

# Solano County Child Welfare Services – Staff Survey

## INTRODUCTION:

Solano County Child Welfare Services is partnering with the Advancing California’s Trauma-Informed Systems (ACTS) project to create trauma-informed change in our system with a focus on addressing staff support and well-being.

In this survey, we are seeking your input on strategies that are designed to address Secondary Traumatic Stress in order to support staff safety, effectiveness, and resilience. Your participation in this survey will provide invaluable information to create a plan that is tailored to the needs of our system.



Secondary Traumatic Stress (STS) refers to the impact of exposure to the traumatic experiences of others. This exposure may occur through hearing, reading, or seeing traumatic material or images.

1. In this section, strategies to address Secondary Traumatic Stress are listed. In your opinion, how important is it for our system to provide the following:

### Scale:

Not At All Important | Slightly Important | Moderately Important | Very Important | Extremely Important

### Items:

- Protocols and strategies to protect staff safety (such as phone check-ins with supervisors when out in the field, staff pairing up for higher risk home visits, use of security alarms)
- All staff training on how to manage safety risks
- Support group(s) focused on Secondary Traumatic Stress and the emotional impact of the work
- Discussion of issues related to Secondary Traumatic Stress and the emotional impact of the work in one-on-one meetings with supervisor(s)
- Discussion of issues related to Secondary Traumatic Stress and the emotional impact of the work in staff meetings with supervisor(s) and other team/unit members
- Peer support program (i.e., co-worker-to-co-worker support provided one-on-one or in a group) to address Secondary Traumatic Stress and the emotional impact of the work
- Referral to Employee Assistance Program (EAP) or other counseling services in the community

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2. Next, please rank the strategies to address Secondary Traumatic Stress in order of importance, with 1 being the most important. (each of the items in Q1 would be listed)

3. Please use the space below to suggest other resources or strategies to address Secondary Traumatic Stress that you would like us to consider:

### Demographics:

Next, please answer the following background questions:

4. What is the total number of years you have worked at Solano County Child Welfare Services? Please select only one:

- Less than one year
- 1–3 years
- 4–6 years
- 7–10 years
- 11–15 years
- More than 15 years

5. Which classification best describes your current position? Please select only one:

- Social Worker
- Admin/Clerical
- Manager/Supervisor

6. Which unit are you assigned to? Please select only one:

- Admin
- Eligibility
- CQI
- Records
- Hotline
- ER
- RFA
- DI
- FM/FR
- Adoptions
- PP/NMD
- Support Services (court officer, SD&T, Family Preservation, Visitation, PHN)
- ER
- LPU

7. Please use the space below to provide any other comments or feedback.

Thank you for completing this survey. Your input is very important to us!