

**Summary of Findings
Progress Towards Goals Survey
Jefferson County Systems of Care Grant**

Butler Institute for Families

UNIVERSITY OF DENVER GRADUATE SCHOOL OF SOCIAL WORK

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Jefferson County Systems of Care Grant Results of Progress Towards Goals Survey

Introduction

Jefferson County Department of Human Services (DHS), Children, Youth & Families Division (CYF), was awarded a five-year federal grant entitled “Improving Child Welfare Outcomes Through Systems of Care” (SOC). The SOC grants, awarded to sites across the United States, are intended to improve the level of child safety, permanency, and well-being by providing services that are based upon five SOC principles. The principles are: 1) inter-agency collaboration and communication; 2) cultural competence; 3) family involvement; 4) services based upon individual strengths and community-based delivery; and 5) mechanisms in place to ensure accountability.

The purpose of the Advisory and Evaluation Subcommittee(s) is to build interagency collaboration and support, disseminate information, and facilitate the principles of the SOC grant. The Progress Towards Goals (PTG) Survey is completed by participants in order to gather information about the perceived level of productivity of each committee. Based on this feedback, grant staff can make modifications to the facilitation and activities of the subcommittees to ensure meaningful and productive meetings.

Methods

The Progress Towards Goals Survey was administered to those members that attended the Advisory Committee during August 2007 and the Evaluation Subcommittee during April 2007. The 24-item survey asked about goals and purpose of the committee, identity and membership, productivity, and accountability. The Likert-style items ranged from 1 to 5, where 1 = Strongly Disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; and 5 = Strongly Agree. For the Evaluation Subcommittee, 6 participants out of 10 completed the survey; for the Advisory Subcommittee, 11 out of 18 members completed the survey. Participants were asked to complete the survey anonymously, and the surveys were collected and placed in a sealed envelope by a grant staff member. SOC staff coded surveys with a numeric identifier, entered the data into an Excel database, and emailed the data to the Butler Institute for Families for analysis and interpretation.

Results

Evaluation Subcommittee

The number of Evaluation Subcommittee meetings that participants had attended ranged from 1 to 24, with an average of 11.5 meetings. Most of the responses of the subcommittee members were between “neutral” and “agree,” with the highest mean score being 3.83 (“Members of this subcommittee are collaborative with one another”) and the lowest mean score being 2.33 (“The products and results of this committee’s work are widely shared with others”). The items rated highest were that members are collaborative with one another, meeting agendas are used to achieve the goals of the group, and that time is used wisely when the group meets. Participants also rated as higher that the group had a strong facilitator and that the work of the subcommittee had an impact on Jefferson County Division of Children, Youth & Families. Items that received lower ratings (“disagree” to “neutral”) related to whether the work of the subcommittee is understood by others, how the work of the subcommittee was shared with others, the accountability of members of the subcommittee, and whether the right people are members of the committee (see Table 1).

Table 1: Evaluation Subcommittee Survey Results

1-5 Scale: 1=Strongly Disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly Agree

Goals and Purpose	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
1. I am clear about the goals and purpose of this committee.	0	2	1	2	1	3.33
2. I am clear about my role and responsibilities on this committee.	0	2	2	1	1	3.17
3. Since I've been attending this committee, the goals and purpose have changed.	0	3	0	2	1	3.17
4. Other people who are not members understand the goals and purpose of the committee.	0	4	2	0	0	2.33
5. It will be clear when the work of this committee is complete.	0	3	0	3	0	3.00
6. The work plan and timelines for completing the tasks of this committee have been made clear to me.	0	2	3	1	0	2.83

Identity and Membership	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
7. The right people are members of this committee.	0	2	3	1	0	2.83
8. Members of this committee attend regularly.	0	2	3	0	1	3.00
9. All of the members of this committee participate as equals.	0	2	1	2	1	3.33
10. Members of this committee are collaborative with one another during our meetings.	0	1	0	4	1	3.83
11. This committee is just about the right size to be productive and get things done.	0	2	1	3	0	3.17
Productivity	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
12. This committee has a strong facilitator who keeps us on task.	0	1	1	3	1	3.67
13. Meeting agendas are used to achieve goals and tasks of the project.	0	0	2	3	1	3.83
14. Our timelines for tasks that we set for ourselves are reasonable and doable.	0	1	1	4	0	3.50
15. This committee is productive and gets things done.	0	2	2	1	1	3.17
16. Other people who are not members think this committee is productive and gets things done.	0	2	4	0	0	2.67
17. We use our time wisely when we meet.	0	0	1	5	0	3.83
Accountability	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
18. Members of this committee hold one another accountable to accomplish our tasks.	0	3	2	1	0	2.67
19. The work of this committee has had a positive/constructive impact on:						
a. Children and families.	0	0	4	2	0	3.33
b. Jefferson County Division of Children, Youth & Families.	0	0	2	4	0	3.67
c. Child and family agencies serving Jefferson County.	0	0	4	2	0	3.33
20. The products and results of this committee's work are widely shared with others.	0	4	2	0	0	2.33

Advisory Group Committee

For the Advisory Committee meetings, participants attended between 1 and 16 meetings, with an average of 8.9 meetings. Overall, the ratings of participants of the Advisory Committee were higher than those of the Evaluation Subcommittee, ranging from 2.45 (“The right people are members of this committee”) to 4.09 (“Members of this committee are collaborative with one another”). Other items receiving higher ratings were that the members are clear about their role and responsibilities on the committee, the committee has a strong facilitator, and meeting agendas are used to achieve the goals and tasks of the project. Areas that were rated less favorably included whether the right people were members of the committee, whether they attended regularly, and if it will be clear when the work of the committee is completed (see Table 2).

Table 2: Advisory Group Subcommittee Survey Results

1-5 Scale: 1=Strongly Disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly Agree

Goals and Purpose	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
1. I am clear about the goals and purpose of this committee.	0	2	2	5	2	3.64
2. I am clear about my role and responsibilities on this committee.	0	2	0	6	3	3.91
3. Since I've been attending this committee, the goals and purpose have changed.	1	2	5	2	1	3.00
4. Other people who are not members understand the goals and purpose of the committee.	0	5	4	1	1	2.82
5. It will be clear when the work of this committee is complete.	0	6	3	1	1	2.73
6. The work plan and timelines for completing the tasks of this committee have been made clear to me.	0	5	4	1	1	2.82
Identity and Membership	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
7. The right people are members of this committee.	0	8	1	2	0	2.45
8. Members of this committee attend regularly.	0	6	3	2	0	2.64
9. All of the members of this committee participate as equals.	0	5	1	4	1	3.09
10. Members of this committee are collaborative with one another during our meetings.	0	1	0	4	1	4.09
11. This committee is just about the right size to be productive and get things done.	0	1	4	5	1	3.55

Productivity	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
12. This committee has a strong facilitator who keeps us on task.	0	1	1	7	2	3.91
13. Meeting agendas are used to achieve goals and tasks of the project.	0	1	2	6	2	3.82
14. Our timelines for tasks that we set for ourselves are reasonable and doable.	0	0	6	4	1	3.55
15. This committee is productive and gets things done.	0	3	2	6	0	3.27
16. Other people who are not members think this committee is productive and gets things done.	0	1	8	2	0	3.09
17. We use our time wisely when we meet.	0	0	4	6	1	3.73
Accountability	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
18. Members of this committee hold one another accountable to accomplish our tasks.	0	1	7	3	0	3.18
19. The work of this committee has had a positive/constructive impact on:						
a. Children and families.	0	1	4	5	1	3.55
b. Jefferson County Division of Children, Youth & Families.	0	1	3	6	1	3.64
c. Child and family agencies serving Jefferson County.	0	1	4	5	1	3.55
20. The products and results of this committee's work are widely shared with others.	0	2	6	2	1	3.18