Code

|  |  |
| --- | --- |
| **Variable** | **Description** |
| ***Impact on Infrastructure Survey*** | |
| I\_FSR | Facilitative Staff Role from EFA |
| I\_F | Flexibility Scale from EFA |
| I\_A | Adaptability Scale from EFA |
| I\_C | Compatibility Scale from EFA |
| I\_DcSS | Average of Documentation Items |
| I\_TFSS | Average of Team Format Items |
| I\_JbSS | Average of Performance/Job Descriptions Items |
| I\_FdSS | Average of Funding Structure Items |
| I\_PrSS | Average of Staffing/Staff Productivity Items |
| I\_IOSS | Average of Implementation Outcomes Items |
| I\_1KeySS | Average of the first item of each category (items 1, 6, 11, etc.) |
| I\_2AdpSS | Average of the second item of each category (items 2, 7, 12, etc.) |
| I\_3FlxSS | Average of third item of each category (items 3, 8, 13, etc.) |
| I\_4RolSS | Average of fourth item of each category (items 4, 9, 14, etc.) |
| I\_5WillSS | Average of fifth item of each category (items 5, 10, 15, etc.) |
| ***EBPAS*** | |
| EB\_MS | Average Score |
| EB\_ReqSS | Requirement Scale |
| EB\_AppSS | Appeal Scale |
| EB\_OpeSS | Openness Scale |
| EB\_DivSS | Divergence Scale |
| ***Attitudes Towards Standardized Assessment*** | |
| SA\_BenSS | Benefits over Clinical Judgment Scale |
| SA\_PQSS | Psychometric Quality Scale |
| SA\_PySS | Practicality Scale |
| ***Organizational Culture Survey*** | |
| OC\_avg | Average Score |
| OC\_TmwrkCnflct\_Avg | Teamwork/Conflict Scale |
| OC\_ClmateMrle\_Avg | Climate/Morale Scale |
| OC\_InfoFlow\_Avg | Information Flow Scale |
| OC\_Invlvmnt\_Avg | Involvement Scale |
| OC\_Suprvsn\_Avg | Supervision Scale |
| OC\_Meeting\_Avg | Meeting Scale |
| ***Survey of Organizational Functioning*** | |
|  | Motivation for Change (Needs/Pressures) |
| OF\_MCpnSS | Program Needs |
| OF\_MCtnSS | Training Needs |
| OF\_MCpcSS | Pressures for Change |
|  | Resources |
| OF\_ROSS | Offices |
| OF\_RSSS | Staffing |
| OF\_RTSS | Training |
| OF\_RcaSS | Computer Access |
| OF\_RecSS | e-Communications |
|  | Staff Attributes |
| OF\_SAgSS | Growth |
| OF\_SAeSS | Efficacy |
| OF\_SAISS | Influence |
| OF\_SAsSS | Adaptability |
|  | Organizational Climate |
| OF\_OCmSS | Mission |
| OF\_OCcoSS | Cohesion |
| OF\_OCaSS | Autonomy |
| OF\_OCcmSS | Communication |
| OF\_OCsSS | Stress |
| OF\_OCcSS | Change |
|  | Job Attitudes |
| OF\_JBbSS | Burnout |
| OF\_JBsSS | Satisfaction |
| OF\_JBdSS | Director Leadership |
|  | Workplace Practices |
| OF\_WPpcSS | Peer Collaboration |
| OF\_WPdpSS | Deprivatized Practice |
| OF\_WPcrSS | Collective Responsibility |
| OF\_WPfoSS | Focus on Outcomes |
| OF\_WPrdSS | Reflective Dialogue |
| OF\_WPcsSS | Counselor Socialization |
|  | Training Exposure and Utilization |
| OF\_TEtsSS | Training Satisfaction |
| OF\_TEteSS | Training Exposure |
| OF\_TEitSS | Training Utilization – Individual level |
| OF\_TEtpSS | Training Utilization – Program level |