Family Economic Mobility (FEM) Training and Technical Assistance Feedback

POST-FEM ACADEMY PARTICIPATION FEEDBACK FORM

Thank you for participating in the Family Economic Mobility (FEM) Academy. To help ensure the quality of our services, we ask that you complete the following feedback survey. This brief survey is voluntary, and you do not have to answer any questions. Your responses will be kept private, and results will be summarized in a way that cannot identify any individual. To further protect your privacy please refrain from including personally identifiable information and open in-depth responses. The survey takes about twenty minutes to complete.

Please note that some survey items use a multi-point scale. If you are taking the survey on your phone, you may have to scroll down to see the entire scale. When you finish click the submit button at the bottom of the final page to record your responses. You are free to move throughout the survey and change responses until you click submit. You will then be taken to a screen that indicates your responses have been submitted.

Building Family Economic Mobility (BFEM)

This set of questions focuses on building family economic mobility (BFEM). BFEM refers to partnering with families on their goals for financial capability, education, and employment through the process of setting program goals and developing strategies.

1. The FEM Academy increased my overall knowledge level of economic mobility for families.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

   a. My current level of knowledge around family economic mobility topics.

   <<Likert Scale: Not at all knowledgeable, Somewhat knowledgeable, Moderately knowledgeable, Highly knowledgeable, Expert >>

   b. Provide up to three examples of specific areas of knowledge you gained.

   <<Open-Ended>>

2. The FEM Academy provided me with sufficient knowledge to deliver accurate information around economic mobility to families.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

3. There are one or more areas of knowledge that I can easily incorporate into my next interaction with families.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

   a. Please briefly describe those areas of knowledge
   <<Open-Ended>>

4. My outlook towards delivering economic mobility information to families is positive.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

5. The FEM Academy allowed me to adopt a "practice change" (or a method) to transfer my knowledge of economic mobility to families.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

   a. Provide a brief example of a specific practice change you can adopt to help families build their knowledge of economic mobility.
   <<Open-Ended>>

Confidence to Engage Families in FEM Related Content

6. The FEM Academy increased my level of confidence to engage with families more effectively.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

   a. My level of confidence in conversations with families around FEM.

   <<Likert Scale: No confidence, Somewhat confident, Moderately confident, Highly confident, Fully confident >>

       b. Provide an example of a particular area where the FEM Academy increased your level of confidence.
       <<Open-Ended>>

7. The FEM Academy empowered me to initiate discussion topics around economic mobility as I interact with families.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

8. The FEM Academy reduced my hesitation (or fear) about approaching topics related to family economic mobility.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

9. The confidence I gained from the FEM Academy will allow me to build trust and partnership with families around economic mobility.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>
   a. Briefly discuss how your level of confidence will lead to trust building in relationships with families. Please limit your response to two or three sentences.

   <<Open-Ended>>

10. Discuss how your <u>level of knowledge</u> and <u>your level of confidence</u> with FEM topics and resources impacts your ability to engage families in FEM-related conversations. Please limit your response to two or three sentences.
    <<Open-Ended>>

FEM Tools and Resources

11. The FEM Academy increased my knowledge of the available tools and resources for families.

    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

12. List up to three tools and/or resources that have been the easiest for you to utilize in your interaction with families?

    <<Open-Ended>>

13. I feel confident in my ability to readily access the FEM tools and resources during my interaction with families.

    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

14. What factors are important for your continued use of the FEM tools and resources in your interaction with families? Please limit your response to two or three factors.
    <<Open-Ended>>

15. What areas of practice change did the FEM Academy lead you to adopt? Consider the FEM tools and resources and your interaction with families.

    <<Open-Ended>>

This set of questions refer to engaging in a "systematic conversational approach". This is a conversational style that centers the conversation around a topic with a specific goal as the intended outcome. For example, the topic could be making progress towards a particular financial goal such saving or managing debt. The intended outcome is a goal or set of goals to keep the family accountable.

Systematic Conversational Approach

16. A structured approach to conversation with families is a helpful strategy to keep families focused on their economic mobility goals.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

    a. My level of confidence in conversations with families around FEM.

    <<Likert Scale: No confidence, Somewhat confident, Moderately confident, Highly confident, Fully confident >>

17. I learned to develop a greater level of engagement around FEM as a regular part of my interaction with families.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>
    a. Provide a brief example of how you can structure your conversation with families around FEM related activity.
    <<Open-Ended>>

18. My knowledge of FEM tools and resources will allow me to have structured conversations with families around family economic mobility.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

19. Reflecting on my work with families allows me to be more effective at helping families to achieve their economic mobility goals.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

20. Briefly discuss what you will incorporate into building relationship with families based on the FEM Academy. Please limit your response to two or three sentences.

    <<Open-Ended>>

Develop and Strengthen Community Partnerships

The next set of questions focuses on community partnerships. Community partnerships build collaborative relationships with organizations in the community to support and advance families' economic mobility and education and employment goals through financial capability services or

programs that teach financial literacy. Examples of community partnerships include Workforce Development Boards or Community Action Agencies.

21. I feel strong levels of engagement with current and future community partners are important to achieve family economic mobility goals.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

22. I learned practical steps to <u>develop</u> new community partnerships to assist parents and children.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>
    a. Provide up to three examples of early steps you can take to <u>develop</u> new community partnerships.
    <<Open-Ended>>

23. I learned practical steps to <u>strengthen</u> existing community partnerships.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>
    a. Provide up to three examples of initial steps you can take to <u>strengthen</u> existing partnerships.
    <<Open-Ended>>

24. My organization's current community partnerships can assist families in their economic mobility goals.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

25. Briefly describe how the FEM Academy changed your perception of building community partnerships? . Please limit your response to two or three sentences.

    <<Open-Ended>>

<u>Organizational Prioritization</u>

26. Briefly describe your perceptions of your organization's prioritization and readiness to implement topics around family economic mobility? Please limit your response to two or three sentences.

    <<Open-Ended>>

27. My organization's level of prioritization around family economic mobility is directly related to my comfort level in discussing family economic mobility with families.
    <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

28. Briefly discuss the relationship between your level of comfort with topics around family economic mobility and your organization's prioritization around this topic. Please limit your response to two or three sentences.

    <<Open-Ended>>

29. My organization provides professional development focused on topics related to family economic mobility.
   <<Likert Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree>>

30. I rate the quality of the professional development as:
   <<Likert Scale: Very Poor, Poor, Moderately Poor, Acceptable, Somewhat Good, Good, Very good, Not applicable >>

<u>Overall</u>

31. Consider a specific interaction with a family in last 30 days. Describe briefly how your interaction would change based on the training you received in the FEM Academy.
   <<Open-Ended>>

32. Did the FEM Academy meet your education and training needs?
   a. If yes, describe how your needs were met?
      <Open-Ended>>
   b. If no, describe what you were hoping to gain from the FEM Academy.
      <<Open-Ended>>

<u>SURVEY NOTE:</u> Max 32 items. Likert Scale items in the Post-FEM Academy Participation Feedback Form may be substituted into the Pre-FEM Academy Participation Feedback Form.