About You

2. Your Gender
☐ Male
☐ Female

3. Your Age
☐ 20 to 24 years old
☐ 25 to 29 years old
☐ 30 to 34 years old
☐ 35 to 39 years old
☐ 40 to 44 years old
☐ 45 to 49 years old
☐ 50 to 54 years old
☐ 55 to 59 years old
☐ 60 to 64 years old
☐ 65 and older

4. Your Ethnicity
☐ Hispanic/Latino
☐ Non-Hispanic/Latino

5. Your Race
☐ Black or African American
☐ White
☐ Asian
☐ American Indian
☐ Other: Please specify: ________________________________

6. Your Education
6a. Do you have a Bachelor’s Degree?  ☐ Yes  ☐ No
6b. If yes, please check the disciple of the degree:
☐ Social Work
☐ Psychology
☐ Sociology
☐ Criminology
☐ Rehabilitation and Mental Health Counseling
☐ Other: Please specify: ________________________________
7. Do you have a Master's Degree?  ☐ Yes  ☐ No
7a. If yes, please check the disciple of the degree:
☐ Social Work
☐ Psychology
☐ Sociology
☐ Criminology
☐ Rehabilitation and Mental Health Counseling
☐ Other: Please specify: ____________________________________

About Your Experience

Please indicate length of time in years

9. Have you been at your current agency for at least one year?  ☐ Yes
   ☐ No
9a.__________ If yes, indicate the number of years.

10. Have you been in your current position for at least one year?  ☐ Yes
    ☐ No
10a. _________ If yes, indicate the number of years.

11. Have you been in the child welfare profession for at least one year?  ☐ Yes
    ☐ No
11a. _________ If yes, indicate the number of years.

12. _________ Please indicate the total number of years of professional experience you have.

Please indicate yes or no to the following questions:
13. Is this your first full-time job in child welfare?  ☐ Yes  ☐ No
14. Was child welfare your first career choice?  ☐ Yes  ☐ No
15. If you could turn back the clock to take this job, would you make the same decision?  ☐ Yes  ☐ No
About Exploring Other Jobs

16. Have you looked for another job in the past year?  ☐ Yes  ☐ No

17. How often have you seriously considered leaving your current child welfare job in the past 6 months?
☐ Never
☐ 1 or 2 times
☐ 3 or 4 times
☐ Several times a month
☐ Several times a week
☐ Daily

18. How likely are you to leave your child welfare job in the next 6 months?
☐ Not likely at all
☐ A little likely
☐ Somewhat likely
☐ Very likely

About Your Salary

19. Please indicate your annual salary:
☐ Under $25,000
☐ $25,001 to $30,000
☐ $30,001 to $35,000
☐ $35,001 to $40,000
☐ $40,001 to $45,000
☐ $45,001 to $50,000
☐ More than $50,001

20. How satisfied are you with your salary?
☐ Very dissatisfied
☐ Dissatisfied
☐ Neither satisfied nor dissatisfied
☐ Satisfied
☐ Very satisfied
21. How satisfied are you with your benefits?
☐ Very dissatisfied
☐ Dissatisfied
☐ Neither satisfied nor dissatisfied
☐ Satisfied
☐ Very satisfied

About Your Job

What aspect of your job do you find most challenging?

What aspect of your job do you find the most satisfying?

What advice would you give to a new employee in your position?

What organizational policies/procedures make your job more difficult?

What would you change about the job expectations and/or responsibilities?

What is your overall impression regarding staff morale?

What could your Supervisor and/or Agency do to improve staff morale?
Please rate each of the factors listed below using this scale:

<table>
<thead>
<tr>
<th>Rating</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Disagree</td>
</tr>
<tr>
<td>2</td>
<td>Disagree</td>
</tr>
<tr>
<td>3</td>
<td>Neither Agree nor Disagree</td>
</tr>
<tr>
<td>4</td>
<td>Agree</td>
</tr>
<tr>
<td>5</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

- At the time of hire, I had a good understanding of my position.
- My training has prepared me for the expectations of my position.
- The amount of work I am asked to perform is fair.
- I receive fair and equal treatment from my supervisor.
- My supervisor is supportive and provides encouragement and ongoing guidance.
- My supervisor fosters teamwork within my unit.
- My supervisor demonstrates an interest in my well-being.
- My agency demonstrates an interest in my well-being.
- My supervisor respects my job-related opinions.
- My agency respects my job-related opinions.
- I receive ongoing training that is relevant to my position.
- There are adequate growth opportunities within my agency.
- There is a strong partnership between my agency and CBC/CPI/Diversion.
- There is a strong partnership between my agency and the Child Protection Team.
- There is a strong partnership between my agency and other community providers (i.e. The Spring, DACCO, Success 4 Kids and Families, etc.).
- There is a strong partnership between my agency and the Office of the Attorney General.
- There is a strong partnership between my agency and other stakeholders (i.e. Judges, GAL, etc.).
PLEASE CHECK ALL REASONS THAT CONTRIBUTE TO YOU STAYING.

___ Salary
___ Benefits
___ Importance of Work
___ Professional Development/ Growth
___ Commitment to Agency
___ Job Satisfaction
___ Job Expectations
___ Job Security
___ Relationship with Co-Workers
___ Relationship with Supervisor(s)
___ Relationship with Leadership
___ Shift Work
___ Organizational Climate
___ Agency Appreciation
___ Children/Family Appreciation
___ Other: ___________________

PLEASE INDICATE YOUR PRIMARY REASON FOR STAYING.
____________________________________________________________________

PLEASE CHECK ALL REASONS THAT WOULD CONTRIBUTE TO YOU LEAVING.

___ Salary
___ Benefits
___ Pursue Another Child Welfare Position
___ Pursue Another Job Opportunity
___ Pursue Further Education
___ Lack of Promotional Opportunities
___ Job Expectations
___ Job Security
___ Job Stress
___ Personal Safety
___ Relationship with Co-Workers
___ Relationship with Supervisor(s)
___ Relationship with Leadership
___ Shift Work
___ Excessive Workload
___ Burnout
___ Organizational Climate
___ Lack of Appreciation
___ Maternity/Health
___ Work/Family Conflict
___ Relocation
___ Transportation / Commute
___ Retirement
___ Military Service
___ Other: ___________________

Any additional comments

Thank you for taking the time to complete this form.