



Capacity Building Survey Summary Dashboard

Overall Summary

Total Number of Respondents

301

Total Number of Unique Grantees

75

Total Number of Unique Sites

80

Organizational Development

Moderate Priority

19

HR Improvements & Pipeline Creation (Recruitment)

Moderate Priority

12

Workplace Culture (Retention)

Moderate Priority

6

Grantee Summary

Select Grantee

▼

Total Number of Respondents

3

Organizational Development

Moderate Priority

19

Organizational Development Total Respondents

● High Priority ● Moderate Priority ● Low Priority



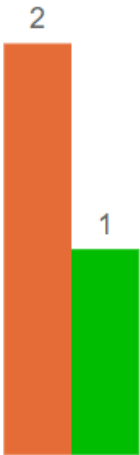
HR Improvements & Pipeline Creation

Moderate Priority

13

HR Improvement & Pipeline Creation Total Respondents

● High Priority ● Moderate Priority ● Low Priority



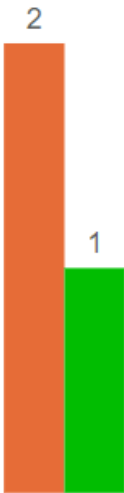
Workplace Culture

Moderate Priority

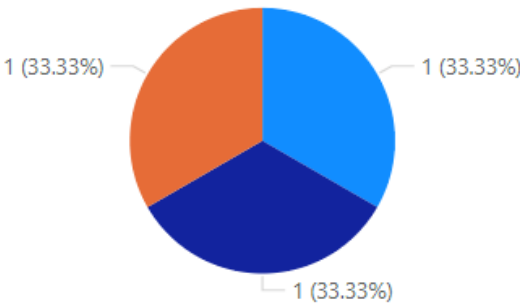
6

Workplace Culture

● High Priority ● Moderate Priority ● Low Priority



Job Title of Respondents



Title

- Behavioral Health Director
- BH Clinician
- Operations Manager

Select Grantee

Organizational Development Questions

Question	Low Capacity	Basic Capacity	Moderate Capacity	Strong Capacity	Average Response
Does the organization have a business plan that addresses sustainability?	0	0	0	3	Strong Capacity
Does the organization have a strategic plan?	0	1	2	0	Moderate Capacity
Does the organization have an annual work plan?	0	3	0	0	Basic Capacity
Does the organization have an external board of directors?	0	0	1	2	Strong Capacity
Does the organization have an organizational chart demonstrating the organizational structure?	0	1	0	2	Moderate Capacity

HR Improvements & Pipeline Creation Questions

Question	Low Capacity	Basic Capacity	Moderate Capacity	Strong Capacity	Average Response
Does the organization have policies and procedures on a staffing plan?	0	0	3	0	Moderate Capacity
Does the organization have policies and procedures on job descriptions?	0	0	2	1	Moderate Capacity
Does the organization have policies and procedures on recruitment and retention of staff?	0	0	2	1	Moderate Capacity
Does the organization have policies and procedures regarding salary and benefits?	0	0	1	2	Strong Capacity

Workplace Culture Questions

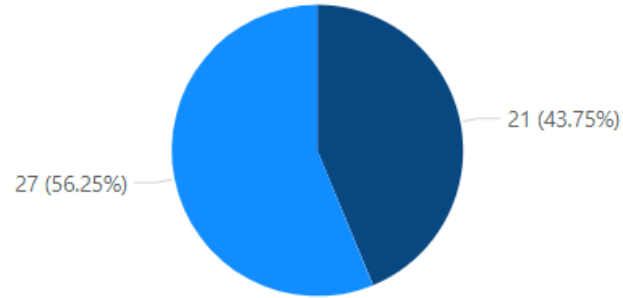
Question	Low Capacity	Basic Capacity	Moderate Capacity	Strong Capacity	Average Response Label
Does the organization have structures in place to assess the diversity of their staff?	0	2	0	1	Moderate Capacity
Does the organization provide support to employees through supervision?	0	0	2	1	Moderate Capacity

Select Grantee

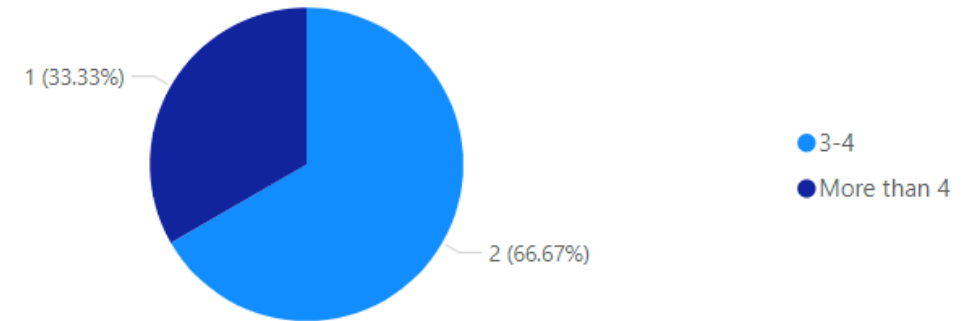
Summation of Yes and No Responses



How many people does each supervisor in your organization typically supervise?



● Total Count of "No"
● Total Count of "Yes"



Question	Total Answering No	Total Answering Yes
Are the majority of clients served diagnosed with a serious mental illness?	1	2
Are there policies or systems in place for airing grievances in a positive manner?	1	2
Do staff receive merit increases?	2	1
Do staff receive raises for obtaining a higher degree?	2	1
Do staff receive raises for obtaining additional certifications?	3	0
Do staff receive regular updates regarding their performance?	0	3
Do you currently have a way to track, collect, and store data at your organization?	0	3
Do you have an ongoing process to obtain employee feedback?	1	2
Do you pay for licensing prep courses and/or licensing exams for your clinical staff?	1	2
Do you provide clinical staff CEU (continuing education units) stipends or other ways of paying for CEUs?	0	3
Do you provide clinical supervision to your pre-licensed eligible staff to collect hours towards licensure?	0	3
Do you provide PTO (Paid Time Off)?	0	3
Do you provide tuition reimbursement?	3	0
Does your organization allow for remote working opportunities?	2	1
Does your organization offer flexible work schedules?	3	0
Does your organization's leadership engage employees in the development of a strategic plan?	2	1