

Office of Performance Evaluations, Idaho Legislature, Survey of Staff and Frontline Supervisors (Sorted by Location), July 2007

Note: Unless otherwise noted, when compared to the 2005 survey results, statistically significant differences were found in the following tables:

Management and Leadership

1a. Please rate the quality of leadership provided to employees by upper management within the Department of Health and Welfare:

	Very Good (%)	Good (%)	Fair (%)	Poor (%)	Very Poor (%)	Average Rating (5-point scale)
Central office	16.2	35.1	22.7	12.1	13.9	3.3
Idaho State School & Hospital	21.6	33.8	27.0	6.8	10.8	3.5
Institution support	16.7	44.4	27.8	5.6	5.6	3.6
Region 1	11.1	29.1	35.9	13.7	10.3	3.2
Region 2	10.9	39.6	32.7	7.9	8.9	3.4
Region 3	8.9	32.2	34.2	20.5	4.1	3.2
Region 4	10.8	38.4	32.4	10.8	7.6	3.3
Region 5	12.9	37.1	31.8	12.9	5.3	3.4
Region 6	15.7	42.2	23.5	10.8	7.8	3.5
Region 7	14.4	38.7	25.2	11.7	9.9	3.4
State Hospital North	14.3	23.8	42.9	19.0	0.0	3.3
State Hospital South	11.7	42.9	36.4	3.9	5.2	3.5

1b. Please rate the quality of leadership provided to employees by program managers within the Department of Health and Welfare:

	Very Good (%)	Good (%)	Fair (%)	Poor (%)	Very Poor (%)	Average Rating (5-point scale)
Central office	23.7	36.5	23.7	9.5	6.7	3.6
Idaho State School & Hospital	15.3	41.7	26.4	11.1	5.6	3.5
Institution support	11.1	61.1	16.7	0.0	11.1	3.6
Region 1	22.6	36.3	26.6	10.5	4.0	3.6
Region 2	30.1	39.8	16.8	7.1	6.2	3.8
Region 3	25.6	28.7	23.2	14.6	7.9	3.5
Region 4	21.3	42.1	22.3	9.4	5.0	3.7
Region 5	28.1	40.3	23.0	5.0	3.6	3.8
Region 6	38.7	43.7	7.6	5.9	4.2	4.1
Region 7	18.9	30.7	21.3	18.1	11.0	3.3
State Hospital North	25.0	30.0	30.0	10.0	5.0	3.6
State Hospital South	21.1	46.1	25.0	5.3	2.6	3.8

1c. Please rate the quality of leadership provided to employees by frontline supervisors within the Department of Health and Welfare:

Statistically significant results were not found for this question when 2007 survey results were compared to 2005 survey results.

2a. I have confidence that upper management has the skills and abilities needed to perform their jobs:

Results were not *statistically significant for this question when 2007 survey results were compared to 2005 survey results.*

2b. I have confidence that program managers have the skills and abilities needed to perform their jobs.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	21.2	43.9	15.8	12.5	6.6	3.6
Idaho State School & Hospital	19.4	41.7	26.4	9.7	2.8	3.7
Institution support	16.7	61.1	11.1	5.6	5.6	3.8
Region 1	27.0	45.9	18.0	7.4	1.6	3.9
Region 2	27.3	50.0	10.0	9.1	3.6	3.9
Region 3	25.8	41.1	17.8	11.0	4.3	3.7
Region 4	19.6	45.6	18.1	11.8	4.9	3.6
Region 5	32.4	38.1	16.5	9.4	3.6	3.9
Region 6	37.5	44.2	7.5	6.7	4.2	4.0
Region 7	18.4	39.2	18.4	16.8	7.2	3.5
State Hospital North	18.2	31.8	36.4	9.1	4.5	3.5
State Hospital South	25.0	55.3	15.8	1.3	2.6	4.0

2c. I have confidence that program managers have the skills and abilities needed to perform their jobs:

Statistically significant results were not found at this level when 2007 survey results were compared to 2005 survey results.

3a. Goals/objectives are clearly defined at the department level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	20.8	46.0	15.1	11.1	6.9	3.6
Idaho State School & Hospital	20.5	37.0	26.0	13.7	2.7	3.6
Institution support	27.8	44.4	16.7	5.6	5.6	3.8
Region 1	18.6	52.7	19.4	7.0	2.3	3.8
Region 2	15.0	54.9	15.0	11.5	3.5	3.7
Region 3	16.5	48.8	19.5	11.0	4.3	3.6
Region 4	15.8	55.7	17.7	4.9	5.9	3.7
Region 5	13.9	56.9	22.6	5.8	0.7	3.8
Region 6	23.1	51.3	17.9	6.8	0.9	3.9
Region 7	13.8	59.3	17.1	8.1	1.6	3.8
State Hospital North	8.7	52.2	26.1	13.0	0.0	3.6
State Hospital South	19.0	51.9	20.3	7.6	1.3	3.8

3b. Goals/objectives are clearly defined at the division level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	15.1	39.9	15.8	20.0	9.2	3.3
Idaho State School & Hospital	13.9	43.1	27.8	11.1	4.2	3.5
Institution support	22.2	50.0	16.7	5.6	5.6	3.8
Region 1	17.2	47.7	22.7	10.9	1.6	3.7
Region 2	15.3	50.5	13.5	17.1	3.6	3.6
Region 3	14.7	45.4	19.6	18.4	1.8	3.5
Region 4	13.6	50.8	20.6	10.1	5.0	3.6
Region 5	17.4	52.2	20.3	8.0	2.2	3.8
Region 6	20.0	53.9	15.7	7.8	2.6	3.8
Region 7	14.4	54.4	19.2	8.0	4.0	3.7
State Hospital North	4.3	47.8	39.1	8.7	0.0	3.5
State Hospital South	14.7	56.0	21.3	5.3	2.7	3.8

3c. Goals/objectives are clearly defined at the program level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	23.2	41.4	12.6	15.7	7.1	3.6
Idaho State School & Hospital	16.7	43.1	16.7	18.1	5.6	3.5
Institution support	17.6	41.2	35.3	0.0	5.9	3.7
Region 1	23.3	47.3	16.3	11.6	1.6	3.8
Region 2	24.1	45.5	14.3	12.5	3.6	3.7
Region 3	19.6	48.5	13.5	16.0	2.5	3.7
Region 4	19.6	48.5	16.7	9.8	5.4	3.7
Region 5	25.4	48.6	17.4	7.2	1.4	3.9
Region 6	28.8	48.3	11.9	8.5	2.5	3.9
Region 7	15.9	57.9	12.7	7.9	5.6	3.7
State Hospital North	8.3	41.7	20.8	25.0	4.2	3.3
State Hospital South	21.5	50.6	20.3	6.3	1.3	3.9

4a. I have the opportunity to participate in the process of setting goals and objectives at the department level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	4.3	8.0	21.9	39.4	26.4	2.2
Idaho State School & Hospital	8.8	8.8	22.1	36.8	23.5	2.4
Institution support	16.7	11.1	16.7	44.4	11.1	2.8
Region 1	2.4	15.7	20.5	33.9	27.6	2.3
Region 2	2.8	14.8	21.3	38.0	23.1	2.4
Region 3	5.1	10.8	20.3	41.1	22.8	2.3
Region 4	6.4	16.3	17.7	36.5	23.2	2.5
Region 5	2.9	12.5	26.5	42.6	15.4	2.5
Region 6	6.9	16.4	23.3	38.8	14.7	2.6
Region 7	4.9	12.3	32.8	34.4	15.6	2.6
State Hospital North	14.3	19.0	28.6	23.8	14.3	3.0
State Hospital South	10.3	24.4	32.1	23.1	10.3	3.0

4b. I have the opportunity to participate in the process of setting goals and objective at the division level.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

4c. I have the opportunity to participate in the process of setting goals and objectives at the program level.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	17.3	33.3	16.3	20.6	12.5	2.5
Idaho State School & Hospital	9.7	30.6	15.3	29.2	15.3	2.4
Institution support	16.7	33.3	33.3	5.6	11.1	2.8
Region 1	10.2	21.3	22.8	26.0	19.7	2.3
Region 2	9.2	24.8	24.8	24.8	16.5	2.4
Region 3	10.0	26.3	16.9	28.7	18.1	2.4
Region 4	12.1	29.0	19.3	23.2	16.4	2.5
Region 5	15.0	30.0	19.3	22.9	12.9	2.6
Region 6	20.5	27.4	16.2	26.5	9.4	2.7
Region 7	8.7	34.9	27.8	15.9	12.7	2.6
State Hospital North	4.5	50.0	13.6	22.7	9.1	2.8
State Hospital South	15.6	33.8	27.3	18.2	5.2	3.0

5. Staff work responsibilities in my program or unit are clear.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	29.0	41.3	8.1	15.6	5.9	3.7
Idaho State School & Hospital	31.1	45.9	6.8	14.9	1.4	3.9
Institution support	27.8	55.6	0.0	5.6	11.2	3.8
Region 1	22.1	61.8	8.4	5.3	2.3	4.0
Region 2	27.7	50.0	10.7	8.9	2.7	3.9
Region 3	24.2	47.9	10.3	13.3	4.2	3.8
Region 4	22.3	47.1	10.7	11.7	8.3	3.6
Region 5	26.1	46.4	14.5	9.4	3.6	3.8
Region 6	26.4	49.6	9.1	11.6	3.3	3.8
Region 7	19.0	48.4	11.1	14.3	7.1	3.6
State Hospital North	20.8	29.2	16.7	16.7	16.7	3.2
State Hospital South	27.8	53.2	7.6	6.3	5.1	3.9

6a. Cooperation is effective within my division.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	15.7	32.7	21.8	21.1	8.6	3.3
Idaho State School & Hospital	9.0	37.3	28.4	19.4	6.0	3.2
Institution support	22.2	50.0	22.2	0.0	5.6	3.8
Region 1	10.8	33.3	35.8	15.0	5.0	3.3
Region 2	9.3	42.1	28.0	14.0	6.5	3.3
Region 3	9.9	32.3	31.7	20.5	5.6	3.2
Region 4	6.6	41.3	26.0	18.4	7.7	3.2
Region 5	14.3	42.1	24.1	14.3	5.3	3.5
Region 6	13.5	42.3	27.0	13.5	3.6	3.5
Region 7	5.8	34.2	34.2	20.0	5.8	3.1
State Hospital North	4.5	31.8	27.3	31.8	4.5	3.0
State Hospital South	12.5	37.5	34.7	12.5	2.8	3.4

6b. Cooperation is effective within my program.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	35.3	39.5	10.8	8.6	5.8	3.9
Idaho State School & Hospital	16.9	43.7	16.9	15.5	7.0	3.5
Institution support	33.3	44.4	16.7	0.0	5.6	4.0
Region 1	21.7	41.9	15.5	16.3	4.7	3.6
Region 2	29.7	45.0	10.8	8.1	6.3	3.8
Region 3	20.9	41.1	14.7	17.2	6.1	3.5
Region 4	18.3	48.0	13.9	14.4	5.4	3.6
Region 5	30.7	40.0	12.1	14.3	2.9	3.8
Region 6	29.4	47.1	11.8	8.4	3.4	3.9
Region 7	12.7	50.8	15.9	12.7	7.9	3.5
State Hospital North	13.0	34.8	17.4	21.7	13.0	3.1
State Hospital South	21.1	43.4	22.4	11.8	1.3	3.7

7. I have the authority I need from superiors to do my job effectively.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

8. I have confidence in upper management decision-making.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

Workload and Staffing

1. I generally have enough time to do the work assigned to me.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	14.5	46.2	16.2	16.5	6.5	3.5
Idaho State School & Hospital	14.9	47.3	13.5	17.6	6.8	3.5
Institution support	11.1	44.4	16.7	22.2	5.6	3.3
Region 1	1.5	31.5	10.8	23.1	33.1	2.5
Region 2	7.1	40.7	9.7	28.9	14.2	3.0
Region 3	4.2	30.9	10.9	26.7	27.3	2.6
Region 4	3.9	31.6	10.7	24.8	29.1	2.6
Region 5	6.4	29.3	9.3	35.7	19.3	2.7
Region 6	3.3	35.0	12.5	28.3	20.8	2.7
Region 7	10.2	35.4	12.6	22.8	18.9	3.0
State Hospital North	12.5	50.0	20.8	4.2	12.5	3.5
State Hospital South	15.2	55.7	12.7	11.4	5.1	3.7

2a. Upper management regularly monitors staff workload for my program.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

2b. Program managers regularly monitors staff workload for my program.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

2c. Frontline supervisors regularly monitor staff workload for my program.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	25.4	41.3	19.4	10.1	3.8	3.7
Idaho State School & Hospital	23.6	47.2	12.5	8.3	8.3	3.7
Institution support	22.2	50.0	16.7	11.1	0.0	3.8
Region 1	28.9	52.3	9.4	7.8	1.6	4.0
Region 2	32.4	49.1	7.4	3.7	7.4	4.0
Region 3	29.9	50.0	13.4	3.7	3.0	4.0
Region 4	35.0	41.0	8.5	11.0	4.5	3.9
Region 5	27.4	48.1	17.0	5.9	1.5	3.9
Region 6	36.5	41.7	10.4	7.8	3.5	4.0
Region 7	30.1	50.4	8.1	8.1	3.3	4.0
State Hospital North	17.4	34.8	21.7	13.0	13.0	3.3
State Hospital South	21.1	40.8	22.4	10.5	5.3	3.7

3a. To the extent possible, upper management makes adjustments to staff workload when necessary:

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	5.1	14.3	34.3	27.5	18.8	2.6
Idaho State School & Hospital	8.8	23.5	20.6	23.5	23.5	2.7
Institution support	5.9	41.2	23.5	17.6	11.8	3.1
Region 1	3.6	12.7	26.4	34.5	22.7	2.4
Region 2	1.2	19.8	32.6	23.3	23.4	2.5
Region 3	3.0	12.8	30.1	33.1	21.1	2.4
Region 4	3.5	11.2	27.6	28.2	29.4	2.3
Region 5	7.4	11.5	34.4	31.1	15.6	2.6
Region 6	1.9	17.0	33.0	31.1	17.0	2.6
Region 7	4.0	16.8	32.7	32.7	13.9	2.6
State Hospital North	4.5	27.3	27.3	31.8	9.1	2.9
State Hospital South	7.8	11.7	51.9	15.6	13.0	2.9

3b. To the extent possible, program managers make adjustments to staff workload when necessary.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

3c. To the extent possible, frontline supervisors make adjustments to staff workload when necessary.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

4. My program or unit has enough staff to carry out its responsibilities.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	9.7	32.6	10.5	29.4	17.8	2.9
Idaho State School & Hospital	9.6	24.7	13.7	28.8	23.3	2.7
Institution support	0.0	38.9	44.4	11.1	5.6	3.2
Region 1	1.6	9.3	6.2	36.4	46.5	1.8
Region 2	6.1	22.8	7.0	41.2	22.8	2.5
Region 3	1.8	12.2	3.0	34.8	48.2	1.9
Region 4	2.0	11.7	9.8	30.7	45.9	1.9
Region 5	7.9	22.1	10.0	36.4	23.6	2.5
Region 6	5.0	19.0	9.1	33.1	33.9	2.3
Region 7	7.1	13.5	11.1	39.7	28.6	2.3
State Hospital North	12.5	45.8	4.2	33.3	4.2	3.3
State Hospital South	16.9	33.8	16.9	26.0	6.5	3.3

5. My program or unit has sufficiently qualified staff to carry out its responsibilities.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	23.2	39.9	12.0	17.6	7.3	3.5
Idaho State School & Hospital	12.3	39.7	12.3	26.0	9.6	3.2
Institution support	16.7	50.0	27.8	0.0	5.6	3.7
Region 1	17.7	32.3	10.8	23.1	16.2	3.1
Region 2	21.9	46.5	7.9	17.5	6.1	3.2
Region 3	12.7	38.2	11.5	23.6	13.9	3.1
Region 4	15.2	40.2	12.3	16.7	15.7	3.2
Region 5	20.7	45.0	10.7	13.6	10.0	3.5
Region 6	22.3	47.9	7.4	12.4	9.9	3.6
Region 7	12.8	48.8	12.0	18.4	8.0	3.4
State Hospital North	20.8	54.2	0.0	20.8	4.2	3.7
State Hospital South	16.5	50.6	13.9	13.9	5.1	3.6

6. Upper management sets high standards for the services we provide.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	24.0	35.2	24.7	12.0	4.1	3.6
Idaho State School & Hospital	23.3	39.7	21.9	9.6	5.5	3.7
Institution support	38.9	44.4	16.7	0.0	0.0	4.2
Region 1	32.0	50.8	14.1	1.6	1.6	4.1
Region 2	27.0	57.7	9.0	4.5	1.8	4.0
Region 3	23.6	53.4	17.4	2.5	3.1	3.9
Region 4	21.3	52.0	15.8	6.4	4.5	3.8
Region 5	25.0	55.9	15.4	2.2	1.5	4.0
Region 6	31.3	49.6	16.5	0.9	1.7	4.1
Region 7	21.7	59.2	14.2	0.8	4.2	3.9
State Hospital North	16.7	45.8	8.3	25.0	4.2	3.5
State Hospital South	18.7	58.7	20.0	1.3	1.3	3.9

7. All employees are held personally accountable for the quality of work they produce.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	13.3	34.8	13.6	25.7	12.6	3.1
Idaho State School & Hospital	8.2	35.6	11.0	24.7	20.5	2.9
Institution support	22.2	55.6	5.6	16.7	0.0	3.8
Region 1	13.7	50.0	6.5	20.2	9.7	3.4
Region 2	17.0	37.5	14.3	22.3	8.9	3.3
Region 3	15.3	44.2	16.0	15.3	9.2	3.4
Region 4	11.3	48.0	13.2	18.6	8.8	3.3
Region 5	10.8	49.6	12.9	19.4	7.2	3.4
Region 6	15.8	35.8	11.7	25.8	10.8	3.2
Region 7	8.9	42.7	16.1	24.2	8.1	3.2
State Hospital North	8.3	41.7	4.2	25.0	20.8	2.9
State Hospital South	11.4	32.9	22.8	21.5	11.4	3.1

8. To the extent possible, the Department of Health and Welfare rewards (not necessarily monetary) staff on the basis of merit and performance.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

9. Workload is appropriately allocated among the staff in my program/office who are doing the same type of work I do.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

Policies and Training

1. My program has established adequate standards, policies, and procedures to guide me in my work.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	15.0	43.5	17.6	15.9	8.0	3.4
Idaho State School & Hospital	14.9	51.4	18.9	12.2	2.7	3.6
Institution support	27.8	44.4	16.7	11.1	0.0	3.9
Region 1	9.2	58.0	16.0	11.5	5.3	3.5
Region 2	14.2	56.6	9.7	16.8	2.7	3.6
Region 3	9.7	57.0	12.7	17.0	3.6	3.5
Region 4	12.3	51.2	18.2	12.9	5.9	3.5
Region 5	12.9	58.6	17.1	10.0	1.4	3.7
Region 6	19.0	53.7	16.5	9.1	1.7	3.8
Region 7	7.8	63.3	10.9	12.5	5.5	3.6
State Hospital North	17.4	52.2	21.7	4.3	4.3	3.7
State Hospital South	19.0	63.3	12.7	3.8	1.3	4.0

2. Upper management encourages training and development of its employees.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	13.9	35.3	22.4	17.6	10.8	3.2
Idaho State School & Hospital	16.2	39.2	14.9	21.6	8.1	3.3
Institution support	22.2	44.4	16.7	16.7	0.0	3.7
Region 1	11.0	47.2	22.0	17.3	2.4	3.5
Region 2	19.6	39.3	22.4	12.1	6.5	3.5
Region 3	8.8	43.8	19.4	16.3	11.9	3.2
Region 4	11.4	40.8	21.9	17.4	8.5	3.3
Region 5	19.6	46.4	21.7	8.0	4.3	3.7
Region 6	14.7	55.2	13.8	11.0	5.2	3.6
Region 7	7.3	46.3	26.0	14.6	5.7	3.4
State Hospital North	29.2	20.8	16.7	29.2	4.2	3.4
State Hospital South	17.7	53.2	17.7	7.6	3.8	3.7

3. The training I receive is adequate for my current assignment.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	12.6	43.4	22.6	15.0	6.3	3.4
Idaho State School & Hospital	17.6	33.8	23.0	24.3	1.4	3.4
Institution support	16.7	44.4	11.1	16.7	11.1	3.4
Region 1	11.5	52.3	20.8	13.8	1.5	3.6
Region 2	12.4	57.5	15.0	10.6	4.4	3.6
Region 3	7.4	49.4	20.4	17.9	4.9	3.4
Region 4	9.2	51.0	18.9	15.0	5.8	3.4
Region 5	10.8	61.9	16.5	5.8	5.0	3.7
Region 6	11.6	62.8	11.6	9.9	4.1	3.7
Region 7	8.6	48.4	20.3	17.2	5.5	3.4
State Hospital North	16.7	50.0	16.7	4.2	12.5	3.5
State Hospital South	16.5	60.8	12.7	8.9	1.3	3.8

4. I have enough time to participate in the training I need for my current assignment.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	8.5	41.7	24.0	19.9	5.8	3.3
Idaho State School & Hospital	5.4	37.8	16.2	35.0	5.4	3.0
Institution support	0.0	44.4	27.8	16.7	11.1	3.1
Region 1	1.5	35.4	15.4	34.6	13.1	2.8
Region 2	7.9	39.5	21.1	24.6	7.0	3.2
Region 3	4.2	26.7	19.4	36.4	13.3	2.7
Region 4	14.6	33.0	17.0	30.6	4.9	2.8
Region 5	10.9	28.3	15.9	42.0	2.9	3.0
Region 6	5.0	38.0	19.8	28.1	9.1	3.0
Region 7	4.7	36.7	22.7	26.6	9.4	3.0
State Hospital North	4.2	41.7	29.2	20.8	4.2	3.2
State Hospital South	9.3	27.0	20.2	38.0	5.6	3.5

5. The problem-solving (grievance) process is fair and equitable to all employees.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

6. To the extent possible, decisions about promotions are based on merit and performance.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	7.8	32.6	24.5	19.9	15.3	2.9
Idaho State School & Hospital	8.3	22.2	30.6	19.4	19.4	2.9
Institution support	5.9	29.4	23.5	29.4	11.8	3.4
Region 1	5.8	29.8	25.0	23.1	16.3	2.9
Region 2	6.3	32.3	29.2	12.5	19.8	2.8
Region 3	2.8	29.9	26.4	18.8	22.2	2.6
Region 4	4.1	34.9	26.6	21.3	13.0	2.8
Region 5	10.6	39.8	23.0	16.8	9.7	3.3
Region 6	5.9	39.6	21.8	16.8	15.8	3.1
Region 7	9.5	41.0	20.0	18.1	11.4	3.1
State Hospital North	0.0	28.6	28.6	9.5	33.3	2.7
State Hospital South	6.8	20.5	32.9	27.4	12.3	2.9

7. To the extent possible, decisions about the distribution of merit raises are made in a fair and equitable way.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

Communication

1. Communication among my co-workers is

	Very Good (%)	Good (%)	Fair (%)	Poor (%)	Very Poor (%)	Average Rating (5-point scale)
Central office	25.7	37.3	24.7	7.0	5.3	3.7
Idaho State School & Hospital	25.7	32.4	28.4	6.8	6.8	3.6
Institution support	27.8	61.1	5.6	5.6	0.0	4.1
Region 1	35.9	40.5	11.5	7.6	4.6	4.0
Region 2	37.7	40.4	15.8	2.6	3.5	4.1
Region 3	32.7	36.4	23.6	4.8	2.4	3.9
Region 4	32.5	35.9	22.8	5.3	3.4	3.9
Region 5	44.6	33.1	15.8	5.8	0.7	4.2
Region 6	38.8	40.5	16.5	1.7	2.5	4.1
Region 7	25.8	43.0	22.7	6.3	2.3	3.8
State Hospital North	25.0	25.0	25.0	12.5	12.5	3.4
State Hospital South	15.2	43.0	24.1	13.9	3.8	3.5

2. The communication I receive from my supervisor is

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

3. I receive enough information from upper management to do my job well.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	9.9	29.1	29.3	20.9	10.8	3.1
Idaho State School & Hospital	14.9	29.7	29.7	18.9	6.8	3.3
Institution support	16.7	44.4	33.3	5.6	0.0	3.7
Region 1	7.0	28.7	34.9	24.0	5.4	3.1
Region 2	9.0	40.5	34.2	10.8	5.4	3.4
Region 3	5.6	35.6	30.0	20.0	8.8	3.1
Region 4	5.0	36.7	32.7	16.1	9.5	3.1
Region 5	9.4	34.5	36.7	14.4	5.0	3.3
Region 6	8.4	49.6	27.7	10.9	3.4	3.5
Region 7	7.2	34.4	36.0	16.8	5.6	3.2
State Hospital North	8.3	37.5	29.2	16.7	8.3	3.2
State Hospital South	6.4	44.9	35.9	7.7	5.1	3.4

4. The Infonet is a useful source of information for employees.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	19.8	52.6	17.4	7.8	2.4	3.8
Idaho State School & Hospital	20.8	45.8	27.8	4.2	1.4	3.8
Institution support	38.9	44.4	5.6	5.6	5.6	4.1
Region 1	12.3	64.6	15.4	5.4	2.3	3.8
Region 2	26.3	57.0	13.2	3.5	0.0	4.1
Region 3	17.7	58.5	19.5	3.7	0.6	3.9
Region 4	19.0	53.2	18.0	7.8	2.0	3.8
Region 5	23.2	59.4	13.0	4.3	0.0	4.0
Region 6	27.5	54.2	14.2	3.3	0.8	4.0
Region 7	22.7	59.4	14.8	2.3	0.8	4.0
State Hospital North	33.3	41.7	25.0	0.0	0.0	4.1
State Hospital South	18.2	62.3	15.6	3.9	0.0	4.0

5. My supervisor lets me know exactly what is expected of me.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

6. The atmosphere in my program encourages people to be open and candid with upper management.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

7a. I can talk openly with upper management about work-related problems without fear of retaliation.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	12.7	22.0	24.2	19.8	21.2	2.9
Idaho State School & Hospital	14.1	25.4	28.2	22.5	9.9	3.1
Institution support	5.9	47.1	29.4	5.9	11.8	3.3
Region 1	5.3	21.2	27.4	22.1	23.9	2.6
Region 2	9.0	28.1	29.2	15.7	18.0	2.9
Region 3	4.3	18.8	29.7	26.1	21.0	2.6
Region 4	6.0	19.9	31.3	17.5	25.3	2.6
Region 5	7.1	19.0	36.5	22.2	15.1	2.8
Region 6	4.0	24.2	35.4	23.2	13.1	2.8
Region 7	9.6	23.1	37.5	12.5	17.3	3.0
State Hospital North	13.6	31.8	13.6	22.7	18.2	3.0
State Hospital South	9.5	25.7	33.8	18.9	12.2	3.0

7b. I can talk openly with program managers about work-related problems without fear of retaliation.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	22.2	34.6	17.7	12.6	12.6	3.4
Idaho State School & Hospital	14.9	36.5	24.3	14.9	9.5	3.3
Institution support	22.2	38.9	16.7	11.1	11.1	3.5
Region 1	16.3	31.7	14.6	20.3	17.1	3.1
Region 2	25.9	34.3	13.9	14.8	11.1	3.5
Region 3	19.4	28.7	16.9	17.5	17.5	3.2
Region 4	12.6	33.2	21.6	17.9	14.7	3.1
Region 5	16.9	36.8	16.9	17.6	11.8	3.3
Region 6	23.9	43.6	14.5	8.5	9.4	3.6
Region 7	14.5	28.2	15.3	21.8	20.2	3.0
State Hospital North	20.0	30.0	15.0	15.0	20.0	3.2
State Hospital South	13.5	33.8	33.8	10.8	8.1	3.3

7c. I can talk openly with frontline supervisors about work-related problems without a fear of retaliation.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

8a. Upper management encourages my suggestions and complaints.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	9.9	22.2	28.5	17.3	22.2	2.8
Idaho State School & Hospital	12.3	24.7	31.5	16.4	15.1	3.0
Institution support	11.8	52.9	29.4	0.0	5.9	3.7
Region 1	5.4	13.4	35.7	28.6	17.0	2.6
Region 2	6.3	28.1	30.2	15.6	19.8	2.9
Region 3	5.0	23.6	33.6	20.7	17.1	2.8
Region 4	5.8	19.8	33.1	19.8	21.5	2.7
Region 5	3.9	22.0	36.2	20.5	17.3	2.8
Region 6	5.9	21.6	37.3	22.5	12.7	2.9
Region 7	10.2	21.3	30.6	22.2	15.7	2.9
State Hospital North	4.5	50.0	18.2	13.6	13.6	3.2
State Hospital South	8.2	26.0	35.6	19.2	11.0	3.0

8b. Program managers encourage my suggestions and complaints.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	19.8	32.2	20.8	12.4	14.7	3.3
Idaho State School & Hospital	13.5	39.2	23.0	12.2	12.2	3.3
Institution support	11.8	58.8	17.6	5.9	5.9	3.7
Region 1	13.9	32.0	20.5	22.1	11.5	3.2
Region 2	24.5	35.5	19.1	10.0	10.9	3.5
Region 3	20.5	32.7	14.7	16.0	16.0	3.3
Region 4	13.8	35.9	24.1	12.3	13.8	3.2
Region 5	17.0	35.6	21.5	14.8	11.1	3.3
Region 6	24.6	44.9	13.6	8.5	8.5	3.7
Region 7	15.1	24.6	19.8	20.6	19.8	2.9
State Hospital North	20.0	35.0	20.0	10.0	15.0	3.4
State Hospital South	12.2	33.8	35.1	12.2	6.8	3.3

8c. Frontline supervisors encourage my suggestions and complaints.

Results were not *statistically significant* for this question when 2007 survey results were compared to 2005 survey results.

9a. Upper management listens to the recommendations of staff.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	6.2	24.3	28.0	18.6	22.9	2.7
Idaho State School & Hospital	8.5	29.6	19.7	23.9	18.3	2.9
Institution support	5.9	52.9	17.6	11.8	11.8	3.3
Region 1	3.8	10.4	36.8	26.4	22.6	2.5
Region 2	1.1	23.1	34.1	23.1	18.7	2.7
Region 3	3.6	19.4	33.8	23.7	19.4	2.6
Region 4	3.6	18.6	34.1	22.8	21.0	2.6
Region 5	4.9	17.9	35.8	24.4	17.1	3.0
Region 6	2.0	25.7	34.7	24.8	12.9	2.8
Region 7	7.7	21.2	29.7	24.0	17.3	2.8
State Hospital North	9.1	27.3	18.2	22.7	22.7	2.8
State Hospital South	4.1	34.2	39.7	9.6	12.3	3.1

9b. Program managers listen to the recommendations of staff.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	15.6	36.2	21.4	13.3	13.5	3.3
Idaho State School & Hospital	13.7	35.6	20.5	15.1	15.1	3.2
Institution support	5.9	35.3	29.4	11.8	17.6	3.0
Region 1	10.6	32.5	22.0	21.1	13.8	3.1
Region 2	18.1	44.8	15.2	11.4	10.5	3.5
Region 3	16.1	32.3	22.6	14.2	14.8	3.2
Region 4	10.0	35.3	24.2	16.3	14.2	3.1
Region 5	15.8	37.6	21.8	15.0	9.8	3.4
Region 6	21.7	46.7	15.0	8.3	8.3	3.7
Region 7	11.6	26.4	23.1	19.0	19.8	2.9
State Hospital North	20.0	30.0	25.0	5.0	20.0	3.3
State Hospital South	8.1	40.5	36.5	8.1	6.8	3.4

9c. Frontline supervisors listen to the recommendations of staff.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

10. Overall communication within the Department of Health and Welfare is

	Very Good (%)	Good (%)	Fair (%)	Poor (%)	Very Poor (%)	Average Rating (5-point scale)
Central office	4.4	24.6	35.1	22.2	13.7	2.8
Idaho State School & Hospital	5.6	26.8	40.8	16.9	9.9	3.0
Institution support	5.6	22.2	55.6	16.7	0.0	3.2
Region 1	3.1	26.8	40.2	21.3	8.7	2.9
Region 2	1.8	38.4	34.8	16.1	8.9	3.1
Region 3	2.4	25.0	43.3	19.5	9.8	2.9
Region 4	1.5	22.0	42.4	23.4	10.7	2.8
Region 5	3.6	30.7	43.8	16.1	5.8	3.1
Region 6	1.7	35.8	41.7	17.5	3.3	3.2
Region 7	3.1	24.4	42.5	16.5	13.4	2.9
State Hospital North	4.2	25.0	37.5	29.2	4.2	3.0
State Hospital South	9.3	32.0	42.7	10.7	5.3	3.3

Morale and Job Satisfaction

1. In general, I am satisfied with my job.

	Strongly Agree (%)	Agree (%)	Neither Agree nor Disagree (%)	Disagree (%)	Strongly Disagree (%)	Average Rating (5-point scale)
Central office	24.5	44.5	13.5	11.5	6.0	3.7
Idaho State School & Hospital	23.0	47.3	18.9	5.4	5.4	3.8
Institution support	33.3	55.6	0.0	5.6	5.6	4.1
Region 1	13.8	52.3	17.7	12.3	3.8	3.6
Region 2	32.5	43.9	14.9	6.1	2.6	4.0
Region 3	16.6	50.3	15.3	14.7	3.1	3.6
Region 4	16.4	49.3	16.4	12.6	5.3	3.6
Region 5	16.4	57.9	15.0	7.1	3.6	3.8
Region 6	28.9	52.1	5.0	9.1	5.0	3.9
Region 7	20.3	49.2	15.6	10.2	4.7	3.7
State Hospital North	33.3	29.2	16.7	16.7	4.2	3.7
State Hospital South	23.1	52.6	14.1	10.3	0.0	3.9

2. Overall workplace morale among my co-workers is

	Very Good (%)	Good (%)	Fair (%)	Poor (%)	Very Poor (%)	Average Rating (5-point scale)
Central office	13.6	32.7	27.8	14.8	11.1	3.2
Idaho State School & Hospital	8.1	37.8	32.4	16.2	5.4	3.3
Institution support	0.0	77.8	5.6	5.6	11.1	3.5
Region 1	6.9	30.0	32.3	16.2	14.6	3.0
Region 2	17.5	38.6	21.9	13.2	8.8	3.4
Region 3	7.9	28.0	35.4	17.7	11.0	3.0
Region 4	8.3	26.2	32.0	21.4	12.1	3.0
Region 5	9.4	38.8	31.7	13.7	6.5	3.3
Region 6	19.8	35.5	21.5	14.9	8.3	3.4
Region 7	10.2	25.8	35.2	15.6	13.3	3.0
State Hospital North	13.0	17.4	21.7	34.8	13.0	2.8
State Hospital South	10.1	38.0	38.0	6.3	7.6	3.4

3. Turnover within the Department of Health and Welfare significantly impedes organizational effectiveness.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Central office	45.2	35.2	14.7	3.9	1.0	4.2
Idaho State School & Hospital	37.8	52.7	8.1	1.4	0.0	4.3
Institution support	41.2	41.2	17.6	0.0	0.0	4.2
Region 1	50.8	32.3	14.5	1.6	0.8	4.3
Region 2	55.4	34.8	7.1	2.7	0.0	4.4
Region 3	50.9	36.8	9.8	1.2	1.2	4.4
Region 4	58.0	33.2	6.8	1.5	0.5	4.5
Region 5	47.8	37.7	13.0	0.7	0.7	4.3
Region 6	51.7	37.5	8.3	2.5	0.0	4.4
Region 7	48.8	38.6	7.1	5.5	0.0	4.3
State Hospital North	36.4	40.9	13.6	9.1	0.0	4.1
State Hospital South	38.0	35.4	20.3	5.1	1.3	4.0

4. Management creates an environment that makes me want to do my very best each day.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

5. I feel valued by my supervisor.

Results were not statistically significant for this question when 2007 survey results were compared to 2005 survey results.

6. I feel valued by the Department of Health and Welfare.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Average Rating (5-point scale)
	(%)	(%)	(%)	(%)	(%)	
Central office	8.5	27.1	28.4	21.6	14.4	2.9
Idaho State School & Hospital	5.6	20.8	37.5	27.8	8.3	2.9
Institution support	5.6	22.2	50.0	16.7	5.6	3.1
Region 1	4.7	26.8	30.7	26.0	11.8	2.9
Region 2	8.9	32.1	39.3	10.7	8.9	3.2
Region 3	5.6	25.0	30.0	26.3	13.1	2.8
Region 4	4.5	27.5	28.5	23.5	16.0	2.8
Region 5	5.1	33.6	30.7	24.8	5.8	3.1
Region 6	6.0	35.9	28.2	21.4	8.5	3.1
Region 7	5.7	29.5	31.1	22.1	11.5	3.0
State Hospital North	12.5	29.2	16.7	16.7	25.0	2.9
State Hospital South	2.6	26.3	51.3	14.5	5.3	3.1

Additional Questions

1. Did you complete the original survey conducted by the Office of Performance Evaluations in November/December of 2005?

	Yes	No	Unsure
Department wide	64.8%	22.2%	13.0%

2a. To what extent has your overall perception of the department changed since you completed the original survey in late 2005?

Results were not statistically significant for this question.

2b. To what extent has your overall perception of your division changed since you completed the original survey in late 2005?

	Greatly Improved (%)	Improved (%)	Remained the Same (%)	Declined (%)	Greatly Declined (%)	Average Rating (5-point scale)
Central office	10.7	26.8	34.3	16.8	11.4	3.1
Idaho State School & Hospital	5.1	33.3	20.5	28.2	12.8	2.9
Institution support	7.7	46.2	30.8	7.7	7.7	3.4
Region 1	0.0	25.0	48.7	21.1	5.3	2.9
Region 2	4.1	33.8	39.2	18.9	4.1	3.2
Region 3	4.1	27.8	39.2	21.6	7.2	3.0
Region 4	1.8	21.1	49.5	19.3	8.3	2.9
Region 5	5.6	31.5	39.3	19.1	4.5	3.2
Region 6	5.0	26.3	46.3	20.0	2.5	3.1
Region 7	1.4	26.8	43.7	18.3	9.9	2.9
State Hospital North	6.7	46.7	40.0	6.7	0.0	3.5
State Hospital South	7.0	20.9	51.2	20.9	0.0	3.1

2c. To what extent has your overall perception of your program changed since you completed the original survey in late 2005?

	Greatly Improved (%)	Improved (%)	Remained the Same (%)	Declined (%)	Greatly Declined (%)	Average Rating (5-point scale)
Central office	11.1	25.6	41.1	14.8	7.4	3.2
Idaho State School & Hospital	14.6	29.3	19.5	24.4	12.2	3.1
Institution support	15.4	53.8	15.4	0.0	15.4	3.5
Region 1	6.7	18.7	45.3	22.7	6.7	3.0
Region 2	10.7	42.7	30.7	9.3	6.7	3.4
Region 3	10.3	34.0	22.7	24.7	8.2	3.1
Region 4	6.2	33.6	33.6	15.9	10.6	3.1
Region 5	12.4	33.7	33.7	15.7	4.5	3.3
Region 6	10.0	32.5	32.5	21.3	3.8	3.2
Region 7	4.3	25.7	32.9	22.9	14.3	2.8
State Hospital North	0.0	50.0	35.7	7.1	7.1	3.3
State Hospital South	4.4	28.9	53.3	8.9	4.4	3.2

3a. Since you completed the original survey in late 2005, confidence in upper management decision making has

	Greatly Improved (%)	Improved (%)	Remained the Same (%)	Declined (%)	Greatly Declined (%)	Average Rating (5-point scale)
Central office	6.7	20.1	41.2	18.7	13.4	2.9
Idaho State School & Hospital	9.3	23.3	32.6	25.6	9.3	3.0
Institution support	0.0	15.4	84.6	0.0	0.0	3.2
Region 1	0.0	11.5	53.8	24.4	10.3	2.7
Region 2	2.7	17.8	60.3	12.3	6.8	3.0
Region 3	1.0	21.4	38.8	30.6	8.2	2.8
Region 4	2.9	11.4	56.2	19.0	10.5	2.8
Region 5	1.1	16.3	54.3	19.6	8.7	2.8
Region 6	2.5	22.5	40.0	28.7	6.3	2.9
Region 7	1.4	10.1	68.1	13.0	7.2	2.9
State Hospital North	6.3	25.0	56.3	12.5	0.0	3.3
State Hospital South	4.4	8.9	62.2	20.0	4.4	2.9

3b. Since you completed the original survey in late 2005, confidence in program managers decision making has

	Greatly Improved (%)	Improved (%)	Remained the Same (%)	Declined (%)	Greatly Declined (%)	Average Rating (5-point scale)
Central office	7.1	20.7	48.2	13.2	10.7	3.0
Idaho State School & Hospital	14.0	20.9	30.2	23.3	11.6	3.0
Institution support	0.0	38.5	53.8	0.0	7.7	3.2
Region 1	3.9	15.8	53.9	21.1	5.3	2.9
Region 2	7.9	27.6	46.1	9.2	9.2	3.2
Region 3	11.9	20.8	33.7	23.8	9.9	3.0
Region 4	5.4	26.1	39.6	19.8	9.0	3.0
Region 5	10.9	20.7	48.9	12.0	7.6	3.2
Region 6	8.8	27.5	45.0	15.0	3.8	3.2
Region 7	2.8	16.9	39.4	23.9	16.9	2.7
State Hospital North	7.1	21.4	57.1	7.1	7.1	3.1
State Hospital South	6.7	13.3	60.0	17.8	2.2	3.0

3c. Since I completed the original survey in late 2005, my confidence in frontline supervisors decision-making has:

Results were not statistically significant for this question.

4. Since you completed the original survey in late 2005, communication from upper management to department staff/frontline supervisors has

Results were not statistically significant results for this question.

5. Since you completed the original survey in late 2005, communication from department staff/frontline supervisors to upper management has

Results were not statistically significant for this question.

6. Some respondents to the survey in late 2005 voiced a concern that retaliation might occur if they completed that survey. Since the OPE report on the original survey was released in February 2006, do you believe retaliation occurred to you or your co-workers?

Results were not statistically significant for this question.

7. Since I completed the original survey in late 2005, morale among my co-workers has

	Greatly Improved (%)	Improved (%)	Remained the Same (%)	Declined (%)	Greatly Declined (%)	Average Rating (5-point scale)
Central office	3.3	21.7	41.7	23.6	9.8	2.9
Idaho State School & Hospital	4.7	25.6	34.9	27.9	7.0	2.9
Institution support	0.0	38.5	46.2	15.4	0.0	3.2
Region 1	1.3	20.5	35.9	30.8	11.5	2.7
Region 2	1.2	40.2	39.0	11.0	8.5	3.2
Region 3	4.0	16.8	32.7	32.7	13.9	2.6
Region 4	0.0	19.5	39.8	30.1	10.6	2.7
Region 5	6.4	19.1	51.1	19.1	4.3	3.0
Region 6	4.8	22.6	41.7	22.6	8.3	2.9
Region 7	1.4	18.1	37.5	30.6	12.5	2.7
State Hospital North	6.3	25.0	31.3	37.5	0.0	3.0
State Hospital South	4.3	21.3	53.2	17.0	4.3	3.0