

## ***How to Compute Mean Scores: CFAI-W***

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Here are the steps for computing the mean scores for the CFAI-W subscales. Compute each mean to four decimal places.

### ***Step 1***

Reverse-score the following items:

5,7,8,14,15,16,21,23,28,38,40,42,43,45,46,47,49,53,56,61,63,69,73,79,80,81,82

A score of 1 is rescored 4, a score of 2 is rescored 3, a score of 3 is rescored 2, and score of 4 is rescored 1. The best way to do this is to first circle the reverse-scored items, cross out the original responses, and write the rescored response next to the original score.

### ***Step 2***

***General Potential-Worker (GP-W).*** The GP-W subscale is composed of items 1 through 58. If fewer than 47 of items 1 through 58 were completed don't compute a score. If 47 or more of these items were completed sum the item responses and divide by the number of items completed.

***Coparenting-Worker (CP-W).*** The CP-W subscale is composed of items 59 through 69. If fewer than 9 of items 59 through 69 were completed don't compute a score. If 9 or more of these items were completed sum the item responses and divide by the number of items completed.

***Integrating Foster Children-Worker (IFC-W).*** The IFC-W subscale is composed of items 70 through 76. If fewer than 6 of items 70 through 76 were completed don't compute a score. If 6 or more of these items were completed sum the item responses and divide by the number of items completed.

***Kinship Care-Worker (KC-W).*** The KC-W subscale is composed of items 77 through 82. If fewer than 5 of items 77 through 82 were not completed don't compute a score. If 5 or more of these items were completed sum the item responses and divide by the number of items completed.

## ***How to Compute T-Scores***

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Here are the steps for computing T-scores. Compute these scores separately for each subscale and for females and males.

### ***Step 1***

Compute the subscale means, as described above.

### ***Step 2***

Use the following formula in conjunction with the normative sample descriptive statistics reported in the two Tables shown below, and the subscale means that you

compute, to compute T-scores:

$$T = 50 + \frac{(10)(X - M)}{SD}$$

Where: X = computed subscale mean for your applicant  
M = mean from normative sample  
SD = standard deviation from normative sample

For example, for a female with a mean of 2.5545 on the General Potential (GP-W) subscale the T-score is 42.02. This T-score is below average, relative to females in the normative sample. As discussed in Chapter 2, higher T-scores represent greater fostering potential, relative to those in the normative sample. T-scores below 50 indicate less than average potential, and T-scores greater than 50 indicate greater than average potential. Someone with a T-score below 50 scored below the mean of the normative sample, someone with a T-score of 50 scored at the mean, and someone with a T-score above 50 scored above the mean.

$$42.02 = 50 + \frac{(10)(2.5545 - 2.9343)}{.4759}$$

**Normative sample descriptive statistics (females).**

Subscale	Mean (M)	Standard Deviation (SD)
GP-W	2.9343	.4759
CP-W	3.1792	.5854
IFC-W	2.9636	.4735
KC-W	2.9773	.4522

**Normative sample descriptive statistics (males).**

Subscale	Mean (M)	Standard Deviation (SD)
GP-W	2.9797	.4834
CP-W	3.1900	.5883
IFC-W	2.9605	.4836
KC-W	2.9444	.4357

**Step 3**

Read the brief discussion of T-scores in Chapter 2 to understand the uses and misuses of T-scores.

***How to Determine Percentile Ranks (PR)***

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Here are the steps for determining percentile ranks. Do this separately for each subscale and for females and males.

**Step 1**

Compute the subscale means, as described above.

## ***Step 2***

Look up each subscale mean in the table at the end of this Appendix to get the percentile rank (PR) for each subscale. For example, for a female with a mean of 2.5545 on the General Potential (GP-W) subscale the PR is 24, indicating that 24% of the females in the normative sample had a mean score on the GP-W at or below 2.5545.

A potential problem with percentile ranks occurs when more than one person in the normative sample gets the same mean score. This makes it difficult to rank order people. For example, if 5 people in a sample of 100 have the same score on a measure the percentile rank for these people would fall within a range, say for example from 25 to 30. When this happens compute the mean PR. For example, for a female with a mean of 2.3333 for the Kinship Care (KC-W) subscale the mean percentile rank is computed as follows:

$$(9 + 10 + 11 + 12 + 13 + 14 + 15 + 16 + 17) / 9 = 13$$

Always consider the lowest and highest percentile rank to best understand a person's percentile ranking. When the range is large percentile ranks should be interpreted more cautiously.

## ***Step 3***

Read the brief discussion of percentile ranks in Chapter 2 to understand the uses and misuses of percentile ranks.

## ***CFAI-W Percentile Rank (PR) Look-Up Table***

PR	Females				Males			
	GP-W	CP-W	IFC-W	KC-W	GP-W	CP-W	IFC-W	KC-W
0	0	0	0	0	0	0	0	0
1	1.6561	1.5455	1.7914	2.1667	1.8247	1.5455	1.8333	2.0000
2	1.9028	1.8182	1.8571	2.1667	1.9828	1.8182	2.0000	2.0000
3	1.9825	1.9764	1.8571	2.1667	2.0114	1.8182	2.0000	2.0000
4	1.9945	2.0291	2.0229	2.1667	2.1034	2.0000	2.1667	2.0000
5	2.1095	2.0909	2.1429	2.1917	2.1379	2.0818	2.1667	2.0333
6	2.1552	2.1818	2.1429	2.2300	2.1666	2.1818	2.1667	2.1067
7	2.1724	2.1818	2.1429	2.2683	2.1990	2.1873	2.1667	2.1800
8	2.2193	2.2400	2.2857	2.3067	2.2393	2.2727	2.1667	2.2533
9	2.2586	2.2927	2.2857	2.3333	2.2586	2.3636	2.1667	2.3267
10	2.2759	2.3636	2.3048	2.3333	2.2603	2.3636	2.3333	2.3667
11	2.2931	2.3636	2.4229	2.3333	2.2881	2.3982	2.3333	2.4033
12	2.3110	2.4545	2.4286	2.3333	2.3448	2.4545	2.3333	2.4400
13	2.3571	2.4545	2.4286	2.3333	2.3609	2.5455	2.3333	2.4767
14	2.3793	2.5455	2.4286	2.3333	2.3886	2.5455	2.3333	2.5000
15	2.3966	2.5455	2.4429	2.3333	2.3966	2.5455	2.3333	2.5000
16	2.3966	2.5709	2.5714	2.3333	2.4138	2.6364	2.5000	2.5000
17	2.4205	2.6364	2.5714	2.3333	2.4247	2.6364	2.5000	2.5000
18	2.4483	2.6764	2.5714	2.3800	2.4483	2.7273	2.5000	2.5000
19	2.4781	2.7273	2.5714	2.4567	2.4655	2.7273	2.5000	2.5300
20	2.5000	2.7273	2.5714	2.5333	2.5069	2.7818	2.5000	2.5667
21	2.5012	2.7404	2.5714	2.6100	2.5484	2.8182	2.6667	2.6033
22	2.5300	2.8182	2.6971	2.6667	2.5517	2.8182	2.6667	2.6400
23	2.5517	2.8182	2.7143	2.6667	2.5690	2.8182	2.6667	2.6667
24	2.5545	2.8182	2.7143	2.6667	2.5690	2.8182	2.6667	2.6667
25	2.5862	2.8182	2.7143	2.6667	2.5862	2.9091	2.6667	2.6667
26	2.5994	2.8182	2.7143	2.6667	2.6034	2.9091	2.6667	2.6667
27	2.6207	2.9091	2.7143	2.7017	2.6288	2.9091	2.6667	2.6667
28	2.6469	2.9091	2.7143	2.7400	2.6724	2.9091	2.6667	2.6667
29	2.6552	2.9091	2.7143	2.7783	2.6897	2.9091	2.6667	2.6667
30	2.6741	2.9091	2.7143	2.8167	2.7241	2.9091	2.8167	2.6667
31	2.6897	2.9091	2.7143	2.8333	2.7241	3.0000	2.8333	2.6667
32	2.7241	3.0000	2.8571	2.8333	2.7414	3.0000	2.8333	2.6733
33	2.7414	3.0000	2.8571	2.8333	2.7609	3.0000	2.8333	2.7100
34	2.7759	3.0000	2.8571	2.8333	2.7931	3.0000	2.8333	2.7467
35	2.8085	3.0000	2.8571	2.8333	2.8336	3.0000	2.8333	2.7833
36	2.8249	3.0000	2.8571	2.8333	2.8621	3.0000	2.8333	2.8200
37	2.8276	3.0000	2.8571	2.8333	2.8793	3.0000	2.8333	2.8333
38	2.8528	3.0000	2.8571	2.8333	2.8966	3.0000	2.8333	2.8333
39	2.8640	3.0000	2.8571	2.8333	2.9138	3.0000	2.8333	2.8333
40	2.8793	3.0000	2.8571	2.8667	2.9310	3.0000	2.8333	2.8333

PR	Females				Males			
	GP-W	CP-W	IFC-W	KC-W	GP-W	CP-W	IFC-W	KC-W
41	2.8793	3.0000	2.8571	2.9050	2.9310	3.0000	2.8333	2.8367
42	2.8966	3.0327	2.9543	2.9433	2.9483	3.0909	3.0000	2.8733
43	2.9105	3.0909	3.0000	2.9817	2.9483	3.0909	3.0000	2.9100
44	2.9138	3.0909	3.0000	3.0000	2.9483	3.0909	3.0000	2.9467
45	2.9310	3.0909	3.0000	3.0000	2.9655	3.0909	3.0000	2.9833
46	2.9483	3.0909	3.0000	3.0000	2.9828	3.0909	3.0000	3.0000
47	2.9652	3.0909	3.0000	3.0000	2.9828	3.0909	3.0000	3.0000
48	2.9828	3.0909	3.0000	3.0000	3.0000	3.0909	3.0000	3.0000
49	2.9828	3.0909	3.0000	3.0000	3.0171	3.0909	3.0000	3.0000
50	3.0000	3.1000	3.0000	3.0000	3.0517	3.1111	3.0000	3.0000
51	3.0172	3.1818	3.0000	3.0000	3.0690	3.1818	3.0000	3.0000
52	3.0345	3.1818	3.0000	3.0000	3.0814	3.1818	3.0000	3.0000
53	3.0517	3.1818	3.0000	3.0000	3.0929	3.1818	3.0000	3.0000
54	3.0519	3.2727	3.0000	3.0000	3.1052	3.2727	3.0000	3.0000
55	3.0690	3.2727	3.0000	3.0000	3.1207	3.2727	3.0000	3.0000
56	3.0702	3.2727	3.0000	3.0000	3.1234	3.2727	3.0000	3.0000
57	3.0895	3.2727	3.0000	3.0183	3.1379	3.3636	3.0000	3.0000
58	3.1034	3.3309	3.0000	3.0567	3.1552	3.3636	3.0000	3.0000
59	3.1134	3.3636	3.0000	3.0950	3.1724	3.3636	3.0000	3.0000
60	3.1241	3.4545	3.0000	3.1333	3.1897	3.4545	3.0000	3.0000
61	3.1400	3.4545	3.0000	3.1667	3.1897	3.4545	3.0000	3.0000
62	3.1484	3.4545	3.0000	3.1667	3.2038	3.4545	3.0000	3.0000
63	3.1724	3.4545	3.0000	3.1667	3.2488	3.4545	3.0000	3.0000
64	3.1897	3.5455	3.0800	3.1667	3.2586	3.5455	3.0000	3.0133
65	3.1897	3.5455	3.1429	3.1667	3.2586	3.5455	3.0000	3.0500
66	3.2077	3.5455	3.1429	3.1667	3.2665	3.5455	3.1633	3.0867
67	3.2241	3.5455	3.1429	3.1667	3.2759	3.5455	3.1667	3.1233
68	3.2338	3.5455	3.1429	3.1667	3.2759	3.6364	3.1667	3.1600
69	3.2414	3.6364	3.1429	3.1667	3.2931	3.6364	3.1667	3.1667
70	3.2414	3.6364	3.1429	3.1667	3.2931	3.6364	3.1667	3.1667
71	3.2586	3.6364	3.1429	3.1667	3.2984	3.6364	3.1667	3.1667
72	3.2597	3.6364	3.1429	3.1667	3.3276	3.6364	3.1667	3.1667
73	3.2759	3.6364	3.2857	3.1667	3.3367	3.6364	3.1667	3.1667
74	3.2759	3.7200	3.2857	3.1700	3.3472	3.6364	3.2033	3.1667
75	3.2931	3.7273	3.2857	3.2083	3.3621	3.7273	3.3333	3.1667
76	3.3103	3.7273	3.2857	3.2467	3.3621	3.7273	3.3333	3.1667
77	3.3276	3.7273	3.2857	3.2850	3.3682	3.7273	3.3333	3.1667
78	3.3448	3.7273	3.2857	3.3233	3.3893	3.8044	3.3333	3.2200
79	3.3609	3.7273	3.2857	3.3333	3.3998	3.8182	3.3333	3.2933
80	3.3621	3.8182	3.2857	3.3333	3.4138	3.8182	3.3333	3.3667
81	3.3667	3.8182	3.2857	3.3333	3.4209	3.8182	3.3333	3.4400
82	3.3793	3.8182	3.3333	3.3333	3.4310	3.8182	3.3333	3.5000
83	3.3793	3.8182	3.4114	3.3483	3.4483	3.8182	3.3333	3.5000

PR	Females				Males			
	GP-W	CP-W	IFC-W	KC-W	GP-W	CP-W	IFC-W	KC-W
84	3.3966	3.8182	3.4286	3.3867	3.4524	3.8182	3.3333	3.5000
85	3.4138	3.8182	3.4286	3.4250	3.4655	3.8182	3.5000	3.5000
86	3.4310	3.8182	3.4286	3.4633	3.4907	3.8182	3.5000	3.5000
87	3.4310	3.8182	3.4286	3.5033	3.5184	3.9091	3.5000	3.5000
88	3.4476	3.9091	3.4286	3.5800	3.5345	3.9091	3.5000	3.5000
89	3.4764	3.9091	3.4371	3.6567	3.5740	3.9091	3.6667	3.5000
90	3.5172	3.9091	3.5714	3.7333	3.5955	3.9091	3.6667	3.5000
91	3.5345	3.9091	3.7143	3.8100	3.6207	3.9091	3.6667	3.5067
92	3.5405	3.9091	3.7143	3.8333	3.6220	3.9091	3.6667	3.5800
93	3.5690	3.9945	3.7457	3.8333	3.6379	4.0000	3.7150	3.6533
94	3.6197	4.0000	3.8571	3.8333	3.6610	4.0000	3.8333	3.7267
95	3.6319	4.0000	3.8571	3.8333	3.6724	4.0000	3.8333	3.8000
96	3.6566	4.0000	3.8571	3.8333	3.7046	4.0000	3.9800	3.8333
97	3.6895	4.0000	3.9114	3.8333	3.7241	4.0000	4.0000	3.8333
98	3.7183	4.0000	4.0000	3.8333	3.7759	4.0000	4.0000	3.8333
99	3.7931	4.0000	4.0000	3.8333	3.8516	4.0000	4.0000	3.8333
100	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000