

Stay Interview Survey

1.

STAY INTERVIEW SURVEY - INSTRUCTIONS

This survey asks about aspects of your job that make you want to stay in child welfare. The goal of this survey is to both determine why some caseworkers stay in their jobs and to provide information that ultimately helps reduce caseworker turnover. The information from your survey responses will be used to help the Caseworker Retention Workgroup formulate recommendations to the 2016 Pennsylvania State Roundtable, co-chaired by Supreme Court Justice Max Baer, Department of Human Services Deputy Secretary Cathy Utz, and Office of Children & Families in the Courts Administrator Sandy Moore, in regards to what would better help retain casework staff.

- This survey will close April 6, 2016.
- Completion of the survey should take approximately 5 minutes.
- The survey does not ask for your name and your responses will be kept completely anonymous.
- Your responses will not be seen by your Judge, Administrator, Supervisor or any other professional working directly with you.
- When the data is presented to the 2016 State Roundtable, it will be provided by Leadership Roundtables, not county specific.
- There is no right or wrong answer.
- The survey is voluntary.
- It is understood that your responses may be used to identify statewide strategies for retaining caseworkers in child welfare.
- Please respond honestly.

Thank you for your participation!

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2.

*** 1. Leadership Roundtable:**

- LRT 1 (Philadelphia, Allegheny, Montgomery, Bucks, Delaware)
- LRT 2 (Lancaster, Chester, York, Berks, Westmoreland)
- LRT 3 (Luzerne, Lehigh, Lackawanna, Northampton, Dauphin)
- LRT 4 (Cumberland, Erie, Washington, Beaver, Butler)
- LRT 5/6 (Cambria, Schuylkill, Fayette, Franklin, Fulton, Monroe, Centre, Blair, Lebanon, Lycoming, Northumberland, Adams)
- LRT 7 (Indiana, Clearfield, Armstrong, Jefferson, Clarion, Venango, Warren, Forest, McKean, Elk, Cameron, Somerset, Bedford, Huntingdon, Mifflin, Juniata, Perry, Greene, Mercer, Lawrence, Crawford)
- LRT 8 (Potter, Tioga, Bradford, Clinton, Union, Snyder, Montour, Columbia, Wayne, Pike, Susquehanna, Carbon, Sullivan, Wyoming)

*** 2. Job Classification:**

- Caseworker I
- Caseworker II
- Caseworker III
- Other (please specify)

*** 3. Years of Service:**

- Less than a year
- 1-2 years
- 2-4 years
- 5-10 years
- 10-15 years
- More than 15 years

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3.

*** 4. What do you like about your job that makes you want to stay? (check all that apply)**

- Leadership/Management of the agency
- My Supervisor
- My Colleagues
- Ability to make an impact on children and families
- Work Environment
- Salary/Benefits
- Flexibility
- Other (please specify)

*** 5. What do you not like about your job that would make you leave? (check all that apply)**

- There is nothing at this time that would make me want to leave
- Leadership/Management of the agency
- My Supervisor
- My Colleagues
- Inability to make an impact on children and families
- Work Environment
- Salary/Benefits
- Work hours
- On-call
- Court
- Stress
- Other (please specify)

*** 6. Do you feel appreciated and valued in your job?**

- Yes
- No

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4.

*** 7. What specialized training would help you feel more comfortable in your job? (check all that apply)**

- Drug and Alcohol
- Mental Health
- Sexual Abuse
- Investigative Skills
- Court related training (i.e. testimony, preparation for court, laws)
- Working with Older Youth
- Family Engagement strategies
- Trauma
- Technology
- Other (please specify)

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5.

*** 8. How important is your direct supervisor to whether or not you stay at this job?**

- Not at all
- Important
- Extremely important

*** 9. In one word or one sentence, what makes a really good supervisor?**

10. In one word or one sentence, what makes a really bad supervisor?

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6.

* 11. How stressful is going to Court?

- Not stressful
- Sometimes stressful
- Always stressful

12. If stressful, what causes most stress?

- Testifying in court
- Preparation for court
- Cross Examination
- Interacting with the families after you have provided testimony
- Amount of time spent at the courthouse
- Other (please specify)

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7.

*** 13. What technology do you have that is helpful? (check all that apply)**

- County cell phone
- Laptop or Tablet that can be taken into the field
- Dragon recording for automatic transcribing
- Other (please specify)

*** 14. What technology would be helpful for you to have? (check all that apply)**

- County cell phone
- Laptop or Tablet that can be taken into the field
- Dragon recording for automatic transcribing
- Other (please specify)

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8.

*** 15. Is your own family life affected by your job?**

- Never
- Rarely
- Frequently
- Always

*** 16. Do you have a self-care plan that helps you to reduce stress?**

- Yes
- No

*** 17. In one word or one sentence, what makes a really good day at your job?**

*** 18. In one word or one sentence, what makes a really bad day at your job?**