] DSC 3's First Name:	DSC 3's Last Name:				
	[Programmer's note: Repeat as needed per re	esponse to DSCINFO01.]				
	FO 04. "What are the names of staff in your pro	-				
respon a.	nsibilities?" Programmer's note: Ask only if DSC NAME_1] DSC 1's First Name:					
b.	[NAME_2] DSC 2's First Name:	DSC 2's Last Name:				
c.	[NAME_3] DSC 3's First Name:	DSC 3's Last Name:				

**Programmer's note:** If DSCINO01 = more than 1, ask DSCINFO03. Otherwise, skip to DSCINFO04.

**Programmer's note:** Number of text boxes = response to DSCINFO 02.

DSCINFO 05. Which one of the disability service staff [or DSCs] in your EHS/HS program will serve as the lead for compiling your program responses to the DSC Survey? Programmer's note: Ask only if DSC1>1 or DSC 02>1]

- a. [DSC 1 FIRST NAME] [DSC 1 LAST NAME]
- b. [DSC 2 FIRST NAME] [DSC 2 LAST NAME]
- c. [DSC 3 FIRST NAME] [DSC 3 LAST NAME]

[final response option]: None, no DSC serves as the lead.

[Programmer's note: Populate response options with names listed in DSCINFO 03.

**Instructions on screen:** Please answer the following questions for each DSC or disabilities staff person you named above i. **Programmer's note:** Repeat DSCINFO06 for all staff listed (in DSCINFO 03 OR DSCINFO 04).

DSCINFO 06. Please provide the following information for [NAME\_1]. Programmer's note: Fill [NAME\_1] with response to DSCINFO 02a, then repeat as needed with other DSC names (DSCINFO 02b, DSCINFO 02c, etc.).

a. [I	NAME_1]'s Email Address:@
P	onfirm [NAME_1]'s Email Address:@ rogrammer's note: Use content validation to ensure response to DSCINFOa and SCINFOb match.
c. [I	NAME_1]'s Work Phone #: ()[numeric, 10 digit]
d. [I	NAME_1]'s Cell Phone #: ()[numeric, 10 digit]
i. ii.	Poes [NAME_1] work in your program full time or part time? Full time (30 hours a week or more) Part time (Less than 30 hours a week) Don't know
(I g. [I i. ii.	ow many months per year does [NAME_1] work in your program as a DSC?  Estimate as closely as possible in months):  i (1-12 months)  NAME_1] is:  An employee of my program  An external consultant/contractor  Other (specify):

DSCINFO 07. How challenging is it to fill the DSC position when it becomes vacant?

- a. Extremely challenging
- b. Very challenging
- c. Somewhat challenging
- d. A little challenging
- e. Not at all challenging

DSCINFO 07a. How many DSCs have left that job in your program since January 2020? [numeric, 0-99]

DSCINFO 07b: You indicated that one or more DSCs has left the job in your program. Please indicate the reason(s) for departure (s). (select all that apply) **Programmer's Note**: ASK if 07a is greater than 0.

- a. Head Start's COVID vaccination requirement
- b. Head Start's COVID masking requirement
- c. Moved to a different role within EHS/HS
- d. Left EHS/HS for a job with K-12 schools
- e. Left for a job with public pre-K or universal pre-K program
- f. Left for another early childhood job
- g. Left the field of early childhood
- h. Retired
- i. Don't know

a.

## **MODULE 3: Program-Level Characteristics**

Instructions on screen: The next set of questions is about characteristics of your EHS/HS program.

PROG 1. What age children are served by your **Office of Head Start (OHS)-funded program(s)**? **Programmer's note:** Allow selection of only one response.

- a. Birth to 3 years old
- b. 3 to 5 years old
- c. Birth to 5 years old
- PROG 2. Which **OHS-funded program options** do you support? **Select all that apply.** Please count the number of centers, families, and/or family child care (FCC) providers as you would in the Head Start Enterprise System (HSES). Please include partnership sites where you count EHS or HS children in your enrollment.

☐ a. EHS-only center(s) <b>Programmer's note:</b> Include only if PROG01 = a
i. Number of EHS centers: Programmer's note: Range = 1 to 100
☐ b. HS-only center(s) <b>Programmer's note:</b> Include only if PROG01 = b
i. Number of HS centers: Programmer's note: Range = 1 to 100
☐ c. EHS/HS center(s) <b>Programmer's note:</b> Include only if PROG01 = c
i. Number of EHS/HS centers: Programmer's note: Range = 1 to 10
$\square$ d. EHS or HS home-based program (i.e., home visiting)
i. Number of funded slots: Programmer's note: Range = 1 to 100
□ e. FCC
i. Number of FCC providers: Programmer's note: Range = 1 to 100

- PROG 3. What is your program's operational period?
  - a. Less than 3 months
  - b. 3 to 6 months
  - c. 6 to 9 months
  - d. 9 to 10 months (e.g., August/September through May/June to align with the local school district)
  - e. 12 months (year-round)
- PROG 4. Which of the following populations (if any) does your program serve? **Select all that apply.** 
  - a. Homeless families
  - b. Children of teenage parents
  - c. Children in foster care
  - d. Military families

- e. American Indian and Alaska Native families
- f. Migrant and seasonal families
- g. Recent immigrant families
- h. Pregnant women
- i. Other population not listed
- j. None of the above
- k. Don't know
- PROG 5. Has your program requested a disability waiver for the previous program year?
  - a Yes
  - b. No (SKIP TO PROG08)
  - c. Don't know (SKIP TO PROG08)
- PROG 6. For what reasons did your program request a disability waiver? **Select all that apply.** 
  - a. Recruitment challenges
  - b. Part C/LEA challenges
  - c. Curriculum implementation delays
  - d. Service implementation delays
  - e. Other (specify): \_\_\_\_\_
- PROG 7. To what extent has your program addressed the reasons for your previous waiver request?
  - a. Not yet addressed the reasons
  - b. Partially addressed the reasons
  - c. Fully addressed the reasons
  - d. Don't know
- PROG 8. Does your program use mental health coordinator/consultant(s) to support teachers and/or home visitors with behavior management?
  - a. Yes
  - b. No (SKIP TO PROG10)c. Don't know (SKIP TO PROG10)
- PROG 9. Do your program's DSC(s) provide oversight of the mental health

coordinator/consultant(s) in your program?

- a. Yes, the DSC is solely responsible for oversight
- b. Yes, the DSC shares responsibility for oversight
- c. No, the DSC is not responsible for oversight
- d. Don't know
- PROG 10. Does your program have budget established for the provision of disability services?
  - a. Yes
  - b. No
  - c. Don't know

PROG 11. Does your DSC make recommendations about how program funds are spent to support
children with disabilities or suspected delays?
a. Yes
b. No
c. Don't know
PROG 12. In a typical program year, how are your OHS grant program funds spent? Select all that
apply.
$\square$ a. Improving service provision for children with a 504 plan
$\square$ b. Hiring additional staff to meet the needs of the children with disabilities
$\square$ c. Hiring additional staff to meet the needs of children found ineligible under IDEA
$\square$ d. Training for teachers/staff working with children with disabilities or suspected delays
$\square$ e. Purchasing additional materials/resources for classrooms with children with disabilities
$\square$ f. Providing transportation services to assist family in accessing evaluation/services
$\square$ g. Hiring translators to provide translation and interpretation services
$\square$ h. Funding additional activities/supports for families of children with disabilities or suspected
delays
$\square$ i. Improving accessibility/accommodations in our facilities
$\square$ j. Improving accessibility/accommodations in our classrooms
☐ k. Purchasing assistive devices
$\square$ I. Other (specify):
☐ m. Other (specify):
PROG 13. If more funding was available to support your program's disability services what would
be the top five priority areas to which you would allocate those funds? Please rank the following
areas 1 – 5, where 1 is the highest spending priority. Programmer's note: Allow R to rank items
only 1-5.
a. Improving service provision for children with a 504 plan
b. Hiring additional staff to meet the needs of the children with disabilities
c. Hiring additional staff to meet the needs of children found ineligible under IDEA
d. Training for teachers/staff working with children with disabilities or suspected delays
e. Purchasing additional materials/resources for classrooms with children with
disabilities
f. Providing transportation services to assist family in accessing evaluation/services
g. Hiring translators to provide translation and interpretation services
h. Funding additional activities/supports for families of children with disabilities or
suspected delays
i. Improving accessibility/accommodations in our facilities
i. Improving accessibility/accommodations in our classrooms

Instrument 1 Phase 1 Survey of EHS/HS Program Director	ors
Study of Disabilities Services and Inclusion in Head St	art

k. Purchasing assistive devices	
I. Other (specify):	
m. Other (specify):	

PROG 14. How easy or difficult is it to find qualified individuals to meet the needs of children with disabilities and suspected delays in your program?

		Very	Easy	Difficult	Very
Dis	sability-related Roles	easy			difficult
a.	DSCs				
b.	Classroom/teacher aides for children with		П	П	
	disabilities or suspected delays				
c.	Service providers				
d.	Teachers				
e.	Volunteers				

PROG 15. What proportion of your program's internal procedures regarding the **provision of disability services** (i.e., how the program follows and implements HSPPS) are formally written out?

- a. None
- b. Some
- c. Most
- d. All
- e. Don't know

PROG 16. To what extent do you agree or disagree with each of the following statements about inclusion?

		Strongly agree	Agree	Disagree	Strongly disagree
a.	Disability services provided in the classroom/home visiting setting are <u>not</u> as effective as services provided outside the classroom/home visiting setting.				
b.	Inclusion is not always beneficial for a child with disabilities or suspected delays.				
c.	Inclusion is essential for a child with disabilities or suspected delays.				
d.	It is more effective to provide disability services to children outside the classroom/home.				
e.	Inclusion is a right for children with identified disabilities or suspected delays.				
f.	There are clear benefits to providing disability services within the classroom/home visiting setting.				
g.	Providing inclusion services for children with disabilities will negatively impact children without disabilities.				
h.	Children who receive disabilities services in the classroom/home setting tend to achieve higher outcomes.				

# **MODULE 4: Training and Other Professional Development**

DIR_PDV 1.	When hiring a new DSC or individual responsible for disability coordination activities we: <b>Select all that apply.</b>					
	$\Box$ a. Have a standard and consistent plan for onboarding the new hire in this role $\Box$ b. Usually need the new hire to begin direct work immediately					
	$\square$ c. Provide the new hire with written information about the role and responsibilities					
	☐ d. Require the new hire to complete one or more trainings about the					
	responsibilities, knowledge, and skills needed for the role					
	$\square$ e. Require the new hire to shadow another staff member					
	$\Box$ f. Require the new hire to spend time observing classroom activities $\Box$ g. None of the above					
	☐ h. Don't know					
DIR_PDV 2.	Is there an assigned supervisor or manager for the DSC(s) in your program?					
	<ul><li>a. Yes</li><li>b. No (SKIP TO DIR_PDV04)</li></ul>					
DIR_PDV 3.	In your program, how frequently do DSCs typically meet with their assigned supervisor or manager?					
	a. Weekly					
	b. Biweekly (every other week)					
	c. Monthly					
	d. Quarterly					
	e. On an "as needed" basis					
	f. Don't know					
DIR_PDV 4.	How do you identify disability training needs for your program? Select all that apply.					
	☐ a. DSC report					
	☐ b. Individual teacher/staff report					
	☐ c. Teacher/staff survey					
	☐ d. Staff supervisors' report					
	☐ e. Children's assessment results					
	☐ f. Classroom observations					
	☐ g. Families' requests					

		ollowing factor d delays in you		lenging to sup	oport childrer	with
	Not at all challenging	A little challenging	Somewhat challenging	Very challenging	Extremely challenging	N/A
<ul><li>a. Partnership with Part C providers</li><li>Programmer's note: Include only if PROG01 = a or c.</li></ul>						
b. Partnership with LEA providers  Programmer's note: Include only if PROG01 = b or c.						
c. Developing Memoranda of Understanding (MOUs) / Interagency Agreements with the community						
<ul> <li>d. Developing MOUs/Interagency         Agreements with Part C         partners</li> <li>Programmer's note: Include only         if PROG01 = a or c.</li> </ul>						
e. Developing MOUs/Interagency Agreements with <b>LEA</b> partners <b>Programmer's note:</b> Include only if PROG01 = b or c.						
f. Level of disability needs in the community you serve						
g. Recruiting children with disabilities						
h. Training for DSC(s)						
i. Finding qualified DSCs						
j. Our program's capacity for working with families of children with disabilities						

☐ h. Part C and/or LEA identify specific training needs

 $\square$  i. External collaborators or service providers

 $\square$  j. Regional/community priorities

□ k. Other (specify): \_\_□ I. None of the above□ m. Don't know

m. Teacher skills to address needs of children with disabilities/suspected delay  n. Availability of qualified						
needs of children with						
support staff for children with						
o. Effective inclusion						
p. Behavioral management in the classrooms						
q. Partnerships/collaboration with receiving programs for children with disabilities (for example, transitions from EHS to HS, EHS to another care setting, HS to kindergarten, etc.)						
Programmer's note: If R does not indicate "Very Challenging" or "Extremely Challenging" for any items in DIR_PDV05, SKIP TO DIR_PDV07.  DIR_PDV 6. You identified some factors that make it challenging to supporting children with disabilities and suspected delays in your program. For which of these does your program need additional technical assistance? Select all that apply. Programmer's note: Response options here should include only items in DIR_PDV05 where R indicated "Very Challenging" or "Extremely Challenging."  a. Partnership with Part C  b. Partnership with LEA  c. Developing MOUs/Interagency Agreements with the community  d. Developing MOUs/Interagency Agreements with Part C partners  e. Developing MOUs/Interagency Agreements with LEA partners  f. Level of disability needs in the community you serve  g. Recruiting children with disabilities  h. Training for DSC(s)  i. Finding qualified DSCs  j. Our program's capacity for working with families of children with disabilities  k. Teacher knowledge about disabilities						

k. Teacher knowledge about

		<ul> <li>         □ m. Teacher skills to address needs of children with disabilities/suspected delay         □ n. Availability of qualified support staff for children with disabilities/disabilities         services         □ o. Effective inclusion         □ p. Behavioral management in the classrooms         □ q. Partnerships/collaboration with receiving programs for children with         disabilities (e.g., transitions from EHS to HS, EHS to another care setting, HS to         kindergarten, etc.)         □ r. None of the above     </li> </ul>					
	DIR_PDV 7.		the following	areas?	isfied with how		
			Very	Dissatisfied	Satisfied	Very	Don't
			dissatisfied			satisfied	know
a.	Working with						
b.	Collaborating community se providers						
c.	Training staff						
	grammer's not _PDV07, SKIP To DIR_PDV 8.	You indicate fulfilling the need addition Response of "Very dissated a. Working with the control of the control	ed some level of responsibilities onal technical a otions here sho isfied" or "Diss ng with families orating with co g staff	of dissatisfactions of their role. assistance? <b>Sel</b> could include on satisfied."	or "Dissatisfied"  n with the way [ For which of the ect all that apply ly items in DIR_E  ce providers	OSCs in your pr ese does your <sub>l</sub> y. <b>Programme</b> l	ogram are orogram r's note:

# **MODULE 5: Collaboration and Teaming**

**Programmer's note:** If PROG01 = a, ask DIR\_EXTCLB01 and DIR\_EXTCLB02. If PROG01 = b, ask DIR\_EXTCLB03 and DIR\_EXTCLB04. If PROG01 = c, ask all (DIR\_EXTCLB 01 - DIR\_EXTCLB 04).

DIR_EXTCLB 1.	With what proportion of the Part C partners in your area does your EHS
program have	MOUs/Interagency Agreements related to service provision for children with
disabilities?	

- a. All
- b. Most
- c. Some
- d. A few
- e. None

DIR\_EXTCLB 2. Does your EHS program have an MOU/Interagency Agreement with your state-level Part C entity?

- a. Yes
- b. No
- c. Don't know

DIR\_EXTCLB 3. With what proportion of the LEA partners in your area does your HS program have MOUs/Interagency Agreements related to service provision for children with disabilities?

- a. All
- b. Most
- c. Some
- d. A few
- e. None

DIR\_EXTCLB 4. Does your HS program have an MOU/Interagency Agreement with your state-level LEA?

- a. Yes
- b. No
- c. Don't know

DIR\_EXTCLB 5. To what extent do the following factors make it challenging to establish local MOUs/Interagency Agreements to support children with disabilities and suspected delays?

Factors Potentially Affecting Local MOUs/Interagency Agreements		Not at all challenging	A little challenging	Somewhat challenging	Very challenging	Extremely challenging
a.	Identifying interested local services/organizations					
b.	Finding qualified local services/organizations					
c.	Negotiating the MOU/Interagency Agreement					
d.	Writing/finding proper language for MOU/Interagency Agreement					
e.	Enforcing the MOU/Interagency Agreement					

DIR\_EXTCLB 6. To what extent do the following factors make it challenging to enforce local MOUs/Interagency Agreements to support children with disabilities and suspected delays?

Factors Potentially Affecting Local		Not at all	A little	Somewhat	Very	Extremely
MOUs/Interagency Agreements		challenging	challenging	challenging	challenging	challenging
_	Identif in a intercept of least					
f.	Identifying interested local					
	services/organizations					
g.	Finding qualified local	П				
	services/organizations					
h.	Negotiating the MOU/Interagency					
	Agreement					
i.	Writing/finding proper language for			П		
	MOU/Interagency Agreement					
j.	Enforcing the MOU/Interagency			П		
	Agreement					

# **MODULE 6: Transitions**

*Instructions on screen:* This next set of questions relates to transitioning children with disabilities from your program to other care settings.

**Programmer's note:** If PROG01 = a, then ask DIR\_TRANS01. If PROG01 = b, then ask DIR\_TRANS02. If PROG01 = c, ask both DIR\_TRANS 01 and DIR\_TRANS 02.

DIR\_TRANS 1. In general, when your **EHS program** transitions children with disabilities, how often do the receiving programs do the following:

Note: Receiving programs may include other EHS programs, non-EHS infant/toddler care settings, HS programs, HS programs, or other non-HS preschools/pre-K programs.

Characteristics of Receiving Programs		Never	Rarely	Occasionally	Frequently	Always
a.	Welcome families					
b.	Communicate effectively with your program					
c.	Meet with staff sufficiently					
d.	Meet with families sufficiently					
e.	Discuss alignment of expectations with your program					
f.	Discuss alignment of assessments with your program					
g.	Consistently request reports/assessment data from your program					
h.	Discuss alignment of curricula with your program					
i.	Present challenges to working collaboratively with your program					

DIR\_TRANS 2. In general, when your **HS program** transitions children with disabilities, how often do the receiving programs do the following:

Note: Receiving programs may include other HS programs, other non-HS preschools/Pre-K programs, or kindergartens.

Characteristics of Receiving Programs		Never	Rarely	Occasionally	Frequently	Always
a.	Welcome families					
b.	Communicate effectively with your program					
c.	Meet with staff sufficiently					
d.	Meet with families sufficiently					
e.	Discuss alignment of expectations with your program					
f.	discuss alignment of assessments with your program					
g.	Consistently request reports/assessment data from your program					
h.	Discuss alignment of curricula with your program					
i.	Present challenges to working collaboratively with your program					

Thank you for taking the time to fill out this important survey!