

# **CARE Baseline Report**

## **Masonic Home for Children [Direct Care Staff]**

Results from Baseline

Data collected: Feb - Mar 2026



# Sections of the Report

- Profile of who responded to the survey
- Knowledge of CARE concepts
- Beliefs about caregiving
- Current practices of adults who provide direct care
- Supervisor expectations



# Analyst Remarks

- This report includes staff who selected the direct care staff job role when they took the survey.
- These results reflect the knowledge, beliefs, and reported practice of the staff who responded to the survey. Of the 23 direct care staff who were invited to take the survey, 19 (83%) returned a survey and responded to enough questions to be included in the analyses.

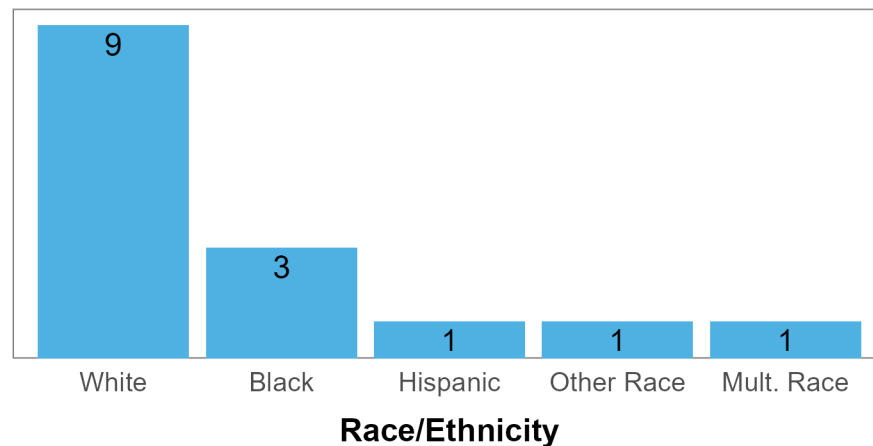
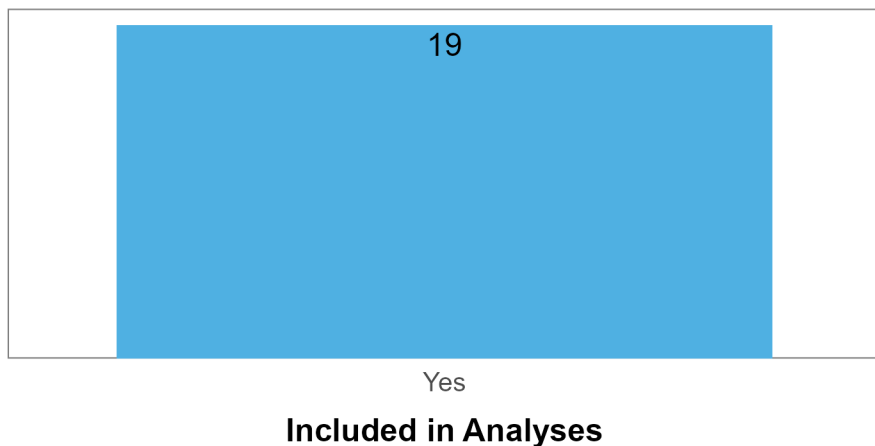
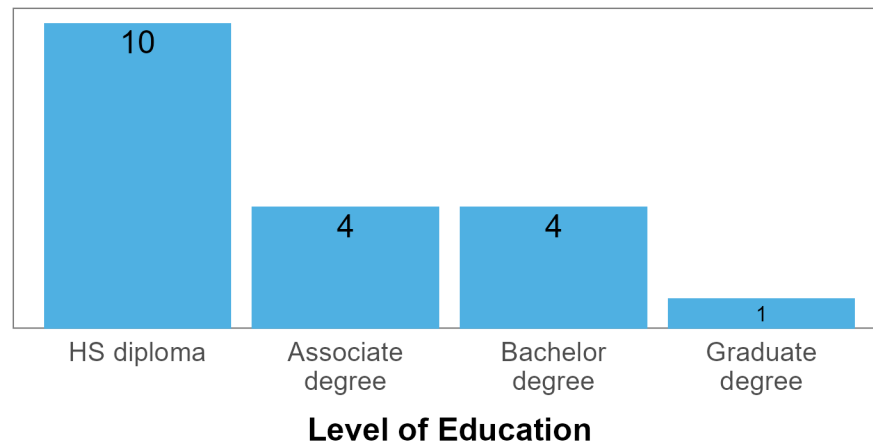
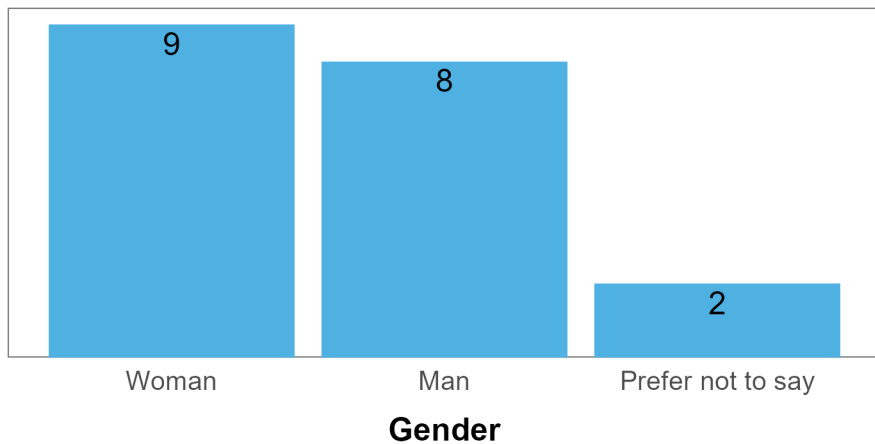
Report prepared by:  
Elliott G. Smith  
8 April 2026



## Staff Surveys

### Respondent Profile: Demographics

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



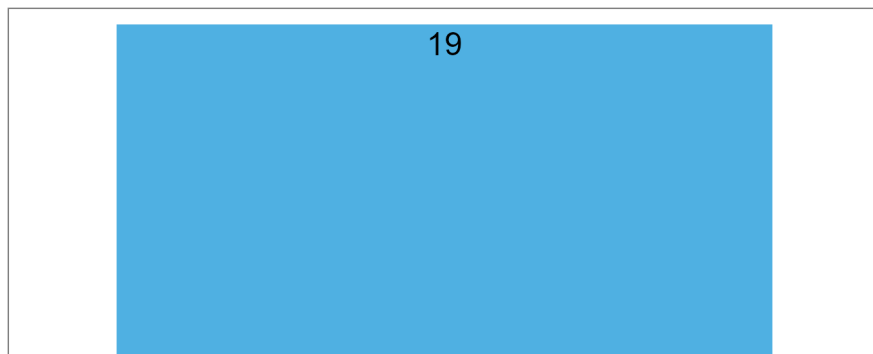
These are counts of staff who returned surveys. The "Included in Analyses" graph shows the number of staff who answered enough questions to be included in the results that follow.



## Staff Surveys

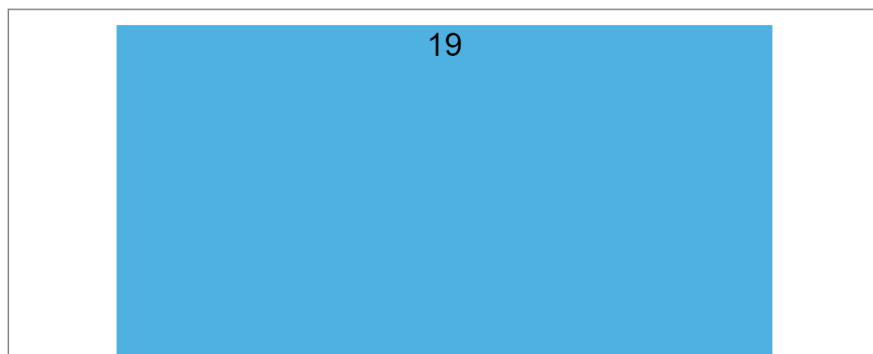
### Respondent Profile: Work-Related

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



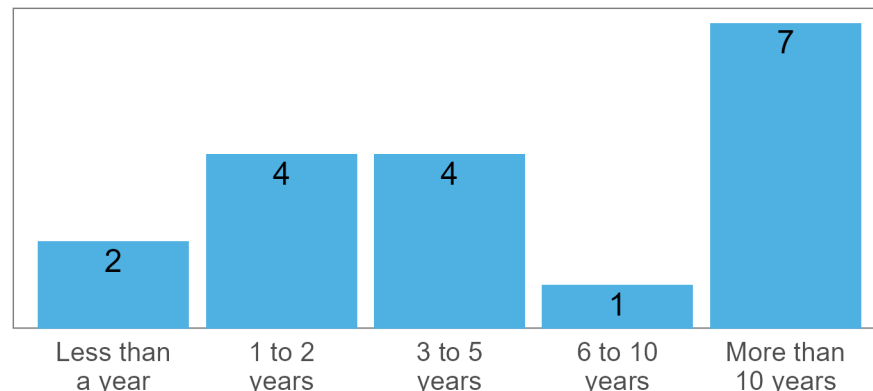
DCW

**Job Role**



Full time staff

**Position**



Less than a year

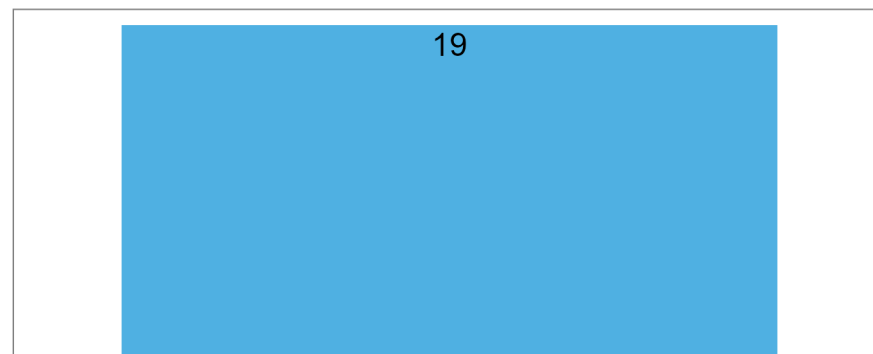
1 to 2 years

3 to 5 years

6 to 10 years

More than 10 years

**Years Worked**



Yes

**Provide Direct Care**

These are counts of staff. Some of them may not have answered enough questions to be included in the results that follow.  
For Job Role, DCW stands for direct care worker.



# Knowledge of CARE Concepts

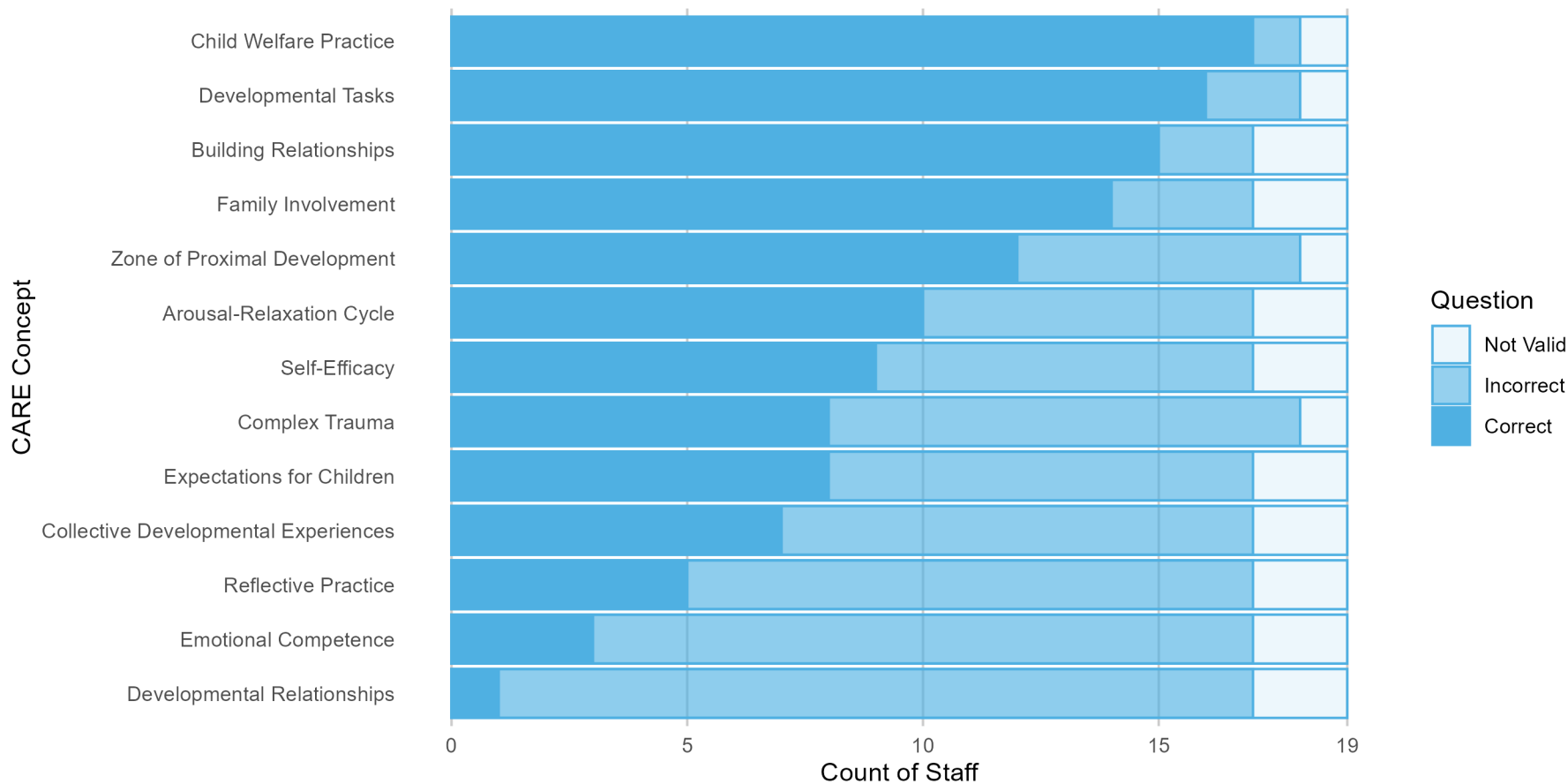
Results from the Knowledge of CARE measure, which includes questions related to important CARE concepts.



## Staff Surveys

### CARE Knowledge Concepts

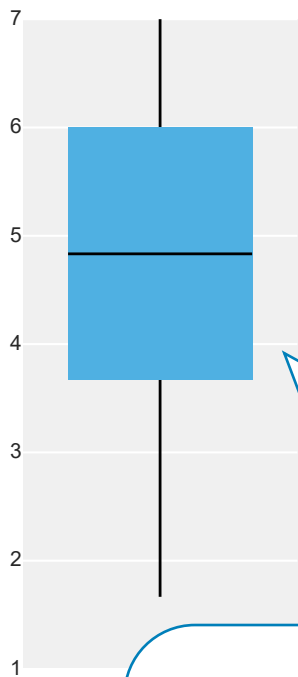
Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



This chart shows the 13 CARE concepts assessed in the Knowledge measure. For each concept, the numbers of staff who answered the question correctly or incorrectly or who did not provide a valid response are shown. Examples of invalid responses include skipping a question or choosing more than one answer. The concepts are sorted from the one with the most correct responses to the least.



# How to Interpret a Boxplot



- Boxplots show the average for a group, but they also show how much individuals differ from the group average.
- Boxplots are made of two boxes with a line between them and two whiskers.
- The line between the boxes is the **median**. The measurement for 50% of the people are higher than the median and 50% are lower.
- Each box and whisker shows a range of measurements for one-quarter of the people. These are called **quartiles**.

**Imagine that this boxplot summarizes ratings from 1 to 7 for 100 people:**

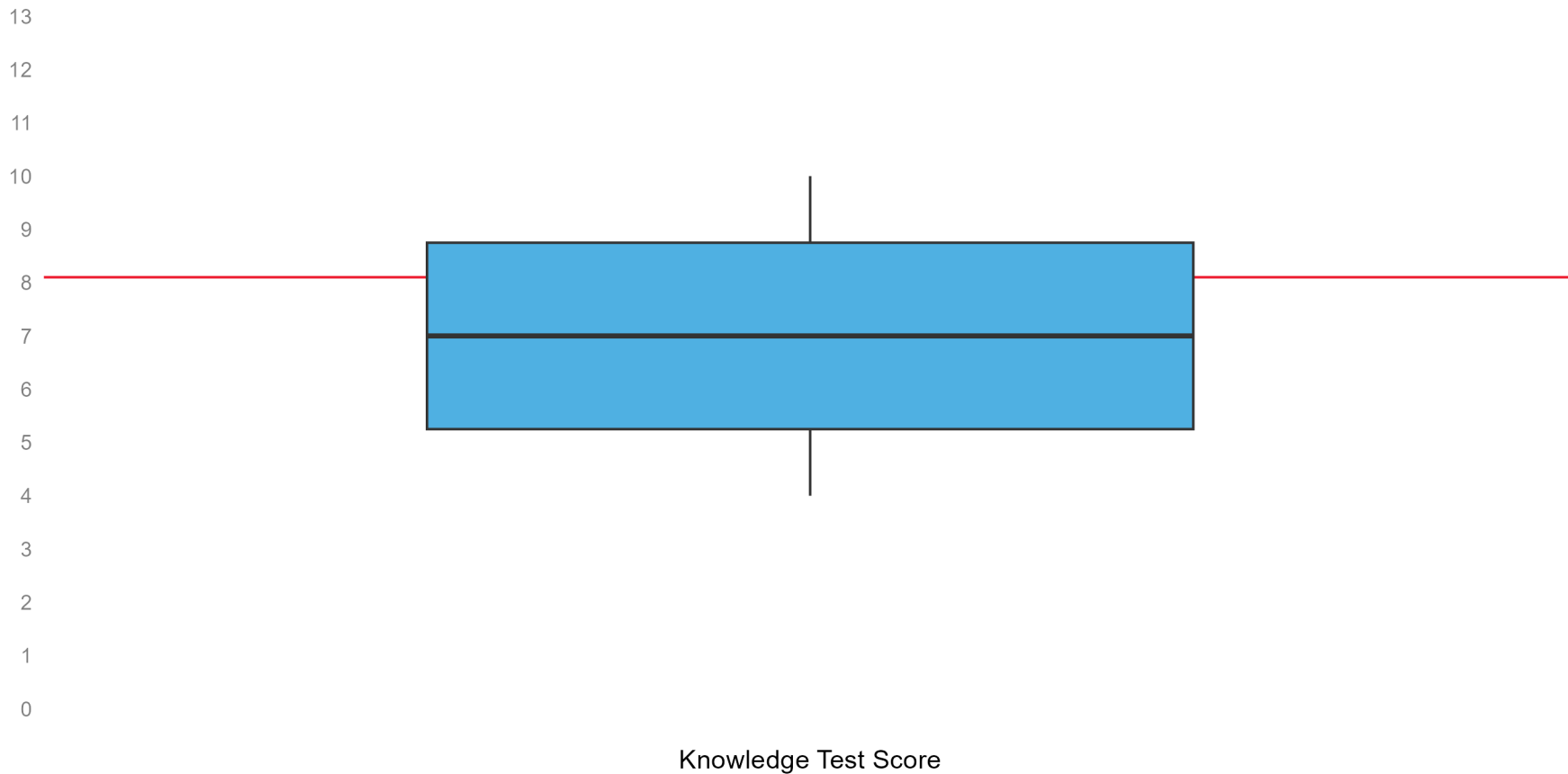
- The median is 4.9: 50 people have ratings higher than 4.9 and 50 have lower ratings
- Upper whisker (4<sup>th</sup> quartile): 25 people have ratings between 6.0 and 7.0
- Upper box (3<sup>rd</sup> quartile): 25 people have ratings between 4.9 and 6.0
- Lower box (2<sup>nd</sup> quartile): 25 people have ratings between 3.8 and 4.9
- Lower whisker (1<sup>st</sup> quartile): 25 people have ratings between 1.8 and 3.8



# Staff Surveys

## Knowledge Test Scores

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



This boxplot shows quartile ranges, so each section contains 25% of the respondents. The black line within the blue box is the median. The thin red line is the typical score for CARE agencies at Baseline.



# Beliefs Related to Caregiving



# Introduction to the Beliefs Measure

The graphs that follow provide results from the CARE Beliefs measure. Common situations that adults encounter with children are presented and respondents are given various ways in which an adult might respond. Respondents provide ratings based on their own beliefs. Ratings may be either on a scale from poor to excellent or disagree to agree. The results are organized into the following content areas, which are related to aspects of the CARE principles.

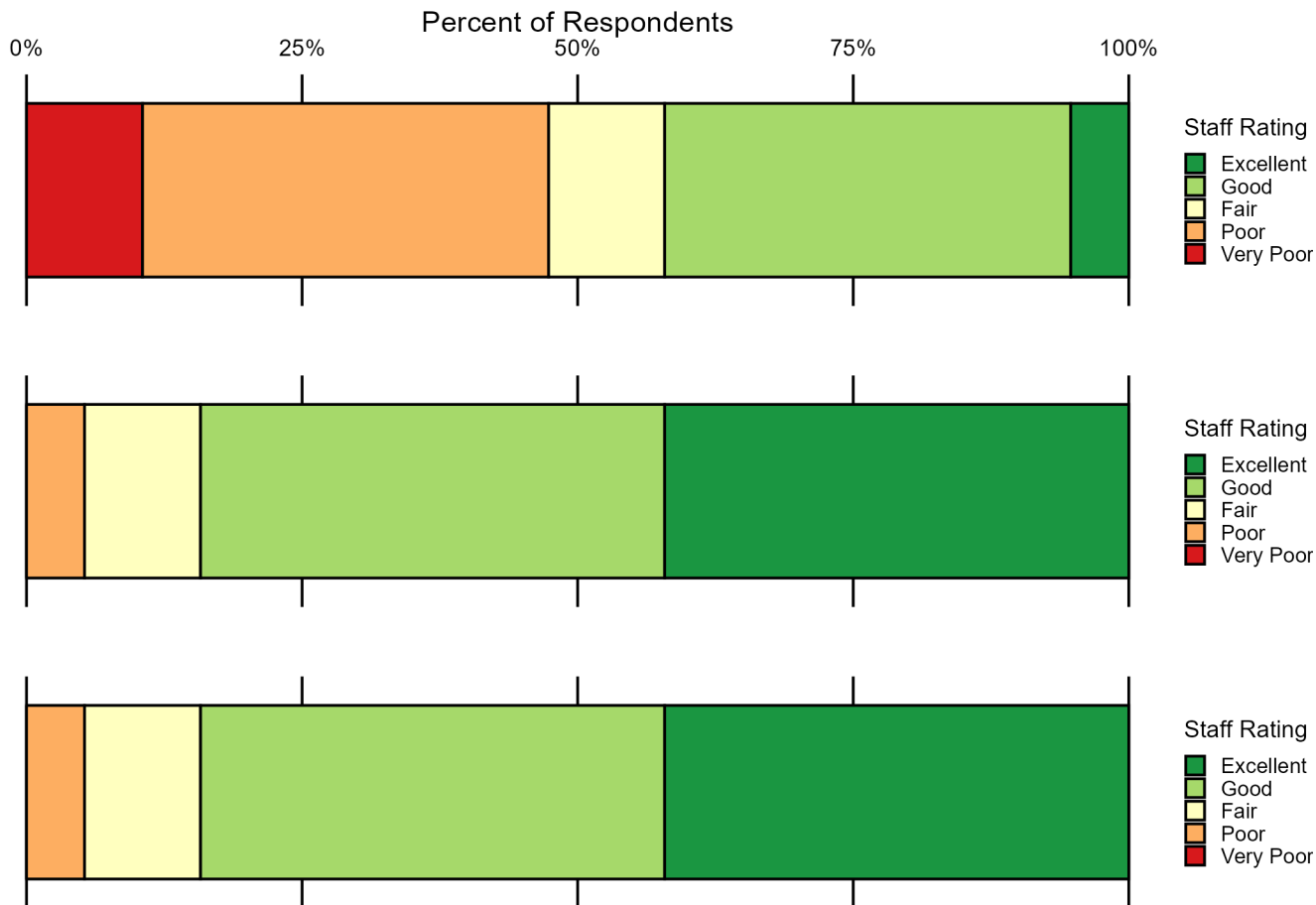
Content Area	Belief
Listen and Understand	Adults are better able to help children when they understand their needs and perspectives.
Invested and Engaged	Active engagement with children and genuine investment in their well-being conveys to children that they are valuable.
Inclusion	Creating an atmosphere where children feel part of the group contributes to their sense of belonging.
Flexibility	Responding to children with flexibility promotes their autonomy and helps them experience success.
Promote Competence	Finding opportunities to build children's competence and self-efficacy promotes their development and well-being.
Avoid Reliance on Consequences	Consequences coerce children's compliance and are not the preferred method for influencing their behavior.
Family Involvement	Regular contact with parents and family promotes children's self-esteem and belonging and maintains personal and cultural identity.
Perceptions of Safety	Feelings of safety create conditions that promote healing and growth in children and creativity and compassion in adults.



# Staff Surveys

## Beliefs: Listening & Understanding

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



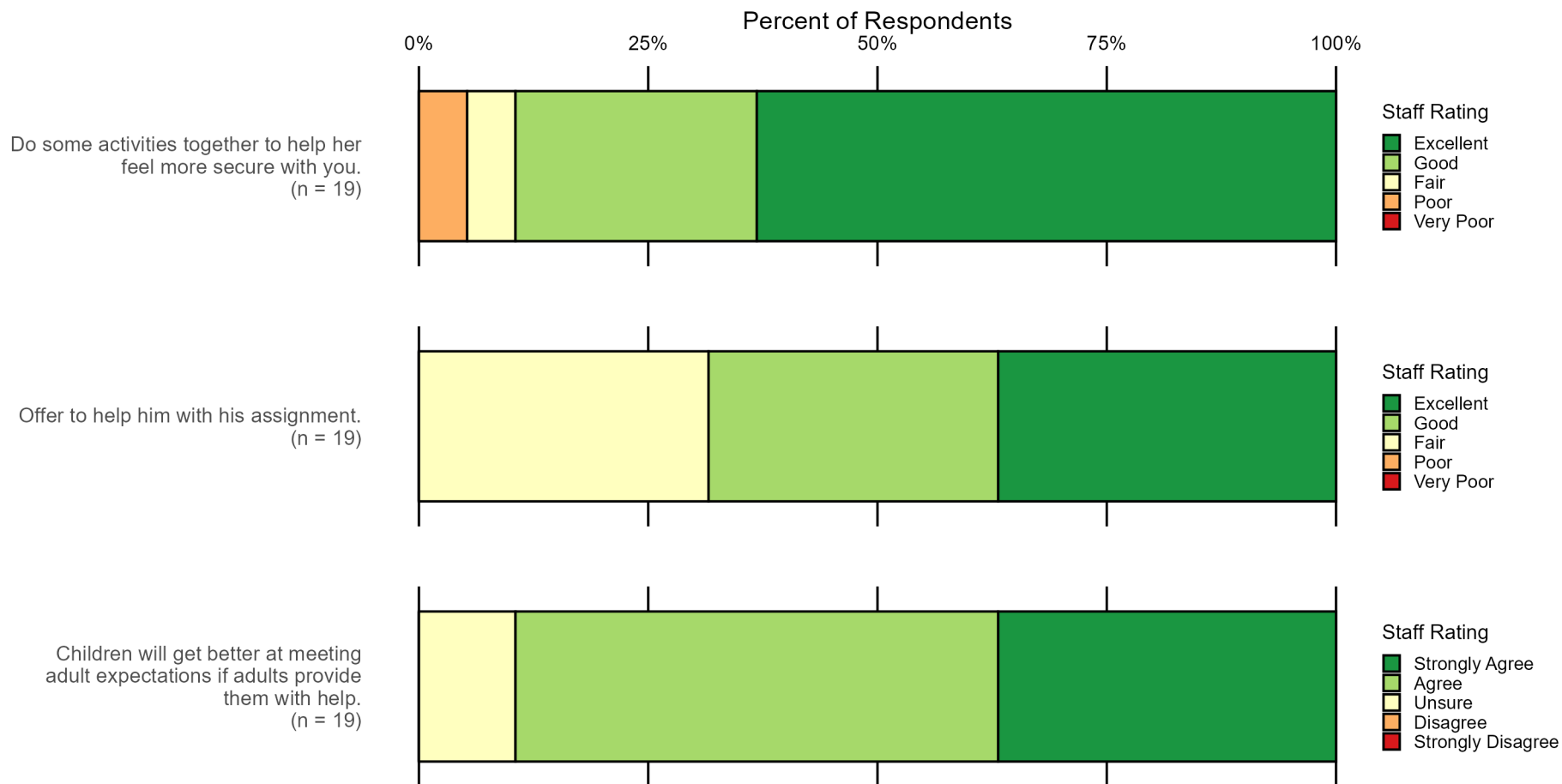
The survey gives scenarios and asks staff to rate various staff responses on a scale from very poor to excellent or disagree to agree.



## Staff Surveys

### Beliefs: Invested & Engaged

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



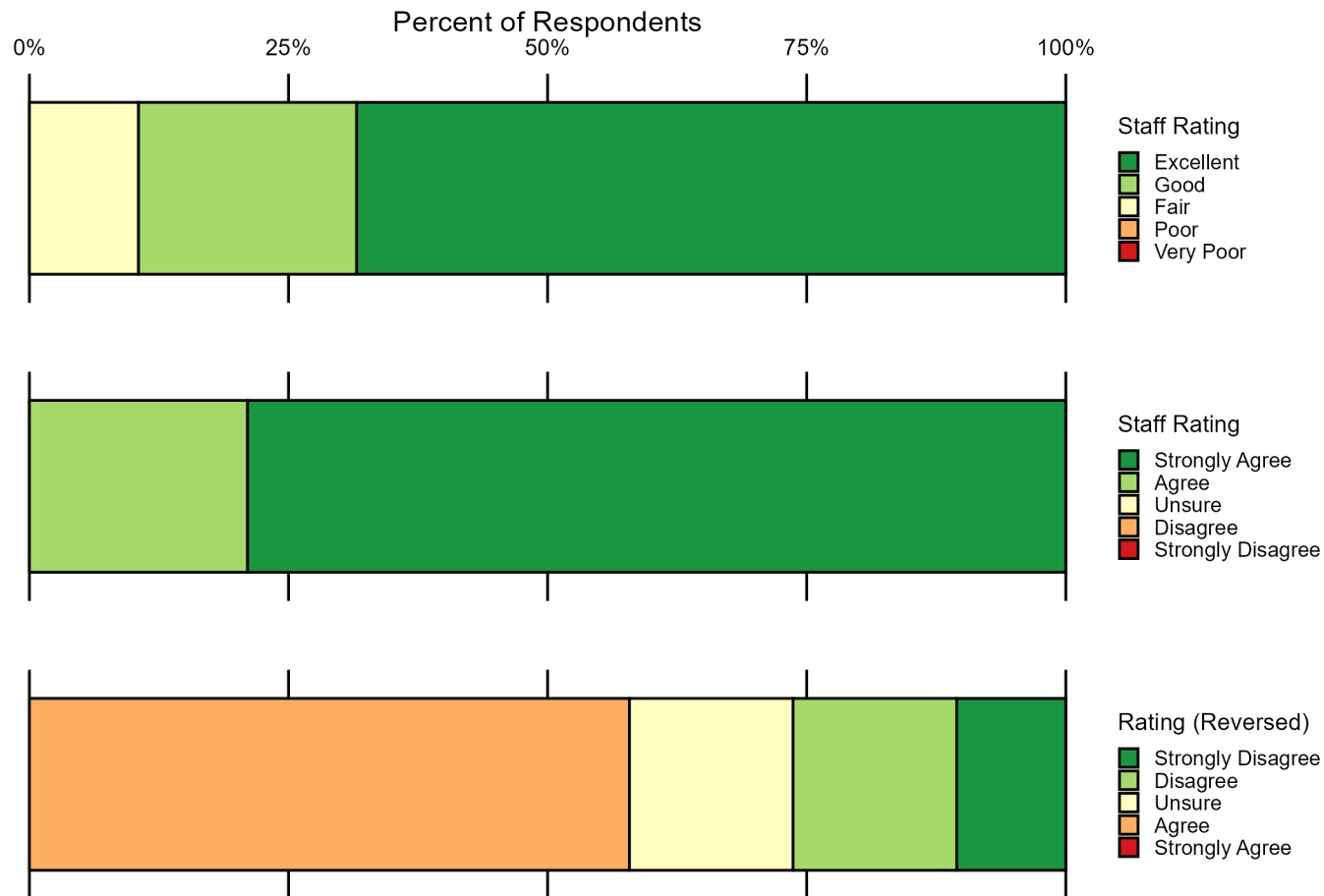
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# Staff Surveys

## Beliefs: Inclusion

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



The survey gives scenarios and asks staff to rate various staff responses on a scale from very poor to excellent or disagree to agree.



# Staff Surveys

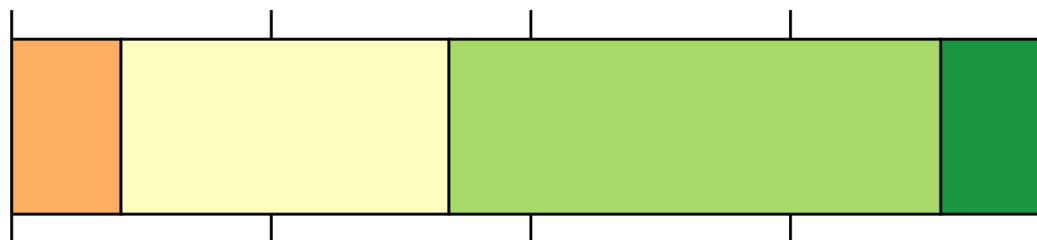
## Beliefs: Flexibility

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)

Percent of Respondents

0% 25% 50% 75% 100%

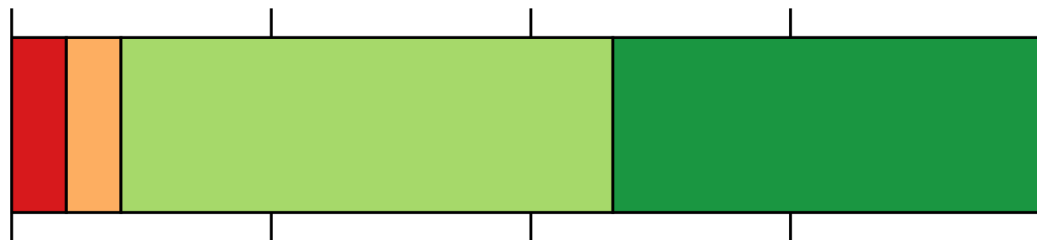
Make it clear that the assignment is due tomorrow. Then give him a choice to work on it now or to finish it later today.  
(n = 19)



Staff Rating

- Excellent
- Good
- Fair
- Poor
- Very Poor

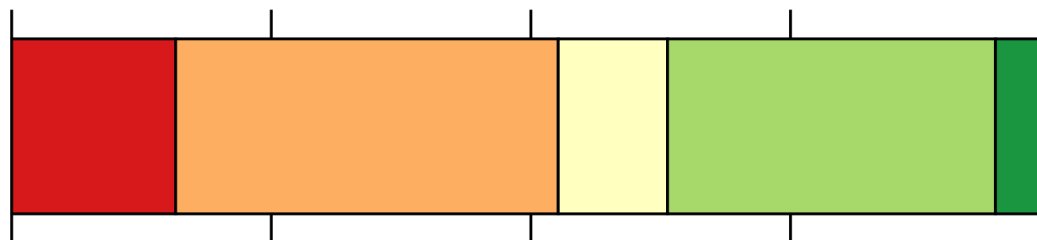
Sometimes if a child is not meeting an expectation, it is okay to change the expectation.  
(n = 19)



Staff Rating

- Strongly Agree
- Agree
- Unsure
- Disagree
- Strongly Disagree

If you change the expectations or relax the rules, it will be harder to maintain compliance later.  
(SCALE HAS BEEN REVERSED)  
(n = 19)



Rating (Reversed)

- Strongly Disagree
- Disagree
- Unsure
- Agree
- Strongly Agree

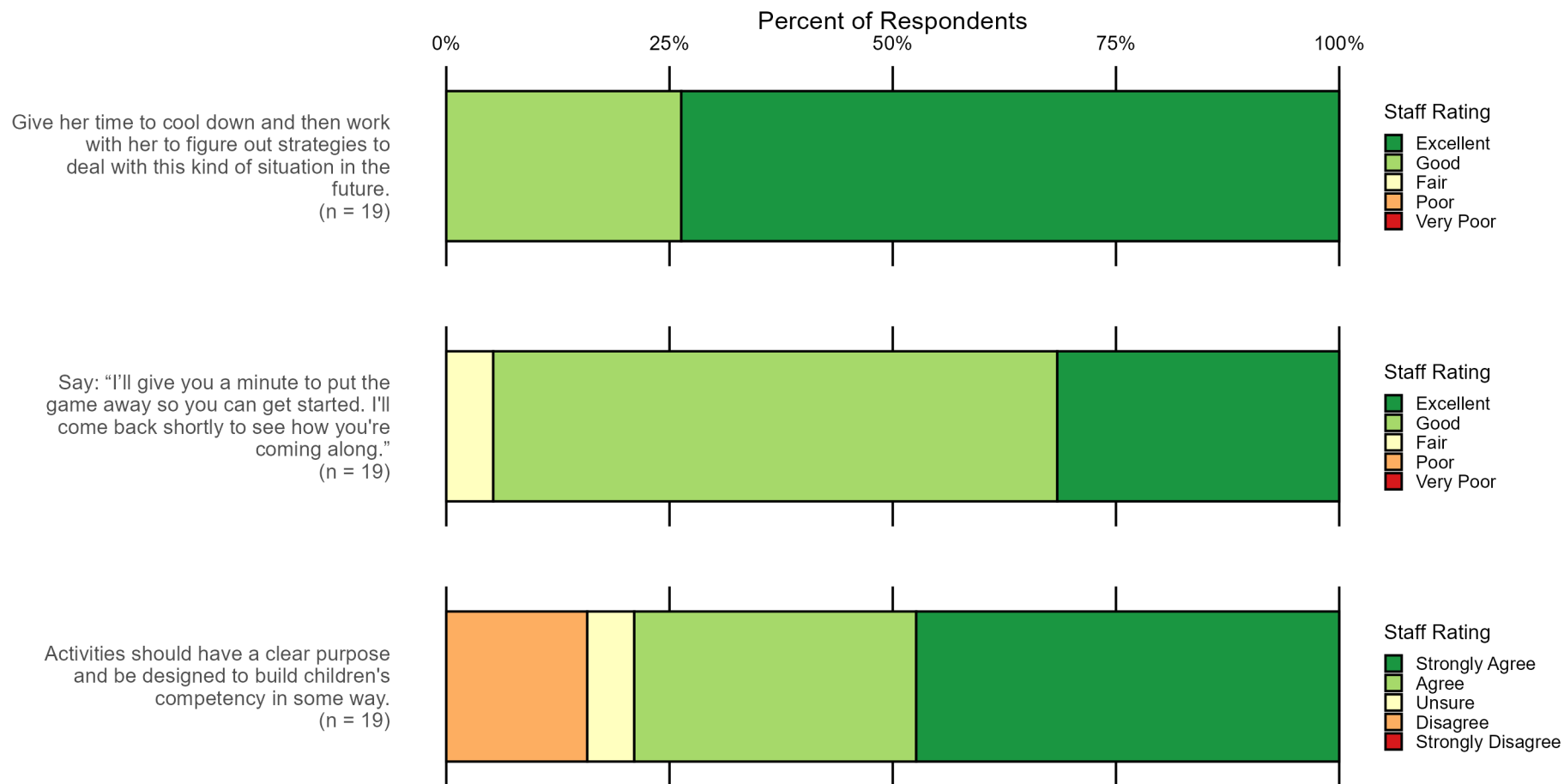
The survey gives scenarios and asks staff to rate various staff responses on a scale from very poor to excellent or disagree to agree.



# Staff Surveys

## Beliefs: Promote Competence

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



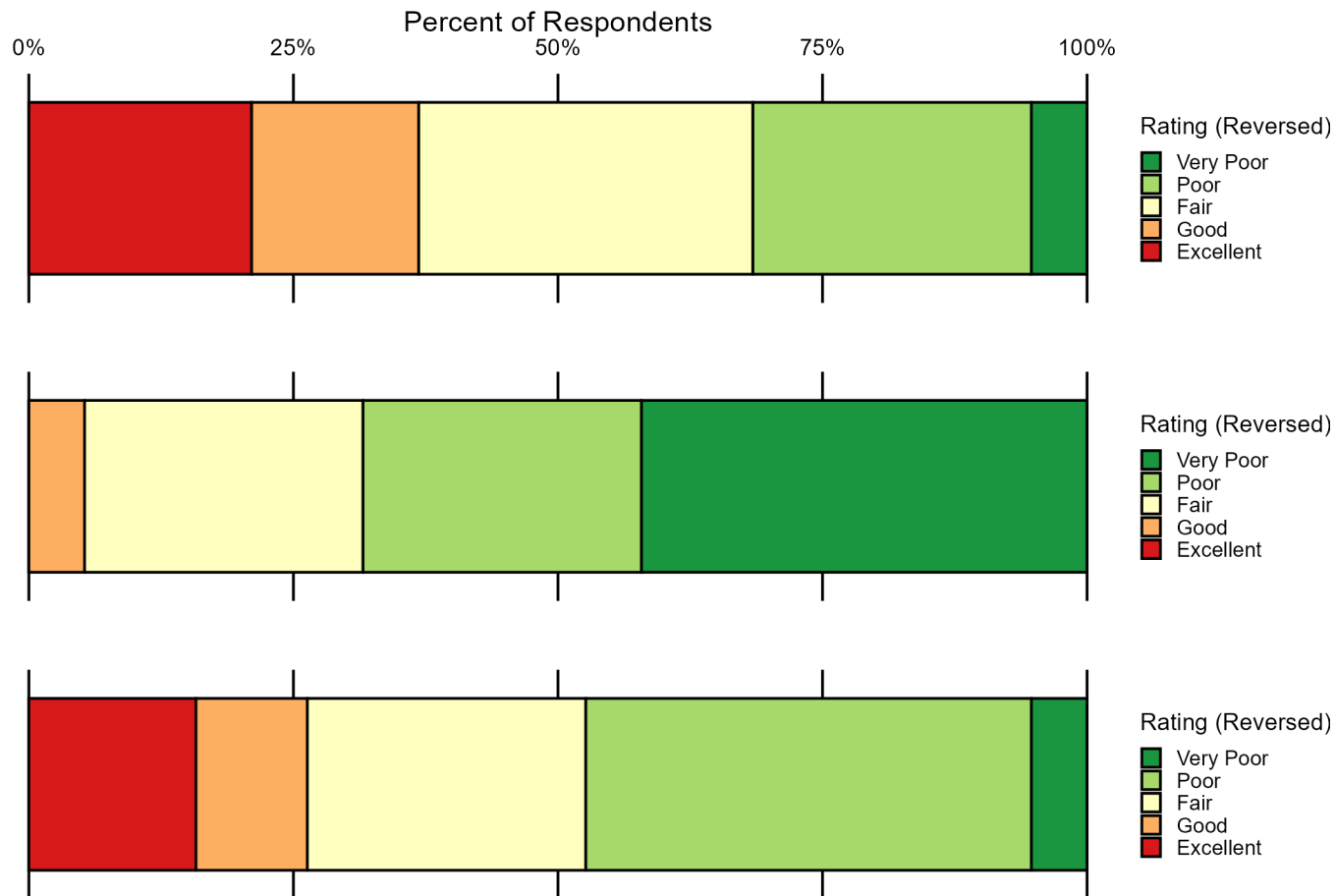
The survey gives scenarios and asks staff to rate various staff responses on a scale from very poor to excellent or disagree to agree.



## Staff Surveys

### Beliefs: Avoid Reliance on Consequences

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



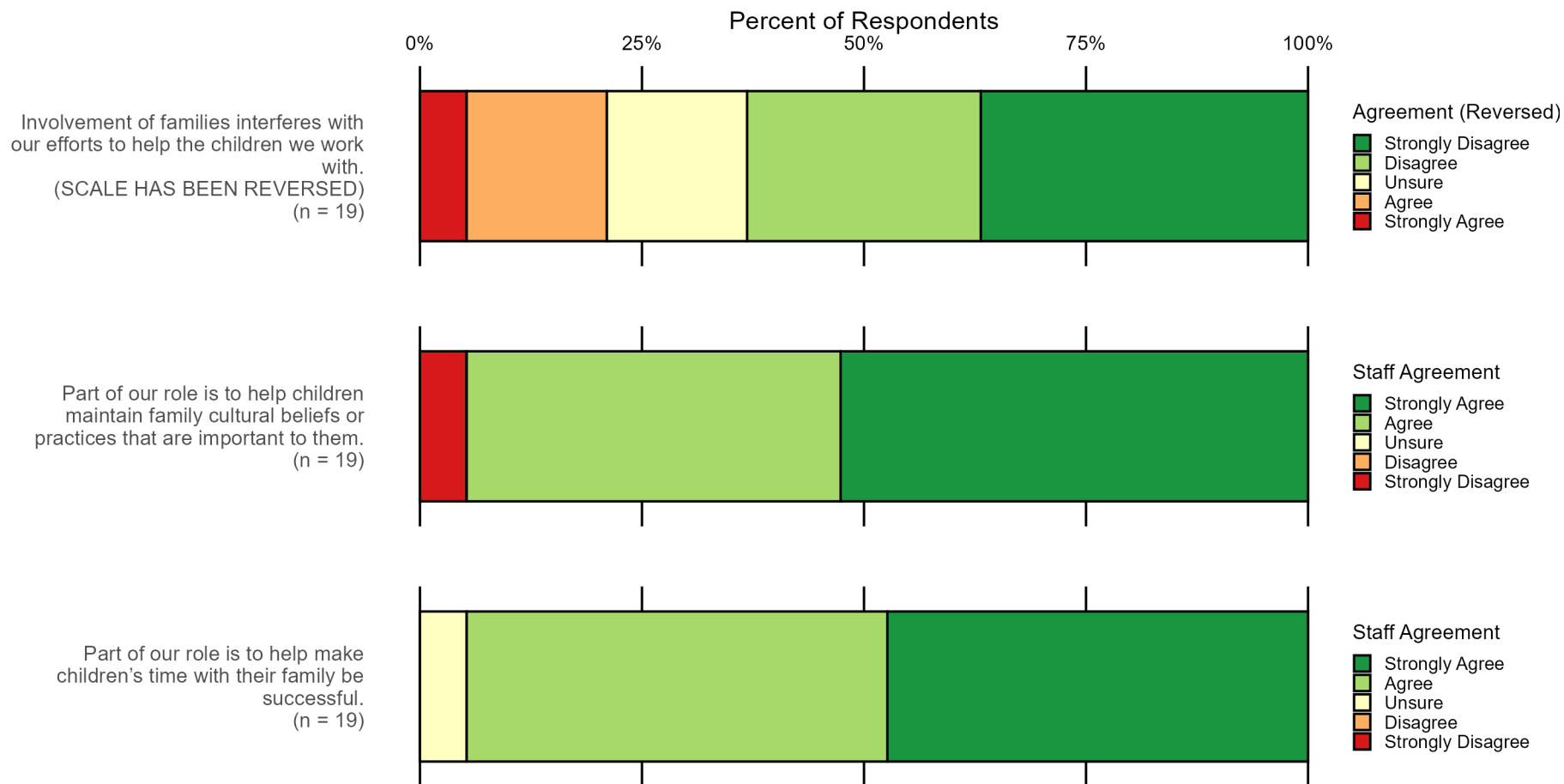
The survey gives scenarios and asks staff to rate various staff responses on a scale from very poor to excellent or disagree to agree.



## Staff Surveys

### Beliefs: Family Involvement

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



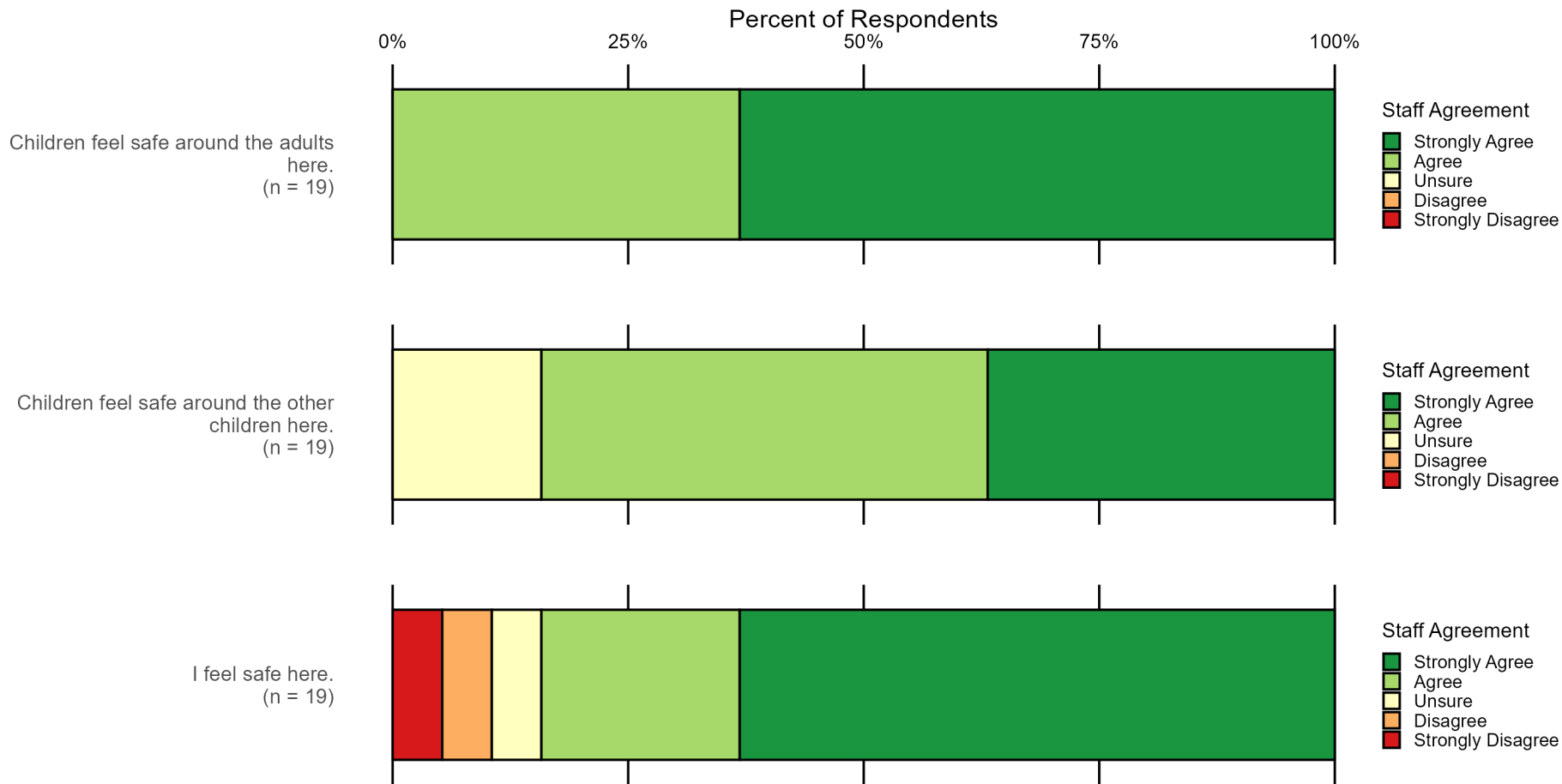
Staff were asked to rate their agreement with each of these statements.



# Staff Surveys

## Beliefs: Perceptions of Safety

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



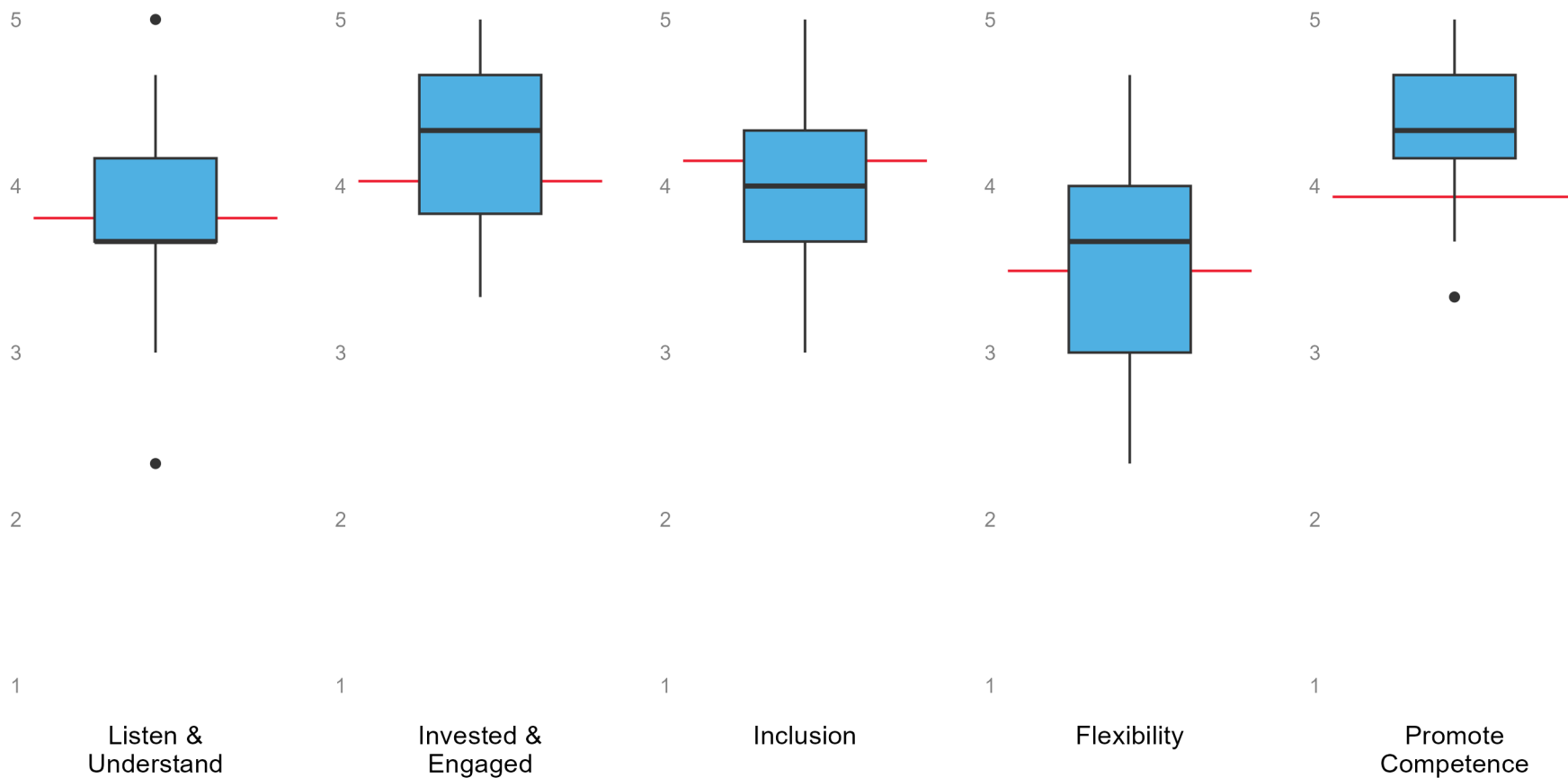
Staff were asked to rate their agreement with each of these statements.



## Staff Surveys

### Beliefs: Average Ratings by Content Areas

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



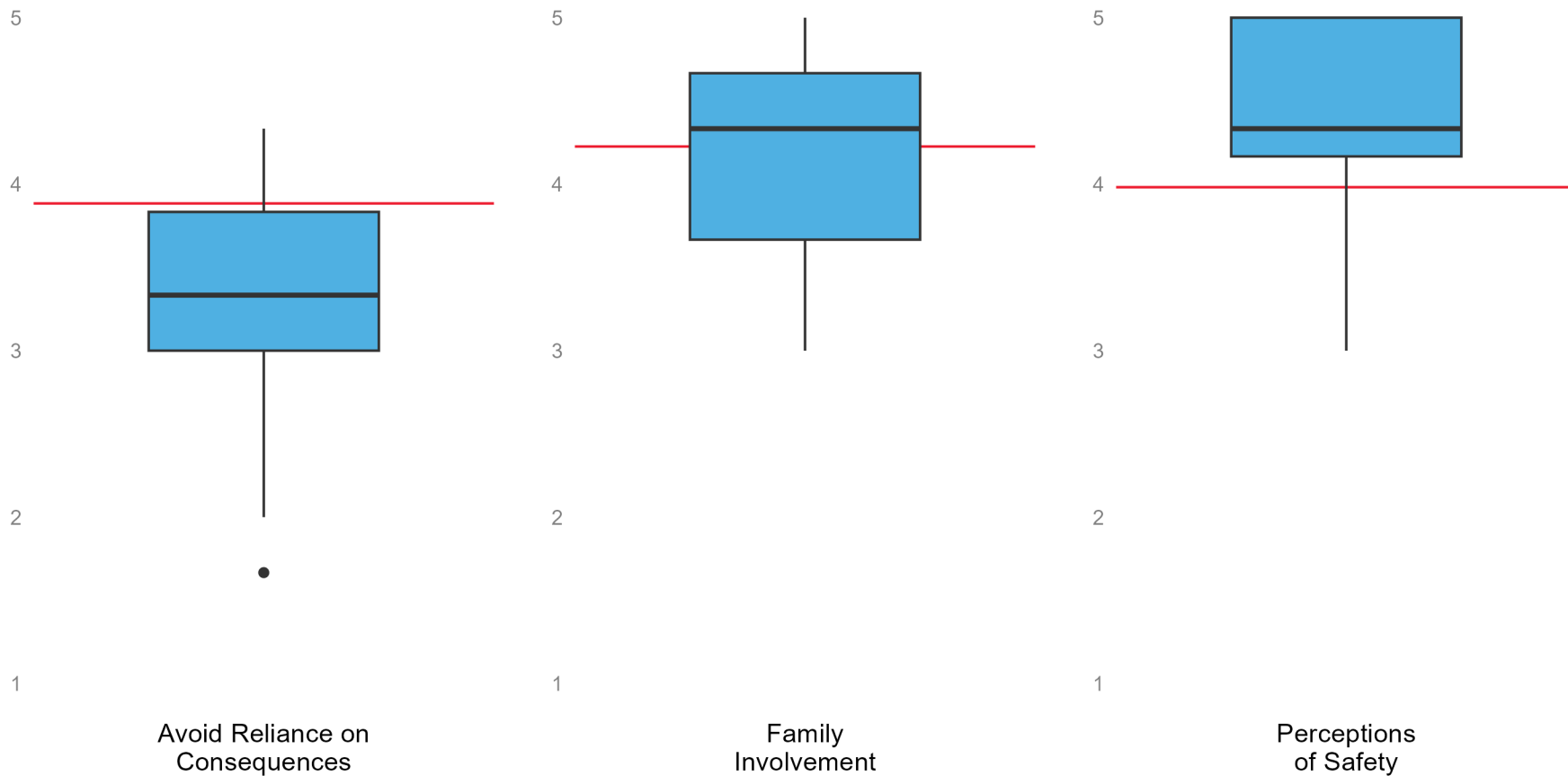
Questions from each area are averaged into a score. The boxplots show the range of scores for each quartile, or 25% of the respondents. The thin red lines are the typical ratings for CARE agencies at Baseline.



## Staff Surveys

### Beliefs: Average Ratings by Content Areas

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



Questions from each area are averaged into a score. The boxplots show the range of scores for each quartile, or 25% of the respondents. The thin red lines are the typical ratings for CARE agencies at Baseline.



# Current Practice of Direct Care

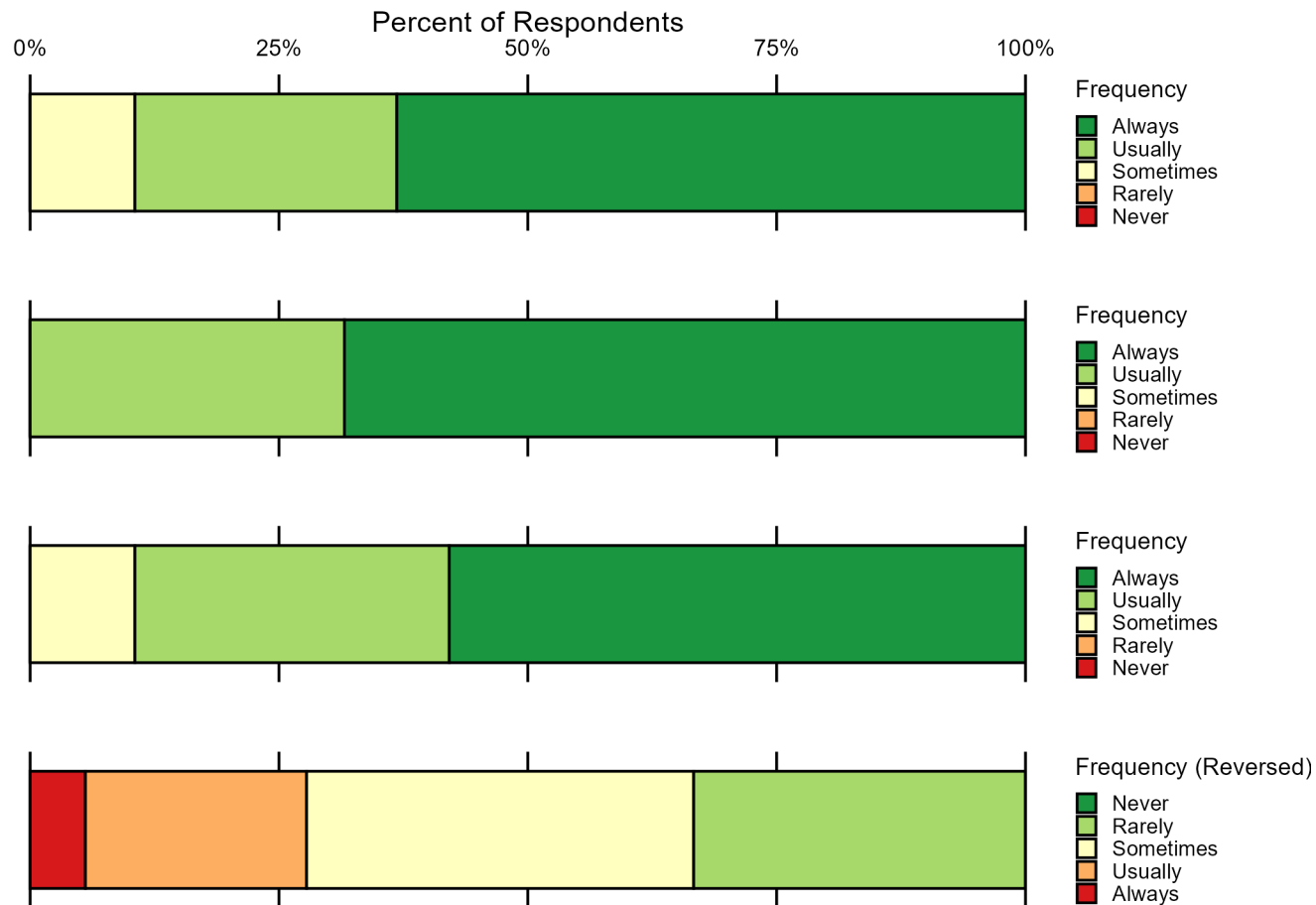
Adults who provide direct care to children at work report how often they engage in various practices.



## Staff Surveys

### Current Practice: Responding to a Child

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



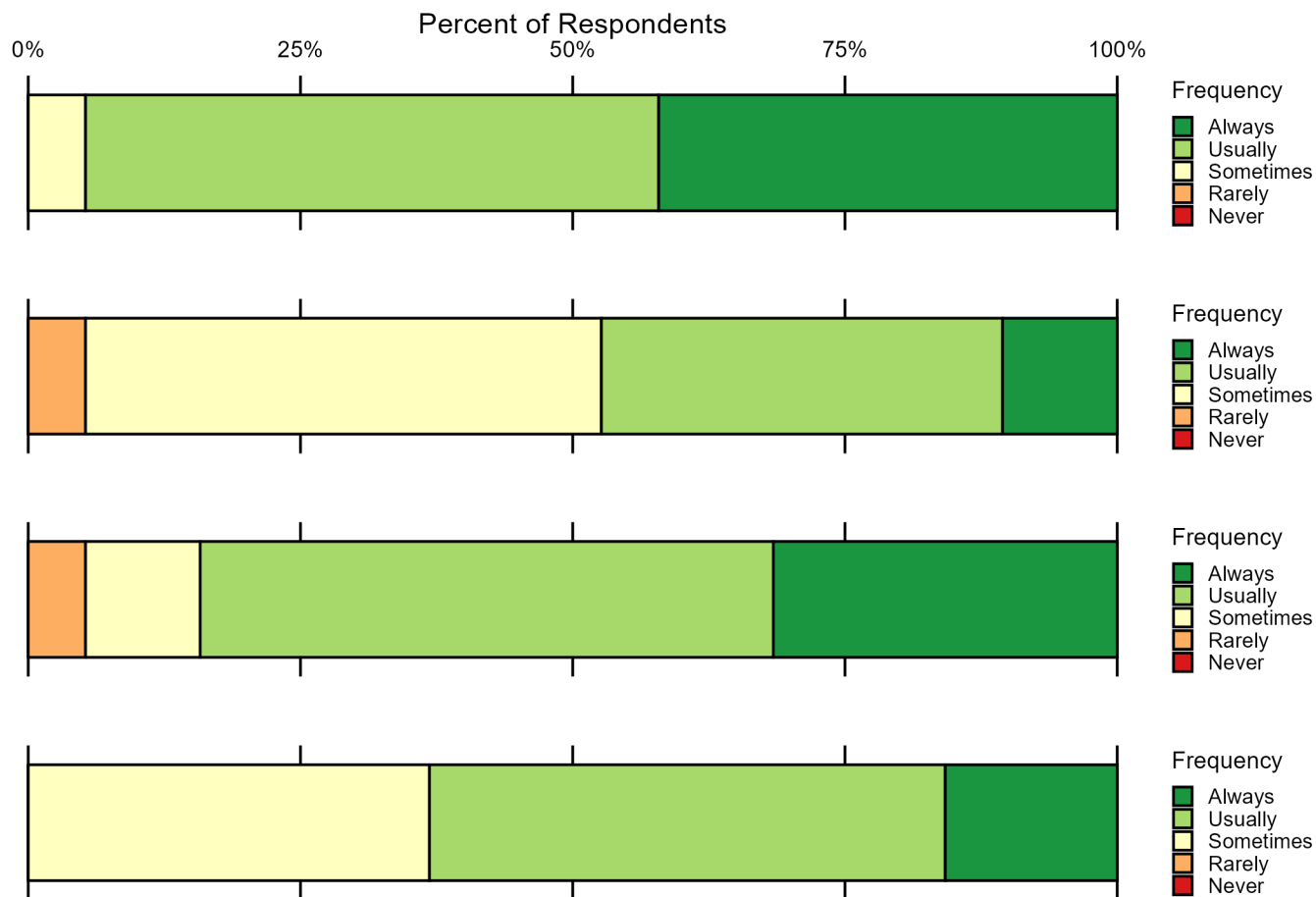
These questions are answered by staff who provide direct care to children. They are asked how often they engage in these practices in response to a child's behavior.



## Staff Surveys

### Current Practice: Anticipating a Child's Needs

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



These questions are answered by staff who provide direct care to children. They are asked how often they engage in these practices when they anticipate a child's needs.



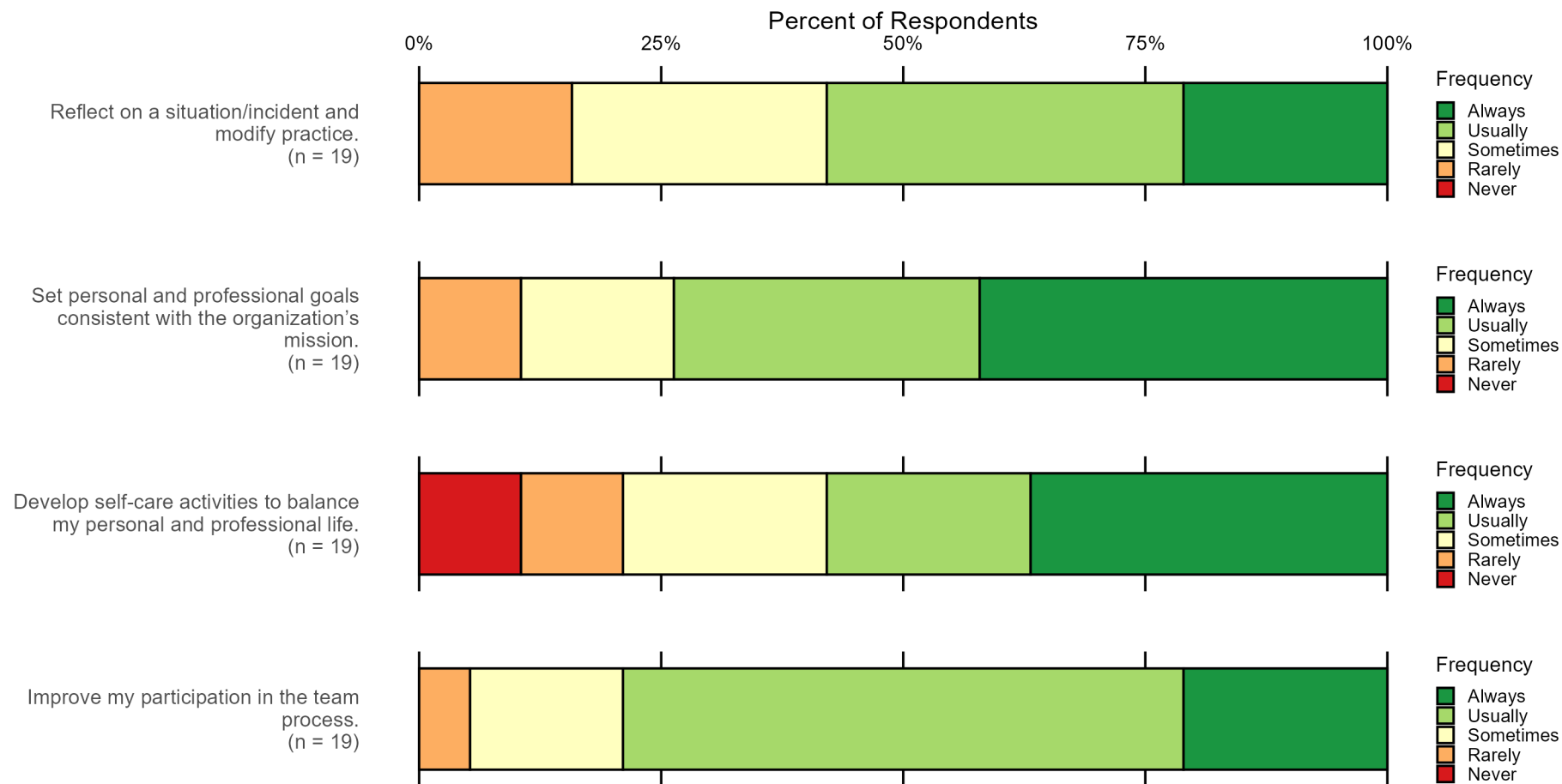
# My Supervisor's Expectations and Support



## Staff Surveys

### My Supervisor's Expectations

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



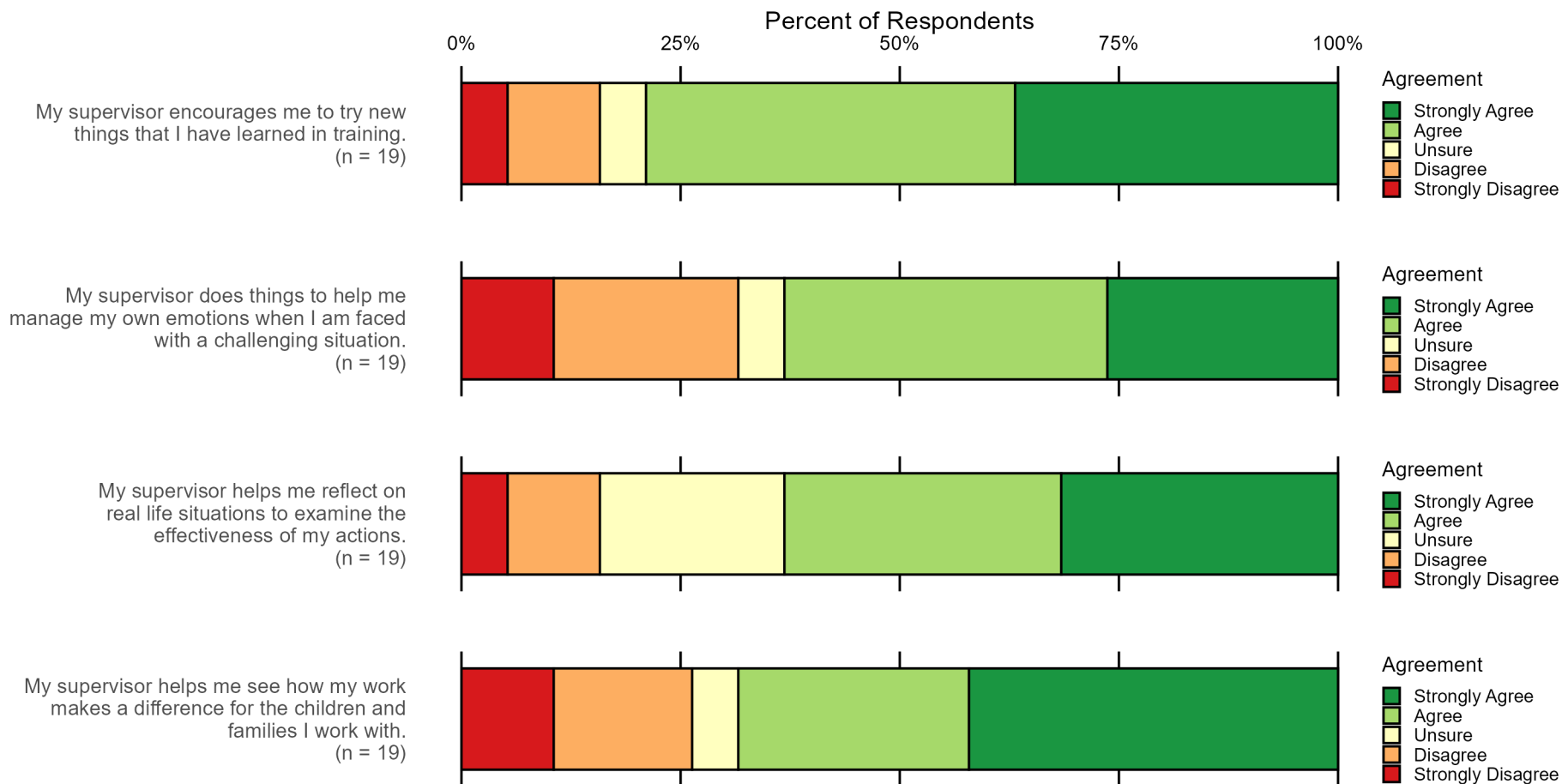
Staff are asked to rate how often their supervisor expects each of these items.



## Staff Surveys

### My Supervisor's Support

Masonic Home for Children [Direct Care Staff] (Feb - Mar 2026)



Staff are asked to rate how much they agree with each of these ways that supervisors can provide support.