



FACT STAFF STUDY: 2015 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-7	
Caseload	8	
Hours per Week	9	
Supervision Frequency	10-12, 14-16	
Supervisory Support	13	
Job Satisfaction	17	
Intent to Quit	18	
Measure of Work Environment	19-34	
Copenhagen Burnout Inventory	35-53	
General Stress and Job Stress	54-55	
Secondary Traumatic Stress Scale	56-72	
Brief Resilience Scale	73-78	
Childhood Experiences Survey (adverse childhood experiences)	79-97	
Smoking	98-99	
PROMIS – Global Health	100-101	
Brief Alliance Assessment (therapeutic alliance)	102-119	



FACT STAFF STUDY: 2016 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-7	1-4
Caseload	8	5
Hours per Week	9	10
Supervision Frequency	10-12, 14-16	6-8, 11-13
Supervisory Support	13	9
Job Satisfaction	17	14
Intent to Quit	18	15
Cultural Competence		16-17
Measure of Work Environment	19-34	18-33
Barriers to Family Engagement		34-43
Copenhagen Burnout Inventory	35-53	44-62
General Stress and Job Stress	54-55	63-64
Secondary Traumatic Stress Scale	56-72	65-81
Brief Resilience Scale	73-78	82-87
Childhood Experiences Survey (adverse childhood experiences)	79-97	
Smoking	98-99	88-89
PROMIS – Global Health	100-101	90-91
Brief Alliance Assessment (therapeutic alliance)	102-119	92-109



FACT STAFF STUDY: 2017 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-7	1-4
Caseload	8	5
Supervision Frequency	9-11, 13-15	6-8, 10-12
Supervisory Support	12	9
Professional Development	16-19	13-16
Job Satisfaction	20	17
Intent to Quit	21	18
Cultural Competence		19-20
Measure of Work Environment	22-37	21-36
Barriers to Family Engagement		37-46
Copenhagen Burnout Inventory	38-56	47-65
General Stress and Job Stress	57-58	66-67
Secondary Traumatic Stress Scale	59-75	68-84
Childhood Experiences Survey (adverse childhood experiences)	76-94	
Practices to Promote Safe and Healthy Sleep	95-99	85-89
Smoking	100-101	90-91
PROMIS – Global Health	102-103	92-93
Brief Alliance Assessment (therapeutic alliance)	104-121	94-111



FACT STAFF STUDY: 2018 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-7	1-4
Caseload	8	5
Supervision Frequency	9-11, 13-15	6-8, 10-12
Supervisory Support	12	9
Professional Development	16-24	13-21
Job Satisfaction	25	22
Intent to Quit	26	23
Cultural Competence		24-25
Measure of Work Environment	27-42	26-41
Barriers to Family Engagement		42-51
Copenhagen Burnout Inventory	43-61	52-70
General Stress and Job Stress	62-63	71-72
Secondary Traumatic Stress Scale	64-80	73-89
Childhood Experiences Survey (adverse childhood experiences)	81-99	
Practices to Promote Safe and Healthy Sleep	100-104	90-94
Smoking	105-106	95-96
PROMIS – Global Health	107-108	97-98



FACT STAFF STUDY: 2019 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4, 6-8	1-5
Supervision Frequency	5, 9, 11-12, 20-21	6, 8-9, 17-18
Caseload	10	7
Supervisory Support	13	10
Perceived Supervisory Support	14-19	11-16
Measure of Work Environment	22-37	19-34
Job Satisfaction	38	35
Intent to Quit	39	36
Professional Development	40-50	37-47
Cultural Competence		48-49
Barriers to Family Engagement		50-59
Service Coordination and Referral	51-61	60-70
Copenhagen Burnout Inventory	62-80	71-89
General Stress and Job Stress	81-82	90-91
Secondary Traumatic Stress Scale	83-99	92-108
Childhood Experiences Survey (adverse childhood experiences)	100-118	
Practices to Promote Safe and Healthy Sleep	119-123	109-113
Smoking	124-125	114-115
PROMIS – Global Health	126-127	116-117
Self-Care	128-129	118-119



FACT STAFF STUDY: 2020 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-8	1-5
Supervision Frequency	9, 11-12, 20-21	6, 8-9, 17-18
Caseload	10	7
Supervisory Support	13	10
Perceived Supervisory Support	14-19	11-16
Measure of Work Environment	22-37	19-34
Job Satisfaction	38	35
Intent to Quit	39	36
COVID-19: Client, Staff & Program Experiences	40-57	37-54
Ages and Stages Questionnaire: Perceptions and Practices	58-65	55-62
Knowledge of and Connections with Birth to 3 Programs	66-68	63-65
Professional Development	69-79	66-76
Cultural Competence		77-78
Barriers to Family Engagement		79-88
Service Coordination and Referral	80-90	89-99
Copenhagen Burnout Inventory	91-109	100-118
General Stress and Job Stress	110-111	119-120
Secondary Traumatic Stress Scale	112-128	121-137
Childhood Experiences Survey (adverse childhood experiences)	129-147	
Practices to Promote Safe and Healthy Sleep	148-152	138-142
PROMIS – Global Health	153-154	143-144
Self-Care	155-156	145-146



FACT STAFF STUDY: 2021 ITEMS

Measures	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-8	1-5
Supervision Frequency	9, 11-12, 20-21	6, 8-9, 16-17
Caseload	10	7
Supervisory Support	13	9
Perceived Supervisory Support	14-19	10-15
Measure of Work Environment	22-33	18-29
Job Satisfaction	34	30
Intent to Quit	35	31
COVID-19: Client, Staff & Program Experiences	36-42	32-38
Virtual Services: Perceptions and Practices	43-57	39-53
Knowledge of and Connections with Birth to 3 Programs	58-60	54-56
Professional Development	61-69	
Service Coordination and Referral	70-81	57-68
Copenhagen Burnout Inventory	82-100	69-87
General Stress and Job Stress	101-102	88-89
Secondary Traumatic Stress Scale	103-119	90-106
Childhood Experiences Survey (adverse childhood experiences)	120-138	
Practices to Promote Safe and Healthy Sleep	139-143	
PROMIS – Global Health	144-145	107-108
Self-Care	146-147	109-110



FACT STAFF STUDY: 2022 ITEMS

Variable and Source	Question Number(s)	
	Baseline	Follow-up
Demographics	1-3	
Work Experience	4-8	1-5
Supervision Frequency	9, 11-12, 20-21	6, 8-9, 17-18
Caseload	10	7
Supervisory Support	13	10
Perceived Supervisory Support	14-19	11-16
Measure of Workplace Environment (MOWE)	22-33	19-30
Job Satisfaction	34	31
Intent to Quit	35	32
Virtual Services	36-45	33-42
Empathy	46-52	43-49
Cultural Competence and Humility	53-62	50-59
Professional Development	63-64	
Family Goals, Needs, & Resources	65-79	60-74
Service Coordination and Referral	80-90	75-85
Copenhagen Burnout Inventory	91-109	86-104
Stress	110-111	105-106
Childhood Experiences Survey	112-130	
Safe Sleep	131-133	
PROMIS – Global Health	134-135	107-108
Self-Care	136-137	109-110