

ID	Start time	Completion time	Email	Name	How often do you discuss your professional goals during supervision?	How would you describe the frequency and regularity of supervision sessions with your immediate supervisor?	Can you identify any areas where you feel your supervisor could provide more support or guidance to enhance your professional development? If yes, please enter your answer (s) below.	Have you encountered any challenges or concerns related to the supervision process that you would like to see improved? If yes, please enter comments below to describe those challenges or concerns.	On a scale from 1 to 5, with 1 being "very uncomfortable" and 5 being "very comfortable", how comfortable do you feel in expressing your thoughts and concerns during supervisions? Level of comfort in	Please explain why you gave the answer you selected in #5.	How well do you feel challenges or conflicts that arise during supervision are handled?
24	3/27/2026 12:23	3/27/2026 12:26	anonymous		Sometimes	All the time	None	None	4-Somewhat comfortable	I say what I want them to know	Well
25	3/27/2026 12:25	3/27/2026 12:26	anonymous		Sometimes	Weekly	no	no	5-Very comfortable	My supervisor is very openminded and always listens to what I have to say	Well
26	3/27/2026 12:28	3/27/2026 12:30	anonymous		Sometimes	None	Set Supervision times	No	4-Somewhat comfortable	My supervisor is open to new ideas.	Well
27	3/27/2026 12:47	3/27/2026 12:53	anonymous		Sometimes	frequent	no	no	5-Very comfortable	supervisor is great handles all needs and/or concerns	Very well
28	3/27/2026 13:08	3/27/2026 13:10	anonymous		Sometimes	Very frequent and checking in to see if I need any support!	No	No	5-Very comfortable	I feel very supported and heard!	Very well
29	3/27/2026 23:22	3/27/2026 23:26	anonymous		Always	The third to fourth week of each month.	1 to 1 supervision rather than couple.	The shotgun blast. When an individual needs specific supervision give it to that one person rather than emailing all staff.	5-Very comfortable	Growth comes through progression not prowess.	Adequately
30	3/27/2026 23:28	3/27/2026 23:30	anonymous		Sometimes	Monthly	Not at this time.	Not yet.	5-Very comfortable	The residents deserve my best effort.	Adequately
31	3/28/2026 11:06	3/28/2026 11:11	anonymous		Sometimes	As needed at this point.	Not at this time.	Not at this time.	4-Somewhat comfortable	I think that our relationship is still new, however, I do feel supported. My supervisor is very supportive of my role and my work. I believe conversations will continue to get even easier as we get to know each other better.	Well
32	3/28/2026 14:27	3/28/2026 14:33	anonymous		Rarely	Monthly	No she does a great job. Micro management causes people to want to find other jobs. She has learned to be supportive but not smothering. A proper balance	One of our supervisors cannot work with anyone. Almost everyone has had issues and refused to work with her. Yet she continues to be the same and nothing is done to correct the issue.	4-Somewhat comfortable	Many times decisions are made by people in administration who have limited interaction with the children. Decisions are made without thoughts of the effects on the cottage, the child or the workers. Just saying our input in changes, are not often asked for or considered	Adequately
33	3/29/2026 19:08	3/29/2026 19:13	anonymous		Sometimes	I regularly see my supervisor at least once a week, if not a few times to discuss things.	I think things go quite well.	The only challenge can be miscommunication, but usually it is cleared up quickly.	5-Very comfortable	I have a good working relationship with them and feel we all work towards the same goals.	Well
34	3/29/2026 19:39	3/29/2026 19:48	anonymous		Sometimes	Once a month. And if needed other times throughout.	No	No	3-Neither comfortable nor uncomfortable	I feel a lot of micromanaging goes on, and now more people added to have to be supervisors.	Adequately
35	3/29/2026 18:57	3/29/2026 20:11	anonymous		Sometimes	Weekly some times daily	None	None	5-Very comfortable	Say what I want and mean	Well
36	3/30/2026 8:01	3/30/2026 8:13	anonymous		Sometimes	Informal supervision as needed throughout the workday.	No	No	5-Very comfortable	Because the supervisor is always willing to listen and respond in the best interest of work setting.	Well
37	3/30/2026 8:10	3/30/2026 8:17	anonymous		Rarely	It's fine	No	No	4-Somewhat comfortable	Not an issue	Well
38	3/30/2026 9:09	3/30/2026 9:12	anonymous		Always	Sometimes shaky	No	Yes clarity on things.	5-Very comfortable	That's the time to do so.	Adequately
39	3/30/2026 10:24	3/30/2026 10:34	anonymous		Sometimes	At least several times a month	N/A	N/A	4-Somewhat comfortable	Some issues may be confidential or sensitive	Very well
40	3/30/2026 16:20	3/30/2026 16:23	anonymous		Always	Above average	No	No	5-Very comfortable	I trust and respect my supervisor enough to be open and honest with them without fear of retaliation.	Well
41	3/31/2026 6:49	3/31/2026 6:53	anonymous		Sometimes	We do supervision on a regular basis.	No	None	5-Very comfortable	I have maintained a good relationship with my supervisor and have always felt as if I had any concerns they would be addressed. I have always been able to speak freely and maintain a good working relationship.	Adequately
42	3/31/2026 8:22	3/31/2026 8:25	anonymous		Always	Often, we always have supervision.	More constructive questions to ask during supervision related to the job.	No.	5-Very comfortable	My supervisor is open and honest with me, giving me a platform to be myself and express my concerns.	Very well
43	3/31/2026 8:27	3/31/2026 8:33	anonymous		Always	We discuss orders on a daily basis.	None that I can think of.	I can't think of any.	5-Very comfortable	There is an open door policy and if I need to let something be known it is well received.	Very well
44	3/31/2026 9:33	3/31/2026 9:36	anonymous		Always	Would like to see weekly	the person is great about allowing this	no	5-Very comfortable	I have always been able to relay any kudos or concerns	Very well
45	4/2/2026 13:02	4/2/2026 13:05	anonymous		Always	once per month	No	No	5-Very comfortable	The rapport that my supervisor and I have.	Well
46	4/2/2026 14:15	4/2/2026 14:18	anonymous		Always	We meet with our supervisor at least 3/4 times a week.	N/A	No	5-Very comfortable	I have had been here long enough to know that all supervisors will meet CCW and residents needs	Very well
47	4/2/2026 14:23	4/2/2026 14:26	anonymous		Sometimes	Very often and informative	By keeping us informed with all staffing issues, good or bad	N/A	5-Very comfortable	It feels like that when you come with something they all are willing to listen	Well
48	4/2/2026 14:33	4/2/2026 14:37	anonymous		Always	We have monthly supervision.	No	No	5-Very comfortable	I feel listened to and heard.	Adequately
49	4/7/2026 10:10	4/7/2026 10:12	anonymous		Rarely	occasionally	no	no	4-Somewhat comfortable	i am comfortable talking to my immediate supervisor	Well
50	4/7/2026 13:18	4/7/2026 13:19	anonymous		Always	As required	Not sure	Not yet	5-Very comfortable	We're on the same team	Adequately

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13	3/28/2026 15:28	3/28/2026 15:48	anonymous		Always	Always	I meet daily with my staff to discuss projects and workorders.	The sharing of knowledge and experiences.	If new hires are part of the supervision process, better coverage of the policies and procedures.	Currently, I feel adequate support is provided during our daily approximate 30-minute meetings where discussions include daily schedules, projects, work orders, and any training or professional development needed for team success.	5: Extremely well supported	I communicate well with my staff and listen to their concerns and input as well.	I generally maintain a positive and caring attitude when conducting a supervisory role while at the same time communicating needed improvements and acknowledging jobs well done.
14	4/1/2026 15:22	4/1/2026 15:25	anonymous		Rarely	Always	I meet and talk with them each day but we do legitimate supervision on paper once a month.	I like how well my team and I get along and we all have the same goals and we work well as a team to achieve them.	Not at this moment	I think this is one of those "you dont know what you dont know" situations if you want me to be honest.	5: Extremely well supported	My team and I all get along very well and we work together to brainstorm, so it's never just my opinion overshadowing theirs.	I have yet to encounter an issue where my team also didn't recognize the issue. when an issue arises, we all meet together to figure out a solution.
15	4/7/2026 9:22	4/7/2026 9:25	anonymous		Sometimes	Sometimes	daily	communication and trust	transparency	more training	4: Well Supported	daily contact, communication, team efforts	always express a half full outlook. Most if not all problems can be worked out if you are fair and build trust

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