



# National Angels

Outcome Evaluation

**Final Report**  
JANUARY 2023



The University of Texas at Austin  
Texas Institute for  
Child & Family Wellbeing  
*Steve Hicks School of Social Work*



# National Angels Outcome Evaluation Final Report

Conducted for  
National Angels  
Austin, Texas Chapter

January 2023

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**Recommended Citation:** Belseth, T., Nulu, S., Marra, L., & Faulkner, M. (2023). National Angels Outcome Evaluation: Final Report. Austin, TX: The University of Texas at Austin

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# Executive Summary

National Angels contracted with the Texas Institute for Child & Family Wellbeing (TXICFW) to conduct a program evaluation of their Love Box and Dare to Dream programs at the Austin, Texas chapter. The program evaluation was implemented in two phases: 1) a process evaluation and 2) an outcome evaluation. The process evaluation was a qualitative study conducted in 2021 to understand how each program works, identify program strengths and obstacles, and determine whether any program components may need to be adjusted (see Belseth *et al.*, 2021). This report focuses on findings from the outcome evaluation, which was a quantitative study conducted in 2022 to take a snapshot of how participants are doing in terms of short-term and intermediate outcomes.

## RESEARCH ACTIVITIES

For the outcome evaluation, TXICFW designed two surveys: 1) a caregiver survey for current and waitlisted caregivers and 2) a volunteer survey for active volunteers participating in programs. Surveys were programmed into the National Angels case management database and sent to caregivers and volunteers at the National Angels Austin, Texas chapter. Data was de-identified and sent to researchers for analysis. A total of 85 caregivers (73 current and 12 waitlisted) and 89 volunteers completed the survey.

## KEY FINDINGS

- Caregivers and volunteers participating in National Angels programming report high satisfaction levels with National Angels staff and programming.
- National Angels services and programming are meeting immediate basic needs and providing long-term support for youth and families that they are not receiving from other social services.
- Caregivers who have participated in National Angels for at least six months reported higher levels of commitment to their child and increased support compared to caregivers who have participated less than six months or who were on the waitlist for programs and services; however, a more rigorous evaluation is needed to determine if this is a result of program participation.
- The majority of licensed caregivers (77%) participating in National Angels programming indicated that they intend to remain foster parents over the next year.
- National Angels helps generate social capital for caregivers. The majority of caregivers (79%) and volunteers (89%) are likely to maintain their relationship beyond their participation in National Angels programming.
- Dare to Dream mentors reported increased confidence and improved relationships in youth since they started participating in the Dare to Dream program.

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## RECOMMENDATIONS

Based on the findings from this outcome evaluation, the TXICFW research team offers the following recommendations for the National Angels Love Box and Dare to Dream programs.

1. Review survey to determine whether items need to be adjusted, dropped, or added prior to expanding data collection to include all National Angels chapters. Use data to inform Continuous Quality Improvement processes.
2. Conduct the survey at multiple time points (e.g., prior to starting the program, after six months, and/or at the time participants exit the program) to allow for evaluation of change over time.
3. Monitor and track normalcy-related items to better understand the implications for long-term trajectories of children and youth served by National Angels programming.
4. Continue engaging birth family members and help caregivers and volunteers feel more comfortable with birth family engagement.
5. Explore options for conducting more rigorous studies in the future to determine whether observed outcomes are a result of program participation.

## LOOKING FORWARD

In combination with the theoretical framework explored through the 2021 process evaluation, TXICFW collaborated with National Angels to integrate a useful set of measures into their internal case management system. National Angels should capitalize on this opportunity to collect more data to build further evidence for their programs and closely monitor the impacts that National Angels programming has on children, youth, and families. A more rigorous evaluation will be needed in the future to determine if the observed positive outcomes in this study can be attributed specifically to program participation.

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# Project Overview

National Angels contracted with the Texas Institute for Child & Family Wellbeing (TXICFW) to conduct a program evaluation of their Love Box and Dare to Dream programs at the Austin, Texas chapter. The program evaluation was implemented in two phases: 1) a process evaluation and 2) an outcome evaluation. The process evaluation was a qualitative study conducted in 2021 to understand how each program works, identify program strengths and obstacles, and determine whether any program components may need to be adjusted. A literature review was also completed at this time. To learn more about the process evaluation and literature review, see Belseth *et al.*, 2021.

The outcome evaluation was a quantitative study conducted in 2022 to take a snapshot of how participants are doing in terms of short-term and intermediate outcomes. Researchers developed a caregiver survey and a volunteer survey to send to caregivers (current and waitlisted) and active program volunteers. Outcomes were examined for caregivers who had been in the program for less than six months and for those who had participated longer than six months. This report focuses on findings from the outcome evaluation.

## ABOUT NATIONAL ANGELS

National Angels is a nonprofit organization that focuses on supporting children and families involved with Child Protective Services (CPS) through the Love Box and Dare to Dream programs. The primary goal of National Angels is to support caregivers, children, and youth through intentional giving, relationship building, and mentorship to maintain placement stability and caregiver continuity. National Angels utilizes a broad network of volunteers who are matched with foster families and youth to establish support with guidance from National Angels staff and case managers.

## LOVE BOX PROGRAM

The Love Box program provides foster families with connections and support not traditionally provided through the child welfare system. The program matches volunteers with a foster family based on location, compatibility, and scope of needs. Volunteers work to build relationships with the whole family by spending quality time with them and creating personal care packages based on their current basic needs. When volunteers engage with the family and deliver a monthly care package, or "Love Box," this provides regular opportunities to connect and build relationships with the foster family. The Love Box Program provides important goods and services to foster families that are otherwise absent from traditional supports offered through child welfare. The items included in the Love Box vary widely and may include material items (e.g., clothes, shoes), household items (e.g., paper towels, laundry detergent), school supplies, or toys. Love Boxes can even be a commitment to activities such as extracurriculars (e.g., sports, playground), going on outings (e.g., eating at a restaurant, going to the movies) or providing babysitting for the family. The goal of the Love Box program is to establish lasting support for the foster family by developing a long-term relationship between the volunteer(s) and foster family. The identification of the foster family's needs and the development and delivery of a personalized Love Box is an important avenue in building trust and establishing a relationship between the foster family and volunteers.



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## LOVE BOX PROGRAM IMPLEMENTATION

Below is a high-level description of how volunteers are on-boarded and participate in the Love Box Program.

### RECRUITING VOLUNTEERS

National Angels staff recruit volunteers through various avenues, such as faith-based organizations, community events, social media, radio/podcasts, and referrals through collaborations with child placing agencies.

### ONBOARDING VOLUNTEERS

After completing an online application, pay a processing fee, and undergoing an initial intake call, volunteers participate in an onboarding training led by National Angels staff.

### VOLUNTEER MATCHING

National Angels staff match volunteers with a compatible foster family in their area and facilitate introductions.

### ASSESSMENT

National Angels staff and matched volunteers conduct an assessment of the family and youth to identify family strengths, needs, and areas of support.

### LOVE BOX HANGOUT

Volunteers work directly with families to deliver the Love Box goods and services on a regular basis and spend time together. Typically, this occurs once a month.

### NEEDS MONITORING

Volunteers and National Angels staff routinely monitor the needs of the family and make modifications to the goods and services provided through the Love Box program to meet any changes requested by the family.

### CONTINUITY FOR CHILDREN IN CARE

The Love Box program follows specific youth and will work with new caregivers or birth families should the youth experience a placement change or return to their birth family. Ongoing participation in these programs is up to the discretion of the new caregiver and ability to locate new placement.

## DARE TO DREAM PROGRAM

The Dare to Dream program matches mentors with youth ages 11–22 years old in foster care or who have aged out of foster care. This program helps mentors and youth build a relationship and work toward a more successful future through youth-driven goal setting and mentorship. The program guides mentors through 10 milestones that vary depending on the age of their paired youth, with the Dare to Dream Junior program offering tailored milestones to meet the developmental needs of younger youth.

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## 10 MILESTONES OF THE DARE TO DREAM PROGRAM

1. Building Rapport
2. Personal/Professional Goals
3. Support Systems/Healthy Relationships
4. Physical Fitness/Meal Prep
5. Driver's License/Transportation
6. Sexual Education/Internet Safety
7. Interview/Resume Skills
8. Money Management/Budget Planning
9. College/Trade School/Military
10. Living Arrangements

Additional areas of focus include community engagement, mindfulness and self-regulation, and self-esteem.

## 10 MILESTONES OF THE DARE TO DREAM JUNIOR PROGRAM

1. Building Rapport
2. Bucket List and Goals
3. Healthy Relationships
4. Healthy Habits
5. Mindfulness and Self-Regulation
6. Community Engagement
7. Safe Choices and Personal Boundaries
8. Money Guidance
9. Career and Academic Exploration
10. Self-Esteem

## DARE TO DREAM PROGRAM IMPLEMENTATION

Below is a high-level description of how volunteers are onboarded and participate in the Dare to Dream Program.

### RECRUITING VOLUNTEERS

National Angels staff recruit mentors through various avenues, such as faith-based organizations, community events, social media, radio/podcasts, and referrals through collaborations with child placing agencies.

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## **ONBOARDING VOLUNTEERS**

After completing an online application and paying a processing fee of \$50, mentors participate in an initial intake call and an onboarding training led by National Angels staff.

## **VOLUNTEER MATCHING**

National Angels staff match volunteers with youth and facilitate introductions. Depending on the family's preferences, volunteers will either meet with caregivers before engaging with the youth or participate in a group meeting with National Angels staff, the caregiver, and the youth. For youth who have aged out of foster care, volunteers and youth meet on a one-on-one basis.

## **GOAL SETTING**

National Angels staff and matched volunteers conduct a youth-driven initial assessment of youth to identify needs and wants.

## **HANGOUTS**

Volunteers schedule activities with the youth on a regular basis, typically at least twice per month.

## **CHECK-INS AND SUPPORT NEEDS MONITORING**

The volunteer and staff routinely check in about how the relationship is going and if there are any areas of support or concerns that staff can help work through.

## **CONTINUITY FOR YOUTH**

The Dare to Dream Program follows youth in care and will work with new placements or birth families should the youth experience a placement change or return to their birth family.

## **ABOUT THE TEXAS INSTITUTE FOR CHILD & FAMILY WELLBEING**

The Texas Institute for Child & Family Wellbeing (TXICFW) is a social work research institute within the Steve Hicks School of Social Work at The University of Texas at Austin. For over 10 years, TXICFW has used its research and training expertise to engage in a joint learning process with practitioners and agencies to build the foundational knowledge that best serves children and families.

TXICFW's research focuses on improving outcomes for children and families in many areas, including child welfare, foster care, adolescent sexual health, and immigration. TXICFW researchers have direct practice experience working with families in crisis and utilize this real-world experience to guide their research, evaluation, programming, and support services.

## **OVERVIEW OF OUTCOME EVALUATION RESEARCH ACTIVITIES**

### **SURVEY DEVELOPMENT**

For the outcome evaluation, TXICFW designed two surveys: 1) a caregiver survey for current and waitlisted caregivers and 2) a volunteer survey for active volunteers. TXICFW built upon the literature review, process evaluation findings, and logic model to identify key areas of inquiry. Validated measures for each area of inquiry were identified and reviewed. When validated measures did not adequately address short-term outcomes, TXICFW and National Angels worked together to generate new questions. The research team collaborated with National Angels staff to program both surveys into the organization's internal case management database and tested each survey to ensure flow and accuracy with data-reporting.

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## **SURVEY DISTRIBUTION**

National Angels piloted the survey with the Austin Angels chapter to distribute surveys electronically to caregivers (current and waitlisted) and volunteers participating in the program. Angels staff provided additional outreach to volunteers, caregivers, and waitlisted families to improve survey response rates. The system used autogenerated direct email and text survey links to increase accessibility.

## **DATA ANALYSIS**

After data collection was completed, data was de-identified and sent to the research team for analysis. All data was analyzed using SPSS and Microsoft Excel. Descriptive statistics, *t* tests, and non-parametric tests were used to summarize results.

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# Logic Model

In collaboration with the National Angels team, TXICFW developed two logic models during the process evaluation which reflects the core elements of their Love Box and Dare to Dream programs. The logic models served as a guide for the outcome evaluation. Survey questions and measures focused primarily on the short and intermediate-term outcomes.

Figure 1. Love Box program logic model

## National Angels: Love Box Program Logic Model

UPDATED: 5/27/22

Goal: Volunteers meet practical, everyday needs through intentional giving, in order to maintain placements and build relationships with children in foster care as well as their caregivers and siblings.

Inputs	Activities	Outputs	Outcomes		
			Short-term	Intermediate	Long term
National Angels Case Managers	Match Love Box team with family	# of Love Box teams & families matched	Volunteers have a positive experience with National Angels & matched families	Volunteers continue their relationship with their matched family beyond their program commitment	<b>PLACEMENT STABILITY</b> • CIC experiences no moves since participating in National Angels programming
National Angels program managers / coordinators	Conducts assessments to identify strengths & challenges between family & volunteers	# of topics discussed between case managers & volunteers # of educational sessions provided	Caregiver & CIC has positive experience with National Angels & the mentor Volunteers have an increased understanding of foster youth & child welfare systems	<b>SOCIAL &amp; EMOTIONAL WELLBEING</b> • CIC has improved relationships with peers & adults • CIC has improved emotional wellbeing	<b>RELATIONAL PERMANENCE</b> • Long-lasting relationships between CIC and adult caregivers • Connection with CIC's birth family
<b>Love Box Volunteers</b> • Individuals • Team: 4-5 couples or 8-10 individuals	<b>Educational Sessions</b> • Provide education sessions about foster youth & child welfare to volunteers • Newsletters to volunteers	# of newsletters sent to volunteers # of volunteers who attended educational sessions	Volunteers intend to continue engaging with their matched family after their program commitment Family's resource needs are met	<b>NORMALCY</b> • CIC reaches age-appropriate developmental & experiential milestones	<b>EDUCATIONAL SUCCESS</b> • Grade advancement (not being held back a grade) • Improve high school graduation rate • Securing career/post-high school goals
Child in care (CIC)	<b>Intentional Giving</b> • Deliver Love Box to family (e.g., toys, groceries) • Services (e.g., childcare, social activities)	# of Love Boxes delivered to family # of times volunteers watch CIC/siblings # of times volunteers provided other services	Caregiver has increased commitment to keep CIC in home The CIC & caregiver's relationship improves CIC has increased support	<b>PLACEMENT STABILITY</b> • CIC remains in current placement (non-court ordered) • CIC experiences fewer school changes Caregivers become licensed or maintain license foster parents / kinship caregivers	<b>RESILIENCE</b> • Minimize high risk behaviors • Decrease incidence in running away • Increase protective factors (peer connectedness)
CIC's caregiver	<b>Relationship Building</b> • Activities with CIC/family (e.g., going to movies, community events)	# of activities with CIC/family	CIC has reduced stress Caregivers feel more supported Caregivers have reduced parenting stress	Caregivers and volunteers are willing to engage with CIC's bio family	<b>FAMILY CONNECTEDNESS</b> • Caregivers and volunteers are connected with CIC's bio family

Figure 2. Dare To Dream program logic model

## National Angels: Dare to Dream Program Logic Model

Goal: Mentors build relationships with youth in foster care (child in care) to help guide them through developmental milestones in order to help reach adult preparedness.

Inputs	Activities	Outputs	Outcomes		
			Short-term	Intermediate	Long term
National Angels Case Managers	Match mentor with CIC	# of mentors matched with CIC	Mentors have a positive experience with National Angels & CIC	Mentors continue their relationship with their matched family beyond their program commitment	<b>PLACEMENT STABILITY</b> • CIC experiences no moves since participating in National Angels programming
	Case managers provide support, advocacy & resources to mentor & CIC	# of CICs that received services	Caregiver & CIC has positive experience with National Angels & the mentor		
National Angels program managers / coordinators	<b>Educational Sessions</b> <ul style="list-style-type: none"> <li>Provide education sessions about foster youth &amp; child welfare to mentors</li> <li>Newsletters to mentors</li> </ul>	# of topics discussed between case managers & volunteers	Mentors have an increased understanding of foster youth & child welfare systems	<b>SOCIAL &amp; EMOTIONAL WELLBEING</b> <ul style="list-style-type: none"> <li>CIC has improved relationships with peers &amp; adults</li> <li>CIC has improved emotional wellbeing</li> </ul>	<b>RELATIONAL PERMANENCE</b> • Long-lasting relationships between CIC and adult caregivers • Connection with CIC's birth family
		# of educational sessions provided	Mentors intend to continue engaging with their matched CIC after their program commitment		
Dare to Dream Mentors	<b>Mentor-Led Activities</b> <ul style="list-style-type: none"> <li>Mentors engage with youth 2 times per month</li> <li>Mentors addresses identified milestones tailored to each individual youth</li> </ul>	# of newsletters sent to mentors	CIC feels more prepared for independent living, such as: <ul style="list-style-type: none"> <li>Getting a driver's license</li> <li>Setting up a bank account</li> <li>How to rent an apartment</li> <li>Developing a resume</li> <li>Apply for jobs/higher education</li> </ul>	<b>NORMALCY</b> <ul style="list-style-type: none"> <li>CIC reaches age-appropriate developmental &amp; experiential milestones</li> </ul>	<b>EDUCATIONAL SUCCESS</b> • Grade advancement (not being held back a grade) • Improve high school graduation rate • Securing career/post-high school goals
Child in care (CIC)		# of mentors who attended educational sessions	CIC feels increased confidence in: <ul style="list-style-type: none"> <li>Identifying personal goals</li> <li>Talking about healthy relationships</li> <li>Healthy lifestyle (e.g., nutrition)</li> <li>Volunteering in community</li> </ul>		
CIC's caregiver	<b>Relationship Building</b> <ul style="list-style-type: none"> <li>Activities with CIC (e.g., Going to movies, community events)</li> </ul>	# of activities and types of activities completed	CIC makes progress towards identified goals	CIC has increased ability to live independently	<b>RESILIENCE</b> • Minimize high risk behaviors • Decrease incidence in running away • Increase protective factors (peer connectedness)
CIC's bio family		# of topics discussed between mentor and CIC	CIC feels supported	Caregiver feels more confident in CIC's future & independent living	
		# of identified milestones for CIC	CIC has reduced stress	Caregivers and volunteers are willing to engage with CIC's bio family	<b>FAMILY CONNECTEDNESS</b> • Caregivers and volunteers are connected with CIC's bio family

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# Outcome Evaluation

The outcome evaluation used an analytical, cross-sectional study design that consisted of two surveys: one for active program volunteers and one for caregivers participating (or waitlisted to participate) in the Love Box and Dare to Dream programs at the Austin, Texas chapter of National Angels. Caregivers on the waiting list received a modified version of the survey which omitted questions that were program specific and instead focused on their outstanding needs, motivations to participate, and relationship with their children in foster or kinship care. This study was designed to be low risk and minimally intrusive to participants and was reviewed by The University of Texas Institutional Review Board.

## RESEARCH QUESTIONS

The primary research questions for the National Angels outcome evaluation were as follows:

1. Do caregivers who participate in National Angels programming have an increased level of support and wellbeing as a result of participating in the program?
2. Do caregivers who participate in National Angels programming have an increased likelihood of continuing to serve as foster parents?
3. Do caregivers and youth who participate in National Angels programming have increased relational permanence as a result of participating in the program?
4. Do youth have opportunities to participate in normalcy activities that facilitate social development?
5. Do volunteers have a positive experience participating in National Angels programming?
6. How likely are volunteers to stay connected to their matched family after their formal program commitment ends?

## STUDY DESIGN AND METHODS

### STUDY DESIGN

This study used an analytical cross-sectional study design. In this design, researchers developed two surveys (one for caregivers and one for volunteers) to take a snapshot of how participants were doing in terms of short-term and intermediate outcomes. Within the snapshot, researchers looked at outcomes for families who have been participating six months or longer and for those who have been participating less than six months or were still on the waitlist.

TXICFW researchers considered the feasibility of implementing a quasi-experimental design, pre-post single-group design, and a cross-sectional design for the outcome evaluation. Several factors were considered including time, budget, program needs, and evaluation readiness. While using a quasi-experimental design (or randomized controlled design) would have allowed researchers to answer the research questions directly and attribute differences to the program, it would have required more time and resources than were available. A pre-post design would have provided more insight into change, but it would have also required additional time to enroll a large enough sample. Thus, a cross-sectional study design was determined to be most feasible. This type of design is observational, and describes a population of individuals in a given moment. In other words, it is like taking a snapshot in time.



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## SURVEY DEVELOPMENT AND MEASURES

Building on the knowledge gained from the 2021 National Angels process evaluation, the research team sought to better understand caregivers' and volunteers' experiences with National Angels programming. Survey design consisted of themes, findings, and concepts explored during interviews with Angels staff, caregivers, volunteers, and former foster youth participating in National Angels programming. Additionally, the logic models developed for the National Angels framework helped serve as a resource to ensure that the surveys explored the key concepts present in the organization's theoretical foundations. The surveys consisted of several sets of questions which focused on the short-term and intermediate outcomes listed in the logic models. The process for developing the surveys is described below:

### 1. DETERMINE SURVEY AREAS OF INQUIRY.

TXICFW and National Angels identified key areas of inquiry that were consistent with their theory of change and logic model. Each area addressed short-term and intermediate outcomes for this evaluation. These areas included:

- Overall program experience;
- Volunteer continuity and relationship building;
- Family's resource needs;
- Caregiver wellbeing;
- Caregiver continuity;
- Relational permanence between caregivers and children;
- Child wellbeing; and
- Placement stability.

### 2. SELECT MEASURES AND GENERATE QUESTIONS.

A variety of validated measures under each area of inquiry were identified to evaluate short-term outcomes. Validated measures were reviewed by TXICFW and National Angels. The Family Needs Scale, the Caregiver Strain Questionnaire-AGFC22, and the Belonging and Emotional Security Tool were included in the caregiver survey. When validated measures did not adequately address short-term outcomes, TXICFW and National Angels worked together to generate questions and measures that satisfactorily assessed core concepts and findings from the 2021 process evaluation. Copies of the caregiver survey and volunteer survey are available in Appendix C and D. Descriptions of each validated measure are provided below.

#### *Family Needs Scale*

The Family Needs Scale was developed in 1988 to measure a caregiver's perceived needs for resources and supports (Dunst et al., 1988). In 2016, it was adapted and tested with kinship families (Lee, Choi, & Clarkson-Henderix, 2016). The adapted version consists of 41 items that are rated on a 5-point scale ranging from almost always to almost never. Possible scores of the adapted scale range from 41 to 205. Lee, Choi, and Clarkson-Hendrix (2016) found a strong association between this scale and other predictors of needs including income and parenting stress.

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### *Caregiver Strain Questionnaire-Adoption, Guardianship, Foster Care*

The Caregiver Strain Questionnaire-Foster Care and Adoption/Guardianship Form (CGSQ-FC/AG) is an adapted version of the Caregiver Strain Questionnaire (Brannan et al., 1997; Marra et al., 2019). This 22-item measure is a self-report measure that assesses the extent to which caregivers experience additional demands, responsibilities, and difficulties as a result of parenting a child who is adopted or in foster care, kinship care, or legal guardianship. The scale includes two subscales that measure a caregiver's objective and subjective strain. Higher scores indicate higher levels of strain.

### *Belonging and Emotional Security Tool*

The Belonging and Emotional Security Tool (BEST), developed by Casey Family Services (Frey et al., 2008), was designed to evaluate a youth's sense of belonging and a family's level of commitment to a youth in foster care who is unable to reunify with their family of origin. The caregiver version of the BEST contains two subscales: the Emotional Security subscale (13 items; measures the shared sense of family belonging) and the Claiming subscale (12 items; measures the degree to which the caregiver claimed their child either emotionally or legally). The BEST originally asked participants to rate how much they agree or disagree with 25 items using a five-point Likert scale; however, some studies have shown that the BEST tends to be highly skewed to the left (Marra et al., 2019; Cho, Rolock & White, 2020). To try to allow for variation, researchers used a seven-point scale instead of a five-point scale. Higher scores on the BEST are protective and indicate a greater sense of belonging and a higher level of caregiver commitment.

### *Caregiver's Commitment Scale (Adapted)*

Caregiver commitment refers to a caregiver's intention to continue parenting a child in their home regardless of behaviors, stressors, and challenges (Liao & Testa, 2016). Low caregiver commitment increases the likelihood of disruption and discontinuity in a home. White et al. (2020) measured commitment with adoptive and guardianship families using the Caregiver Commitment Scale, which summed the scores from five different questions pertaining to caregiver commitment. Three of the five items pertain specifically to adoption and guardianship and were adapted for youth in foster and kinship care.

## **3. PROGRAM & TEST SURVEY.**

The research team collaborated with National Angels staff to program the survey into the organization's internal case-management system, increasing National Angels capacity to conduct more rigorous studies in the future. The team then tested the survey to ensure flow and accuracy with data-reporting and continued data collection.

## **RECRUITMENT**

The research team worked with National Angels staff, as well as staff from the Austin, Texas chapter to identify all caregivers (current and waitlisted) and volunteers. Participants were contacted to participate via email, text messaging, and phone calls and sent an invitation to take an electronic survey through National Angels internal database. Upon getting a survey link, participants had the opportunity to review the informed consent related to the study, its purpose, benefits, and risks, and consent to participation. Caregivers who completed the survey were given a \$25 e-gift card (Tango Card) as an incentive and token of appreciation for their time.

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## **DATA COLLECTION**

All survey data was collected through the organization's internal data collection software and reviewed by the research team to monitor survey deployment and data quality. The survey was open for four weeks in September 2022. Survey response rate was fairly high, with 69% of caregivers ( $n = 85$ ) and 62% of volunteers ( $n = 89$ ) completing the survey.

## **DATA ANALYSIS**

The National Angels team de-identified the data and sent data files to the research team for analysis. All data was analyzed using SPSS and Microsoft Excel. Descriptive statistics, t tests, and non-parametric tests were used to summarize results.

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# Findings

## ABOUT PARTICIPANTS

A total of 123 caregivers and 143 volunteers from the National Angels Austin, Texas chapter were invited to participate in this study. Of this participant pool, 85 caregivers (69%) and 89 volunteers (62%) completed the survey.

### CAREGIVERS

The caregivers ( $n = 85$ ) in this study consisted of both current caregivers ( $n = 73$ ) and waitlisted caregivers ( $n = 12$ ). Sixty-nine of the current caregivers (95%) were participating in the Love Box program and nine caregivers (12%) had youth participating in the Dare to Dream program. Five of the caregivers were included in the counts for both groups because they were participating in both programs. The length of time current caregivers had participated in National Angels programming ranged from 0 to 6 years, with an average of 1.5 years of involvement.

Of the caregivers participating in the survey, 70% were foster parents, 25% were kinship caregivers, and the remaining 4% were fictive kin, permanent managing conservators, and adoptive parents. For all foster parents and kinship caregivers who were licensed as foster parents ( $n = 66$ ), the number of years they had fostered ranged from 0 to 24, with the average length of time being 3.4 years. Refer to Table 3 Appendix A for data on caregivers' length of time fostering and participating in National Angels programming.

In terms of demographics, the majority of caregivers were female (91%), married (67%), and identified as Caucasian/White (61%). The age of caregivers ranged from 22 to 65 years old, with an average age of 42 years. Most caregivers (67%) reported some form of higher education ranging from an associate's degree through a graduate level education. In terms of employment, 55% of caregivers worked full-time or were self-employed, while 11% worked part-time. The household income levels of caregivers varied: 36% reported making less than \$50,000, 36% reported making \$50,000-\$99,999, and 28% reported making over \$100,000. Refer to Tables 1-5 in Appendix A for more details about caregivers' demographics.

### VOLUNTEERS

The volunteers ( $n = 89$ ) in this study were also recruited from the Austin-Central Texas region. Sixty percent volunteered for Love Box, 34% volunteered for Dare to Dream, and 9% volunteered for Dare to Dream Jr. Two volunteers participated in both programs. The length of time volunteering ranged from 0 to 8 years, with an average length of 1.1 years. The majority of Love Box volunteers (78%) and Dare to Dream mentors (68%) had been matched to their family/youth for less than one year. Refer to Table 40 in Appendix B for data on volunteers' length of participation in National Angels programming.

In terms of demographics, 85% percent of volunteers were female, 59% were married, and 70% identified as Caucasian/White. The age of volunteers ranged from 21 to 68, with the average age being 35.7 years old. Over half (58%) of volunteers did not have children.

In terms of highest degree of education, 60% of volunteers had a Bachelor's degree and 28% had a Master's degree or higher. The majority of volunteers (80%) were employed full-time or self-employed, while 6% were employed part-time. The household income level for most volunteers (68%) was \$100,000 or higher. Refer to Tables 38 -39 in Appendix B for more details about volunteer

demographics.

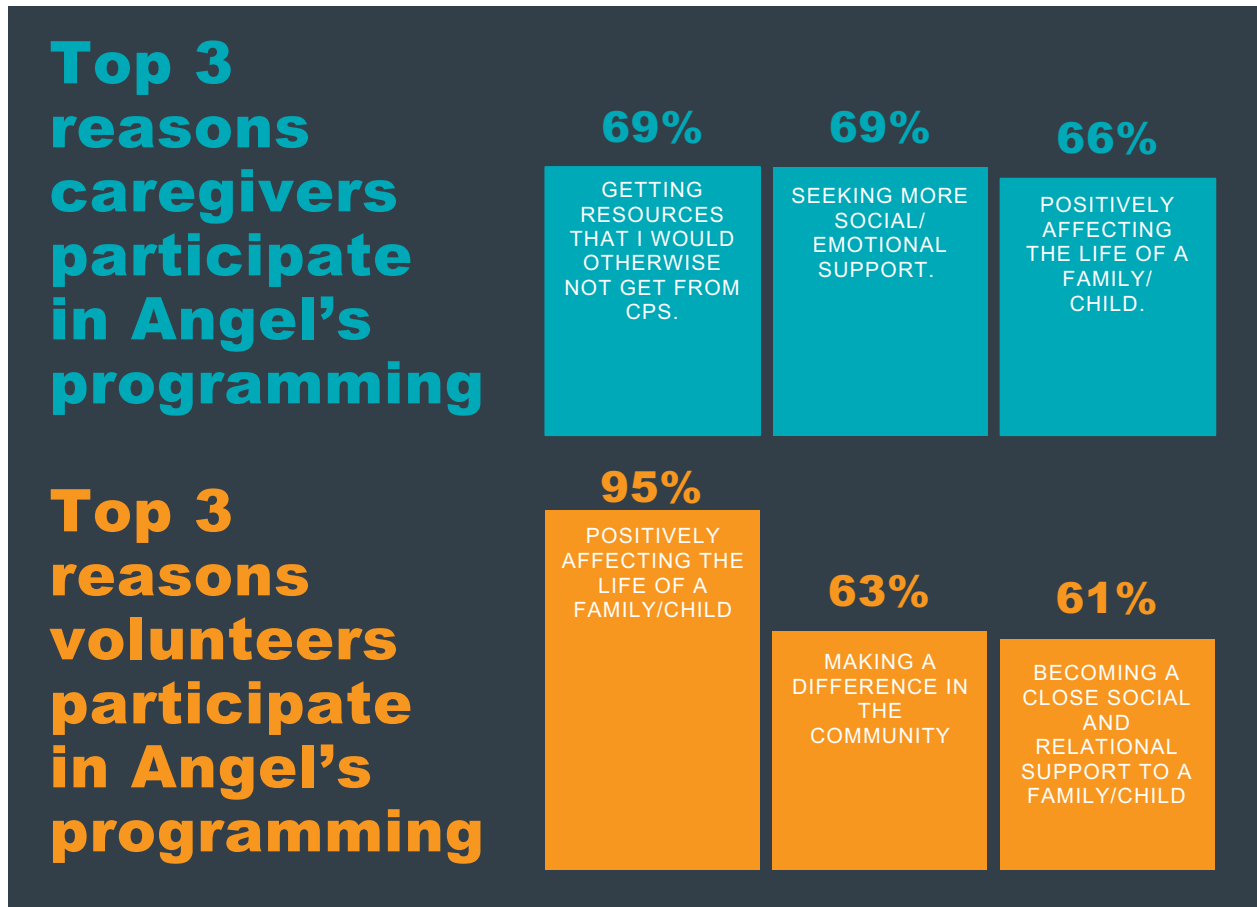
## OVERALL PROGRAM EXPERIENCE

### MOTIVATION TO PARTICIPATE

#### CAREGIVERS' MOTIVATION TO PARTICIPATE

Caregivers were asked about their motivations for participating in National Angels programming. The top three responses were to seek more social and emotional support (69%), to receive resources they would otherwise not receive through the standard service array provided by Child Protective Services (69%), and to positively affect the life of their child (66%). Figure 3 describes the top responses of caregivers' motivation to participate in Angels programming. For all responses, see Table 6 in Appendix A.

Figure 3. Caregiver and volunteer motivations for participating in angels' programming



#### VOLUNTEERS' MOTIVATION TO PARTICIPATE

Volunteers were asked for their motivations to volunteer for National Angels. The top three reasons for volunteering were to positively affect the life of a family/child (95%), to make a difference in the community (63%), and to become a close social and relational support to a family/child (61%), describes the top responses of volunteers' motivation to volunteer for National Angels. For all responses see Table 44 in Appendix B.

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## PROGRAM SATISFACTION

### CAREGIVERS' SATISFACTION WITH PROGRAMMING



Caregivers were overwhelmingly satisfied with National Angels and likely to recommend National Angels programming to other families caring for youth in foster care.

Overall, 95% of Love Box caregivers and 100% of Dare to Dream caregivers indicated they were “very” or “extremely” satisfied with National Angels programming. Using a net-promoter score, caregivers were asked how likely they were to recommend Angels programs to another family caring for youth in foster care, with 0 being “not likely at all” and 10 being “extremely likely.” Love Box caregivers responded with an average score over 9.7 out of 10 and Dare to Dream caregivers reported a score of 10 out of 10. The Net Promoter Score was 89.04. Refer to Table 7 in Appendix A for data on caregivers’ likeliness to recommend Angels programming to other foster families.

Several factors that may contribute to caregiver satisfaction include a sense of feeling valued, perceived respect, staff support for individual parenting styles, and the level of support received from programming. Based on the questions on these topics, our research team found that:

- 100%** of caregivers agreed or strongly agreed that Angels staff treat them with respect.
- 96%** of caregivers felt that Angels staff valued their personal experience.
- 96%** of caregivers indicated that Angels staff supported their ideas and approach for caring for children.
- 92%** of caregivers reported that Angels staff gives them the resources, tools, and strategies to help them care for their family.
- 85%** felt that Angels staff helps resolve issues and challenges they face.

Refer to Table 8 in Appendix A for full data on caregivers’ responses of National Angels staff satisfaction.

*‘I am grateful to be a part of the program, they have supported us all throughout the year they bring positive energy, make you feel that you are not alone, they give you hope, they treat you with dignity and respect, they are concerned about you as a person, what your needs are and how they can help you. The experience has been very empowering.’ – Caregiver*

## VOLUNTEERS' SATISFACTION WITH PROGRAMMING



Volunteers who participated in National Angels programming were overwhelmingly satisfied with the program and felt valued and supported in their work.

Similar to caregivers, volunteers were asked a net-promoter score question of how likely they would recommend National Angels programming to someone looking for a volunteer opportunity, provided with a 0 through 10 score. Love Box program volunteers responded with an average score of 9.4/10 while Dare to Dream mentors responded with an average score of 9/10. The Net Promoter Score was 75.4. Refer to Table 45 in Appendix B for data on volunteers' responses on likelihood of recommending volunteering for Angels programming for other volunteers.

Volunteers were asked a series of questions that contributed to volunteer satisfaction with National Angels programming. These ideas encompass perceived value as a volunteer, respect, staff support, and the level of resources necessary to be an effective volunteer. Based on the questions on these topics, our research team found that:

- 98%** of volunteers agreed that Angels staff treat them with respect.
- 97%** of volunteers agreed that Angels staff were accessible when they needed support or had questions.
- 94%** of volunteers felt that Angels staff valued their personal experience.
- 90%** of volunteers agreed that Angels staff helped increase their understanding of child welfare.
- 82%** of volunteers indicated that Angels staff collaborated with them on their ideas in working with matched families/youth.
- 88%** of volunteers reported that Angels staff gives them the resources, tools, and strategies to help them work with their matched families/youth.
- 85%** felt that Angels staff helps resolve issues and challenges they face when working with their matched family/youth.

Refer to Table 47 Appendix B for all responses about volunteers' satisfaction with National Angels staff.

Overall, volunteers participating in National Angels programming were overwhelmingly satisfied with the program. Volunteers also felt valued, supported, and that could rely on Angels staff to help increase their understanding of child welfare insights or topics. Volunteers also felt that Angels staff were an important resource in overcoming challenges that may arise during their volunteer experience.

*"I have been involved with Austin Angels since 2017 and I believe deeply in the work they are doing in the community. I have been a Love Box Leader for 2 years now and have seen firsthand the relief and joy this kind of support brings to families. I'm honored to be part of this amazing work." – Volunteer*

*"The Austin Angels staff has been so supportive and thoughtful through this experience. They truly love what they do and I am thankful to be connected with this organization. In the short time I have been in the program, I can already see the impact it has made in my paired family." – Volunteer*

*"My overall experience has been a positive one. Austin Angels is very transparent and always helpful with questions or concerns. My case manager is always available and responds in a caring way. As a volunteer, the organization seems to be ran in an organized and purpose driven attitude. Servant hearts!!!" – Volunteer*

## RELATIONSHIP QUALITY BETWEEN VOLUNTEERS, CAREGIVERS, AND YOUTH



**Caregivers and volunteers reported high degrees of respect, trust, and communication between each other. Most viewed their relationship positively and planned to stay connected to one another beyond Angels programming.**

Respect is a critical aspect of relationships and over 95% of caregivers and volunteers reported that they felt respected by each other. The high levels of mutual respect suggest that caregivers and volunteers hold each other in high esteem, which serves as a foundation for positive ongoing relationships. Contributing to this finding is the value placed on personal experience. Given that caregivers, volunteers, and youth may have diverse experiences, it is important that all individuals participating in National Angels programming feel that individual experiences are valued. In this study, 95% of caregivers and 100% of volunteers indicated they valued the personal experiences of everyone they were matched with.

Trust is another important factor in relationships and the majority of caregivers (89%) and volunteers (87%) reported high levels of mutual trust between each other. Central to trust is the importance of honest and open communication. Given that National Angels programming is tailored to meet the specific needs of families, caregivers and volunteers must feel comfortable in openly communicating their needs, preferences, concerns, and ideas to one another. Both caregivers (90%) and volunteers (87% of Love Box volunteers and 84% of Dare to Dream mentors) reported high degrees of open and honest communication. Most caregivers also reported feeling comfortable voicing any concerns they had with their volunteer (86%). The percentage of volunteers who reported feeling comfortable voicing their concerns with caregivers and/or youth was slightly lower (73% of Love Box volunteers and 75% of Dare to Dream mentors).



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Caregivers and volunteers valued the connection between one another. Most caregivers (89%) and volunteers (90%) reported genuinely enjoying spending time with one another. The majority (89%) of Dare to Dream mentors also reported genuinely enjoying spending time with their matched youth. When asked whether caregivers considered their matched volunteers to be a part of their family's circle of support, 81% of caregivers indicated they did. Most volunteers (89% of Love Box volunteers and 79% of Dare to Dream mentors) also considered themselves to be a part of their matched families circle of support. Almost half (44%) of caregivers also considered their volunteer to be a part of their social circle, and 73% indicated they would consider introducing their matched volunteer to others in their circle. Similarly, 60% of Love Box volunteers and 56% of Dare to Dream mentors consider their matched family/youth to be a part of the social circle/community. Most volunteers (79% of Love Box volunteers and 93% of Dare to Dream mentors) would consider introducing their matched family/youth to others in their social circle. See Table 11 in Appendix A on caregivers' responses about circle of support/social circle and Table 51 in Appendix B for volunteers' responses on circle of support/social circles.

Mutual respect, valuing personal experiences, trust, and openness to ideas, and honest communication create the ideal circumstances for developing strong relationships that cultivate more permanent connections. The high quality of relationships between caregivers and volunteers suggests that relational permanence is forming. The majority (80%) of caregivers responded that they "probably will" or "definitely will" stay connected to their matched volunteer after participation in National Angels programs ends. Volunteers echoed these sentiments, with 89% of Love Box volunteers and 90% of Dare to Dream mentors indicating that they "probably will" or "definitely will" remain connected with their matched family or youth after their volunteer commitments with National Angels ends.

## Regarding overall program impact:

**75%** of caregivers felt their volunteer had made a positive impact on their family.

**87%** of Love Box volunteers and 76% of Dare to Dream mentors felt they had made a positive impact on their matched family/youth.

**94%** of Love Box volunteers and 81% of Dare to Dream mentors indicated their matched family/youth had made a positive impact in their own lives.

Figure 4. Relationship quality between caregivers, volunteers, and youth

		% Agree or Strongly Agree		
Core Value	Statement	Caregivers	Love Box Volunteers	Dare to Dream Mentors
Respect	<ul style="list-style-type: none"> <li>My matched volunteer treats my family with respect</li> <li>My matched family/youth treats me with respect*</li> </ul>	<b>96%</b>	<b>98%</b>	<b>92%</b>
	<ul style="list-style-type: none"> <li>I have respect for my matched volunteers</li> <li>I have respect for my matched family/youth</li> </ul>	<b>97%</b>	<b>98%</b>	<b>95%</b>
Valuing Personal Experience	<ul style="list-style-type: none"> <li>My Matched Volunteer(s) values my family's personal experiences</li> <li>My matched family/youth values my personal experiences</li> </ul>	<b>95%</b>	<b>83%</b>	<b>81%</b>
	<ul style="list-style-type: none"> <li>I value the personal experiences of my matched volunteer(s)</li> <li>I value the personal experiences of my matched family/youth</li> </ul>	<b>95%</b>	<b>100%</b>	<b>100%</b>
Trust	<ul style="list-style-type: none"> <li>My matched volunteer trusts my family.</li> <li>My matched family/youth trusts me.</li> </ul>	<b>89%</b>	<b>87%</b>	<b>87%</b>
	<ul style="list-style-type: none"> <li>I trust my matched volunteer.</li> <li>I trust my matched family/youth.</li> </ul>	<b>95%</b>	<b>92%</b>	<b>87%</b>
Open Communication	<ul style="list-style-type: none"> <li>My matched volunteer communicates openly and honestly with my family.</li> <li>My matched family/youth communicates with openly and honestly with me.</li> </ul>	<b>90%</b>	<b>87%</b>	<b>84%</b>
	<ul style="list-style-type: none"> <li>I feel comfortable voicing any concerns I have with my matched volunteer.</li> <li>I feel comfortable voicing any concerns I have with my matched family/youth.</li> </ul>	<b>86%</b>	<b>75%</b>	<b>73%</b>
	<ul style="list-style-type: none"> <li>I am able to interact with my matched volunteer in the way that works best for me.</li> <li>I am able to interact with my matched family/youth in ways that work best for me.</li> </ul>	<b>92%</b>	<b>83%</b>	<b>86%</b>
Openness to Ideas	<ul style="list-style-type: none"> <li>My matched volunteer is open to my family's ideas.</li> <li>My matched family/youth are open to my ideas/suggestions.</li> </ul>	<b>92%</b>	<b>79%</b>	<b>84%</b>
	<ul style="list-style-type: none"> <li>I am open to my matched volunteer's ideas.</li> <li>I am open to the ideas/suggestions of my matched family/youth.</li> </ul>	<b>96%</b>	<b>96%</b>	<b>97%</b>

Caregiver and volunteer relationship data is provided in Tables 10 and 11 in Appendix A and Tables 50 and 51 in Appendix B.

## FAMILY WELLBEING

### CAREGIVER RESOURCE NEEDS



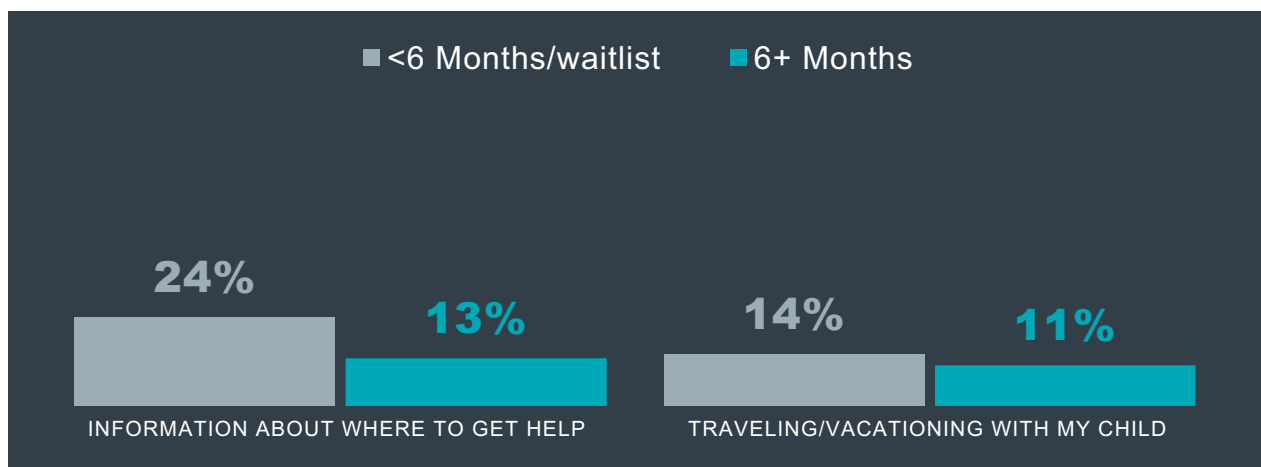
Caregivers who participated in Angels programming for at least six months reported significantly fewer needs compared to those who had not.

#### FAMILY NEEDS SCALE

The research team divided the sample into two groups: caregivers who were waitlisted or participated in Angels programming for less than six months and caregivers who participated in programming for at least six months. The average Family Needs Scale total score was significantly lower for caregivers who had participated in Angels programming at least six months ( $M = 80.3, SD = 21.0$ ) compared to those who had not ( $M = 91.1, SD = 29.7$ ). Lower scores indicate caregivers are not in need of help and high scores indicate that caregivers are in need of more help.

The following figure describes caregivers' responses of "often" or "almost always" have a need for each Family Needs Scale item that were found to be statistically significant among the two caregiver groups: those who participated in Angels programming for at least six months and those who have not. Caregivers who participated in Angels programming for at least six months were less likely to indicate they "often" or "almost always" have a need for information about where to get help and for traveling/vacationing with their child. Refer to Tables 12 and 13 in Appendix A for all data captured by the Family Needs Scale.

Figure 5. Family needs scale, statistically significant caregiver responses by program length



## CAREGIVER STRAIN



Almost half of all caregivers indicated that the interruption of personal time and worrying about their child’s future caused a lot or great deal of strain in their lives.

Understandably, there are many factors which may prove challenging for caregivers who are fostering children. Almost half of the caregivers indicated that the interruption of personal time (45%) and worrying about their child’s future (49%) caused a lot or great deal of stress.

Caregiver strain attributed to parenting a child in care looked similar for caregivers who participated in National Angels for at least six months and those who had not. There were no statistically significant differences between caregivers on their total strain scores, subjective strain scores, or their objective strain scores based on program participation lengths. Figure 6 shows the average scores from the Caregiver Strain Questionnaire and Figure 7 shows the top responses from the questionnaire. For all data on the Caregiver Strain Questionnaire, refer to Tables 15 and 16 in Appendix A.

Figure 6. Average scale scores of Caregiver strain questionnaire-AGFC

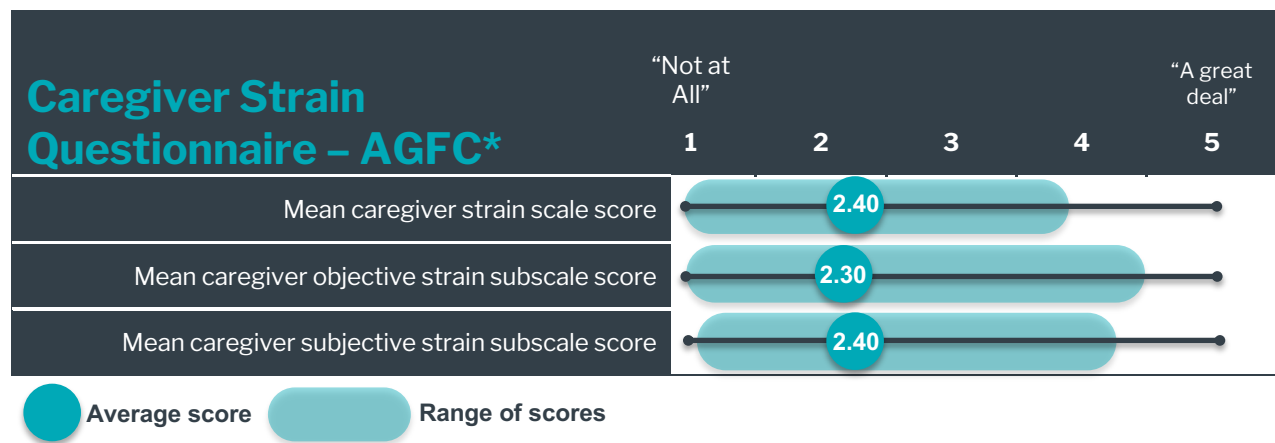
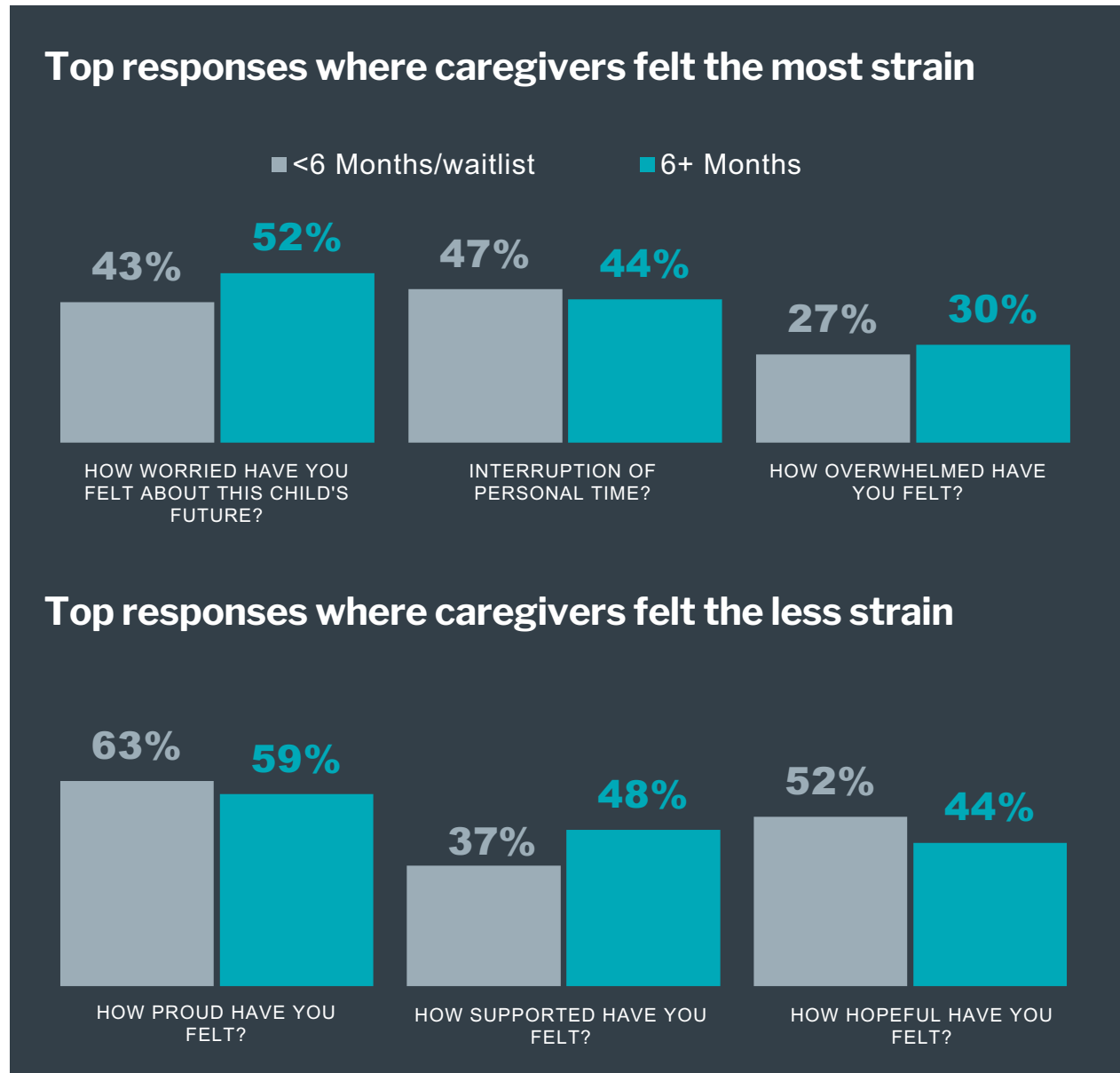


Figure 7. Caregiver strain questionnaire responses\*



\*Statistically there were no differences by length of time in program on these questions.

Although our analysis of the caregiver strain questionnaire did not yield statistically significant findings based on program participation length, Angels programming is well positioned to address these highly reported stressors through their Love Box and Dare to Dream programs. As identified in the process evaluation, Love Box volunteers often intervene to help caregivers in a way that would mitigate interruptions to personal time. Dare to Dream also provides important mentorship, goal-setting, and other opportunities for youth to develop the skills and confidence necessary for their future. Dare to Dream mentors often increase access to experiential opportunities, such as college visits or support finding employment. This helps provide a better transition to independence and a successful future for their matched youth, thereby helping to reduce caregiver strain about their child's future.

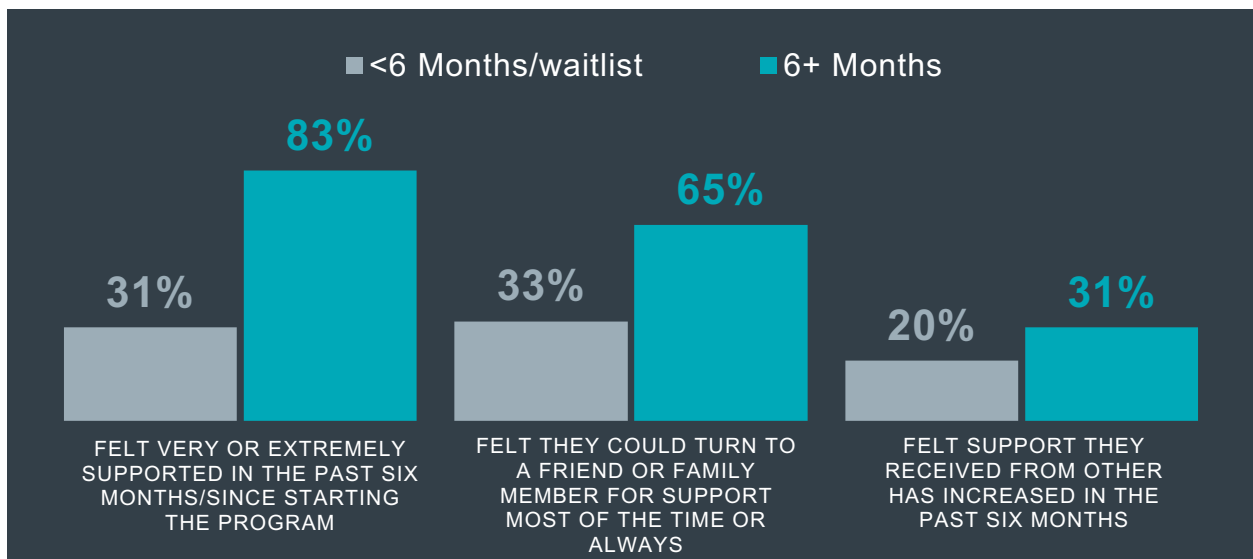
## CAREGIVER SUPPORT



Caregivers who participated in Angels programming for at least six months were more likely to report feeling very or extremely supported.

Caregivers were asked to rate their level of support and social support. Figure 8 shows a summary of the distribution of responses for how supported caregivers felt in the past six months or since starting the program was significantly different for the two groups of caregivers. Compared to caregivers who participated for less than six months or waitlisted, caregivers who participated in programming for at least six months reported that they were more likely to: 1) feel very or extremely supported and 2) be able to turn to a friend or family member most of the time or always. For all data on caregiver support, refer to Table 20 in Appendix A.

Figure 8. Caregiver support responses by program length, summary



## Level of Support:

**83%**

of caregivers who had participated in Angels programming for at least six months reported feeling very or extremely supported in the past six months compared to 31% of caregivers with fewer than six months of participation.

**65%**

of caregivers participating in Angels programming for at least six months felt like they could turn to a friend or family member for support, compared to 33% of caregivers with less than six months of participation

For many caregivers, their primary motivation to participate in National Angels programming was to gain more social support. Relational and social support is often a critical aspect of overall wellbeing. Regardless of the source of support, having others to rely on in times of need is incredibly important in establishing positive wellbeing.

*"We couldn't do this alone. I'm so thankful for National Angels, my youth's mentor and the case worker that helps us. Their support has made a huge difference! We would have quit and closed our home six months ago if it wasn't for their love, compassion and genuine care for not just [youth's name] but for all of us. It's been hard but not impossible! They're amazing!" – Caregiver*

## CAREGIVER-YOUTH RELATIONSHIP

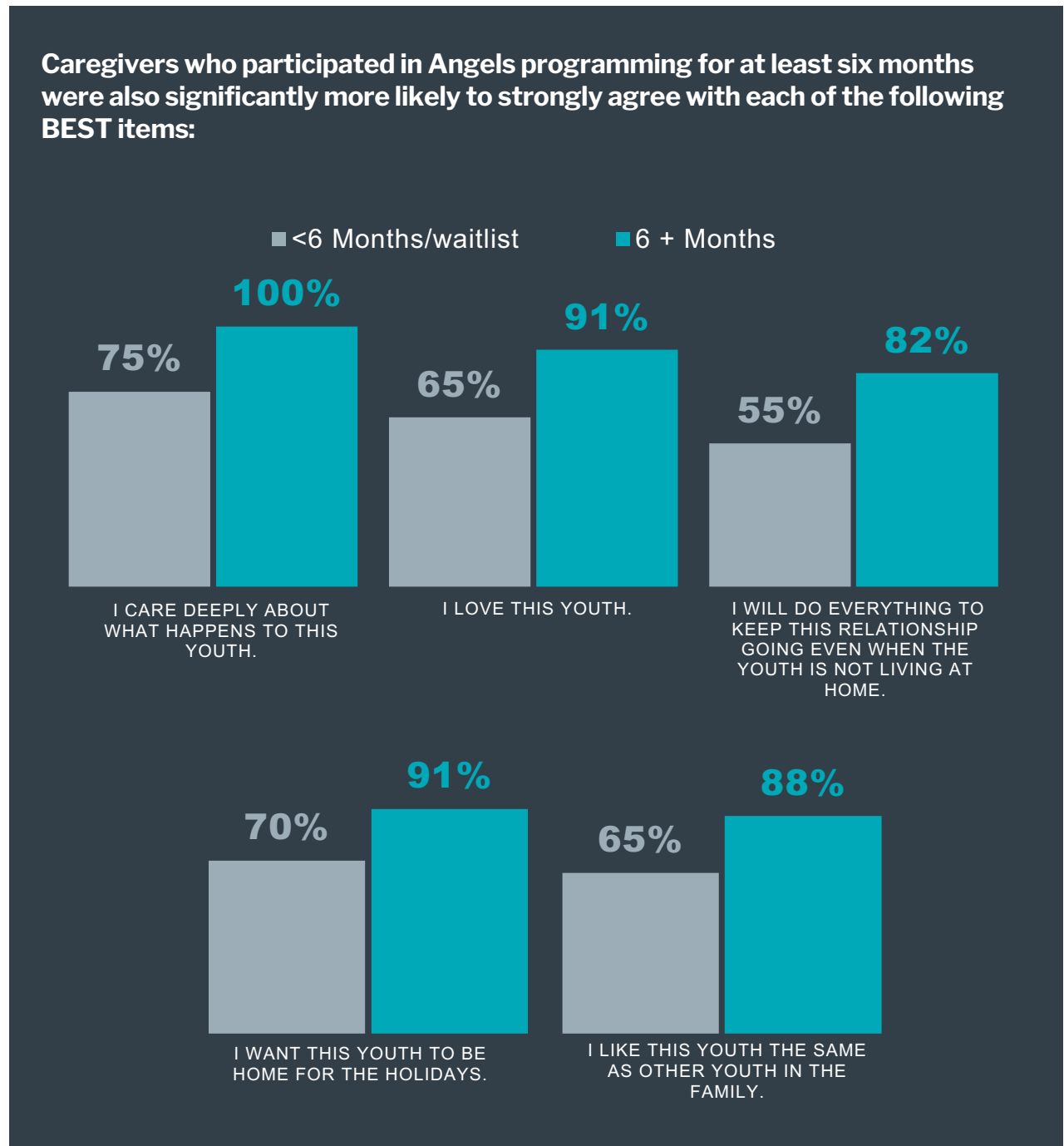


Caregivers who participated in National Angels programming for at least six months reported higher levels of family belonging and commitment to their child compared to caregivers who participated for less than six months.

In this study, the Belonging and Emotional Security Tool (BEST) was used to assess the shared sense of belonging and the degree to which a caregiver has claimed their child either emotionally or legally. The BEST scale was analyzed for caregivers who had participated at least six months and those who had not. Only caregivers whose identified youth was 3 years or older were asked these questions.

Higher scores on the BEST are protective and indicate a greater sense of belonging and a higher level of caregiver commitment. Figure 9 shows the distribution of scores for the BEST items that were statistically significant between the two caregiver groups. This data shows that the BEST claiming subscale were significantly higher for caregivers who participated in Angels programming at least six months compared to those who have not. Refer to Table 14 in Appendix A for all data on the BEST scale.

Figure 9. Belonging and Emotional Security Tool (BEST) scale by program length, statistically significant items





## CAREGIVER CONTINUITY



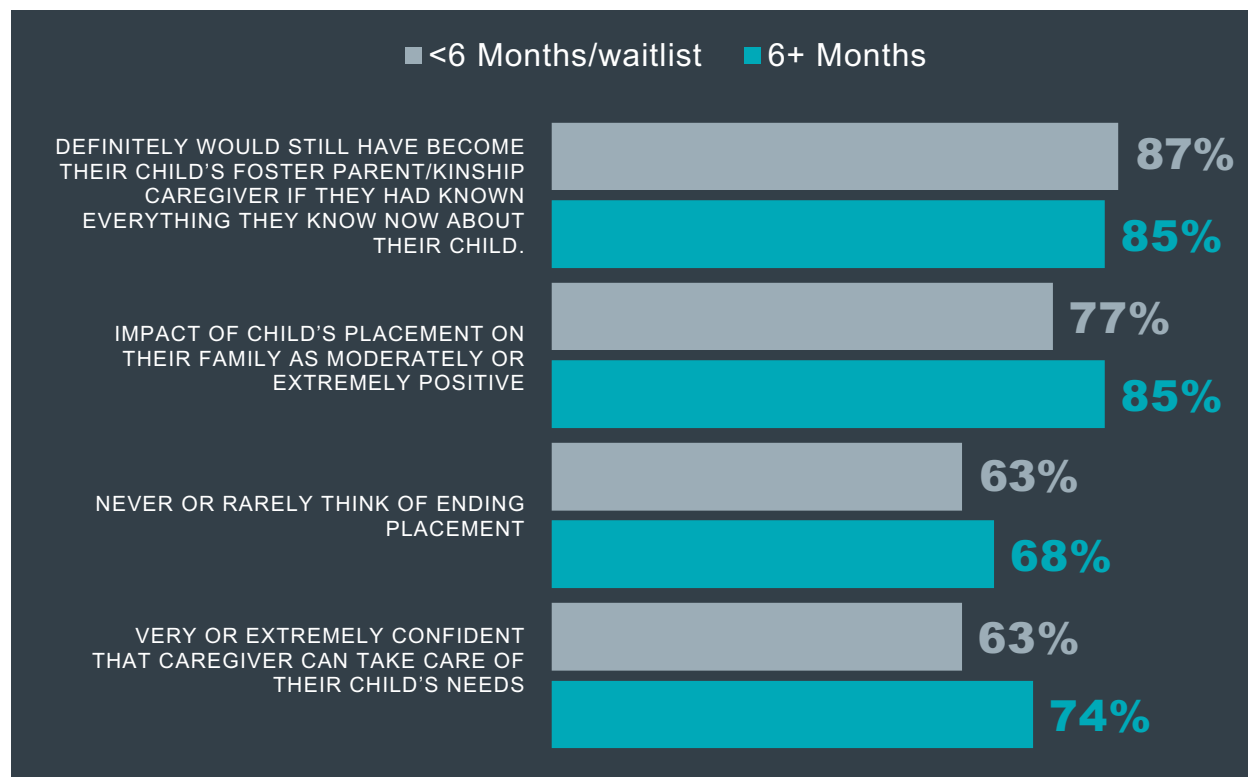
Caregivers indicated that they were confident in their ability to meet their youths' needs. Most caregivers also reported high commitment levels to their child, planned to become legally permanent caregivers, and intended to continue fostering over the next year.

The three indicators that influence caregiver continuity are caregiver commitment to their child, legal permanence, and caregiver retention. Researchers collected data from each of these factors and the findings are described below.

### CAREGIVER COMMITMENT

Overall, caregivers reported feeling confident in their ability to meet their child's needs. Most caregivers rarely or never thought about ending their placement, and considered the impact of their child's placement on their family as moderately or extremely positive. When asked, "If you knew everything about your child before they were placed with you, do you think you would still have become their foster parent/kinship caregiver?", most caregivers said they definitely would. All findings are presented in Figure 10 for caregivers who participated in programming for at least six months and those who had not. There were no statistically significant differences between the two groups of caregivers on these items. For all data on caregiver commitment, refer to Table 17 in Appendix A.

Figure 10. Caregiver commitment summary by program length\*

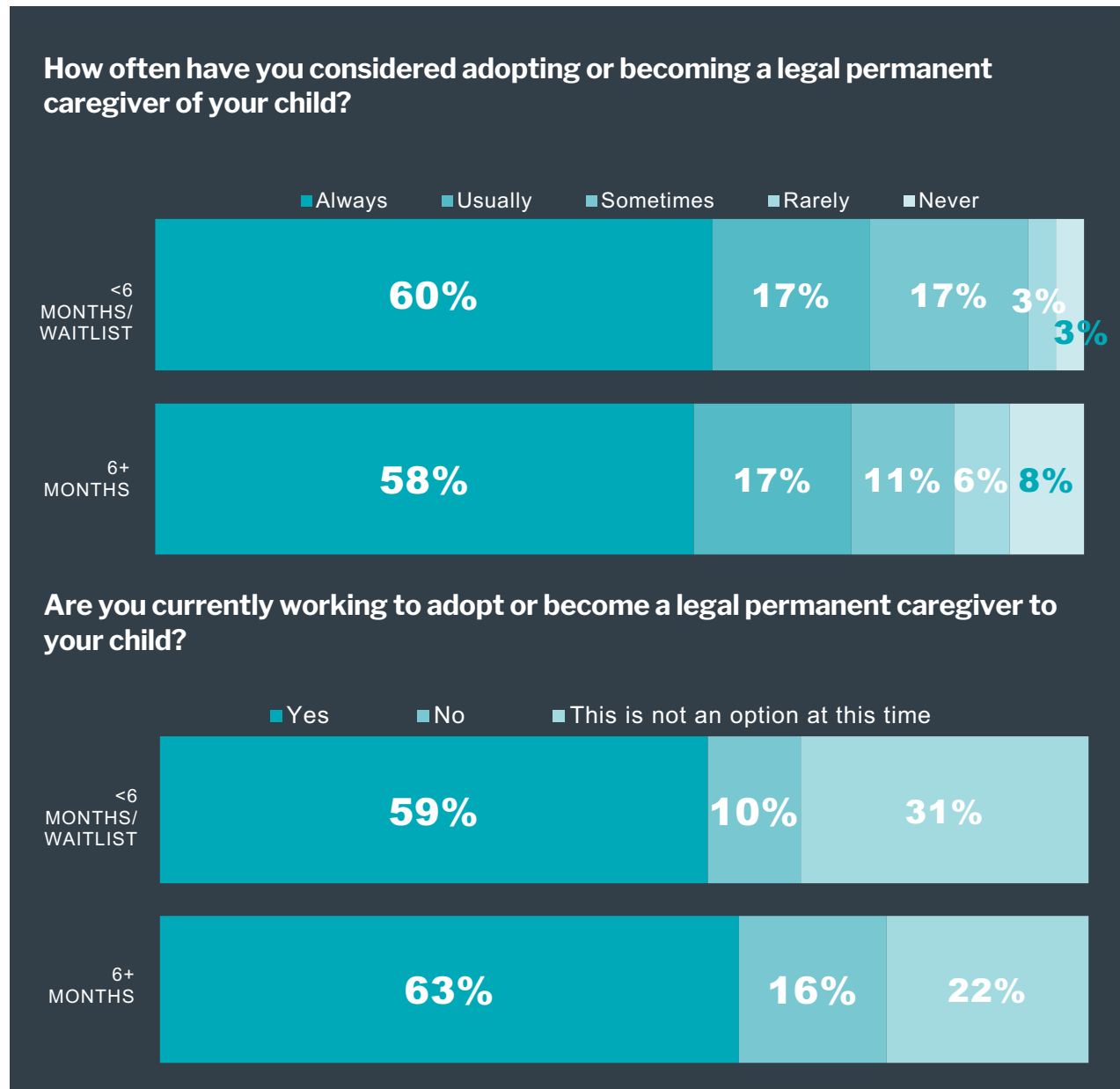


\*Statistically there were no differences by length of time in program on these questions.

## LEGAL PERMANENCE

The research team asked caregivers about their intention to become legally permanent caregivers. The majority of caregivers indicated that they were considering adoption or becoming a legally permanent caregiver to their youth placed in their home. A smaller proportion of caregivers were actively working toward becoming an adoptive or legally permanent caregiver to their child. Some caregivers indicated that legal permanence was not an option at the time, which could be due to ongoing efforts to reunify youth with their birth family or other court-ordered plans that would prevent legal permanence from occurring. See Table 19 for additional details on caregivers' permanency status.

Figure 11. Caregiver permanency status by program length\*



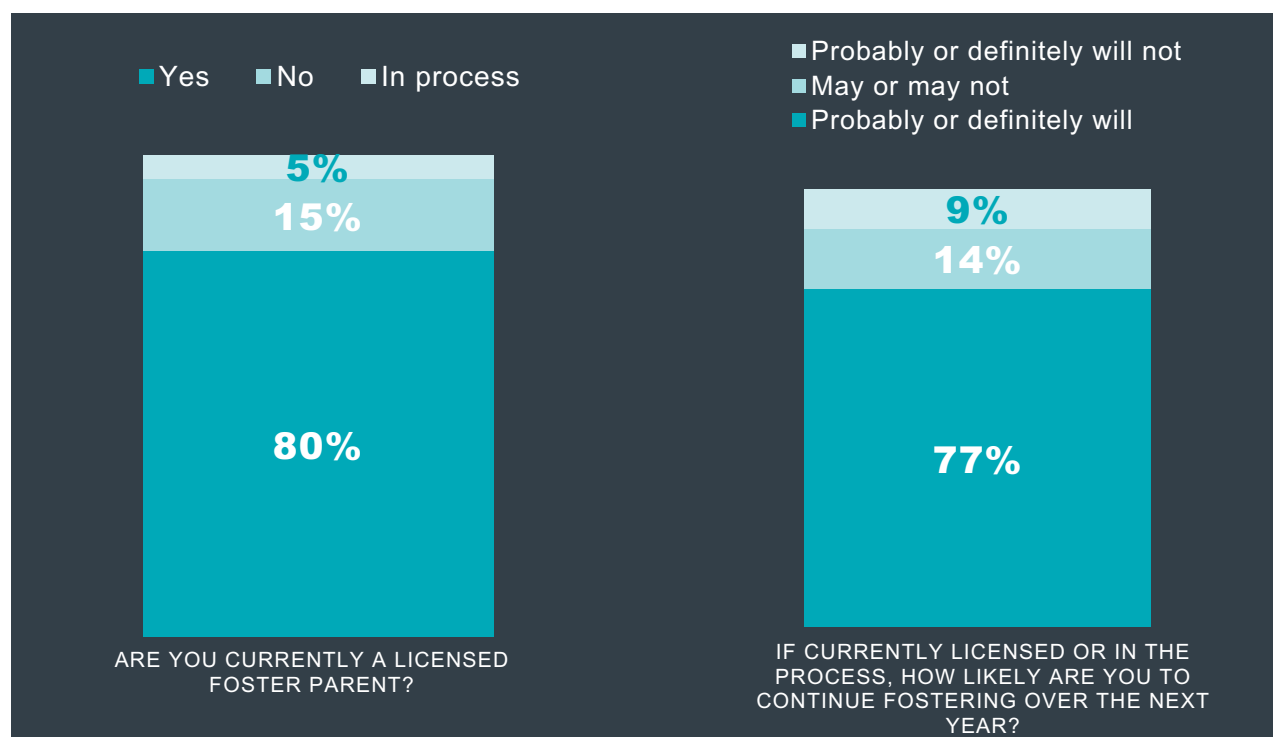
\*Statistically there were no differences by length of time in program on these questions

The results above suggest that caregivers were open to the idea of adopting or becoming legally permanent caregivers to children placed in their home. Steps toward legal permanence indicate caregivers are committed to the relationship they have with their children and are making a concerted effort to maintain and formalize their connection through adoption or permanent guardianship.

### CAREGIVER RETENTION

A major challenge in child welfare is retaining foster parents. The research team found that 80% of all caregivers who took the survey were currently licensed foster parents and 5% were in the process of becoming licensed. Most of these caregivers (77%) indicated that they “probably or definitely will” continue to foster over the next year. There were no differences in the likelihood of continuing to foster for foster parents who had participated in Angels programming at least six months compared to those who had not. For all data on caregiver retention, see Table 18 in Appendix A.

Figure 12. Caregiver retention\*



\*Statistically there were no differences on likeliness to continue fostering by length of time in program or placement type; however, the percentage who indicated probably or probably will was high.

Caregiver retention is central to a well-functioning foster care system and our findings suggest that a majority of licensed caregivers (77%) plan to remain foster parents over the next year. Given the widespread attrition of foster caregivers, a potential explanation for this finding may be that caregivers gain necessary support through National Angels programming. The support from National Angels programs could provide important relief and encouragement for caregivers to become more resilient and withstand challenges associated with fostering.

At the same time, 23% of caregivers indicated that they felt unsure or did not plan to continue fostering over the next year. This could be for a multitude of reasons: caregivers could be working toward adoption or permanency, the child could be returning home, or the caregivers could be struggling with the challenges of being foster parents. Nevertheless, this may be an opportunity for National Angels staff to monitor and support caregivers who may be struggling to continue fostering.

## SOCIAL AND EMOTIONAL WELLBEING OF YOUTH



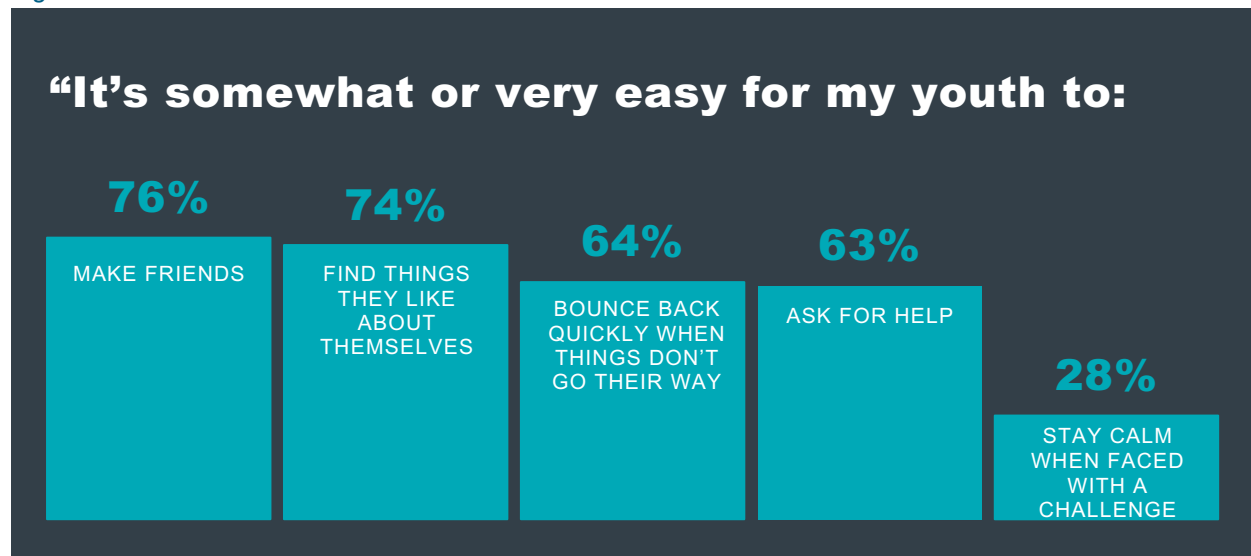
Caregivers reported that their youth had positive wellbeing, supportive relationships, and a healthy sense of self-esteem.

Caregivers were asked a series of questions related to the social and emotional wellbeing of youth that measured youths' relationships with other adults and peers, resilience, identity, self-esteem, and interests. Overall, the majority of caregivers responded favorably across most categories, which suggests that their youth's relationships are largely positive. Seventy-seven percent of caregivers indicated that their youth got along a lot or a great deal with other adults in their life. Among peer relationships, 76% of caregivers indicated that it was somewhat or very easy for their youth to make friends with other children and 85% claimed that their youth was at least moderately liked by other children.

Caregivers also reported on perceived youth resilience:

- 64%** of caregivers responded that it was somewhat or very easy for their youth to bounce back quickly when things did not go their way.
- 63%** of caregivers indicated that it was somewhat or very easy for their youth to ask for help.
- 28%** of caregivers reported that it was somewhat or very easy for their youth to stay calm when faced with a challenge.

Figure 13. Youth resilience



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Regarding identity, esteem, and interests, 74% of caregivers responded that it was easy for youth to find things they like about themselves. Positive self-reflection contributes to self-esteem and 77% of caregivers responded that their youth showed interest and curiosity in learning new things most of the time or always. The high levels of perceived positive self-esteem and development of interests help shape the future for youth, and 86% caregivers reported that their youth were at least moderately optimistic for their future. Only 2% of caregivers indicated that their youth was not at all optimistic about their future. See Tables 22 and 23 in Appendix A for full data on caregivers' responses regarding youths' social and emotional wellbeing.

## DARE TO DREAM

### YOUTH CONFIDENCE AND FUTURE



**Dare to Dream mentors reported seeing improved self-confidence from youth since being matched with youth.**

The Dare to Dream program helps youth work toward building a positive future through mentorship. Sixty percent of Dare to Dream mentors indicated that they observed their matched youth's confidence increase since being matched with them. This improved confidence suggests that the ongoing connection between Dare to Dream mentors and their matched youth is boosting the youth's confidence. Confidence and positive self-esteem are central to wellbeing and help influence a youth's future plans. Forty-four percent of Dare to Dream mentors indicated that their matched youth had a concrete plan and vision for their future. Although this number may seem low, it is important to remember that a young person's plan and vision for their own future may not be fully developed until later in adolescence or early adulthood. Acquiring diverse experiences, setting goals, and refining personal interests are all factors which help contribute toward a youth's own vision for their future.

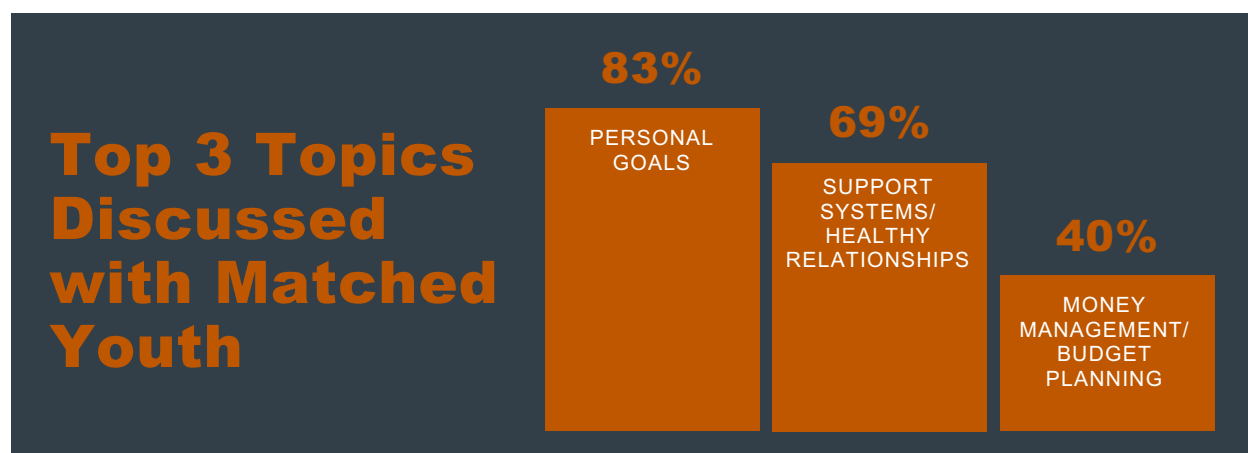
### GOAL SETTING



**Dare to Dream mentors helped youth develop and achieve youth-identified goals that are important to their future.**

Dare to Dream mentors collaborate with youth to identify and set goals that are important to youth and their future. Figure 14 describes the top responses of topics that Dare to Dream mentors reported discussing with their youth. For all mentors' responses, refer to Table 56 in Appendix B.

Figure 14. Topics discussed with matched youth



Topics discussed with youth often serve as the foundation for setting personal goals and help Dare to Dream mentors find areas to focus on during their work with their matched youth. Sixty-nine percent of Dare to Dream mentors reported helping their matched youth develop personal goals and 47% of Dare to Dream mentors reported helping their matched youth achieve at least one of their personal goals. See Table 58 in Appendix B for personal goal data.

## NORMALCY



**National Angels programming has provided opportunities to increase youths' access to normalcy experiences and activities.**

As explored in the literature review and findings from the 2021 National Angels process evaluation, normalcy is central to overall youth development and can serve as a conduit for improved relationships and positive wellbeing. Fifty-two percent of Dare to Dream mentors indicated that their matched youth had a healthy understanding of relationships and 48% of mentors agreed that their matched youth made healthy choices in their relationships. Refer to Table 58 in Appendix B for Dare to Dream mentors' responses regarding youths' discussion of healthy choices data.

Dare to Dream caregivers ( $n = 8$ ) and Dare to Dream mentors ( $n = 38$ ) were both asked about their role in promoting normalcy for youth. Questions explored the experiential milestones youth achieved and the activities that the youth were exposed to as a result of participating in Angels programming. Caregivers reported that youth were participating in normalcy experiences, such as sports, martial arts, or other athletic activities, as well as creative outlets, such as arts, music, or dance classes. The top normalcy activities/experiences reported by Dare to Dream mentors were: youth having positive experiences in school (71%), attending large group activities with similarly aged children (54%), spending time with friends in both unsupervised (54%) and supervised (49%) settings, and attending community events (49%). Refer to Tables 27 and 28 in Appendix A for all data on normalcy activities described by caregivers whose youth participated in Dare to Dream.

Figure 15. Top normalcy activities for youth in the past year, dare to dream caregivers' responses

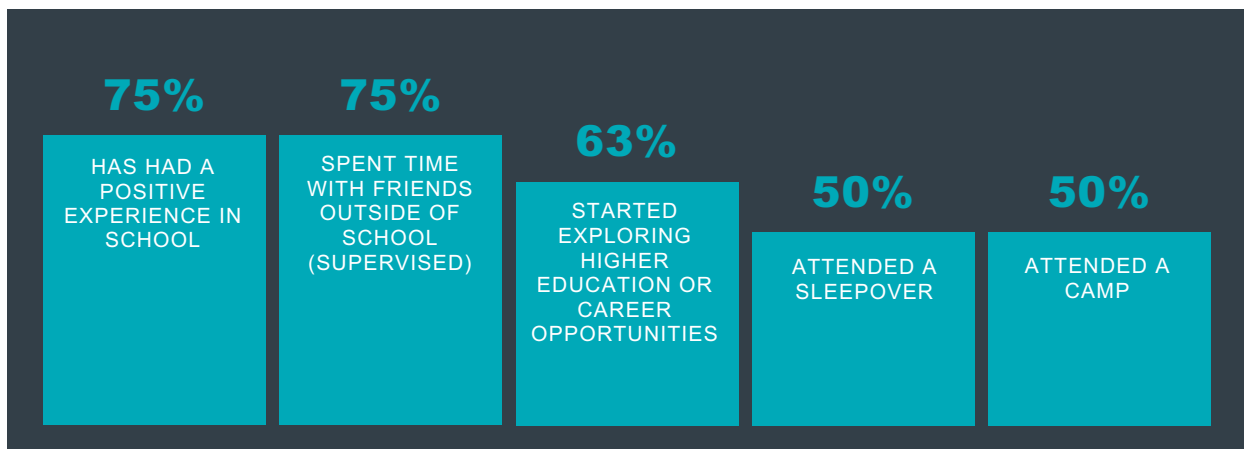
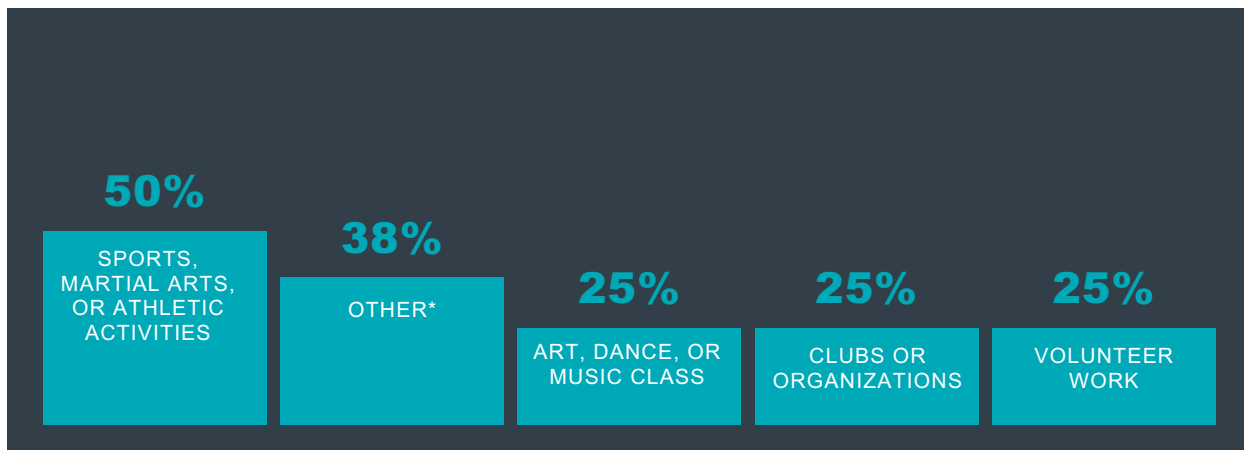


Figure 16. Normalcy activities facilitated by National Angels in the past year, dare to dream caregivers' responses



\*Other included concert, entrepreneurship class, and outdoor activities such as fishing, basketball, etc.

Dare to Dream mentors also indicated that they directly facilitated important normalcy activities with their matched youth. This included helping youth access extracurricular social activities such as sports and creative outlets. Mentors also helped youth with securing employment, such as part time jobs. Refer to Tables 54 and 55 in Appendix B for all data on mentors' response to normalcy activities. For all topics discussed by mentors, refer to Table 56 in Appendix B.

Figure 17. Top normalcy activities for youth in the past year, Dare to Dream mentors' responses

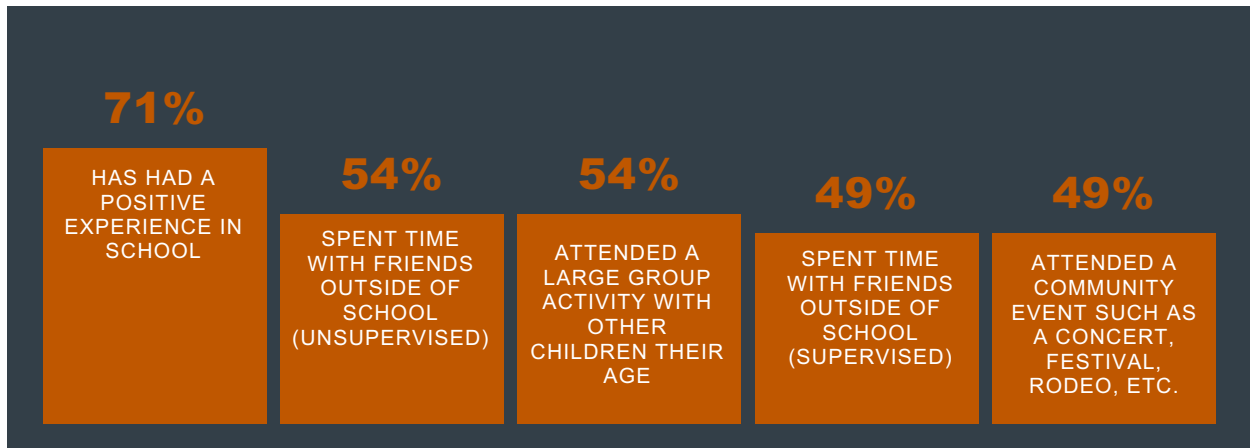


Figure 18. Top normalcy activities facilitated by mentors

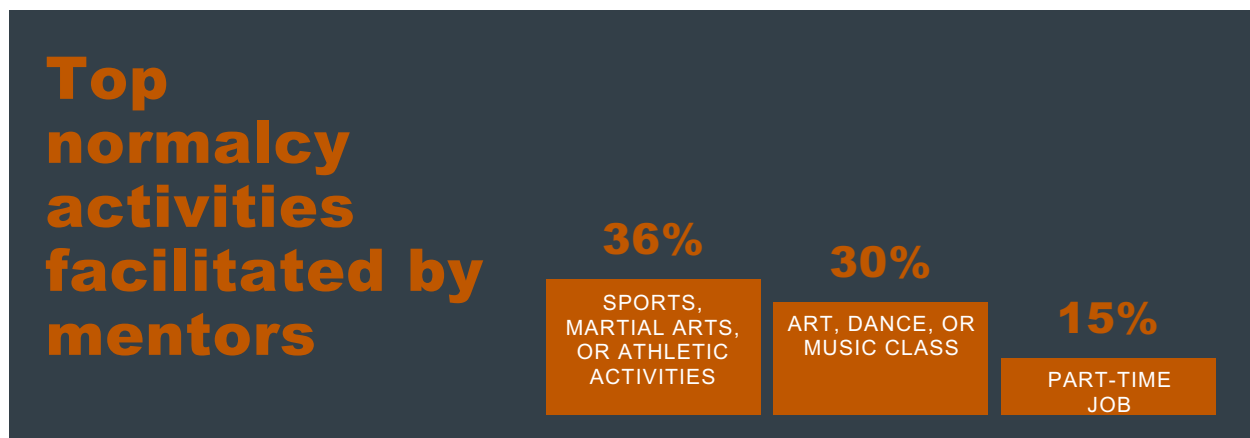
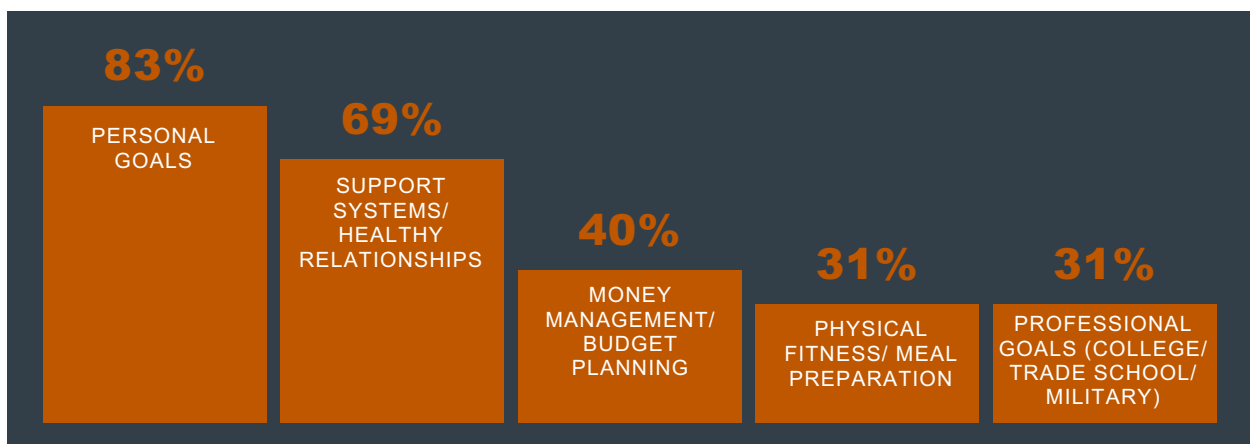


Figure 19. Topics discussed with matched youth, Dare to Dream mentors' responses



As the literature review from the 2021 National Angels process evaluation suggests, normalcy can help shape positive youth development and promote positive trajectories. In addition, normalcy can promote wellbeing and serve as a mitigating factor for negative behavior by providing youth with a healthy outlet.



## BIRTH FAMILY ENGAGEMENT



Caregivers and volunteers both reported mixed feelings about engaging with their youth's birth family.

It is important to recognize that birth family engagement is complex. Caregivers who are fostering or providing kinship care for children may be prohibited from engaging birth family due to no-contact orders set forth by courts or CPS, or the parents may be incarcerated or deceased. Additionally, caring for children and maintaining a healthy set of boundaries between children and birth families is a delicate circumstance. Our inquiry into birth family engagement was intended to assess overall comfort from caregivers and volunteers participating in Angels programming as it may have broader implications for permanence and wellbeing.

Most caregivers (73%) knew their youth's birth family. Of those who knew the birth family, 68% of caregivers currently had contact with them. Caregivers mostly were connected with the youth's birth parents (73%), siblings (46%) aunts/uncles (46%) and grandparents (44%). Caregivers were asked to rate their comfort level with engaging their youth's birth family members. The results indicate that caregivers have mixed feelings regarding their comfort, with 55% indicating that they were "somewhat uncomfortable" and 45% responding that they were "somewhat comfortable" engaging birth family members. Nearly a quarter of caregivers (24%) responded that contact with their youth's birth family was not possible due to court orders or parents being deceased, incarcerated, or unable to locate.

Volunteers were also provided with the same set of questions regarding birth family engagement. Almost half of volunteers (47%) knew the youth's birth family, and 33% had contact with their youth's birth family. Refer to Table 25 in Appendix A and Tables 64 and 65 in Appendix B for all data on caregivers' and volunteers' birth family engagement.

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# Discussion

The results from this outcome evaluation have yielded valuable information building upon the 2021 National Angels process evaluation. Findings show that National Angels programming had near-universal satisfaction from both caregivers and volunteers who participated in this study. Both groups were motivated to participate in Angels programming for reasons that complemented one another. This creates the optimal conditions for social connection to occur between caregivers and volunteers. Caregivers benefit by having an additional layer of support and volunteers are rewarded with a sense of fulfillment from working with families and youth.

Recent research on permanence suggests that the overall quality of the caregiver-youth relationship directly influences long-term permanence outcomes for youth in foster care (Ball et al., 2022). By supporting caregivers through a relationally based program that generates resilience through genuine and meaningful connections with volunteers, it is likely that caregivers feel less strain and are able to focus more on their relationship with their youth. In this study, the relationships between caregivers and youth were stronger for families who had participated in Angels programming for at least six months. Caregivers who had participated for at least six months reported a greater sense of shared belonging and commitment to their youth. However, this finding should be interpreted with caution, as it is unknown whether this finding is in fact a result of program participation.

Relational permanence has a considerable impact on the overall wellbeing of children. Given that relational permanence requires stability and ongoing connection, caregiver continuity may play a critical role in the development of relational permanence for youth in substitute care. Unfortunately, state child welfare agencies across the nation struggle to maintain and increase caregiver capacity for children living in foster care. Foster parents and kinship caregivers often find themselves overwhelmed, not knowing where to get help or resources. As a result, placements often break down. National Angels programming takes a novel approach by helping build permanent relationships with volunteers that can provide the social, emotional, and practical support necessary to withstand challenges associated with foster care.

Caregivers often rely on their volunteers to help address their immediate and short-term needs. Volunteers also communicate with National Angels staff about their matched family's outstanding needs and how to address them. In this study, researchers found that caregivers who participated in Angels programming for at least six months had a greater sense of social support and fewer needs compared to those who had not. While this finding is promising, it needs to be explored further to determine whether these differences are a result of program participation. Ultimately, if Angels programming does in fact increase support and reduce needs for families, this may have broader implications for child welfare. Having support and access to resources is essential for families, as it can reduce parenting stress, promote caregiver retention, increase placement stability, and ultimately build relational permanency for youth in substitute care.

At its core, National Angels works to establish wellbeing and resilience for children and families. These stabilizing factors can have tremendous implications on caregiver and child trajectories in the long term. This study primarily focused on the short-term outcomes listed in the logic model, but the implications of these short-term outcomes have broader implications for long-term success for children, youth, and families. For example, it is difficult for a child to achieve relational or legal permanence if they are constantly moving. Equally challenging is expecting caregivers to maintain their placements without additional support. Angels programming may help bridge these real challenges with pragmatic solutions which aim to provide stability and positive wellbeing for caregivers and youth served by the programs.

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## LIMITATIONS

This study has several important limitations within which our findings need to be carefully interpreted. First, this study uses a cross-sectional study design which is observational in nature and is unable to determine if there is a cause-and-effect relationship between variables and outcomes. In other words, we cannot determine if observed differences in outcomes between caregivers who have participated in National Angels programming for at least six months and those who had not were in fact due to the length of program participation. Given the short timeline and limited resources, this design was the most feasible option; however, it prevented us from being able to directly answer the first three research questions. A more rigorous study will be needed in the future to establish a causal relationship between outcomes and program participation.

Selection bias may have also been present within this study. The responses to some questions suggested near-unanimous approval of Angels programming. However, it is possible that only those who had positive experiences were motivated to participate in the survey. Similarly, participants who are more satisfied may be more likely to continue to participate in National Angels for at least six months. This could impact comparisons made between participants who had participated six months or longer as compared to those who had not.

The sampling method and sample size may also impact the generalizability and power of the study. The sampling pool was limited to one chapter of the National Angels programs. It is unknown whether findings from this study would look similar across all chapters. Similarly, the survey was only available in English. Findings may not reflect the experiences of participating Spanish-speaking families. Additionally, the sample size, particularly within subsets of caregivers, was small. For example, there were only nine caregivers with youth who participated in Dare to Dream, and half of these caregivers also participated in the Love Box program. This limited our ability to report out on caregiver's experiences within Dare to Dream specifically and/or compare the experiences of caregivers in Dare to Dream with those in the Love Box program.

Lastly, we did not survey youth served by the program directly. Due to human subjects research protocols and time, we relied on perspectives of caregivers and volunteers to report on topics, such as youth wellbeing, normalcy, and perceived relationship qualities. Although it would have been ideal to ask youth these questions directly, it would have greatly increased the level of time and resources needed for this evaluation.

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# Recommendations

In light of our findings, TXICFW suggests the following recommendations for National Angels:

1

**Review the survey to determine whether items need to be adjusted, dropped, or added prior to expanding data collection to include all National Angels chapters. Use data to inform Continuous Quality Improvement processes.**

National Angels should reexamine the survey used in this outcome evaluation to determine which items yielded quality information and make adjustments that are necessary to answer important research questions regarding program efficacy. Once the survey review is completed, National Angels should deploy the revised survey across all chapters to collect similar data from caregivers and volunteers. National Angels should also utilize the survey to collect data that can be used to inform continuous quality improvement processes.

2

**Conduct the survey at multiple time points (e.g., prior to starting the program, after six months, and/or at the time they exit the program) to allow for evaluation of change over time.**

This outcome evaluation primarily focused on the short-term outcomes of caregivers and volunteers and the data indicates several important short-term goals are being met. However, longer term outcomes regarding caregiver and youth stability, retention, permanence, and educational success for children require ongoing data collection. National Angels should measure these across multiple time points to better understand programmatic impacts and work toward exploring the intermediate and long-term outcomes identified in the logic model.

3

**Monitor and track normalcy-related items to better understand the implications for long-term trajectories of youth served by National Angels programming.**

National Angels should make concerted efforts to track normalcy-related items. Normalcy can greatly contribute to positive youth development and overall wellbeing and our process evaluation showcased how Angels programming can facilitate normalcy. However, the data collection should remain ongoing to ensure that programmatic efforts are reflecting the importance of normalcy.

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# 4

**Continue engaging birth family members and help caregivers and volunteers feel more comfortable with birth family engagement.**

National Angels should closely examine the conversations around birth family and create opportunities for caregivers and volunteers to learn more about the role of birth families to increase their comfort level to better engage them. Although National Angels is primarily focused on meeting the needs of children and caregivers, birth families can also be an important part of maintaining a child's identity and wellbeing. National Angels should incorporate strategies to raise comfort levels of volunteers and caregivers and provide them with strategies and tools necessary to have a healthy relationship with a child's birth family when safe and appropriate.

# 5

**Explore options for conducting more rigorous studies in the future to determine whether observed outcomes are a result of program participation.**

By continuing to collect data internally and expanding data collection across all chapters, National Angels will build its capacity to conduct a more rigorous outcome evaluation in the future. A more rigorous study is needed to determine if the findings in this report are a result of program participation. If causal relationships between program participation and intended outcomes are found, this may have greater implications for child welfare, specifically around caregiver retention, placement stability, and relational permanence for youth.

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# Appendix A: Caregiver Data Tables

Table 1. Caregiver demographics

Caregiver demographics		n	%
<b>Race/Ethnicity (N = 79)</b>			
	African American/Black	14	18%
	Caucasian/White	48	61%
	Hispanic or Latinx	16	20%
	Multi-Racial	1	1%
<b>Gender (N = 81)</b>			
	Male	7	9%
	Female	74	91%
<b>Relationship status (N = 84)</b>			
	Single	26	31%
	Married	56	67%
	Separated	1	1%
	Widowed	1	1%
<b>Employment (N = 84)</b>			
	Working full-time or self-employed	46	55%
	Working part-time	9	11%
	Other employment*	29	35%
<b>Highest degree of education (N = 81)</b>			
	No degree	2	2%
	High school diploma or GED	22	27%
	Associate's degree	13	16%
	Bachelor's degree	23	28%
	Master's degree or higher	18	22%
	Other education**	3	4%
<b>Licensed foster parent (N = 82)</b>			
	No	12	15%
	Yes	66	80%
	In process	4	5%

\*Other employment responses were homemaker, self-employed, retired, unable to work, and student.

\*\*Other education was a text entry option that participant described trade licensures.



Table 2. Caregivers' age

Caregivers' age	N	Min	Max	M	SD
Age (years)	57	22	65	42.0	10.4

Table 3. Length of time fostering and involved in programming

Caregivers' experience	N	Min	Max	M	SD
Years fostering (licensed caregivers)	66	0	24	3.4	4.6
Years involved in programming (current caregivers)	73	0	6	1.5	1.4

Table 4. Caregivers' household

Caregivers' household	n	%
<b>Household type (N = 85)</b>		
Single parent household	26	31%
Two-Parent household	55	65%
Multi-family household	1	1%
<b>Placement type (N = 81)</b>		
Foster home placement	57	70%
Kinship home placement	20	25%
Fictive kinship home placement	2	2%
Permanent managing conservatorship home/placement	1	1%
Adoptive home placement	1	1%
<b>Household income (N = 81)</b>		
Less than \$35,000	15	19%
\$35,000-\$49,999	14	17%
\$50,000-\$74,999	19	23%
\$75,000 - \$99,999	10	12%
\$100,000 or higher	23	28%

Table 5. Caregivers' household members

Caregivers' household members	N	Min	Max	M	SD
Number of adults	85	1	5	1.8	0.8
Number of youths	85	0	10	3.1	2.0
Number of youths in foster/kinship care	85	0	5	1.4	1.3
Age of identified youth	85	0	20	7.5	5.7

*Table 6. Caregivers' motivation to participate in programming*

Motivation to participate in Angels' programming (N = 85)	n	%
Getting resources that I would otherwise not get from CPS.	51	69%
Seeking more social/emotional support.	51	69%
Positively affecting the life of a family/child.	49	66%
Connecting my child with a mentor and positive role model in their life.	48	65%
Help with finding extracurricular programs and activities for my child.	39	53%
Help with respite, babysitting, and/or childcare.	38	51%
Help with resources to help keep my child(ren) in my home.	34	46%
Becoming a permanent relationship in the life of a child.	24	32%
Other*	2	3%
None of the above	1	1%

\*Other reasons included reaching out with new things for the whole family and being a part of the supportive, loving community they are trying to create for their children.

*Table 7. Caregiver likeliness to recommend programming*

How likely are you to recommend Angels' programs to someone looking for a volunteer opportunity?*	N	Min	Max	M	SD
Love Box	65	0	10	9.6	1.48
Dare to Dream	9	10	10	10.0	0.00

\*Scale ranges from 0 (not at all likely) to 10 (extremely likely)

*Table 8. Level of caregiver satisfaction by program*

Caregivers' household	Love Box (N = 65)		Dare to Dream (N = 9)	
	n	%	n	%
Not at all satisfied	1	2%	0	0%
Slightly satisfied	0	0%	0	0%
Moderately satisfied	2	3%	0	0%
Very satisfied	13	20%	1	11%
Extremely satisfied	49	75%	8	89%

*Table 9. Caregiver experience with Angels' staff*

Responses of "Agree" or "Strongly agree"	N	%
Angels' staff value my personal experiences.	73	96%
Angels' staff treat me with respect.	73	100%
Angels' staff supports my ideas and my approach for caring for children.	73	96%
Angels' staff gives me resources, tools, and strategies for me to be able to care for my family.	73	92%
Angels' staff helps resolve issues and challenges I face.	73	85%

*Table 10. Caregiver experience with volunteers*

<b>Responses of “Agree” or “Strongly agree”</b>	<b>N</b>	<b>%</b>
My matched volunteer treats my family with respect.	73	96%
I have respect for my matched volunteer.	73	97%
My matched volunteer values my family's personal experiences.	73	95%
I value the personal experiences of my matched volunteer.	73	95%
My matched volunteer is open to my family's ideas.	73	92%
I am open to my matched volunteer's ideas.	73	96%
My matched volunteer trusts my family.	72	89%
I trust my matched volunteer.	73	95%
My matched volunteer(s) communicates openly and honestly with my family.	73	90%
I feel comfortable voicing any concerns I have with my matched volunteer.	73	86%
I am able to interact with my matched volunteer in the way that works best for me.	73	92%
I genuinely enjoy spending time with my matched volunteer.	73	89%
My matched volunteer has made a positive impact on my family.	73	75%

*Table 11. Caregivers' responses of matched volunteer relationship*

<b>Circle of Support / Social Circle</b>	<b>n</b>	<b>%</b>
<b>My matched volunteer(s) is/are part of my circle of support. (N = 72)</b>		
Yes	58	81%
No	14	19%
<b>I am considered part of my matched volunteer(s)' social circle. (N = 62)</b>		
Yes	27	44%
No	35	57%
<b>Would you consider introducing your matched volunteer(s) to others in your social circle? (N = 11)*</b>		
Yes	8	73%
No	3	27%

*\*This question was displayed for caregivers who responded that their matched volunteer is not part of their circle of support.*

Table 12. Family Needs Scale by program length

Responses of “Often” or “Almost always” a need	<6 months/waitlist		6+ months		Sig.
	N	%	N	%	
Doing things that I enjoy	29	34%	53	34%	
Doing fun things with my family	29	48%	53	26%	
Having time to cook healthy meals for my family	27	33%	47	23%	
Getting respite care for my child	26	35%	47	21%	
Getting help with the behavior of my child	27	26%	48	21%	
Finding someone to talk to about my child	28	29%	49	18%	
Getting counseling for my child	27	33%	50	16%	
Getting a mentor for my child	28	25%	50	20%	
Having others to talk to about raising my child	27	22%	51	20%	
Having money to buy necessities and pay bills	28	25%	52	17%	
Information about where to get help	29	24%	52	13%	*
Expanding my education, skills and interests	28	14%	47	17%	
Participation in parent groups or clubs	27	19%	50	14%	
Exploring future educational options for my child	26	23%	46	11%	
Having time to take my child to appointments	26	23%	46	11%	
Getting furniture, clothing, toys	29	21%	52	12%	
Having emergency child care	27	22%	48	10%	
Finding care for my child in the future	25	12%	47	15%	
Completing chores, repairs, home improvement	28	21%	47	9%	
Paying for the special needs of my child	25	16%	47	11%	
Traveling/vacationing with my child	28	14%	47	11%	*
Getting equipment or therapy for my child	26	15%	42	10%	
Caring for my child during work hours	27	19%	46	7%	
Getting in touch with people I need to talk to	27	19%	50	6%	
Managing the daily needs of my child at home	28	11%	50	10%	
Having food for at least two meals for my family	27	15%	47	4%	
Having medical and dental insurance for family members	25	8%	45	7%	
Adapting my house to meet my child’s needs	26	4%	46	9%	
Finding special dental and medical care for my child	27	11%	46	4%	
Help budgeting money	27	11%	47	4%	
Taking care of my own medical or dental needs	27	11%	47	4%	
Dealing with the parents of my child	25	8%	42	5%	
Getting help from the school system	26	12%	43	2%	
Transporting my child to appointments	26	4%	48	6%	
Getting a job	24	8%	44	2%	
Having working plumbing, lighting, heat	26	12%	46	0%	
Getting help to prevent drug problems with my child	23	4%	39	3%	
Finding the right school placement for my child	24	4%	42	2%	
Having special travel equipment for my child (car seats, etc.)	23	9%	44	0%	
Having emergency health care	25	8%	45	0%	
Getting to places I need to go myself	27	7%	47	0%	
Applying for welfare for my child	23	4%	40	0%	
Getting a place to live	24	4%	43	0%	
Applying for Food Stamps	24	0%	44	0%	

\* $p < 0.05$  and is statistically significant

Table 13. Total Family Needs Scale score by program length

Program length	n	M	SD
Caregivers < 6 months / waitlist	30	91.1	29.7
Caregivers + 6 months	55	80.3	21.0

$t(45.2) = -1.76, p = 0.043$

Table 14. Belonging and Emotional Security Tool (BEST) scale by program length

Responses of "Strongly agree"	<6 months/waitlist		6+ months		Sig.
	N	%	N	%	
When something really important or exciting happens to this youth, I want to talk with them about it.	20	65%	34	68%	
I care deeply about what happens to this youth.	20	75%	34	100%	*
It makes me feel happy when we spend time together.	20	55%	34	71%	
I feel close to this youth.	20	50%	34	71%	
I love this youth.	20	65%	34	91%	*
This youth cares deeply about what happens to me.	20	45%	33	55%	
This youth loves me.	20	60%	34	59%	
I let this youth know they will always be able to count on my help.	20	75%	33	94%	
I let this youth know they are wanted.	20	80%	34	94%	
I trust this youth.	20	30%	34	47%	
I pay attention to this youth when they ask for help.	20	55%	34	76%	
I find a way to support, stand behind, or believe in this youth even when they are wrong.	20	50%	34	71%	
I will do everything to keep this relationship going even when the youth is not living at home.	20	55%	33	82%	*
I would not kick this youth out of the family, no matter what.	20	65%	33	76%	
This youth belongs to this family.	20	60%	33	82%	
I expect to give and receive holiday cards and gifts with this youth just like everyone else in this family.	20	75%	34	82%	
I would loan this youth money if they really needed it.	19	58%	34	56%	
I want this youth to be home for the holidays.	20	70%	33	91%	*
I include this youth in family photos and portraits.	19	74%	34	91%	
I include this youth in family vacations.	20	70%	34	88%	
I let this youth know they will be in this family for life.	19	63%	33	85%	
I have done everything I can to make this youth feel they belong to this family.	20	75%	34	88%	
I treat this youth the same as I treat other youth in the home.	20	70%	34	85%	
I like this youth the same as other youth in the family.	20	65%	34	88%	
I give this youth gifts that are just as good as the gifts that the other youth get.	20	80%	34	85%	

\* $p < 0.05$  and is statistically significant. Only caregivers whose identified youth was 3 years or older were asked these questions.

Table 15. Caregiver Strain Questionnaire–AGFC scores

Caregiver Strain Questionnaire – AGFC*	N	Min	Max	M	SD
Mean caregiver strain scale score	84	1.0	3.9	2.4	0.7
Mean caregiver objective strain subscale score	84	1.0	4.5	2.3	0.8
Mean caregiver subjective strain subscale score	84	1.1	4.2	2.4	0.7

\*Scale scoring is 1 (not at all) to 5 (a great deal).

Table 16. Caregiver Strain Questionnaire by program length

Responses of “A lot” or “A great deal”	<6 months/waitlist		6+ months		Sig.
	N	%	N	%	
<b>“A lot” or “A great deal” indicates more strain</b>					
How worried have you felt about this child's future?	30	43%	54	52%	
Interruption of personal time?	30	47%	54	44%	
How overwhelmed have you felt?	30	27%	53	30%	
Disruption of family routines?	30	17%	54	24%	
Disruption of your family's social activities?	30	17%	54	24%	
Poor self-care?	30	13%	54	24%	
Missing obligations related to your job or similar responsibilities?	30	13%	54	22%	
Less attention paid to other family members?	30	20%	54	20%	
Financial strain for your family?	30	20%	54	19%	
Disruption of friendships or significant relationships within the community?	30	17%	54	17%	
How isolated have you felt?	30	20%	54	15%	
How angry or frustrated have you felt?	30	17%	54	15%	
How worried have you felt about your family's future?	30	20%	54	15%	
How misunderstood have you felt?	30	23%	54	15%	
Disruption or upset relationships within the family?	30	13%	54	13%	
How judged or criticized have you felt?	30	20%	54	13%	
How sad or unhappy have you felt?	30	13%	54	9%	
How resentful have you felt?	30	3%	54	4%	
Increase in your alcohol consumption or substance use?	30	0%	53	0%	
<b>“A lot” or “A great deal” indicates less strain</b>					
How proud have you felt?	30	63%	54	59%	
How supported have you felt?	30	37%	54	48%	
How hopeful have you felt?	29	52%	54	44%	

\*Statistically there were no differences by length of time in program on these questions

Table 17. Caregiver commitment by program length

Caregiver commitment	<6 months/waitlist %	6+ months %	Sig.
<b>How confident are you that you can meet your child's needs?</b>	<b>n = 30</b>	<b>n = 53</b>	
Not at all confident	0%	2%	
Slightly confident	0%	4%	
Moderately confident	23%	9%	
Very Confident	47%	45%	
Extremely confident	30%	40%	
<b>How often do you think of ending the placement?</b>	<b>n = 30</b>	<b>n = 52</b>	
Always	0%	2%	
Usually	3%	2%	
Sometimes	10%	12%	
Rarely	20%	17%	
Never	67%	67%	
<b>Overall, how would you rate the impact of your child's placement on your family?</b>	<b>n = 30</b>	<b>n = 53</b>	
Extremely negative	0%	0%	
Moderately negative	0%	4%	
Slightly negative	0%	2%	
Neither negative nor positive	17%	9%	
Slightly positive	20%	11%	
Moderately positive	13%	15%	
Extremely positive	50%	58%	
<b>If you knew everything about your child before they were placed with you, do you think you would still have become their foster parent/kinship caregiver?</b>	<b>n = 30</b>	<b>n = 53</b>	
Definitely would not have	0%	0%	
Probably would not have	7%	4%	
Might or might not have	10%	8%	
Probably would have	20%	21%	
Definitely would have	63%	68%	

\*Statistically there were no differences by length of time in program on these questions

Table 18. Likelihood of continuing to foster over the next year

If currently licensed or in the process, how likely are you to continue fostering over the next year? (N = 70)	n	%
Probably or definitely will not	6	9%
May or may not	10	14%
Probably or definitely will	54	77%

\*Statistically there were no differences on likelihood to continue fostering by length of time in program or placement type; however, the percentage who indicated probably or probably will was high

Table 19. Caregiver permanency status by program length

Caregiver permanency status	<6 months/waitlist %	6+ months %	Sig.
<b>How often have you considered adopting or becoming a legal permanent caregiver of your child?</b>	<b>n = 30</b>	<b>n = 53</b>	
Never	3%	8%	
Rarely	3%	6%	
Sometimes	17%	11%	
Usually	17%	17%	
Always	60%	58%	
<b>Are you currently working to adopt or become a legal permanent caregiver to your child?</b>	<b>n = 29</b>	<b>n = 51</b>	
Yes	59%	63%	
No	10%	16%	
This is not an option at this time	31%	22%	

\*Statistically there were no differences by length of time in program on these questions

Table 20. Caregiver support by program length

Caregiver support	<6 months/waitlist %	6+ months %	Sig.
<b>In the past 6 months/since starting program - please rate how supported you have felt as a foster parent or kinship caregiver.</b>	<b>n = 29</b>	<b>n = 52</b>	<b>**</b>
Not at all supported	3%	2%	
Slightly supported	24%	0%	
Moderately supported	41%	15%	
Very supported	17%	54%	
Extremely supported	14%	29%	
<b>During the past 6 months, how often have you felt you could turn to a friend or family member for support?</b>	<b>n = 30</b>	<b>n = 55</b>	<b>*</b>
Never	13%	7%	
Some of the time	33%	11%	
About half of the time	20%	16%	
Most of the time	13%	31%	
Always	20%	35%	
<b>In the past 6 months, has the support you received from others increased, stayed the same, or decreased?</b>	<b>n = 30</b>	<b>n = 55</b>	
Decreased	23%	16%	
Stayed the same	57%	53%	
Increased	20%	31%	

\* $p < 0.05$ , \*\* $p < 0.01$



Table 21. Caregiver likeliness of staying connected to volunteer after formal commitment with program ends

Likelihood (N = 73)	n	%
Definitely will not stay connected	1	1%
Probably will not stay connected	3	4%
May or may not stay connected	11	15%
Probably will stay connected	24	33%
Definitely will stay connected	34	47%

Table 22. Youths' social and emotional wellbeing

Caregivers' perspectives on youths' social and emotional wellbeing		n	%
<b>How much does your youth get along with other adults in their life? (N = 74)</b>			
	Not at all	0	0%
	A little	1	1%
	A moderate amount	17	23%
	A lot	46	62%
	A great deal	10	14%
<b>How easy or hard is it for your youth to bounce back quickly when things don't go their way? (N = 75)</b>			
	Very hard	4	5%
	Somewhat hard	23	31%
	Somewhat easy	30	40%
	Very easy	18	24%
<b>How easy or hard is it for your child to find things they like about themselves? (N = 62)</b>			
	Very hard	1	2%
	Somewhat hard	15	24%
	Somewhat easy	23	37%
	Very easy	23	37%
<b>How easy or hard is it for your youth to stay calm when faced with a challenge? (N = 71)</b>			
	Very hard	13	18%
	Somewhat hard	38	54%
	Somewhat easy	16	23%
	Very easy	4	6%
<b>How easy or hard is it for your youth to ask for help? (N = 70)</b>			
	Very hard	6	9%
	Somewhat hard	20	29%
	Somewhat easy	27	39%
	Very easy	17	24%

Caregivers' perspectives on youths' social and emotional wellbeing continued...		<i>n</i>	%
<b>How optimistic is your youth about their future? (N = 51)</b>			
	Not at all optimistic	1	2%
	Slightly optimistic	6	12%
	Moderately optimistic	20	39%
	Very optimistic	18	35%
	Extremely optimistic	6	12%
<b>How often does your youth offer to help others? (N = 62)</b>			
	Never	3	5%
	Some of the time	11	18%
	About half of the time	12	19%
	Most of the time	21	34%
	Always	15	24%
<b>How often did your youth show interest and curiosity in learning new things? (N = 76)</b>			
	Never	3	4%
	Some of the time	5	7%
	About half of the time	9	12%
	Most of the time	26	34%
	Always	33	43%
<b>In general, how easy or hard is it for your youth to make friends? (N = 50)</b>			
	Very hard	2	4%
	Somewhat hard	10	20%
	Somewhat easy	21	42%
	Very easy	17	34%
<b>How much is this youth liked by other children? (N = 47)</b>			
	Not at all	0	0%
	A little	7	15%
	A moderate amount	16	34%
	A lot	14	30%
	A great deal	10	21%

Table 23. Youths' peer relationships

Caregivers' perspectives on youths' peer relationships		n	%
<b>Does your youth have close friends at school? (N = 45)</b>			
	Yes	35	78%
	No	10	22%
<b>I encourage my youth to spend time with friends. (N = 50)</b>			
	Strongly disagree	0	0%
	Somewhat disagree	0	0%
	Neither agree nor disagree	9	18%
	Somewhat agree	16	32%
	Strongly agree	25	50%
<b>I support my youth's friendships. (N = 50)</b>			
	Strongly disagree	0	0%
	Somewhat disagree	2	4%
	Neither agree nor disagree	3	6%
	Somewhat agree	15	30%
	Strongly agree	30	60%
<b>My youth has developed interests in hobbies/ extracurricular activities. (N = 50)</b>			
	Yes	43	86%
	No	7	14%
<b>I allow my youth to participate in activities with other children their age. (N = 50)</b>			
	Strongly disagree	0	0%
	Somewhat disagree	0	0%
	Neither agree nor disagree	8	6%
	Somewhat agree	16	16%
	Strongly agree	78	78%

Table 24. Youths' stress and support

Caregivers' perspectives on youths' stress and support		n	%
<b>How would you rate your child's stress level in the past 6 months? (N = 50)</b>			
	Not at all stressed	7	14%
	Slightly stressed	10	20%
	Moderately stressed	22	44%
	Very stressed	9	18%
	Extremely stressed	2	4%
<b>In the past 6 months, has your child's stress level... (N = 48)</b>			
	Increased a lot	2	4%
	Somewhat increased	5	10%
	Stayed about the same	14	29%
	Somewhat decreased	10	21%
	Decreased a lot	17	35%
<b>Over the past 6 months, my child's level of support has... (N = 49)</b>			
	Increased a lot	14	29%
	Somewhat increased	21	43%
	Stayed about the same	12	24%
	Somewhat decreased	0	0%
	Decreased a lot	2	4%
<b>*Since starting the program, my youth's level of support has... (N = 70)</b>			
	Increased a lot	28	40%
	Somewhat increased	19	27%
	Stayed about the same	21	30%
	Somewhat decreased	1	1%
	Decreased a lot	1	1%

\*This question was only displayed to current program participants.

Table 25. Caregiver relationship with birth family

Caregiver relationship with youth's birth family		n	%
<b>Do you know your youth's birth family? (N = 82)</b>			
Yes		60	73%
No		22	27%
<b>Do you currently have contact with your youth's birth family? (N = 60)</b>			
Yes		41	68%
No		18	30%
Prefer not to answer		1	2%
<b>Who do you have contact with (in your youth's birth family)? (N = 41)</b>			
Child's parents		30	73%
Child's siblings		19	46%
Child's grandparents		19	46%
Child's aunts/uncles		19	44%
Child's cousins		11	27%
Child's fictive kin		1	5%
Child's godmother		1	2%
<b>How would you rate your comfort level in engaging with your youth's birth family (N = 33)</b>			
Uncomfortable		0	0%
Somewhat uncomfortable		18	55%
Somewhat comfortable		15	45%
Comfortable		0	0%
<b>Which of these statements is most applicable about your relationship with your youth's birth family? (N = 80)</b>			
I have an ongoing positive relationship with my youth's birth family.		20	25%
The court has ordered no contact with the youth's birth family.		19	24%
I have an intermittent relationship with my youth's birth family.		15	19%
I am not connected with my youth's birth family and have no intention to be.		12	15%
I have a strained relationship with my youth's birth family but want to improve it.		4	5%
Other*		10	13%

\*\*Other text responses ranged from no relationship, birth family experiencing mental health issues, abusive experiences with birth families, and birth parents not wanting a relationship with foster parents at this time.

## DARE TO DREAM DATA TABLES

The following tables represent responses for the eight dare to dream caregivers. Caution should be made in drawing conclusions from these questions, as the sample size was very small.

*Table 26. Youth's behavior since starting program*

Since starting the program, my youth has had improved behavior. (N = 8)	n	%
Strongly disagree	0	0%
Disagree	0	0%
Neither agree nor disagree	4	50%
Agree	3	38%
Strongly agree	1	13%

*Table 27. Normalcy activities for youth in the past year*

Activity (N = 8)	n	%
Has had a positive experience in school	6	75%
Spent time with friends outside of school (Supervised)	6	75%
Started exploring higher education or career opportunities	5	63%
Attended a sleepover	4	50%
Attended a camp	4	50%
Spent time with friends outside of school (Unsupervised)	3	38%
Attended a large group activity with other children their age	3	38%
Started dating / Gone on a date	2	25%
Attended a community event such as a concert, festival, rodeo, etc.	0	0%

*Table 28. Normalcy activities facilitated by National Angels in the past year*

Activity (N = 8)	n	%
Sports, martial arts, or athletic activities	4	50%
Art, dance, or music class	2	25%
Clubs or organizations	2	25%
Volunteer work	2	25%
Religious instruction, youth group, or Sunday school	1	13%
Other*	3	38%

\*Other included concert, entrepreneurship class, and outdoor activities such as fishing, basketball, etc.

Table 29. Youth access to important documents

Access questions		n	%
<b>Do you know your youth's birth family? (N = 8)</b>			
	Birth certificate	5	73%
	Social security card	4	27%
	Driver's license	1	13%
	ID	0	0%
	Passport	0	0%
	None of the above	3	38%

Table 30. Budgeting and money management

Dare to Dream topic - Budgeting and money management		n	%
<b>Does your youth have experience managing money on their own? (N = 6)</b>			
	Yes	5	83%
	No	4	17%
<b>Does your youth have a bank account? (N = 6)</b>			
	Yes	2	33%
	No	4	67%

Table 31. Social media safety

Dare to Dream topic – Social media safety		n	%
<b>My youth understands the risks and dangers of social media. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	17%
	Neither agree nor disagree	1	17%
	Agree	2	33%
	Strongly agree	2	33%
<b>My youth recognizes how to stay safe while using social media. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	17%
	Neither agree nor disagree	2	33%
	Agree	2	33%
	Strongly agree	1	17%

Table 32. Sex education

Dare to Dream topic – Sex education		n	%
<b>My youth has received sex education (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	0	0%
	Neither agree nor disagree	1	17%
	Agree	2	33%
	Strongly agree	3	50%

Table 33. Fitness and healthy eating

Dare to Dream topic – Fitness and healthy eating		n	%
<b>My youth has a good understand of healthy eating. (N = 6)</b>			
	Strongly disagree	1	17%
	Disagree	1	17%
	Neither agree nor disagree	1	17%
	Agree	2	33%
	Strongly agree	1	17%
<b>My youth helps me prepare food in the home. (N = 5)</b>			
	Strongly disagree	0	0%
	Disagree	0	0%
	Neither agree nor disagree	2	40%
	Agree	2	40%
	Strongly agree	1	20%
<b>My youth helps me with grocery shopping. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	17%
	Neither agree nor disagree	2	33%
	Agree	3	50%
	Strongly agree	0	0%
<b>My youth finds a way to be physically active. (N = 6)</b>			
	Strongly disagree	1	17%
	Disagree	0	0%
	Neither agree nor disagree	3	50%
	Agree	1	17%
	Strongly agree	1	17%
<b>My youth has a good understanding of how to take care of their body. (N = 5)</b>			
	Strongly disagree	1	20%
	Disagree	0	0%
	Neither agree nor disagree	1	20%
	Agree	2	40%
	Strongly agree	1	20%



Table 34. Healthy relationships

Dare to Dream topic – Healthy relationships		n	%
<b>My youth makes good choices. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	17%
	Neither agree nor disagree	0	0%
	Agree	4	67%
	Strongly agree	1	17%
<b>My youth has an understanding of healthy relationships. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	57%
	Neither agree nor disagree	0	0%
	Agree	4	29%
	Strongly agree	1	14%

Table 35. Caregiver perception of youths' self-confidence over past six months

Over the past 6 months, how would you rate youth's self-confidence? (N = 6)	n	%
Decreased a lot	0	0%
Decreased somewhat	0	0%
Stayed about the same	2	33%
Increased somewhat	3	50%
Increased a lot	1	17%

Table 36. Preparation for adulthood

Caregiver's perception of youth's preparation for adulthood		n	%
<b>My youth has a concrete plan and vision for their future. (N = 6)</b>			
	Strongly disagree	0	0%
	Disagree	1	17%
	Somewhat disagree	2	33%
	Neither agree nor disagree	1	17%
	Somewhat agree	0	0%
	Agree	1	17%
	Strongly agree	1	17%
<b>How confident are you that your child will be successful living independently when they leave your home? (N = 6)</b>			
	Not at all confident	2	33%
	Slightly confident	1	17%
	Moderately confident	1	17%
	Very confident	1	17%
	Extremely confident	1	17%

Caregiver's perception of youth's reparation for adulthood		n	%
<b>Has your youth attended any Independent Living or Life Skills classes? (N = 6)</b>			
Yes		2	33%
No		4	66%
<b>How helpful were these classes for your child? (N = 2)</b>			
Not at all helpful		0	0%
Slightly helpful		0	0%
Moderately helpful		1	50%
Very helpful		0	0%
Extremely helpful		1	50%

Table 37. Transportation

Caregiver's perception of youth's reparation for adulthood		n	%
<b>Does your youth have experience using public transportation? (N = 6)</b>			
Yes		3	50%
No		3	50%
<b>Has your youth completed driver's education? (N = 6)</b>			
Yes		1*	17%
No		5	83%

\*1 caregiver indicated their youth had completed driver's education with their help as well as help of Angels' staff, their matched volunteer, and a driver's education course.



# Appendix B: Volunteer Data Tables

Table 38. Volunteer demographics

Volunteer demographics		n	%
<b>Race/Ethnicity (N = 79)</b>			
	African American/Black	5	6%
	Asian	4	5%
	Caucasian/White	55	70%
	Hispanic or Latinx	12	15%
	Multi-Racial	3	4%
<b>Gender (N = 86)</b>			
	Male/Man	13	15%
	Female/Woman	73	85%
<b>Relationship status (N = 88)</b>			
	Single	25	28%
	Married	52	59%
	Domestic Partner	9	10%
	Divorced	2	2%
<b>Employment (N = 88)</b>			
	Working full-time or self-employed	70	80%
	Working part-time	5	6%
	Other employment*	13	15%
<b>Highest degree of education (N = 87)</b>			
	No degree	1	1%
	High school diploma or GED	5	6%
	Associate degree	3	3%
	Bachelor's degree	52	60%
	Master's degree or higher	24	28%
	Other education**	2	2%
<b>Household income (N = 72)</b>			
	Less than \$35,000	3	4%
	\$35,000-\$49,999	8	11%
	\$50,000-\$74,999	5	7%
	\$75,000 - \$99,999	7	10%
	\$100,000 or higher	49	68%

\*Other employment

\*\*Other education

Table 39. Volunteers' age

Volunteers' age	N	Min	Max	M	SD
Age (years)	77	21	68	35.7	10.4

Table 40. Volunteer program participation

Program participation (N = 89)*	n	%
Love Box	53	60%
Dare to Dream	30	34%
Dare to Dream Jr.	8	9%

\*Two volunteers participate in both Love Box and Dare to Dream.

Table 41. Length of time volunteering

Volunteer experience	N	Min	Max	M	SD
<b>Length of time volunteering with Angels' programming (years)</b>					
All volunteers	89	0	8	1.1	1.4
Love Box volunteers	53	0	8	1.2	1.6
Dare to Dream volunteers	38	0	8	1.3	1.7
<b>Length of time with current match (years)</b>					
Love Box	51	0	8	0.5	1.1
Dare to Dream	38	0	4	0.4	0.7

Table 42. Foster youth in volunteers' Love Box family

Foster youth within matched family	N	Min	Max	M	SD
Number of foster youths currently in volunteer's matched Love Box family	48	1	7	2.0	1.4

Table 43. Age of matched Dare to Dream youth

Matched youth	N	Min	Max	M	SD
Age of matched Dare to Dream youth (years)	35	10	21	15.3	3.2

Table 44. Motivation to volunteer

Motivation to volunteer in Angels' programming (N = 89)	n	%
Positively affecting the life of a family/child	85	95%
Making a difference in the community	56	63%
Becoming a close social and relational support to a family/child	54	61%
Paying it forward	44	49%
Making a lifelong connection	34	38%
Addressing injustice	34	38%
Answering a higher calling	30	34%
Intro/Interest to foster care/ social work field	25	28%
Financially supporting the economically disadvantaged	24	27%
Other*	1	1%

\*Other reasons included connecting with other families drawn to support the community

Table 45. Volunteer likeliness to recommend programming

How likely are you to recommend Angels' programs to someone looking for a volunteer opportunity?*	N	Min	Max	M	SD
Love Box	53	4	10	9.4	0.0
Dare to Dream	38	2	10	9	1.6
All volunteers	89	2	10	9.2	1.4

\*Scale ranges from 0 (not at all likely) to 10 (extremely likely)

Table 46. Level of volunteer satisfaction by program

Level of satisfaction	Love Box (N = 65)		Dare to Dream (N = 9)	
	n	%	n	%
Not at all satisfied	1	2%	0	0%
Slightly satisfied	0	0%	0	0%
Moderately satisfied	2	3%	0	0%
Very satisfied	13	20%	1	11%
Extremely satisfied	49	75%	8	89%

Table 47. Volunteer experience with Angels' staff

Responses of "Agree" and "Strongly agree"	N	%
Angels staff value my personal experiences.	88	94%
Angels staff treat me with respect.	89	98%
Angels staff are accessible when I need support or have questions.	89	97%
Angels staff gives me resources, tools, and strategies for me to work with my matched family/youth.	89	88%
Angels staff collaborate with me on ideas for working with my matched family/youth.	89	82%
Angels staff helps resolve issues and challenges that may come up with my matched family/youth.	89	53%
Angels staff help me increase my understanding of child welfare.	88	90%

Table 48. Connection to other volunteers

Caregiver's perception of youth's reparation for adulthood	n	%
<b>How important is it for you to connect with other volunteers? (N = 88)</b>		
Not at all important	16	18%
Slightly important	20	23%
Moderately important	36	41%
Very important	6	7%
Extremely important	10	11%
<b>Do you feel like there are enough opportunities for you to connect with other volunteers? (N = 73)</b>		
Yes	45	62%
No	28	38%

Table 49. Volunteer knowledge of child welfare

Responses of "Agree" or "Strongly agree"	N	%
Angels staff help me increase my understanding of child welfare.	88	90%
I am knowledgeable about the role of birth families.	88	74%
I have a good understanding of the purpose of foster care.	88	98%
I understand the role of foster parents/kinship caregivers.	88	97%
I have a good understanding of the state benefits afforded to foster/adopted youth.	88	53%
I have a good understanding of how foster care affects children and youth.	88	87%
I understand the concept of trauma and how it affects overall wellbeing.	88	95%
<b>Responses of "Moderately familiar" to "Very familiar"</b>		
I am familiar with the reasons why families become involved in child protection.	88	97%
I am familiar with systemic issues and how they affect children, youth, and families.	88	97%

*Table 50. Volunteer experience with matched family/youth*

Responses of “Agree” and “Strongly agree”	Love Box		Dare to Dream	
	N	%	N	%
My matched family/youth values my personal experiences.	53	83%	37	81%
I value the personal experiences of my matched family/youth.	53	100%	38	100%
My matched family/youth are open to my ideas/suggestions.	52	79%	38	84%
I am open to the ideas/suggestions of my matched family/youth.	52	96%	38	97%
My matched family/youth trusts me.	53	87%	38	87%
I trust my matched family/youth.	53	92%	38	87%
My matched family/youth treats me with respect.	53	98%	37	92%
I have respect for my matched family/youth.	53	98%	37	95%
My matched family/youth communicates openly and honestly with me.	53	87%	37	84%
I feel comfortable voicing any concerns I have with my matched family/youth.	52	75%	37	73%
I am able to interact with my matched family/youth in ways that work best for me.	52	83%	37	86%
I genuinely enjoy spending time with my matched family/youth.	52	90%	37	89%
I have made a positive impact on my matched family/youth.	53	87%	37	76%
My matched family/youth has made a positive impact on me.	53	94%	36	81%

*Table 51. Volunteer circle of support and social community*

Responses of “Agree” and “Strongly agree”	Love Box		Dare to Dream	
	N	%	N	%
I am considered to be part of my matched family’s/youth’s circle of support.	46	89%	31	87%
My matched family/youth is part of my social circle/community.	47	60%	32	56%
Volunteer would consider introducing your matched family/youth to others in your social circle*	19	79%	14	93%

\*Among volunteers who currently did not have family as part of their social circle.



Table 52. Level of difficulty finding out what family/youth need

How easy or difficult is it to find out things your matched family/youth needs?	Love Box (N = 53)		Dare to Dream (N = 37)	
	n	%	n	%
Very difficult	1	2%	0	0%
Difficult	4	8%	4	11%
Neither easy nor difficult	14	26%	16	43%
Easy	18	34%	16	43%
Very Easy	16	30%	1	3%

Table 53. Volunteer commitment and continuing connection

	Love Box		Dare to Dream	
	n	%	n	%
<b>Likelihood of renewing commitment with matched family/youth if they are still in the program.</b>	<b>N = 51</b>		<b>N = 37</b>	
Definitely will stay connected	29	57%	17	46%
Probably will stay connected	16	31%	14	38%
May or may not stay connected	3	6%	6	16%
Probably will not stay connected	3	6%	0	0%
Definitely will not stay connected	0	0%	0	0%
<b>Likelihood of staying connected after formal program commitment ends</b>	<b>N = 53</b>		<b>N = 37</b>	
Definitely will not stay connected	0	0%	0	0%
Probably will not stay connected	1	2%	0	0%
May or may not stay connected	5	9%	4	11%
Probably will stay connected	21	40%	15	41%
Definitely will stay connected	26	49%	18	49%

## DARE TO DREAM MENTOR TABLES

Table 54. Normalcy activities for youth in the past year

Activity (N = 35)	n	%
Has had a positive experience in school	25	71%
Spent time with friends outside of school (Unsupervised)	19	54%
Attended a large group activity with other children their age	19	54%
Spent time with friends outside of school (Supervised)	17	49%
Attended a community event such as a concert, festival, rodeo, etc.	17	49%
Attended a camp	13	37%
Started exploring higher education or career opportunities	13	37%
Started dating / Gone on a date	13	37%
Attended a sleepover	11	31%
Unsure	5	14%

Table 55. Normalcy activities facilitated by Mentors

Activity (N = 33)	n	%
Sports, martial arts, or athletic activities	12	36%
Art, dance, or music class	10	30%
Part-time job	5	15%
Religious instruction, youth group, or sunday school	2	6%
Volunteer work	1	3%
Other	3	9%
None of the above	14	42%

Table 56. Topics discussed with matched youth

Topics discussed by mentor (N = 35)	n	%
Personal Goals	29	83%
Support Systems / Healthy Relationships	24	69%
Money management / Budget Planning	14	40%
Physical Fitness / Meal Preparation	11	31%
Professional Goals (College/Trade School/Military)	11	31%
Living Arrangements	9	26%
Interview / Resume Skills	5	14%
Sexual education / Internet Safety	4	11%
None of the above	3	9%

Table 57. Mentor perception - Youths' self-confidence

Volunteer's rating of youth's self-confidence since starting program (N = 35)	n	%
Decreased a lot	0	0%
Decreased somewhat	0	0%
Stayed about the same	14	40%
Increased somewhat	20	57%
Increased a lot	1	3%

Table 58. Mentor perception - Preparation for adulthood

Volunteer's perception of youth's reparation for adulthood		n	%
<b>My matched youth has a concrete plan and vision for their future. (N = 16)</b>			
	Strongly disagree	2	13%
	Disagree	0	0%
	Somewhat disagree	1	6%
	Neither agree nor disagree	6	38%
	Somewhat agree	4	25%
	Agree	3	19%
	Strongly agree	0	0%
<b>I have helped my matched youth develop personal goals. (N = 29)</b>			
	Strongly disagree	0	0%
	Disagree	0	0%
	Somewhat disagree	0	0%
	Neither agree nor disagree	9	31%
	Somewhat agree	0	0%
	Agree	19	66%
	Strongly agree	1	3%
<b>I have helped my matched youth achieve one of their personal goals. (N =30)</b>			
	Yes	14	47%
	No	16	53%

Table 59. Mentor perception - Healthy relationships

Dare to Dream topic – Healthy relationships		n	%
<b>My matched youth has an understanding of healthy relationships. (N = 23)</b>			
	Strongly disagree	1	4%
	Disagree	4	17%
	Neither agree nor disagree	6	26%
	Agree	12	52%
	Strongly agree	0	0%
<b>My matched youth makes healthy choices in their relationships. (N = 23)</b>			
	Strongly disagree	1	4%
	Disagree	4	17%
	Neither agree nor disagree	7	30%
	Agree	11	48%
	Strongly agree	0	0%

Table 60. Mentor perception - Fitness and healthy eating

Dare to Dream topic – Fitness and healthy eating		n	%
<b>My matched youth has a good understand of healthy eating. (N = 11)</b>			
	Strongly disagree	0	0%
	Disagree	2	18%
	Neither agree nor disagree	4	36%
	Agree	5	45%
	Strongly agree	0	0%
<b>My matched youth understands the benefits of being physically active. (N = 11)</b>			
	Strongly disagree	0	0%
	Disagree	0	0%
	Neither agree nor disagree	2	18%
	Agree	9	82%
	Strongly agree	0	0%
<b>My youth finds a way to be physically active. (N = 11)</b>			
	Strongly disagree	0	0%
	Disagree	0	0%
	Neither agree nor disagree	4	36%
	Agree	7	64%
	Strongly agree	0	0%
<b>My matched youth has a good understanding of how to take care of their body. (N = 11)</b>			
	Strongly disagree	0	0%
	Disagree	1	9%
	Neither agree nor disagree	7	64%
	Agree	3	27%
	Strongly agree	0	0%

*Table 61. Mentor perception - Budgeting and money management*

Dare to Dream topic - Budgeting and money management		<i>n</i>	%
<b>Does your matched youth have experience managing money on their own? (N = 14)</b>			
Yes		11	79%
No		3	21%
<b>Does your matched youth have a bank account? (N = 14)</b>			
Yes		9	64%
No		5	36%

*Table 62. Mentors - Professional development with youth*

Dare to Dream mentors - Professional development with youth	<i>N</i>	%
Volunteer has helped matched youth with budgeting	13	77%
Volunteer has helped matched youth prepare/search for employment opportunities	5	100%
Volunteer helped matched youth develop their resume.	5	60%
Volunteer helped coach matched youth on interviewing.	5	80%
Volunteer shared career advice with matched youth.	11	100%
Volunteer helped matched youth explore career opportunities they are interested in.	11	73%
Volunteer is helping my matched youth explore/secure stable housing.	9	44%

*Table 63. Mentor's help with professional development*

I have helped my matched youth develop their professional goals. (N = 11)	<i>n</i>	%
Strongly disagree	0	0%
Disagree	0	0%
Neither disagree nor agree	4	36%
Agree	6	55%
Strongly agree	1	9%

Table 64. Mentor's relationship with birth family

Mentor relationship with youth's birth family		n	%
<b>Do you know your matched youth's birth family? (N = 34)</b>			
Yes		16	47%
No		18	53%
<b>Do you currently have contact with your matched youth's birth family? (N = 15)</b>			
Yes		5	33%
No		10	67%
<b>Who do you have contact with (in your matched youth's birth family)? (N = 5)</b>			
Child's parents		4	73%
Child's siblings		4	46%
Child's grandparents		3	46%
Child's aunts/uncles		1	44%
Child's fictive kin		1	5%

Table 65. Mentor's level of comfort engaging birth family

Volunteer's level of comfort engaging birth family		n	%
<b>Volunteers' comfort level in engaging with the youth's birth parents (N = 4)</b>			
Uncomfortable		1	25%
Somewhat uncomfortable		0	0%
Somewhat comfortable		3	75%
Comfortable		0	0%
<b>Volunteers' comfort level in engaging with the youth's birth family members (N = 28)</b>			
Uncomfortable with most		2	7%
Uncomfortable with some		6	21%
Comfortable with some		14	50%
Comfortable with most		6	21%



# Appendix C: Caregiver Survey

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## CONSENT

### ABOUT THIS STUDY

National Angels is working with the Texas Institute for Child & Family Wellbeing, a social work research institute at the Steve Hicks School of Social Work at The University of Texas at Austin, to better understand your experience in the Love Box and Dare to Dream programs. The goal of this study is for researchers and Angels staff to learn more about these programs from your perspective as a caregiver, which will help inform an evaluation of program effectiveness.

### WHAT AM I BEING ASKED TO DO?

Participate in a 20-30 minute online survey about your experience in Angels programming and about children you currently care for. *If you are uncomfortable answering a question you may skip it.*

### WHAT ARE THE RISKS INVOLVED IN THIS STUDY?

There are few risks associated with participating in this study. This study is not anonymous and both Angels staff and the research team at The University of Texas at Austin will be able to view your survey responses. However, the survey content is non-invasive and focuses entirely on your experience and perspective on Angels programming. Data will be reported in an aggregate form to analyze themes and trends, your individual responses will not be reported.

### WHAT ARE THE POSSIBLE BENEFITS OF THIS STUDY?

Caregivers will receive a \$25 electronic gift card through Tango for completing this survey. This gift card is redeemable at many different stores (e.g., Amazon, Walmart, Target, Visa card). There is a potential benefit that your participation will be useful for the future of National Angels programs. If you have any further questions about this research, please email Monica Faulkner at [mfaulkner@mail.utexas.edu](mailto:mfaulkner@mail.utexas.edu).

### DO I HAVE TO PARTICIPATE

Your participation in this study is voluntary. We hope that you will participate so that your experience can help inform and improve our program implementation for future families and youth.

1. Do you agree to participate in this survey?
  - Yes, I agree to participate.
  - No, I do not agree to participate.

**Disclaimer:** You may notice that question numbers may skip as not all questions will be displayed to you. Please do not worry about the question number when taking this survey.

**Note to Mobile Device Users:** For better formatting and visualization please hold your phone horizontally.



## ABOUT YOUR HOUSEHOLD

2. How long have you been a foster parent / kinship caregiver?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_
3. How many adults are in your household?
4. How many children do you currently care for?
5. Are any of these children foster/kinship?
  - Yes
  - No
6. [If yes] How many are foster/kinship youth? \_\_\_\_\_
7. Please list the ages of foster/kinship youth you currently care for: \_\_\_\_\_

## PROGRAM EXPERIENCE

8. Select the statement that best describes your current involvement with Angels programs.
  - I am currently participating in Angels' programming.
  - I have participated in Angels programs, but I am currently on a waitlist for programs.
  - I am on a waitlist and have never participated in Angels programs.
9. How long have you been involved in Angels' programming?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_
10. Which programs has your family/youth participated in? Select all that apply.
  - Love Box
  - Dare to Dream
  - Dare to Dream Jr.
11. Which program are you currently participating in? Select all that apply.
  - Love Box
  - Dare to Dream
  - Dare to Dream Jr.
12. How long have you been matched with your current volunteer?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_

- 
13. On a scale from 0 to 10, with 0 being "Not at all likely" and 10 being "Extremely likely," how likely are you to recommend Angels programs to another family caring for youth in foster care?
- 0
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
14. Overall, how satisfied do you feel with Angels' programming?
- Not at all satisfied
  - Slightly satisfied
  - Moderately satisfied
  - Very satisfied
  - Extremely satisfied
15. Angels staff values my personal experiences.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
16. Angels staff treat me with respect.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
17. Angels staff supports my ideas and my approach for caring for children.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree

- 
18. How important is it for you to connect with other foster parents/kinship caregivers?
- Not at all important
  - Slightly important
  - Moderately important
  - Very important
  - Extremely important
19. Angels staff gives me resources, tools, and strategies for me to be able to care for my family.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
20. Angels staff helps resolve issues and challenges I face.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
21. Which of the following factors motivated you to participate in Angels' programming? Select all that apply.
- Help with resources to help keep my child(ren) in my home.
  - Getting resources that I would otherwise not get from CPS.
  - Help with respite, babysitting, and/or childcare.
  - Seeking more social/emotional support.
  - Help with finding extracurricular programs and activities for my child.
  - Positively affecting the life of a family/child.
  - Becoming a permanent relationship in the life of a child.
  - Connecting my child with a mentor and positive role model in their life.
  - Other\_\_\_\_\_
  - None of the above
  - Prefer not to answer

## ABOUT YOUR MATCHED VOLUNTEER/MENTOR

22. My matched volunteer(s) treats my family with respect.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree

- 
23. I have respect for my matched volunteer(s).
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
24. My matched volunteer(s) values my family's personal experiences.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
25. I value the personal experiences of my matched volunteer(s).
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
26. My matched volunteer(s) is/are open to my family's ideas.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
27. I am open to my matched volunteer(s)' ideas.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
28. My matched volunteer(s) trusts my family.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree

- 
29. I trust my matched volunteer(s).
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
  - Prefer not to answer
30. My matched volunteer(s) communicates openly and honestly with my family.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
31. I feel comfortable voicing any concerns I have with my matched volunteer(s).
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
32. I am able to interact with my matched volunteer(s) in the way that works best for me.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
33. I genuinely enjoy spending time with my matched volunteer(s).
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
34. My matched volunteer(s) has/have made a positive impact on my family.
- Strongly disagree
  - Disagree
  - Somewhat disagree
  - Neither disagree nor agree
  - Somewhat agree
  - Agree
  - Strongly agree

35. How likely are you to stay connected with your matched volunteer(s) after your formal commitment with the program ends?
- Definitely will not stay connected
  - Probably will not stay connected
  - May or may not stay connected
  - Probably will stay connected
  - Definitely will stay connected
36. My matched volunteer(s) is/are part of my circle of support.
- Yes
  - No
  - Prefer not to answer
37. Would you consider introducing your matched volunteer(s) to others in your social circle?
- Yes
  - No
  - Prefer not to answer
38. I am considered part of my matched volunteer(s)' social circle.
- Yes
  - No
  - Prefer not to answer

## RESOURCE NEEDS

39. Do you feel the need for any of the following types of help or assistance?

Family Needs Scale	Never	Seldom	Sometimes	Often	Almost Always	N/A
Having money to buy necessities and pay bills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help budgeting money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying for the special needs of my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applying for welfare for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having food for at least two meals for my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applying for Food Stamps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having time to cook healthy meals for my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting a place to live	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having working plumbing, lighting, heat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting furniture, clothing, toys	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing chores, repairs, home improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adapting my house to meet my child's needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting a job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Family Needs Scale Continued...						
	Never	Seldom	Sometimes	Often	Always	N/A
Getting to places I need to go myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting in touch with people I need to talk to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transporting my child to appointments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having special travel equipment for my child (car seats, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding someone to talk to about my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having medical and dental insurance for family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having emergency health care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding special dental and medical care for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking care of my own medical or dental needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having others to talk to about raising my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing the daily needs of my child at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caring for my child during work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having emergency childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting respite care for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding care for my child in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding the right school placement for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting help from the school system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exploring future educational options for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting counseling for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting help with the behavior of my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting help to prevent drug problems with my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting a mentor) for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting equipment or therapy for my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having time to take my child to appointments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanding my education, skills and interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doing things that I enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doing fun things with my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in parent groups or clubs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with the parents of my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Traveling/vacationing with my child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about where to get help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. This program's support has helped me keep my child in my home.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

## CAREGIVER STRAIN

41. During the past 6 months, as a result of parenting your child(ren) in foster care...

Caregiver Strain Questionnaire					
How much was each of the following a problem for YOU?	Not at all	A little	A moderate amount	A lot	A great deal
Interruption of personal time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Missing obligations related to your job or similar responsibilities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruption of family routines?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial strain for your family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less attention paid to other family members?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruption or upset relationships within the family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruption of your family's social activities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disruption of friendships or significant relationships within the community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor self-care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase in your alcohol consumption or substance use?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Please think back to how YOU have felt as a result of parenting your child(ren) in foster care. During the past 6 months, as a result of parenting your child(ren) in foster care...	Not at all	A little	A moderate amount	A lot	A great deal
How isolated have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How sad or unhappy have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How angry or frustrated have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How worried have you felt about this child's future?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How worried have you felt about your family's future?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How resentful have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How overwhelmed have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How hopeful have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How proud have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How supported have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How misunderstood have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How judged or criticized have you felt?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## CAREGIVER SUPPORT

42. In the past 6 months, please rate how supported you have felt as a foster parent or kinship caregiver.
- Not at all supported
  - Slightly supported
  - Moderately supported
  - Very supported
  - Extremely supported
43. Since starting this program, please rate how supported you have felt as a foster parent or kinship caregiver.
- Not at all supported
  - Slightly supported
  - Moderately supported
  - Very supported
  - Extremely supported
44. During the past 6 months, how often have you felt you could turn to a friend or family member for support?
- Never
  - Some of the time
  - About half of the time
  - Most of the time
  - Always
45. During the past 6 months, has the support you received from others increased, stayed the same, or decreased?
- Decreased
  - Stayed the same
  - Increased

## IDENTIFIED YOUTH

The next series of questions will ask you about your youth in care. If you have multiple youth in care, please select the youth whose birth month and day occurs first in the calendar year.

**Example:** A family has two youth in care.  
The birthday of each youth listed below.  
The year does not matter.

Youth 1: May 2

Youth 2: January 23 ←

You would **select Youth 2** because January 23 comes before May 2.

46. Identified youth's first name: \_\_\_\_\_
47. How old is this youth? \_\_\_\_\_

## CAREGIVER RELATIONSHIP WITH YOUTH

48. How much do you agree or disagree with each of the following statements about your youth?

Belonging and Emotional Security Tool (BEST)	Strongly Disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
When something really important or exciting happens to this youth, I want to talk with them about it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I care deeply about what happens to this youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It makes me feel happy when we spend time together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel close to this youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I love this youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This youth cares deeply about what happens to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This youth loves me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I let this youth know they will always be able to count on my help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I let this youth know they are wanted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust this youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I pay attention to this youth when they ask for help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find a way to support, stand behind, or believe in this youth even when they are wrong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will do everything to keep this relationship going even when the youth is not living at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would not kick this youth out of the family, no matter what.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This youth belongs to this family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expect to give and receive holiday cards and gifts with this youth just like everyone else in this family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would loan this youth money if they really needed it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want this youth to be home for the holidays.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I include this youth in family photos and portraits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I include this youth in family vacations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I let this youth know they will be in this family for life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have done everything I can to make this youth feel they belong to this family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I treat this youth the same as I treat other youth in the home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like this youth the same as other youth in the family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I give this youth gifts that are just as good as the gifts that the other youth get.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## CAREGIVER CONTINUITY

49. How confident are you that you can meet your youth's needs?

- 
- Not at all confident
  - Slightly confident
  - Moderately confident
  - Very confident
  - Extremely confident

50. How often do you think of ending the placement?

- Never
- Rarely
- Sometimes
- Usually
- Always

51. Have you taken any actions toward ending the placement? Select all that apply

- Spoke with attorney
- Spoke with case worker
- Spoke with a friend/family member
- Spoke with clergy/religious leader
- Reached out online or via social media
- Other
- No, I have not taken action
- Prefer not to answer
- Other\_\_\_\_\_

52. Overall, how would you rate the impact of your child's placement on your family?

- Extremely negative
- Moderately negative
- Slightly negative
- Neither positive nor negative
- Slightly positive
- Moderately positive
- Extremely positive

53. If you knew everything about your child before they were placed with you, do you think you would still have become their foster parent/kinship caregiver?

- Definitely would not have
- Probably would not have
- Might or might not have
- Probably would have
- Definitely would have

- 
54. How often have you considered adopting or becoming a legal permanent caregiver of your child? Would you say ...?
- Never
  - Rarely
  - Sometimes
  - Usually
  - Always
55. Are you currently working to adopt or become a legal permanent caregiver to your child?
- Yes
  - No
  - Does not apply - this is not an option at this time
  - Prefer not to answer
56. Are you currently a licensed foster parent?
- Yes
  - No
  - In process
  - Prefer not to answer
57. How likely are you to become a licensed foster parent in the future?
- Definitely will not
  - Probably will not
  - May or may not
  - Probably will
  - Definitely will
58. How likely are you to continue fostering in general over the next year?
- Definitely will not
  - Probably will not
  - May or may not
  - Probably will
  - Definitely will

## YOUTH STRESS AND SUPPORT

59. How would you rate your child's stress level in the past 6 months?
- Not at all stressed
  - Slightly stressed
  - Moderately stressed
  - Very stressed
  - Extremely stressed

- 
60. In the past 6 months, has your child's stress level...
- Increased a lot
  - Somewhat increased
  - Stayed about the same
  - Somewhat decreased
  - Decreased a lot
  - Don't know
61. Over the past 6 months, my child's level of support has....
- Increased a lot
  - Somewhat increased
  - Stayed about the same
  - Somewhat decreased
  - Decreased a lot
  - I don't know
62. Since starting the program, my youth's level of support has....
- Increased a lot
  - Somewhat increased
  - Stayed about the same
  - Somewhat decreased
  - Decreased a lot
  - I don't know

## YOUTH'S SOCIAL AND EMOTIONAL WELLBEING

63. How much does your youth get along with other adults in their life?
- Not at all
  - A little
  - A great deal
  - A moderate amount
  - A lot
  - I don't know/Does not apply
64. How easy or hard is it for your youth to bounce back quickly when things don't go their way?
- Very hard
  - Somewhat hard
  - Somewhat easy
  - Very easy
  - I don't know/Does not apply

- 
65. How easy or hard is it for your child to find things they like about themselves?
- Very hard
  - Somewhat hard
  - Somewhat easy
  - Very easy
  - I don't know/Does not apply
66. How easy or hard is it for your youth to stay calm when faced with a challenge?
- Very hard
  - Somewhat hard
  - Somewhat easy
  - Very easy
  - I don't know/Does not apply
67. How easy or hard is it for your youth to ask for help?
- Very hard
  - Somewhat hard
  - Somewhat easy
  - Very easy
  - I don't know/Does not apply
68. How optimistic is your youth about their future?
- Not at all optimistic
  - Slightly optimistic
  - Extremely optimistic
  - Very optimistic
  - Moderately optimistic
  - I don't know/Does not apply
69. How often does your youth offer to help others?
- Never
  - Some of the time
  - About half of the time
  - Most of the time
  - Always
  - I don't know/Does not apply
70. How often did your youth show interest and curiosity in learning new things?
- Never
  - Some of the time
  - About half of the time
  - Most of the time
  - Always
  - I don't know/Does not apply

---

71. Does your youth have others outside of your family that are positive influences in their life?

- Yes
- No
- I don't know
- Prefer not to answer

## YOUTH'S PEER RELATIONSHIPS

72. In general, how easy or hard is it for your youth to make friends?-

- Very hard
- Somewhat hard
- Somewhat easy
- Very easy
- I don't know/Does not apply

73. How much is this youth liked by other children?-

- Not at all
- A little
- A great deal
- A moderate amount
- A lot
- I don't know/Does not apply

74. Does your youth have close friends at school?

- Yes
- No
- I don't know
- Prefer not to answer

75. I encourage my youth to spend time with friends.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

76. I support my youth's friendships.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

---

77. My youth has developed interests in hobbies/extracurricular activities.

- Yes
- No
- I don't know
- Prefer not to answer

78. I allow my youth to participate in activities with other children their age.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree

## RELATIONSHIP WITH BIRTH FAMILY

Birth family is the family that youth were living with prior to being removed from their home by CPS. Birth family may include, but is not limited to, biological relatives and fictive kin (e.g., neighbors, parents of the youth's friends).

79. Do you know your youth's birth family?

- Yes
- No
- Prefer not to answer

80. Do you currently have contact with your youth's birth family?

- Yes
- No
- Prefer not to answer

81. Do you currently have contact with your youth's birth family?

- Yes
- No
- Prefer not to answer

82. [If yes] Who do you have contact with? Select all that apply

- Child's parents
- Child's siblings
- Child's grandparents
- Child's aunts/uncles
- Child's cousins
- Child's fictive kin
- Other
- Prefer not to answer
- Other\_\_\_\_\_



- 
83. How would you rate your comfort level in engaging with your youth's birth family?
- Uncomfortable
  - Somewhat uncomfortable
  - Somewhat comfortable
  - Comfortable
84. Which of these statements is most applicable about your relationship with your youth's birth family?
- I have an ongoing positive relationship with my youth's birth family.
  - I have an intermittent relationship with my youth's birth family. It's an off/on relationship, not consistent.
  - I have a relationship with my youth's birth family that is strained but want it to improve.
  - I have a strained relationship with my youth's birth family but it's getting worse.
  - I am not connected with my youth's birth family and have no intention to have a relationship
  - The court has ordered no contact with the youth's birth family.
  - Other\_\_\_\_\_

## IDENTIFIED DARE TO DREAM YOUTH

The next set of questions will ask you about your youth participating in Dare to Dream or Dare to Dream Jr. If you have multiple youth participating in Dare to Dream, please select the youth whose birth month and day occurs first in the calendar year.

85. Identified Dare to Dream Youth's name\* \_\_\_\_\_
86. How old is this youth? \_\_\_\_\_

## NORMALCY

87. Since starting the program, my youth has had improved behavior
- Strongly disagree
  - Disagree
  - Neither agree nor disagree
  - Agree
  - Strongly agree
88. In the past year, has your youth done any of the following? Select all that apply.
- Has had a positive experience in school
  - Spent time with friends outside of school (Supervised)
  - Spent time with friends outside of school (Unsupervised)
  - Attended a sleepover
  - Attended a camp
  - Attended a community event such as a concert, festival, rodeo, etc.
  - Attended a large group activity with other children their age
  - Started exploring higher education or career opportunities
  - Started dating / Gone on a date
  - Other\_\_\_\_\_
  - None of the above
  - Prefer not to answer
89. In the past year, have Angels volunteers or staff helped your youth access any of the following?

---

Select all that apply.

- Sports, martial arts, or athletic activities
- Art, dance, or music class
- Clubs or organizations
- Religious instruction, youth group, or Sunday school
- Volunteer work
- Part-time job
- Unpaid internship
- Other
- None of the above
- Prefer not to answer
- Other\_\_\_\_\_

90. My youth makes good choices.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

91. My youth has a healthy understanding of relationships.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

**If Dare to Dream Identified youth's age is 14+:**

92. Does your youth have any of these documents? Select all that apply.

- Birth certificate
- Social security card
- Driver's license
- ID
- Passport
- None of the above
- Prefer not to answer

93. Who helped them get a copy of their document(s)? Select all that apply.

- CPS
- Angels Staff/Volunteer
- Myself
- Other
- Prefer not to answer
- Other\_\_\_\_\_

**YOUTH'S PREPARATION FOR ADULTHOOD**

94. My youth has a concrete plan and vision for their future.

- Strongly disagree

- 
- Disagree
  - Somewhat disagree
  - Neither disagree nor agree
  - Somewhat agree
  - Agree
  - Strongly agree
95. How confident are you that your child will be successful living independently when they leave your home?
- Not at all confident
  - Slightly confident
  - Moderately confident
  - Very confident
  - Extremely confident
96. Has your youth attended any Independent Living or Life Skills classes?
- Yes
  - No
  - Unsure
  - Prefer not to answer
97. How helpful were these classes for your child?
- Not at all helpful
  - Slightly helpful
  - Moderately helpful
  - Very helpful
  - Extremely helpful
98. Does your youth have experience using public transportation?
- Yes
  - No
  - Not applicable
99. Has your youth completed driver's ed?
- Yes
  - No
  - Not applicable

---

100. [If yes] Who helped?

- Myself
- Angels Staff
- Angels Volunteer
- Drivers ed course
- Other\_\_\_\_\_
- Prefer not to answer

101. Has your youth obtained a Driver's License?

- Yes
- No
- In the process
- Prefer not to answer

102. Does your youth have access to a car now?

- Yes
- No
- Prefer not to answer/Does not apply

103. Does your youth plan on getting a car in the future?

- Yes
- No
- Prefer not to answer

104. [If yes] Please explain why your youth does not plan on getting a car in the future. Select all that apply.

- Cost of car
- Cost of insurance
- Other
- Prefer not to answer
- Other\_\_\_\_\_

### **DARE TO DREAM TOPICS**

105. Does your youth have experience managing money on their own?

- Yes
- No
- Prefer not to answer

106. Does your youth have a bank account?

- Yes
- No
- Prefer not to answer

---

107. My youth understands the risks and dangers of social media.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

108. My youth recognizes how to stay safe while using social media.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

109. My youth has received sex education.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

110. My youth has a good understanding of healthy eating.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

111. My youth helps me prepare food in the home.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

112. My youth helps me with grocery shopping.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

---

113. My youth understands the benefits of being physically active.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

114. My youth finds ways to be physically active.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

115. My youth has a good understanding of how to take care of their body.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

### CAREGIVER PERCEPTION OF CHILD'S INCREASED CONFIDENCE

116. Over the past six months, how would you rate your child's self-confidence?

- Decreased a lot
- Decreased somewhat
- Stayed about the same
- Increased somewhat
- Increased a lot

### ABOUT YOU

117. What is your current employment status?

- Employed full-time (40 or more hours per week)
- Employed part-time (up to 39 hours per week)
- Unemployed and currently looking for work
- Unemployed and not currently looking for work
- Student
- Retired
- Homemaker
- Self-employed
- Unable to work
- Other\_\_\_\_\_

---

118. What is the highest degree of education you've completed?

- No degree
- High school diploma or GED
- Associate degree
- Bachelor's degree
- Master's degree
- Doctorate or professional degree
- Prefer not to say
- Other\_\_\_\_\_

119. What is your total household income for 2021?

- Less than \$20,000
- \$20,000-\$34,999
- \$35,000-\$49,999
- \$50,000-\$74,999
- \$75,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 or more
- Prefer not to say

120. Is there anything else you would like to share about your experience as a caregiver or Angels' programming?



# Appendix D: Volunteer Survey



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## CONSENT

### ABOUT THIS STUDY

National Angels is working with the Texas Institute for Child & Family Wellbeing, a social work research institute at the Steve Hicks School of Social Work at The University of Texas at Austin, to better understand your experience in the Love Box and Dare to Dream programs. The goal of this study is for researchers and Angels staff to learn more about these programs from your perspective as a caregiver, which will help inform an evaluation of program effectiveness.

### WHAT AM I BEING ASKED TO DO?

Participate in a 15-20 minute online survey. Your participation in this study is voluntary and there will be no compensation for completion of this survey. *If you are uncomfortable answering any question you may skip it.*

### WHAT ARE THE RISKS INVOLVED IN THIS STUDY?

There are few risks associated with participating in this study. This study is not anonymous and both Angels staff and the research team at The University of Texas at Austin will be able to view your survey responses. However, the survey content is non-invasive and focuses entirely on your experience and perspective on Angels' programming. Data will be reported in an aggregate form to analyze themes and trends, your individual responses will not be reported.

### WHAT ARE THE POSSIBLE BENEFITS OF THIS STUDY?

There is a potential benefit that your participation will be useful for the future of National Angels programs. If you have any further questions about this research, please email Monica Faulkner at [mfaulkner@mail.utexas.edu](mailto:mfaulkner@mail.utexas.edu).

### DO I HAVE TO PARTICIPATE

Your participation in this study is voluntary but highly encouraged and an essential part of your volunteer commitment. Your shared experience will help inform and improve our program implementation for future volunteers and mentors.

1. Do you agree to participate in this survey?
  - Yes, I agree to participate.
  - No, I do not agree to participate.

**Disclaimer:** You may notice that question numbers may skip as not all questions will be displayed to you. Please do not worry about the question number when taking this survey.

**Note to Mobile Device Users:** For better formatting and visualization please hold your phone horizontally.

## ANGELS' PROGRAM HISTORY

2. Which programs have you participated in? Select all that apply.
  - Love Box
  - Dare to Dream
  - Dare to Dream Jr.
3. How long have you been involved in Angels' programming as a volunteer/mentor?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_
4. How many families have you engaged with as a volunteer/mentor for Angels programs? \_\_\_\_\_
5. Which program are you currently participating in? Select all that apply.
  - Love Box
  - Dare to Dream
  - Dare to Dream Jr.
6. How long have you been matched with your current Love Box family?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_
7. How long have you been matched with your current Dare to Dream/Dare to Dream Jr. mentee?
  - Less than 1 year: Enter the number of months: \_\_\_\_\_
  - At least 1 year: Enter the number of years: \_\_\_\_\_
8. How many foster or kinship youth are currently in the home of the Love Box family? \_\_\_\_\_
9. What type of placement is your current youth in?
10. In your current Love Box family, how old are the foster/kin youth that you currently engage with?
  - Youth 1 Age: \_\_\_\_\_
  - Youth 2 Age: \_\_\_\_\_
  - Youth 3 Age: \_\_\_\_\_
  - Youth 4 Age: \_\_\_\_\_
  - Youth 5 Age: \_\_\_\_\_
  - Youth 6 Age: \_\_\_\_\_

*If the Love Box home has more than 6, please list the ages below separated by commas.*

11. How old is the foster/kin youth that you are currently matched with? \_\_\_\_\_

---

## PROGRAM EXPERIENCE

12. On a scale from 0 to 10, with 0 being "Not at all likely" and 10 being "Extremely likely," how likely are you to recommend Angels programs to someone looking for a volunteer opportunity?
- 0
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
13. Angels staff value my personal experiences.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
14. Angels staff treat me with respect.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
15. Angels staff are accessible when I need support or have questions.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
16. Angels staff gives me resources, tools, and strategies for me to work with my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree

- 
17. Angels staff collaborate with me on ideas for working with my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
18. Angels staff helps resolve issues and challenges that may come up with my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
  - NA
19. How important is it for you to connect with other volunteers?
- Not at all important
  - Slightly important
  - Moderately important
  - Very important
  - Extremely important
20. Do you feel like there are enough opportunities for you to connect with other volunteers?
- Yes
  - No
  - Prefer not to answer
21. Which of the following motivations are most important to you as a volunteer? Select all that apply.
- Making a difference in the community
  - Positively affecting the life of a family/child
  - Becoming a close social and relational support to a family/child
  - Making a lifelong connection
  - Answering a higher calling
  - Financially supporting the economically disadvantaged
  - Addressing injustice
  - Intro/Interest to foster care/ social work field
  - Paying it forward
  - None of the above
  - Prefer not to answer
  - Other\_-----

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## EXPERIENCE WITH YOUR MATCHED FAMILY/YOUTH

22. My matched family/youth values my personal experiences.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
23. I value the personal experiences of my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
24. My matched family/youth are open to my ideas/suggestions.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
25. I am open to the ideas/suggestions of my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
26. My matched family/youth trusts me.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
27. I trust my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree

- 
28. My matched family/youth treats me with respect.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
29. I have respect for my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
30. My matched family/youth communicates openly and honestly with me.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
31. I feel comfortable voicing any concerns I have with my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
32. I am able to interact with my matched family/youth in ways that work best for me.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
33. I genuinely enjoy spending time with my matched family/youth.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
34. I am considered to be part of my matched family's/youth's circle of support.
- Yes
  - No
  - Prefer not to answer

- 
35. My matched family/youth is part of my social circle/community.
- Yes
  - No
  - Prefer not to answer
36. Would you consider introducing your matched family/youth to others in your social circle?
- Yes
  - No
  - Prefer not to answer
37. I have made a positive impact on my matched family/youth.
- Strongly disagree
  - Disagree
  - Somewhat disagree
  - Neither disagree nor agree
  - Somewhat agree
  - Agree
  - Strongly agree
38. My matched family/youth has made a positive impact on me.
- Strongly disagree
  - Disagree
  - Somewhat disagree
  - Neither disagree nor agree
  - Somewhat agree
  - Agree
  - Strongly agree
39. How easy or difficult is it to find out things your matched family/youth needs?
- Very difficult
  - Difficult
  - Neither easy nor difficult
  - Easy
  - Very easy
40. [If difficult] Why is it difficult? \_\_\_\_\_
41. How likely are you to renew your commitment with Angels programs if your matched family/youth is still participating in the program?
- Definitely will not stay connected
  - Probably will not stay connected
  - May or may not stay connected
  - Probably will stay connected
  - Definitely will stay connected

- 
42. How likely are you to stay connected with your matched family/youth after your formal commitment with the program ends?
- Definitely will not stay connected
  - Probably will not stay connected
  - May or may not stay connected
  - Probably will stay connected
  - Definitely will stay connected

## KNOWLEDGE OF CHILD WELFARE

43. Angels staff help me increase my understanding of child welfare.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
44. I am familiar with the reasons why families become involved in child protection.
- Not at all familiar
  - Slightly familiar
  - Moderately familiar
  - Very familiar
  - Extremely familiar
45. I am knowledgeable about the role of birth families.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
46. I have a good understanding of the purpose of foster care.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
47. I understand the role of foster parents/kinship caregivers.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree



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48. I have a good understanding of the state benefits afforded to foster/adopted youth.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

49. I have a good understanding of how foster care affects children and youth.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

50. I understand the concept of trauma and how it affects overall wellbeing.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

51. I am familiar with systemic issues and how they affect children, youth, and families.

- Not at all familiar
- Slightly familiar
- Moderately familiar
- Very familiar
- Extremely familiar

## ABOUT YOUR MATCHED YOUTH

***Display only for volunteers in Dare to Dream and D2D Jr.***

52. In the past year, has your matched youth done any of the following? Select all that apply.

- Has had a positive experience in school
- Spent time with friends outside of school (Supervised)
- Spent time with friends outside of school (Unsupervised)
- Attended a sleepover
- Attended a camp
- Attended a community event such as a concert, festival, rodeo, etc.
- Attended a large group activity with other children their age
- Started exploring higher education or career opportunities
- Started dating / Gone on a date
- Other\_\_\_\_\_
- Unsure
- None of the above
- Prefer not to answer

53. Since starting the program, have you helped facilitate your matched youth in any of the following activities? Select all that apply.

- 
- Sports, martial arts, or athletic activities
  - Art, dance, or music class
  - Clubs or organizations
  - Religious instruction, youth group, or sunday school
  - Volunteer work
  - Part-time job
  - Unpaid internship
  - Other\_\_\_\_\_
  - None of the above
  - Prefer not to answer

54. Since starting the program, how would you rate your matched youth's self-confidence?

- Decreased a lot
- Decreased somewhat
- Stayed about the same
- Increased somewhat
- Increased a lot

55. Which of the following topics are you and your matched youth focused on? Select all that apply.

- Personal Goals
- Support Systems / Healthy Relationships
- Sexual education / Internet Safety
- Physical Fitness / Meal Preparation
- Money management / Budget Planning
- Interview / Resume Skills
- Professional Goals (College / Trade School / Military)
- Living Arrangements
- Other\_\_\_\_\_
- None of the above
- Unsure / Prefer not to answer

**Preparation for Adulthood (D2D only) 15+**

56. My matched youth has a concrete plan and vision for their future.

- Strongly disagree
- Disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Agree
- Strongly agree

- 
57. I have helped my matched youth develop personal goals.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
58. I have helped my matched youth achieve one of their personal goals.
- Yes
  - No
  - Prefer not to answer
59. My matched youth has a healthy understanding of relationships.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
60. My matched youth makes healthy choices in their relationships.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
61. My matched youth understands the risks and dangers of social media.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
62. My matched youth recognizes how to stay safe while using social media.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
63. My matched youth has received comprehensive sex education.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
  - I don't know
64. My matched youth has a good understanding of healthy eating.

- 
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
65. My matched youth understands the benefits of being physically active.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
66. My matched youth finds ways to be physically active.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
67. My matched youth has a good understanding of how to take care of their body.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
68. Does your matched youth have experience managing money on their own?
- Yes
  - No
  - Prefer not to answer
69. Does your matched youth have a bank account?
- Yes
  - No
  - Prefer not to answer
70. I have helped my matched youth with budgeting.
- Yes
  - No
  - Prefer not to answer
71. I have helped my matched youth prepare/search for employment opportunities
- Yes
  - No
  - Prefer not to answer
72. I have helped my matched youth develop their resume.
- Yes
  - No

- 
- Prefer not to answer
73. I have helped coach my match youth on interviewing.
- Yes
  - No
  - Prefer not to answer
74. I have helped my matched youth develop their professional goals.
- Strongly disagree
  - Disagree
  - Neither disagree nor agree
  - Agree
  - Strongly agree
75. I have shared career advice with my matched youth.
- Yes
  - No
  - Prefer not to answer
76. I have helped matched youth explore career opportunities they are interested in.
- Yes
  - No
  - Prefer not to answer
77. I am helping my matched youth explore/secure stable housing.
- Yes
  - No
  - Prefer not to answer

## BIOLOGICAL/BIRTH FAMILY INTERACTION

The next set of questions will ask about your knowledge, experience, and opinions about your matched youth's birth family. Birth family is the family that youth were living with prior to being removed from their home by CPS. Birth family may often include, but is not limited to, biological relatives and often include fictive kin (e.g., neighbors, parents of the youth's friends).

78. Do you know who the child's birth family is?
- Yes
  - No
  - Prefer not to answer

- 
79. [If Yes] Do you currently have contact with the child's birth family?
- Yes
  - No
  - Prefer not to answer
80. [If Yes] Who do you have contact with? Select all that apply.
- Youth's parents
  - Youth's siblings
  - Youth's grandparents
  - Youth's aunts/uncles
  - Youth's cousins
  - Youth's fictive kin
  - Other\_\_\_\_\_
  - Prefer not to answer
81. How would you rate your comfort level in engaging with the youth's birth parents?
- Uncomfortable
  - Somewhat uncomfortable
  - Somewhat comfortable
  - Comfortable
82. How would you rate your comfort level in engaging with the child's birth family members?
- Uncomfortable with most
  - Uncomfortable with some
  - Comfortable with some
  - Comfortable with most

## ABOUT YOU

83. What is your current employment status?
- Employed full-time (40 or more hours per week)
  - Employed part-time (up to 39 hours per week)
  - Unemployed and currently looking for work
  - Unemployed and not currently looking for work
  - Student
  - Retired
  - Homemaker
  - Self-employed
  - Unable to work
  - Other, please describe: \_\_\_\_\_
  - Prefer not to answer

- 
84. What is the highest degree of education you've completed?
- No degree
  - High school diploma or GED
  - Associate degree
  - Bachelor's degree
  - Master's degree
  - Doctorate or professional degree
  - Other, please describe: \_\_\_\_\_
  - Prefer not to answer
85. What is your total household income for 2021?
- Less than \$20,000
  - \$20,000-\$34,999
  - \$35,000-\$49,999
  - \$50,000-\$74,999
  - \$75,000 - \$99,999
  - \$100,000 - \$149,999
  - \$150,000 or more
  - Prefer not to answer
86. How many people were in your household in 2021? \_\_\_\_\_
87. What is your marital status:
- Single
  - Married
  - Separated
  - Divorced
  - Widowed
  - Single Parent
  - Domestic Partner
  - Common Law
  - Prefer not to answer
88. Do you have any children?
- Yes
  - No
  - Prefer not to answer
89. [If yes] How many children do you have? \_\_\_\_\_
90. Is there anything else you want to share about your experience as a volunteer/mentor?



The University of Texas at Austin  
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