



Families and Children Thriving Study Staff Survey Summary

As a part of the overall evaluation of the State of Wisconsin Family Foundations Home Visiting (FFHV) program, a survey is conducted annually with FFHV program staff. Staff include direct service providers, supervisors, and administrators. Since 2015, the FACT Study has been used to collect staff survey data, and it is embedded in the FFHV Program's routine evaluation and dissemination. In 2016, a second version of the annual survey was introduced to assess staff who have completed the initial version of the survey. In addition to describing staff demographics, the surveys ask questions about an array of topics such as work experience, professional development, supervision, direct practices, perceptions of work environment, burnout, secondary trauma, adverse childhood experiences, health and well-being, and self-care. To date, 659 FFHV program staff have completed at least one survey.

Please see the following pages for a summary of the staff surveys from 2015-2025.



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



FACT Staff Study: 2023 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
Empathy	36-43	33-40
Cultural Competence and Humility	44-53	41-42
Family Goals, Needs, & Resources	54-66	43-55
Service Coordination and Referral	67-77	56-66
Copenhagen Burnout Inventory	78-96	67-85
Stress	97-98	86-87
Professional Development	99-100	
Childhood Experiences Survey	101-119	
Safe Sleep	120-122	
PROMIS – Global Health	123-124	88-89
Self-Care	125-126	90-91



FACT Staff Study: 2024 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
Empathy	36-43	33-40
Cultural Competence and Humility	44-53	41-42
Family Goals, Needs, & Resources	54-66	43-55
Service Coordination and Referral	67-77	56-66
Copenhagen Burnout Inventory	78-96	67-85
Burnout	97	86
Stress	98-99	87-88
Professional Development	100-101	
Childhood Experiences Survey	102-120	
Safe Sleep	121-123	
PROMIS – Global Health	124-125	89-90
Self-Care	126-127	91-92
Agency Care	128	93



FACT Staff Study: 2025 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
Family Goals, Needs, & Resources	36-43, 55-59	33-40, 52-56
Engaging Special Populations	44-54	41-51
Service Coordination and Referral	60-70	57-67
Copenhagen Burnout Inventory	71-89	68-86
Burnout	90	87
Stress	91-92	88-89
Secondary Traumatic Stress Scale	93-109	90-106
Professional Development	110-111	
Childhood Experiences Survey	112-130	
Safe Sleep	131-133	
PROMIS – Global Health	134-135	107-108
Self-Care	136-137	109-110
Agency Care	138	111