

Domains	Q#	Questions
<b>Introduction</b>		
	Q1	Organization/Agency Name: (select from dropdown)
	Q2	How long have you been employed at this organization/agency? <input type="checkbox"/> Less than 6 months <input type="checkbox"/> Between 6 and 12 months <input type="checkbox"/> Between 13 and 24 months <input type="checkbox"/> Between 25 and 36 months <input type="checkbox"/> More than 36 months
	Q3	What is your gender? <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Non-binary <input type="checkbox"/> Gender Non-Conforming <input type="checkbox"/> Transgender Male <input type="checkbox"/> Transgender Female <input type="checkbox"/> Prefer not to Answer <input type="checkbox"/> Other (specify)
	Q4	What is your racial background? <input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> Alaskan Native/American Indian/Native American <input type="checkbox"/> Asian <input type="checkbox"/> Native Hawaiian or Pacific Islander <input type="checkbox"/> Prefer Not to Answer <input type="checkbox"/> Other (specify)
	Q5	What is your ethnicity? <input type="checkbox"/> Latino/Latina or Hispanic <input type="checkbox"/> Not Latino/Latina or Hispanic <input type="checkbox"/> Prefer Not to Answer <input type="checkbox"/> Other (specify)
	Q6	What is your age category? <input type="checkbox"/> 18-24 <input type="checkbox"/> 25-34 <input type="checkbox"/> 35-44 <input type="checkbox"/> 45-54 <input type="checkbox"/> 55-64 <input type="checkbox"/> 65 and over <input type="checkbox"/> Prefer Not to Answer
	Q7	As part of the hiring process for your DSP position, were you given a Realistic Job Preview (RJP) so it was clear what your job responsibilities would be? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q7a	If yes, which realistic job preview method was used? (Check all that apply): <input type="checkbox"/> Structured observation or site visits <input type="checkbox"/> Meetings with current DSPs and people receiving supports <input type="checkbox"/> RJP videos (general to field or specific to agency or job) <input type="checkbox"/> Booklet or brochure <input type="checkbox"/> Internships or volunteering at your agency <input type="checkbox"/> Other (specify)
	Q8	Were individuals receiving supports and services included as part of the hiring process when you were hired as a DSP? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q9	Please describe how you learned about the DSP position at your agency. <input type="checkbox"/> Open-ended paragraph box
<b>Domain 1 Protection from Harm: (Safety and Security)</b>	Q10	What benefits <u>were available to you</u> as a DSPs in 2022?(check all that apply): <input type="checkbox"/> Paid Time Off <input type="checkbox"/> Health Insurance <input type="checkbox"/> Dental Insurance <input type="checkbox"/> Vision Coverage <input type="checkbox"/> Retirement/401K/403B <input type="checkbox"/> Employee Assistance Program (EAP) <input type="checkbox"/> Employer contributions to retirement <input type="checkbox"/> None <input type="checkbox"/> Other (specify)
	Q11	What benefits did you <u>take part of</u> as a DSPs in 2022?(check all that apply): <input type="checkbox"/> Paid Time Off <input type="checkbox"/> Health Insurance <input type="checkbox"/> Dental Insurance <input type="checkbox"/> Vision Coverage <input type="checkbox"/> Retirement/401K/403B <input type="checkbox"/> Employee Assistance Program (EAP) <input type="checkbox"/> Employer contributions to retirement <input type="checkbox"/> Other (specify) <input type="checkbox"/> I did not participate in any of these benefits
	Q11a	If benefits were available to you, but you did not take part of them please indicate why. <input type="checkbox"/> Too expensive <input type="checkbox"/> I receive these benefits from a family member <input type="checkbox"/> I did not know these benefits were available to me <input type="checkbox"/> Have benefits through another employer <input type="checkbox"/> Other (specify)
	Q12	Do you think you are fairly compensated for the work that you do as a DSP? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q13	Do you think you have an appropriate workload as a DSP? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q14	Does your agency give bonuses to DSPs? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q14a	If yes, have you received any of the following bonuses (select all that apply): <input type="checkbox"/> Employee referral bonus <input type="checkbox"/> Hiring bonus (sign-on bonus) <input type="checkbox"/> Performance recognition <input type="checkbox"/> Years of service <input type="checkbox"/> Other (specify)
	Q15	Do you have any flexibility within your work schedule (e.g., can you switch shifts with a coworker, adjust your hours due to personal needs, request a temporary shift change, etc.)? <input type="checkbox"/> Yes <input type="checkbox"/> No

	Q15a	If no, would you be interested in flexible schedule opportunities at your agency? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q16	Is your input and feedback requested at work? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q16a	If yes, how is the feedback and input collected: (select all that apply) <input type="checkbox"/> Survey <input type="checkbox"/> 1:1 meetings <input type="checkbox"/> Lunch with executive director <input type="checkbox"/> Focus groups <input type="checkbox"/> Suggestion box <input type="checkbox"/> Exit interviews <input type="checkbox"/> New hire follow-up <input type="checkbox"/> Other (specify)
	Q17	How does your agency promote diversity, equity, and inclusion in the workforce? (select all that apply) <input type="checkbox"/> DEI Committee <input type="checkbox"/> Includes a diverse group of people when writing policies <input type="checkbox"/> Written and Verbal Language translation of materials for anyone who needs it including DSPs <input type="checkbox"/> Assisted Technology for anyone who needs it including DSPs <input type="checkbox"/> DEI competency training <input type="checkbox"/> Policies specifically addressing DEI <input type="checkbox"/> My agency does not promote DEI <input type="checkbox"/> Other (specify)
	Q18	Does your agency offer support/resources to address burnout and stress? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q18a	If yes, what supports/resources does your agency provide to address burnout and stress? (Check all that apply) <input type="checkbox"/> Actively promote mental health and wellness programs <input type="checkbox"/> Encourage DSPs to take time off to rest <input type="checkbox"/> Employee Assistance Program (EAP) <input type="checkbox"/> Empower DSPs to set boundaries and create a healthy balance between home and work <input type="checkbox"/> Encourage employees to use their vacation days <input type="checkbox"/> Create a safe space for employees to feel comfortable opening up to their manager when they're struggling with their workload <input type="checkbox"/> Create open and transparent two-way communication) <input type="checkbox"/> Other: (specify) <input type="checkbox"/> None of these are offered <input type="checkbox"/> Unknown/I don't know
	Q18b	If no, what support/resources to address burnout and stress would you be interested in? <input type="checkbox"/> Actively promote mental health and wellness programs <input type="checkbox"/> Encourage DSPs to take time off to rest <input type="checkbox"/> Employee Assistance Program (EAP) <input type="checkbox"/> Empower DSPs to set boundaries and create a healthy balance between home and work <input type="checkbox"/> Encourage employees to use their vacation days <input type="checkbox"/> Create a safe space for employees to feel comfortable opening up to their manager when they're struggling with their workload <input type="checkbox"/> Create open and transparent two-way communication <input type="checkbox"/> Other: (specify) <input type="checkbox"/> None
	Q19	Does your agency provide the necessary technology (e.g. computer, cell phone, ipad, wifi) for DSPs to do your work? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q20	Does your agency provide you with PPE? <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Domain 2: Connection and Community (Social Support and Belonging)</b>	Q21	In an average week, at your agency, how many hours of supervision do you receive? <input type="checkbox"/> None <input type="checkbox"/> Less than 1 hour/week <input type="checkbox"/> 1-2 hours/week <input type="checkbox"/> 3+ hours/week
	Q22	What formats for supervision does your agency offer you? <input type="checkbox"/> Individual supervision meetings <input type="checkbox"/> Group supervision meetings <input type="checkbox"/> Staff meetings <input type="checkbox"/> Case presentations <input type="checkbox"/> Direct observations by supervisor <input type="checkbox"/> Peer supervision <input type="checkbox"/> Outside/independent supervision <input type="checkbox"/> Informal oversight <input type="checkbox"/> Other: (specify) <input type="checkbox"/> None
	Q23	At your agency, do you have access to a frontline supervisor /manager if and when needed? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q24	At your agency, does your frontline supervisor/manager engage in clear and consistent communication with you? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q25	Does your frontline supervisor/manager work in partnership with you to solve problems and be successful in your work? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q26	Do you have a best friend or a colleague that you consider a friend at work? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q27	People from different parts of the agency share a common view/set of values. <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q28	The glue that holds the agency together is loyalty and mutual trust. Commitment to this agency runs high. <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Domain 3: Opportunity for Growth (Learning and Accomplishment)</b>	Q29	Are there opportunities for promotion/career advancement at your agency? <input type="checkbox"/> Yes <input type="checkbox"/> No

	Q30	Do you have opportunities to attend off site trainings or conferences? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q31	Does your agency provide you with trainings that is relevant to your work? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q31a	If yes, what kind of training have you been offered: (select all that apply) <input type="checkbox"/> Trainings on best practices <input type="checkbox"/> Professional development trainings <input type="checkbox"/> Cultural competency trainings <input type="checkbox"/> Training on code of ethics <input type="checkbox"/> Training on NYS OPWDD DSP Core Competencies <input type="checkbox"/> Documentation trainings <input type="checkbox"/> Training on how to use the necessary technologies <input type="checkbox"/> Trainings on self-care <input type="checkbox"/> Supervisor training <input type="checkbox"/> Trauma informed care <input type="checkbox"/> DEI Training <input type="checkbox"/> Other: (specify)
	Q31b	If no, what kind of training would be helpful to you? <input type="checkbox"/> Text Box
	Q32	Does your agency provide financial resources to DSPs to pursue academic advancement (e.g., micro-credentialing, earning college credits, pursuing a degree or certificate from a higher education institution)? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q33	Does your agency distribute an annual satisfaction survey to hear your thoughts and opinions about what is working or not within the organization? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q34	Does your agency conduct annual Performance Evaluations? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q34a	If yes, is there an opportunity to review the evaluation together where you can discuss and provide feedback? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q34b	If no, have you ever received a Performance Evaluation at your agency? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q34c	If yes, when was your last Performance Evaluation at your agency? <input type="checkbox"/> Text Box
	Q35	Does your frontline supervisor/manager try to align your strengths and interests with the work you do and the people you support? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q36	Does your agency provide financial resources to DSPs to pursue academic advancement (e.g., micro-credentialing, earning college credits, pursuing a degree or certificate from a higher education institution)? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q36a	If no, which academic advancements would you be interested in: (check all that apply) <input type="checkbox"/> Micro-credentialing <input type="checkbox"/> Earn college credits towards my chosen degree <input type="checkbox"/> Pursue a certification from a higher education institution <input type="checkbox"/> Pursue a degree from a higher education institution <input type="checkbox"/> Other: (specify)
<b>Domain 4: Matter at Work (Dignity and Meaning)</b>	Q37	Are you familiar with your agency's mission? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q38	Is your work as a DSP connected to the mission of the agency? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q39	Does your agency do any of the following to recognize your work as a DSP: (select all that apply) <input type="checkbox"/> Staff appreciation days/moments <input type="checkbox"/> Professional development trainings <input type="checkbox"/> Provide lunch/snacks for staff <input type="checkbox"/> Celebrate birthdays <input type="checkbox"/> Pass out rotating trophy/trinket <input type="checkbox"/> Employee wall of fame <input type="checkbox"/> Recognize work anniversaries <input type="checkbox"/> Public acknowledgement/shoutouts <input type="checkbox"/> Saying thank you <input type="checkbox"/> Other: (specify) <input type="checkbox"/> None
	Q40	I would recommend a friend to work at this agency. <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q41	I am generally satisfied with the kind of work I do. <input type="checkbox"/> Yes <input type="checkbox"/> No
	Q42	The highlights of my job are: (Check all that apply) <input type="checkbox"/> The people receiving supports/services <input type="checkbox"/> My co-workers <input type="checkbox"/> My frontline supervisor/manager <input type="checkbox"/> Being able to support others <input type="checkbox"/> The activities I get to be apart of <input type="checkbox"/> The organization's commitment to the employees and people receiving support/services <input type="checkbox"/> The opportunity to build on my skills <input type="checkbox"/> The work brings me a sense of purpose and meaning <input type="checkbox"/> Other (specify)

	Q43	<p>I am: (check all that apply)</p> <ul style="list-style-type: none"> <li>■ Seriously thinking about quitting my job</li> <li>■ Planning to leave my job within the next 6 months</li> <li>■ In the process of interviewing for a new job</li> <li>■ Definitely leaving my job and have given my notice already</li> <li>■ Planning to stay at my job</li> <li>■ Other (specify)</li> </ul>	
	Q43a	<p>If yes, why are you thinking about/planning to quit? (check all that apply)</p> <ul style="list-style-type: none"> <li>■ Unsupportive frontline supervisor/manager</li> <li>■ No opportunity for growth</li> <li>■ Conflict with co-workers</li> <li>■ My beliefs and values don't align with the agency's</li> <li>■ The work schedule is not flexible enough</li> <li>■ Can't afford to stay</li> <li>■ I want to leave the field/change careers</li> <li>■ I want to stay in the field, but work for a different agency</li> <li>■ Other (specify)</li> </ul>	
<b>Domain 5: Work Life Harmony (Autonomy and Flexibility)</b>	Q44	<p>At your agency, DSPs are not told what to do, but are given the flexibility to plan out their work day</p> <ul style="list-style-type: none"> <li>■ Yes</li> <li>■ No</li> </ul>	
	Q45	<p>Supervisors work with DSPs to prioritize work activities.</p> <ul style="list-style-type: none"> <li>■ Yes</li> <li>■ No</li> </ul>	
	Q46	<p>DSPs have some control over what their job responsibilities are.</p> <ul style="list-style-type: none"> <li>■ Yes</li> <li>■ No</li> </ul>	
	Q47	<p>Is there anything else or any recommendation that you would like to share with us about your agency as it relates to workforce recruitment and retention?</p> <ul style="list-style-type: none"> <li>■ Open Ended paragraph box</li> </ul>	