

STAFF STABILITY SURVEY 2017

December 2017



NATIONAL
CORE
INDICATORS™

THIS PAPER VERSION OF THE SURVEY IS FOR REFERENCE. PLEASE NOTE THAT RESPONSES TO THIS SURVEY **MUST BE ENTERED IN THE ONLINE PORTAL**. PAPER OR SCANNED COPIES WILL NOT BE ACCEPTED OR COUNTED.

Survey must be completed in the online data entry system by June 30, 2018. Your survey link was emailed. If you did not receive it, please contact one of the state contacts noted below.

Your state contacts are Jayma Bernhard Page and Brittany Winders. Please email either of them with questions at jayma.bernhard@illinois.gov or brittany.winders@illinois.gov.

BEFORE YOU START

Your agency has been asked to complete this survey because you provide supports to **adults (18 and over) with intellectual/developmental disabilities**. We are interested in learning about your state's Direct Support Professional (DSP) workforce—individuals who provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities.

This survey is being administered by National Core Indicators (NCI) on behalf of your state. Results of this survey will be reported only in the aggregate; **your agency will not be identified in any way**. The information you provide is important to state policy-makers and advocates who will use the data to guide decisions.



IF YOU BELIEVE YOU HAVE RECEIVED THIS SURVEY IN ERROR, PLEASE CONTACT THE STATE CONTACT: jayma.bernhard@illinois.gov or brittany.winders@illinois.gov AND EXPLAIN WHY

DIRECTIONS

OVERVIEW

- 1) The survey will ask about the following information for DSPs who were on payroll for any length of time during the period of January 1, 2017 to December 31, 2017 and for whom your agency defines wages and benefits directly. (For further information on what is considered a DSP, see below under “**Types of Workers to Consider**”)
 - Date of hire
 - Whether they are current staff or separated staff
 - Date of termination (if applicable)
 - Whether they work full-time or part-time (current staff only)
 - Hours and wages
 - Benefits, such as paid time off, health insurance, etc.
- 2) This survey is best completed by employees from your Human Resources or Payroll departments. You may require information from program directors, so it is best if you review the survey questions and seek additional input as needed.

IMPORTANT DEFINITIONS

TYPES OF WORKERS TO CONSIDER

This survey is about people who are employed as **Direct Support Professionals**.

This includes paid workers whose primary job responsibility is direct support work and for whom your agency defines wages and benefits directly. (Note: do not include staff hired through a temporary personnel agency, contract or 1099 arrangement):



Include these workers in your responses:

- Paid staff members whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities.
- Paid staff members who spend at least 50% of their hours doing direct support tasks. These people may do some supervisory tasks, but their primary job responsibility and more than 50% of their hours are spent doing direct support work.
- **Only include** supervisors if more than 50% of their hours are spent doing direct support tasks.



Do not include these workers in your responses:

- Licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.)
- Those who **only** provide transportation, home modifications, and/or meal delivery
- Contract or 1099 workers
- Staff hired through a temporary personnel agency
- Admin staff or supervisory staff, unless they spend 50% or more of their time doing direct support

Regarding host/foster/family home arrangements: Please respond only about DSPs who are employed and work in addition to the primary shared living/foster care provider.

TYPES OF SUPPORTS

Please include DSPs providing one or more of the following supports

Residential Support	In-Home Supports	Non-Residential Supports
<p>Your agency owns and/or operates the home in which the person lives.</p> <p><i>Residential Supports are supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. Supported housing, supported living, shared living, host home or foster home should be counted in this category only if your agency owns the home or operates the lease.</i></p>	<p>Your agency does not own and/or operate the home in which the person lives.</p> <p><i>Supports provided to a person in their home (only if their home is not owned and/or operated by your agency).</i></p>	<p><i>Non-residential supports can include:</i></p> <ul style="list-style-type: none"> • <i>Day programs and community support programs (supports provided outside an individual's home such as adult day program services and community supports)</i> • <i>Job or vocational services (supports to help individuals who are looking for work or on the job for which they are paid, e.g., work supports)</i>

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Agency Profile	Write-in answer
<p>1. Agency name or code number (optional):</p>	
<p>2. Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?</p> <p><input type="checkbox"/> Yes → Go to question 4</p> <p><input type="checkbox"/> No → Go to question 3</p>	
<p>3. If you replied “No” to question 2, can you isolate and report separately on the wage information, vacancy rates, benefits of DSPs who work exclusively with adults with IDD?</p> <p><input type="checkbox"/> Yes (please refer only to the DSPs who work exclusively with adults with IDD when answering this survey)</p> <p><input type="checkbox"/> No (please refer to all DSPs when answering this survey)</p>	
<p>4. Were any direct support professionals (DSPs) providing support for adults with IDD on your payroll as of December 31, 2017?</p> <p><i>(Do not include staff hired through a temporary personnel agency, contract or 1099 workers.)</i></p> <p>For this survey, the definition of DSP includes:</p> <ul style="list-style-type: none"> • Employees whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities. <p>For this survey, the definition of DSP does not include:</p> <ul style="list-style-type: none"> • licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.) • those who only provide transportation, home modifications, meal delivery • Contract or 1099 workers • staff hired through a temporary personnel agency • admin staff or supervisory staff, unless they spend 50% or more of their time doing direct support <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No (please do not continue with the survey)</p>	

In questions 5-11 we will be asking about the following types of supports provided to adults with IDD.

Residential Supports	In-Home Supports	Non-Residential Supports
<p>Your agency owns and/or operates the home in which the person lives.</p> <p><i>Residential Supports are supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. Supported housing, supported living, shared living, host home or foster home should be counted in this category only if your agency owns the home or operates the lease.</i></p>	<p>Your agency does not own and/or operate the home in which the person lives.</p> <p><i>Supports provided to a person in their home (only if their home is not owned and/or operated by your agency).</i></p>	<p><i>Non-residential supports can include:</i></p> <ul style="list-style-type: none"> • <i>Day programs and community support programs (supports provided outside an individual's home such as adult day program services and community supports)</i> • <i>Job or vocational services (supports to help individuals who are looking for work or on the job for which they are paid, e.g., work supports)</i>

5. Does your provider agency provide **at least one** of the above types of support?

- **Residential,**
- **In-home and/or**
- **Non-residential supports**

- Yes
- No (please do not continue with the survey)

6. Does your agency provide **residential supports** to adults with IDD?

Residential Supports:

Your agency owns and/or operates the home in which the person lives.

Residential Supports are supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. Supported housing, supported living, shared living, host home or foster home should be counted in this category only if your agency owns the home or operates the lease.

- Yes
- No

7. If YES to Question 6, how many **total** adults with IDD was your agency providing **residential supports** to as of **December 31, 2017**?

- 1-10 Adults with IDD
- 11-20 Adults with IDD
- 21-50 Adults with IDD
- 51-99 Adults with IDD
- 100+ Adults with IDD

8. Does your agency provide **in-home supports** to adults with IDD in their family home?

In-Home Supports

Your agency does not own and/or operate the home in which the person lives.

Supports provided to a person in their home (only if their home is not owned and/or operated by your agency).

- Yes
- No

9. If YES to Question 8, how many **total** adults with IDD was your agency providing **in-home supports** to as of **December 31, 2017**?

- 1-10 Adults with IDD
- 11-20 Adults with IDD
- 21-50 Adults with IDD
- 51-99 Adults with IDD
- 100+ Adults with IDD

10. Does your agency provide **non-residential supports and services outside of the home** to adults with IDD?

Non-residential Supports:

Non-residential supports can include:

- *Day programs and community support programs (supports provided outside an individual's home such as adult day program services and community supports)*
- *Job or vocational services (supports to help individuals who are looking for work or on the job for which they are paid, e.g., work supports)*

- Yes
- No

11. If YES to Question 10, how many **total** adults with IDD was your agency providing **non-residential supports and services** to outside of the home as of **December 31, 2017**?

- 1-10 Adults with IDD
- 11-20 Adults with IDD
- 21-50 Adults with IDD
- 51-99 Adults with IDD
- 100+ Adults with IDD

12. Does your agency provide **respite services** for adults with IDD?

- Yes
- No

13. Is your agency (*check one*):

- Private for-profit**
- Private non-profit**
- Public or government (City, County or State Government, or Local Government Boards).**

If yes, choose from the below options:

- County/Local Government**—Your staff are local government employees (such as county, city or municipal employees hired through the local government hiring process and receiving benefits and wages through the local government payroll system)
- State Government**—Your staff are state employees (formal state employees, hired through the state hiring process and receiving benefits and wages through the state payroll system)
- Other public or government entity** - such as quasi-governmental agencies, county boards of disability, where employees are not government hired directly, but their wages and benefits follow a government scale, and are administered through a separate agency, not the state or local government payroll system) (please explain) _____

14. What kind of funding does your agency receive? (*Check all that apply*)

- Federal Funding
 - ICF/ID
 - HCBS
 - Vocational Rehabilitation
- State Funding
- Local Funding

Payroll data	Write answer in this column
<p>15. How many direct support professionals (DSPs) providing support for adults with IDD were on your payroll as of December 31, 2017? (<i>Do not include staff hired through a temporary personnel agency, contract or 1099 workers</i>)</p> <p><i>This figure represents your total number of direct support professionals providing supports to adults with IDD.</i></p> <p>For this survey, the definition of DSP includes:</p> <ul style="list-style-type: none"> • Employees whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities. <p>For this survey, the definition of DSP does not include:</p> <ul style="list-style-type: none"> • licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.) • those who only provide transportation, home modifications, meal delivery • Contract or 1099 workers • staff hired through a temporary personnel agency • admin staff or supervisory staff, unless they spend 50% or more of their time doing direct support <p>Regarding host/foster/family home arrangements: Please respond only about DSPs who are employed and work in addition to the primary shared living/foster care provider.</p>	<p>_____ DSPs supporting adults with IDD were on payroll as of December 31, 2017</p>
<p>16. As of December 31, 2017, how many of your DSPs (supporting adults with IDD) had been continuously employed in a direct support capacity for:</p>	
<p style="text-align: right;">Less than 6 months</p>	
<p style="text-align: right;">Between 6 and 12 months</p>	
<p style="text-align: right;">More than 12 months</p>	
<p>Note: The responses in Question 16 must add up to the <i>total number of DSPs providing supports to adults with IDD</i> in Question 15.</p>	

17. How many DSPs supporting adults with IDD left your agency between **January 1, 2017 and December 31, 2017?**
*This figure represents your total number of **Separated DSPs**.*

Separated DSPs: Direct support professionals who left for any reason during the period of January 1, 2017 to December 31, 2017. **Do not include workers who were promoted or transferred within the agency.**

18. At the time they left your agency, how many of those separated DSPs had been continuously employed in a direct support capacity for:

Less than 6 months	
Between 6 and 12 months	
More than 12 months	

Note: The responses in Question 18 must add up to the *total number of separated DSPs* in Question 17

19. Of those DSPs supporting adults with IDD that left your agency between January 1, 2017 and December 31, 2017, how many left for the following reasons:

Voluntarily left position or quit	
Employment was terminated	
Don't know	

Note: The responses in Question 19 must add up to the *total number of separated DSPs* in Question 17

20. Does your agency distinguish between full-time and part-time DSP positions?

Yes
 No → if no, skip to question 28

21. If yes, what is the **minimum** number of hours per week that a DSP (supporting adults with IDD) must work to be considered full-time?

1-34 hours per week
 35-39 hours per week
 40 hours per week
 41+ hours per week

22. As of December 31, 2017, how many of your DSPs (supporting adults with IDD) were **full-time employees?**

If your agency employed no full-time DSPs (supporting adults with IDD) on December 31, 2017, please write "0"

23. As of December 31, 2017, how many **full-time DSP positions (for supporting adults with IDD) were vacant?**

If your agency had no full-time DSP (supporting adults with IDD) vacancies on December 31, 2017, please write "0"

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<p>24. Add your responses to Question 22 and Question 23 and enter the total here. This figure represents your total number of full-time DSP positions supporting adults with IDD as of December 31, 2017.</p>	
<p>25. As of December 31, 2017, how many of your DSPs supporting adults with IDD were part-time employees?</p> <p><i>If your agency employed no part-time DSPs (supporting adults with IDD) on December 31, 2017, please write "0"</i></p>	
<p>26. As of December 31, 2017, how many part-time DSP positions were vacant?</p> <p><i>If your agency had no part-time DSP (supporting adults with IDD) vacancies on December 31, 2017, please write "0"</i></p>	
<p>27. Add your responses to Question 25 and Question 26. Enter the total here. This figure represents your total number of part-time DSP positions supporting adults with IDD as of December 31, 2017.</p>	
<p>28. As of December 31, 2017, how many On-call DSPs (also known as PRN DSPs) were employed by your agency to support adults with IDD? (Only include those for whom your agency defines the wages. Do not include those hired through a temp agency)</p> <p><i>If your agency employed no PRN and/or on-call DSPs (supporting adults with IDD) on December 31, 2017, please write "0"</i></p>	
<p>Note: The responses in Question 22 plus the response in Question 25 plus the response in Question 28 must equal the response in Question 15</p>	

Compensation and Benefits

29. What were the **average starting hourly wage** and **average hourly wage** paid to DSPs supporting adults with IDD in each of the following types of services?

- Please **exclude overtime rates** from your calculations. ***Do not include*** Contract or 1099 workers, or staff hired through a temporary personnel agency.
- Please refer to the period between **January 1, 2017 and December 31, 2017**

Service Type	Average DSP Starting Hourly Wage	Average Hourly Wage for DSPs regardless of length of employment
<p>a) DSPs providing Residential supports and services to adults with IDD</p> <p>Residential Supports</p> <p>Your agency owns and/or operates the home in which the person lives.</p> <p><i>Residential Supports are supports provided to a person who is living outside of the family home. This can include 24-hour supports such as a group home or ICF/ID. Supported housing, supported living, shared living, host home or foster home should be counted in this category only if your agency owns the home or operates the lease.</i></p>	<p>\$____.____ (per hour)</p>	<p>\$____.____ (per hour)</p>
<p>b) DSPs providing In-Home supports and services to adults with IDD</p> <p>In-home supports:</p> <p>Your agency does not own and/or operate the home in which the person lives.</p> <p><i>Supports provided to a person in their home (only if their home is not owned and/or operated by your agency).</i></p>	<p>\$____.____ (per hour)</p>	<p>\$____.____ (per hour)</p>
<p>c) DSPs providing Non-Residential supports and services to adults with IDD</p> <p>Non-Residential Supports:</p> <p><i>Non-residential supports can include:</i></p> <ul style="list-style-type: none"> • <i>Day programs and community support programs (supports provided outside an individual's home such as adult day program services and community supports)</i> • <i>Job or vocational services (supports to help individuals who are looking for work or on the job for which they are paid, e.g., work supports)</i> 	<p>\$____.____ (per hour)</p>	<p>\$____.____ (per hour)</p>
<p>d) Average wages for DSPs supporting adults with IDD across all services and settings</p>	<p>\$____.____ (per hour)</p>	<p>\$____.____ (per hour)</p>

Bonuses and Overtime

<p>30. Did your agency give wage bonuses to DSPs supporting adults with IDD between January 1, 2017 and December 31, 2017?</p> <p><i>A bonus is wage compensation supplemental to salary or wages. Bonuses are typically given at intervals less frequent than payroll.</i></p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No (skip to Question 33)</p>	
<p>31. Of the DSPs supporting adults with IDD employed by your agency on December 31, 2017, what is the total number that received at least one wage bonus between January 1, 2017 and December 31, 2017?</p> <p><i>Please report the number of DSPs who received at least one wage bonus, NOT the number of bonuses given.</i></p> <p><i>Your answer here cannot be larger than the answer you provided in Question 15 regarding the total number of DSPs supporting adults with IDD on your payroll as of December 31, 2017</i></p>	
<p>32. If your agency gave wage bonuses to DSPs supporting adults with IDD between January 1, 2017 and December 31, 2017, what was the average dollar amount of individual wage bonuses given?</p> <p><input type="checkbox"/> Less than \$50 <input type="checkbox"/> \$50-\$100 <input type="checkbox"/> \$101-\$200 <input type="checkbox"/> \$201-\$300 <input type="checkbox"/> \$301-\$400 <input type="checkbox"/> \$401-\$500 <input type="checkbox"/> \$500+</p>	
<p>33. Please record the total number of hours you paid to DSPs supporting adults with IDD as REGULAR worked hours in the month of October 2017 (<i>Not including overtime or bonuses</i>):</p>	
<p>34. Please record the total number of hours you paid to DSPs supporting adults with IDD as OVERTIME hours in the month of October 2017 (<i>This includes hours paid for time worked over 40 hours per week</i>):</p>	
<p>35. Adding Question 33 + 34, what is the total number of hours paid to DSPs supporting adults with IDD in the month of October, 2017?</p>	

Benefits

36. Between January 1, 2017 and December 31, 2017, was **pooled paid time off** a benefit offered to some or all DSPs (supporting adults with IDD)?

(**Pooled paid time off:** Agency does not distinguish by category of vacation, sick or other time off—all accrued time is pooled)

If your agency offers vacation, sick, personal or other time off but it is not pooled, please answer “no”

- Yes
- No (skip to question 37)

36a. If **pooled paid time off** is a benefit offered to some or all DSPs (supporting adults with IDD), are there requirements that must be fulfilled in order to be eligible for this benefit?

(**Pooled paid time off:** Agency does not distinguish by category of time off—all accrued time is pooled)

(Check all that apply)

- Must be full time
- Must work a minimum amount of time within a defined time period (for example, must work 35 hours/week, 18 days/month, etc.)
- Must have been employed at the agency for a certain length of time
- All DSPs are eligible (skip to question 40)

37. Between January 1, 2017 and December 31, 2017, was **paid vacation time** a benefit offered to some or all DSPs (supporting adults with IDD)? *(If pooled paid time off is available to all DSPs, you may skip this question)*

- Yes
- No (skip to question 38)

37a. If **paid vacation time** is a benefit offered to some or all DSPs (supporting adults with IDD), are there requirements that must be fulfilled in order to be eligible for this benefit?

(Check all that apply)

- Must be full time
- Must work a minimum amount of time within a defined time period (for example, must work 35 hours/week, 18 days/month, etc.)
- Must have been employed at the agency for a certain length of time
- All DSPs are eligible

38. Between January 1, 2017 and December 31, 2017, was **paid sick time** a benefit offered to some or all DSPs (supporting adults with IDD)? *(If pooled paid time off is available to all DSPs, you may skip this question)*

- Yes
- No (skip to question 39)

38a. If **paid sick time** is a benefit offered to some or all DSPs (supporting adults with IDD), are there requirements that must be fulfilled in order to be eligible for this benefit?

(Check all that apply)

- Must be full time
- Must work a minimum amount of time within a defined time period (for example, must work 35 hours/week, 18 days/month, etc.)
- Must have been employed at the agency for a certain length of time
- All DSPs are eligible

39. Between January 1, 2017 and December 31, 2017, was **paid personal time** a benefit offered to some or all DSPs (supporting adults with IDD)? *(If pooled paid time off is available to all DSPs, you may skip this question)*
- Yes
 - No (skip to question 40)

39a. If **paid personal time** is a benefit offered to some or all DSPs (supporting adults with IDD), are there requirements that must be fulfilled in order to be eligible for this benefit?

(Check all that apply)

- Must be full time
- Must work a minimum amount of time within a defined time period (for example, must work 35 hours/week, 18 days/month, etc.)
- Must have been employed at the agency for a certain length of time
- All DSPs are eligible

40. Between January 1, 2017 and December 31, 2017, was **health insurance coverage** a benefit offered to some or all DSPs (supporting adults with IDD)?
- Yes
 - No (skip to question 41)

40a. If **health insurance coverage** is a benefit offered to some or all DSPs (supporting adults with IDD), are there requirements that must be fulfilled in order to be eligible for this benefit?

(Check all that apply)

- Must be full time
- Must work a minimum amount of time within a defined time period (for example, must work 35 hours/week, 18 days/month, etc.)
- Must have been employed at the agency for a certain length of time
- All DSPs are eligible

41. Between January 1, 2017 and December 31, 2017, was **dental coverage** a benefit offered to some or all DSPs (supporting adults with IDD)? *(if dental coverage is included in health insurance coverage, please mark "yes")*
- Yes
 - No

42. Between January 1, 2017 and December 31, 2017, was **vision coverage** a benefit offered to some or all DSPs (supporting adults with IDD)? *(if vision coverage is included in health insurance coverage, please mark "yes")*
- Yes
 - No

43. Between January 1, 2017 and December 31, 2017, what other benefits were offered to some or all DSPs (supporting adults with IDD)?

- Reimbursement or other support for post-secondary education (such as tuition assistance)
- Employer paid job-related training
- Employer-sponsored retirement plan (401K or other plan)
- Employer-sponsored disability insurance
- Flexible Spending Accounts
- Health incentive programs (gyms, yoga, smoking cessation incentives...)
- Life insurance
- I am not sure/don't know
- Other (please describe) _____

Recruitment and Retention

44. Do you have a pay incentive program or referral bonus program for current DSP staff to bring in new recruits?

- Yes
- No

45. If Yes to Question 44, what is the incentive amount?

- \$1-\$50
- \$51-\$100
- \$101-\$150
- \$151-\$200
- \$200+
- Don't Know

46. Does your agency offer a realistic job preview for DSP positions?

A realistic job preview provides the applicant with accurate information about the job duties (both positive and negative) from the perspective of people who do the work; it is provided to the applicant prior to making a job offer and its purpose is to help a job applicant decide if they would like to pursue the job.

- Yes
- No

47. If Yes to Question 46, what is the format of the realistic job preview? (check all that apply)

- Video
- Picture book
- Structured visit to the site where the applicant meets people to whom they will provide support
- Written script
- Website
- Other computer-based application (e.g., PowerPoint slides, etc.)

48. Do your DSPs receive training on a Code of Ethics?

- Yes
- No

49. Do your DSPs sign a Code of Ethics?

- Yes
- No

50. Does your agency use a DSP ladder to retain highly skilled workers in DSP roles (continuing to provide direct service to individuals with IDD)?

- Yes
- No

51. Does your agency support staff to get credentialed through a state or nationally recognized professional organization?

- Yes
- No

52. If your agency supports staff to get credentialed through a state or nationally recognized professional organization, what form does that support take? (check all that apply)

- Agency pays for training/credentialing
- Agency pays DSP's wages during training/credentialing
- Agency offers a pay increase to DSPs who receive credentialing
- Other _____

Front Line Supervisors

The next questions refer EXCLUSIVELY to **Front Line Supervisors**—the first line of management in human service organizations. These are staff who provide supervision for DSPs (supporting adults with IDD) and often engage in direct support as part of their duties. For these questions, **please consider Front Line Supervisors who spend more than 50% of their time on supervisory tasks.**

53. How many front line supervisors supervising DSPs are employed by your agency?
(Please only include front-line supervisors that supervise DSPs supporting adults with IDD)

54. Between January 1, 2017 and December 31, 2017, did front line supervisors receive additional pay/wages for hours worked beyond 40 hours per week (Did they receive overtime?)?

(Please only include front-line supervisors that supervise DSPs supporting adults with IDD)

Yes

No (If no, please skip Questions 55 + 56)

55. How many hours of overtime were front line supervisors paid additional wages in the month of October 2017? (Overtime defined as pay for more than 40 hours of work per work week)?
(If Frontline Supervisors are not eligible for overtime, please mark "0")
(Please only include front-line supervisors that supervise DSPs supporting adults with IDD)

56. Please record the total **number of Front Line Supervisor positions** that were paid overtime in your agency in the month of October 2017.
(Please only include front-line supervisors that supervise DSPs supporting adults with IDD)

Comments

57. OPTIONAL: Thank you for your careful attention and effort in completing this survey. Occasionally, data fall greatly outside the average range of all reporting agencies. In those cases, are you willing for HSRI to contact you to verify the data entered? Provider level data is not shared with the States. All data reported will be aggregated to state level for reporting.
 If you are willing to be contacted, please provide your email address here:

58. How long did it take you to complete this survey? _____ Hours _____ Minutes

59. Please enter any comments you have about this survey