

The Road Forward Staff Survey

1. My Job Group is:(Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Senior Manager/Executive	100.0% (13)	0.0% (0)	0.0% (0)	0.0% (0)	8.4% (13)
b. Manager	0.0% (0)	100.0% (34)	0.0% (0)	0.0% (0)	22.1% (34)
c. Frontline Supervisor/Coordinator	0.0% (0)	0.0% (0)	100.0% (30)	0.0% (0)	19.5% (30)
d. Direct Support (direct service to clients)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (77)	50.0% (77)
e. Administrative Support (to programs or services)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
f. Other (please specify)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	13	34	30	77	154
skipped question					0

2. Community Membership activities must be age appropriate. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (12)	88.2% (30)	83.3% (25)	87.8% (65)	88.0% (132)
False	0.0% (0)	11.8% (4)	16.7% (5)	12.2% (9)	12.0% (18)
<i>answered question</i>	12	34	30	74	150
<i>skipped question</i>					4

3. Community Membership activities should present the person as valued. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (12)	97.0% (32)	100.0% (30)	95.9% (70)	97.3% (144)
False	0.0% (0)	3.0% (1)	0.0% (0)	4.1% (3)	2.7% (4)
<i>answered question</i>	12	33	30	73	148
<i>skipped question</i>					6

4. Community Membership activities should provide opportunities to contribute to the community. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (12)	100.0% (33)	93.3% (28)	97.3% (72)	97.3% (145)
False	0.0% (0)	0.0% (0)	6.7% (2)	2.7% (2)	2.7% (4)
<i>answered question</i>	12	33	30	74	149
<i>skipped question</i>					5

5. Community Membership activities should involve activities with people without disabilities. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	83.3% (10)	93.9% (31)	73.3% (22)	74.3% (55)	79.2% (118)
False	16.7% (2)	6.1% (2)	26.7% (8)	25.7% (19)	20.8% (31)
<i>answered question</i>	12	33	30	74	149
<i>skipped question</i>					5

6. Community Membership activities should reflect typical life experiences. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (12)	97.0% (32)	100.0% (28)	92.0% (69)	95.3% (141)
False	0.0% (0)	3.0% (1)	0.0% (0)	8.0% (6)	4.7% (7)
<i>answered question</i>	12	33	28	75	148
<i>skipped question</i>					6

7. I have a very clear understanding of how to implement Community Membership activities. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	58.3% (7)	68.8% (22)	48.3% (14)	72.4% (55)	65.8% (98)
False	41.7% (5)	31.3% (10)	51.7% (15)	27.6% (21)	34.2% (51)
<i>answered question</i>	12	32	29	76	149
<i>skipped question</i>					5

8. Persons with developmental disabilities have the same rights as everyone else. If they meet the legal and/or general qualifications, they can vote, drive cars, get married, hold jobs, own businesses and sign leases. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (13)	100.0% (33)	96.6% (28)	94.7% (71)	96.7% (145)
False	0.0% (0)	0.0% (0)	3.4% (1)	5.3% (4)	3.3% (5)
<i>answered question</i>	13	33	29	75	150
<i>skipped question</i>					4

9. In general, persons with disabilities have a low amount of social capital (relationships and friendships) and they have limited opportunity to develop communities with people without disabilities. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (13)	78.8% (26)	78.6% (22)	56.0% (42)	69.1% (103)
False	0.0% (0)	21.2% (7)	21.4% (6)	44.0% (33)	30.9% (46)
<i>answered question</i>	13	33	28	75	149
<i>skipped question</i>					5

10. The only way an adult client can make a meaningful contribution to the community is by having a paid job and being independent of government payments. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	15.4% (2)	0.0% (0)	6.9% (2)	9.3% (7)	7.3% (11)
False	84.6% (11)	100.0% (33)	93.1% (27)	90.7% (68)	92.7% (139)
<i>answered question</i>	13	33	29	75	150
<i>skipped question</i>					4

11. It is important that clients do not routinely go to the same locations in the community so that they do not wear out their welcome. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	7.7% (1)	0.0% (0)	6.9% (2)	13.2% (10)	8.7% (13)
False	92.3% (12)	100.0% (32)	93.1% (27)	86.8% (66)	91.3% (137)
<i>answered question</i>	13	32	29	76	150
<i>skipped question</i>					4

12. HOPE staff are responsible for supervising clients while receiving HOPE Services and have the final say in most decisions made, while in the community. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	53.8% (7)	34.4% (11)	31.0% (9)	54.1% (40)	45.3% (67)
False	46.2% (6)	65.6% (21)	69.0% (20)	45.9% (34)	54.7% (81)
answered question	13	32	29	74	148
skipped question					6

13. Which physical description is associated with adults, who have community membership? (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. A client wearing a HOPE Services' name tag	0.0% (0)	6.7% (2)	21.4% (6)	25.0% (16)	17.9% (24)
b. A client wearing a favorite tee shirt to program with a Disney cartoon painted on the front.	0.0% (0)	0.0% (0)	3.6% (1)	7.8% (5)	4.5% (6)
c. A client carrying a Spiderman lunchbox.	0.0% (0)	0.0% (0)	0.0% (0)	1.6% (1)	0.7% (1)
d. A client wearing tennis shoes, a blue tee shirt and denim pants.	100.0% (12)	93.3% (28)	75.0% (21)	65.6% (42)	76.9% (103)
answered question	12	30	28	64	134
skipped question					20

14. To enhance community membership, HOPE staff should ... (select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Encourage clients to live in integrated apartment complexes.	100.0% (12)	90.0% (27)	78.6% (22)	65.2% (43)	76.5% (104)
b. Encourage clients to move into apartment complexes that are designed and operated for tenants who are senior citizens or who have disabilities.	0.0% (0)	6.7% (2)	17.9% (5)	24.2% (16)	16.9% (23)
c. Encourage clients to move into board and care homes where other regional center clients live.	0.0% (0)	3.3% (1)	3.6% (1)	9.1% (6)	5.9% (8)
d. Encourage clients to live with their parents forever.	0.0% (0)	0.0% (0)	0.0% (0)	1.5% (1)	0.7% (1)
<i>answered question</i>	12	30	28	66	136
<i>skipped question</i>					18

15. Which of the following best illustrates limited community membership for adult clients. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. The staff person orders and pays for all the client lunches at McDonalds	25.0% (3)	48.3% (14)	14.3% (4)	26.1% (18)	28.3% (39)
b. Each client orders and pays for his/her McDonald's lunch with staff assistance, as needed.	41.7% (5)	13.8% (4)	46.4% (13)	42.0% (29)	37.0% (51)
c. Clients practice ordering and preparing the exact payments. Clients order practiced menu items and pay for their own orders. Staff person waits outside McDonalds.	16.7% (2)	13.8% (4)	7.1% (2)	11.6% (8)	11.6% (16)
d. Clients can only order from McDonald's with permission of their parent or care provider. The staff person pays the bill.	16.7% (2)	24.1% (7)	32.1% (9)	20.3% (14)	23.2% (32)
answered question	12	29	28	69	138
skipped question					16

16. Meaningful activities can advance a person's hopes and increase community membership. Which of the following is an example describing a meaningful activity for an adult client. (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Learning how to use the local laundromat.	100.0% (12)	100.0% (31)	92.9% (26)	85.1% (57)	91.3% (126)
b. Learning how to color, finger paint, and complete dot-to-dot puzzles.	0.0% (0)	0.0% (0)	0.0% (0)	1.5% (1)	0.7% (1)
c. Going to the HOPE center break room to watch television if there is no work or scheduled class.	0.0% (0)	0.0% (0)	3.6% (1)	1.5% (1)	1.4% (2)
d. Going to visit the Bookmobile that has parked at a HOPE site.	0.0% (0)	0.0% (0)	3.6% (1)	11.9% (8)	6.5% (9)
<i>answered question</i>	12	31	28	67	138
<i>skipped question</i>					16

17. Which of the statements is not an example of community membership? (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Clients are invited to become board members and are supported to increase their board participation.	0.0% (0)	3.2% (1)	3.6% (1)	13.6% (9)	8.0% (11)
b. Clients are encouraged to participate on community boards or advisory committees, for example: transportation advisory committee.	0.0% (0)	0.0% (0)	7.1% (2)	7.6% (5)	5.1% (7)
c. Clients have to arrange work schedule so they can go to the bank on Friday afternoon when everyone from the care home does his/her banking.	91.7% (11)	96.8% (30)	85.7% (24)	72.7% (48)	82.5% (113)
d. At client meetings, community activities and events are discussed. Staff encourage clients to use public transportation to get to events.	8.3% (1)	0.0% (0)	3.6% (1)	6.1% (4)	4.4% (6)
answered question	12	31	28	66	137
skipped question					17

18. Which barrier(s) is difficult for clients to overcome before being included in community membership? (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Limited transportation	0.0% (0)	3.2% (1)	0.0% (0)	1.4% (1)	1.4% (2)
b. Fear of loneliness	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.7% (1)
c. Fear about safety in community settings	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
d. The attitude of community members who believe persons with disabilities must be protected and they are not capable of independence in the community.	8.3% (1)	6.5% (2)	10.7% (3)	4.3% (3)	6.4% (9)
e. All of the above	91.7% (11)	90.3% (28)	89.3% (25)	92.8% (64)	91.4% (128)
<i>answered question</i>	12	31	28	69	140
<i>skipped question</i>					14

19. Community membership encourages natural supports. Which of the following offers the best opportunity for increased natural supports? (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. A staff person and an adult client are going to the local supermarket. He and the client prepare a shopping list.	8.3% (1)	6.5% (2)	35.7% (10)	41.8% (28)	29.7% (41)
b. The Parks and Recreation Department sponsors a Valentine's Day dance for young adults with disabilities.	0.0% (0)	0.0% (0)	0.0% (0)	9.0% (6)	4.3% (6)
c. The family of a toddler with a disability is invited to join the local playgroup for toddlers.	50.0% (6)	45.2% (14)	42.9% (12)	26.9% (18)	36.2% (50)
d. A client's neighbor is going to the supermarket. He asks the client if he needs anything from the market.	41.7% (5)	48.4% (15)	21.4% (6)	22.4% (15)	29.7% (41)
answered question	12	31	28	67	138
skipped question					16

20. Do you believe adult HOPE clients are satisfied spending their day in HOPE's center based programs? (Select one and write your comment).					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. Yes	45.5% (5)	46.2% (12)	60.7% (17)	69.2% (45)	60.8% (79)
b. No	54.5% (6)	53.8% (14)	39.3% (11)	30.8% (20)	39.2% (51)
Why?	11	27	25	62	125
<i>answered question</i>	11	26	28	65	130
<i>skipped question</i>					24

21. Which do you agree with and why? (Select one and write your comment).					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
a. It will take many small changes made daily in the lives of our clients and services to best establish community membership.	90.9% (10)	83.3% (25)	92.6% (25)	90.5% (57)	89.3% (117)
b. It will take a large-scale change like a new program or new law to best establish community membership.	9.1% (1)	16.7% (5)	7.4% (2)	9.5% (6)	10.7% (14)
Why?	12	22	22	53	109
<i>answered question</i>	11	30	27	63	131
<i>skipped question</i>					23

22. We all have some responsibility in helping HOPE to achieve the objectives of the Road Forward Plan: Vision, strategies, resources, sustainability, and evaluation (research and development). (Select one)					
	My Job Group is:(Select one)				
	a. Senior Manager/Executive	b. Manager	c. Frontline Supervisor/Coordinator	d. Direct Support (direct service to clients)	Response Totals
True	100.0% (12)	100.0% (30)	100.0% (28)	100.0% (70)	100.0% (140)
False	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
<i>answered question</i>	12	30	28	70	140
<i>skipped question</i>					14