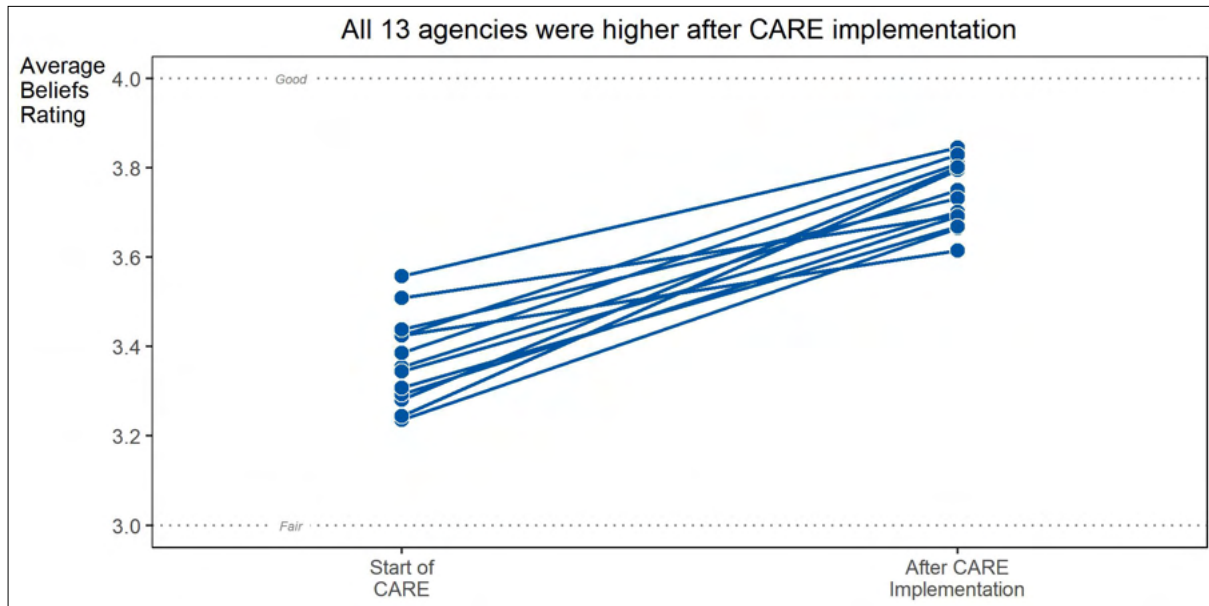




## Staff endorse more CARE-consistent beliefs



When CARE was implemented in 13 agencies, staff reported an increase in beliefs consistent with CARE. The increase in CARE-consistent beliefs was maintained after controlling for characteristics of the staff (e.g. education, job role, length of time at the agency), the culture and climate of the agency, and the study design. See Izzo et al., (under review) for a detailed report of these results.

### Measuring CARE-consistent beliefs:

- The average response to 23 survey questions
- Higher Beliefs scores represent more CARE consistent beliefs
- 14 of the questions asked the staff member to rate, on a five-point scale from 1=very poor to 5=excellent, possible responses to four scenarios common in residential care (e.g., child refusing to do homework, angry child screaming obscenities)
- 9 of the questions asked the staff member to rate their agreement (1=strongly disagree to 5=strongly agree) with more general statements about child care practices.

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Izzo, C.V., Smith, E.G., Sellers, D.E., Holden, M.J., & Nunno, M.A. (under review). Promoting a relational approach to residential child care through an organizational program model: Impacts of CARE implementation on staff outcomes.