



## 2020 Child Welfare Staffing Survey.V2

### Agency Information

1. For what county are you reporting the child welfare staffing data?\*

2. Who compiled your agency's data for this report and will serve as the contact person?\*

3. Please select the position that best represents the person completing or compiling the data.\*

4. Enter the e-mail for the person named in Question 2 above.\*



## 2020 Child Welfare Staffing Survey.V2

### CPS Reports During and After Business Hours

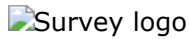
According to General Statutes, Directors of departments of social services are required to establish protective services in their county, including a means to receive and respond to protective services reports 24 hours a day, 7 days a week. In an effort to make this system readily accessible to the public, the Division of Social Services will be posting business and after hours contact phone numbers for each county department of social services on the Division's website. This is intended to make it easier for citizens with concerns to make reports quickly and efficiently in addition to facilitating the prompt transmittal of information between county departments of social services.

5. What is your agency's primary contact **telephone number** for receiving protective services reports **during your agency's business hours**?\*

6. What is your agency's primary means of contact for receiving protective services reports **outside of your agency's business hours**?\*

7. **If you do not use 911** as your primary agency contact telephone number for receiving protective services reports outside your agency's business hours, **what number do you use**? If you use 911, enter 0.\*

8. What is the telephone number to which persons **outside your county** can call your agency to make a protective services report **outside of business hours**?\*



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### Malicious Reports

Before responding to this question, please review Administrative Letter FSCWS 02-05 regarding the handling of Malicious Child Protective Services Reports. [http://info.dhhs.state.nc.us/olm/manuals/dss/csm-05/man/FSCW\\_AL0205.htm#P0\\_0](http://info.dhhs.state.nc.us/olm/manuals/dss/csm-05/man/FSCW_AL0205.htm#P0_0)

9. In the calendar year 2020, how many reports did your agency record as malicious reports and retain a review report after following the protocol for their identification as outlined in FWCWS-AL-03-05?\*



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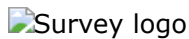
### Legal Representation

10. How many attorney full time equivalent positions are available to your agency to manage child welfare cases in Juvenile Court? Record percentages less than full time equivalent attorneys as decimals.\* The value must be between .1 and 10, inclusive.

11. **Of the attorney FTE's Question 10 above, record below the relationship that the FTE's have in your county. The total must not exceed the number in Question 10.**

\*

	DSS Employee Reporting to Director	Employees of the County Attorney	Contract with the agency or county	Other
Attorney Relationship in the County	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>



## 2020 Child Welfare Staffing Survey.V2

### Child Welfare Staff Makeup

For each of the questions, full time equivalents refer to budgeted positions or portions of positions. For example, if a worker or supervisor spend a portion on their time in something other than child welfare, record only the portion of their FTE that was responsible for child welfare activities.

12. Using your agency organizational chart and Child Welfare Workforce Data Book for 2020, in Column 1, list many full time equivalent positions were budgeted in child welfare for each of the following positions. **In Column 2, list how many of the positions were filled as 12/31/2020.** Percentage of positions should be recorded as a decimal. For example, if a Program Manager spends half time with child welfare and half time with adult services, record .5 for that FTE.\*

Budgeted FTEs	Filled as of 12/31/2020
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CPS Intake Social Workers	<input type="text"/>	<input type="text"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Workers	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>
Child Welfare Supervisors	<input type="text"/>	<input type="text"/>
Program Managers	<input type="text"/>	<input type="text"/>
Program Administrators	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>

13. For each of the staff employed in the following child welfare positions on December 31, 2020, record the race for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.\*

	American Indian/Alaska Native	Asian	African American/Black	Native Hawaiian/Pacific Islander	White	Bi-Racial
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. For each of the staff employed in the following child welfare positions on December 31, 2020, record the ethnicity for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.\*

	Hispanic/ Latino	Non- Hispanic/ Non- Latino
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>
CW Supervisor	<input type="text"/>	<input type="text"/>
Program Manager	<input type="text"/>	<input type="text"/>
Program Administrator	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>

15. For each of the staff employed in the following child welfare positions on December 31, 2020, record the age grouping for each person. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.\*

	18-24	25-34	35-44	45-54	55-64	65-74	75 +
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Adoption	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>

Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	



## 2020 Child Welfare Staffing Survey.V2

### Child Welfare Staff Vacancies

For each of the questions, full time equivalents refer to budgeted positions or portions of positions. For example, if a worker or supervisor spend a portion on their time in something other than child welfare, record only the portion of their FTE that was responsible for child welfare activities.

16. Using your agency organizational chart and Child Welfare Workforce Data Book for 2020, how many full time equivalent positions were budgeted in child welfare for each of the following positions? Percentage of positions should be recorded as a decimal. For example, if a Program Manager spends half time with child welfare and half time with adult services, record .5 for that FTE.\*

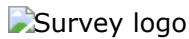
Number

CPS Intake Social Workers	<input type="text"/>	0
CPS Assessment Social Workers	<input type="text"/>	0
CPS In Home Social Workers	<input type="text"/>	0
Foster Care Social Workers	<input type="text"/>	0
Foster Care 18-21 Workers	<input type="text"/>	0
Adoption Social Workers	<input type="text"/>	0
Other Child Welfare Social Workers	<input type="text"/>	0
Child Welfare Supervisors	<input type="text"/>	0
Program Managers	<input type="text"/>	0
Program Administrators	<input type="text"/>	0
	<input type="text"/>	

17. For the calendar year 2020, record the number of full time equivalent child welfare positions which became vacant due to the reasons below. The total must equal the total number of child welfare workers who left your agency during the year. For positions covering services other than child welfare, record only the percentage, as a decimal, of their time committed to child welfare.\*

Promotion within your agency	Lateral transfer within your agency	Voluntary resignation	Involuntary dismissal	Retirement	Death	Reduction in force	Other
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CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
CW Supervisor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Program Administrator	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



## 2020 Child Welfare Staffing Survey.V2

### Training

This data will be used to determine the length of time it routinely takes for a child welfare social worker to begin assuming responsibility for a case load.

18. During calendar year 2020, how many child welfare social workers did your agency hire to fill vacancies? \* The value must be between 0 and 50, inclusive.

19. What was the average number of weeks for newly hired social workers to assume responsibility for a caseload? The time frame would be from the time the position becomes vacant to completion of pre-service training. \* The value must be between 0 and 25, inclusive.

20. Of the number of new hires noted in question 14. above, how many were fully trained and able to assume responsibility for a caseload on their start date? \* The value must be between 0 and 25, inclusive.



## 2020 Child Welfare Staffing Survey.V2

### Education

This provides information on the academic degrees of child welfare staff.

21. For each of the staff employed in the following child welfare positions on December 31, 2020, record the highest degree they have obtained. The total recorded must not exceed the number record in Question 12 above.\*

	BSW	Other Bachelors	MSW	Other Masters	Higher Degree	
CPS Intake Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CPS Assessment Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
CPS In Home Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Foster Care Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Foster Care 18-21 Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Adoption Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Other Child Welfare Social Workers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Child Welfare Supervisors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Managers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Program Administrators	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	