

Becoming a Workforce of Everyday Scientists: Frontline Staff in the Legal Community



Child Welfare
Virtual Expo

Dana Weiner | Andrew Yost



Capacity Building
CENTER FOR STATES



Become An “Everyday Scientist”

What is an everyday scientist?

- A person who is curious, resourceful, and experimental.

How do I become an everyday scientist?

- Develop questions that can be answered using data and evidence.
- Identify reliable and valid data sources.
- Understand action implications of the answers to our questions.
- Incorporate tests using practice improvement cycles (Plan-Do-Study-Act).



Interact With Data and Evidence

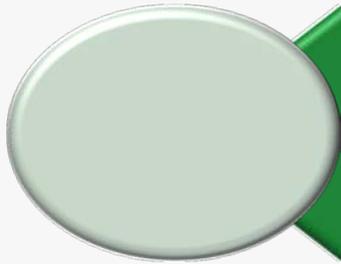
Critically
consume

Collaboratively
interpret

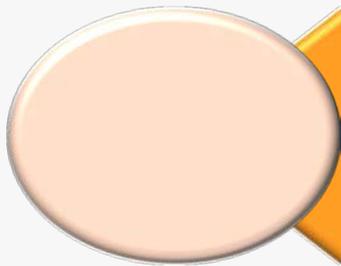
Responsibly
produce



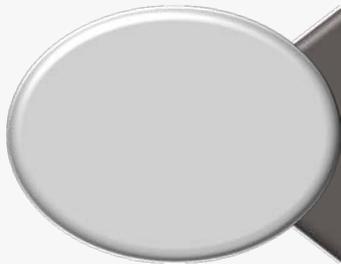
Potential Challenges



Data might differ from our beliefs, values, or experience.



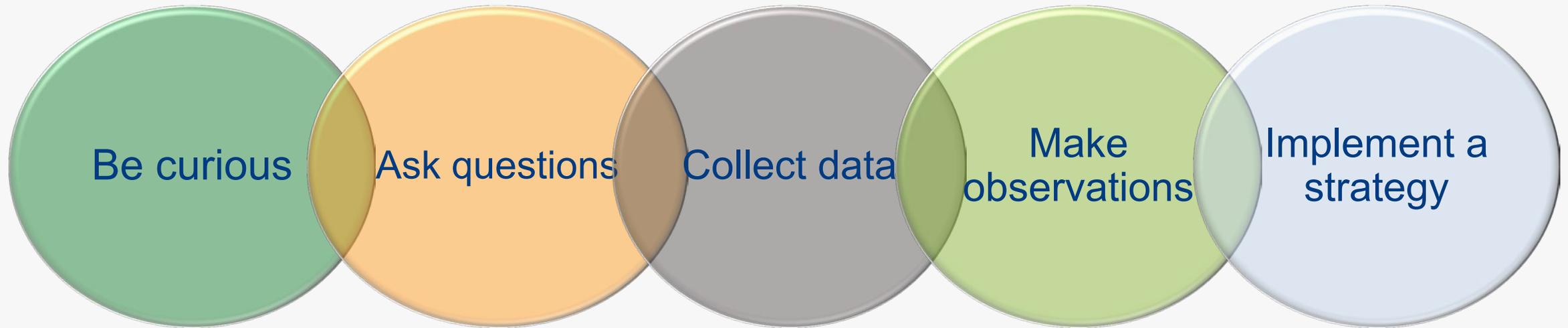
Data might not be clean and comprehensive enough for analyses that would answer our questions.



Implementation of changes can be slow, complex, and incomplete.



Everyday Scientist



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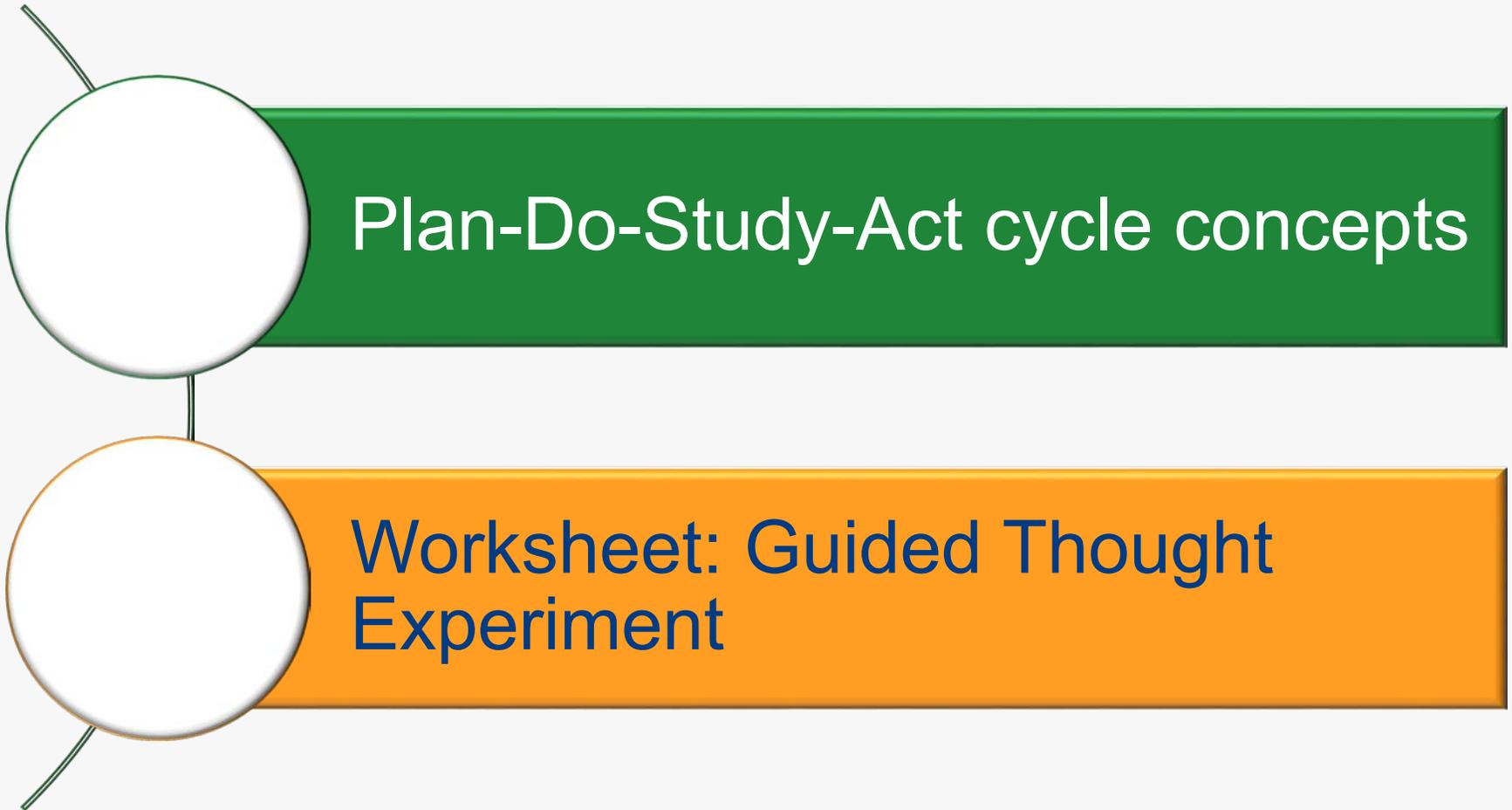
Andrew Yost | Christine Kiesel



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Session Plan

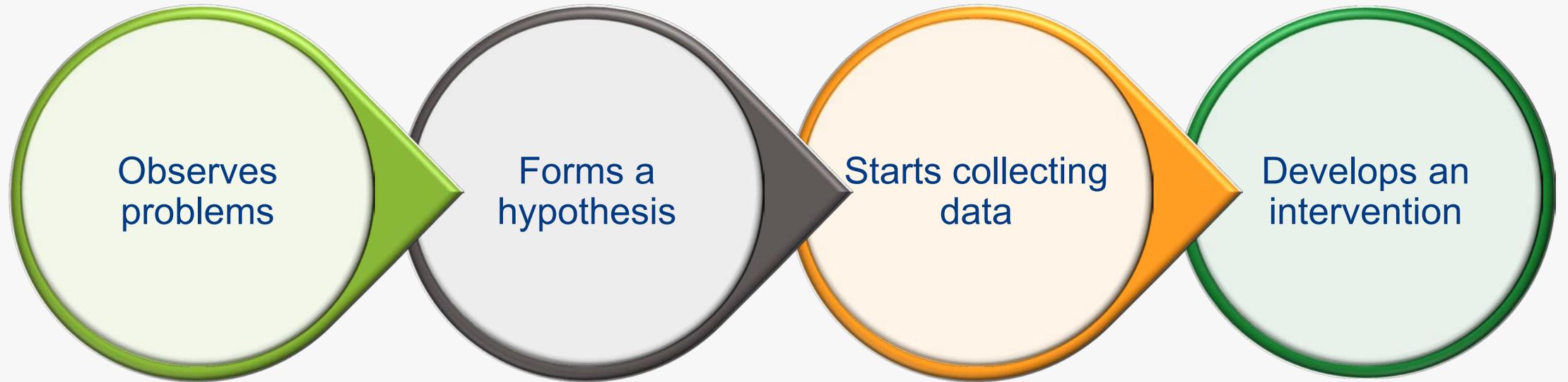


Plan-Do-Study-Act cycle concepts

Worksheet: Guided Thought Experiment



Four Things an Everyday Scientist Does



Take 2 Minutes

- Identify practices in your jurisdiction that need to change or are missing in your jurisdiction on which you can have an effect.



What Did You Identify?

Not enough
time on the
docket

Court
continuances

Lack of early
identification
of relatives

Too many
"cookie
cutter"
services

Not enough
youth
engagement

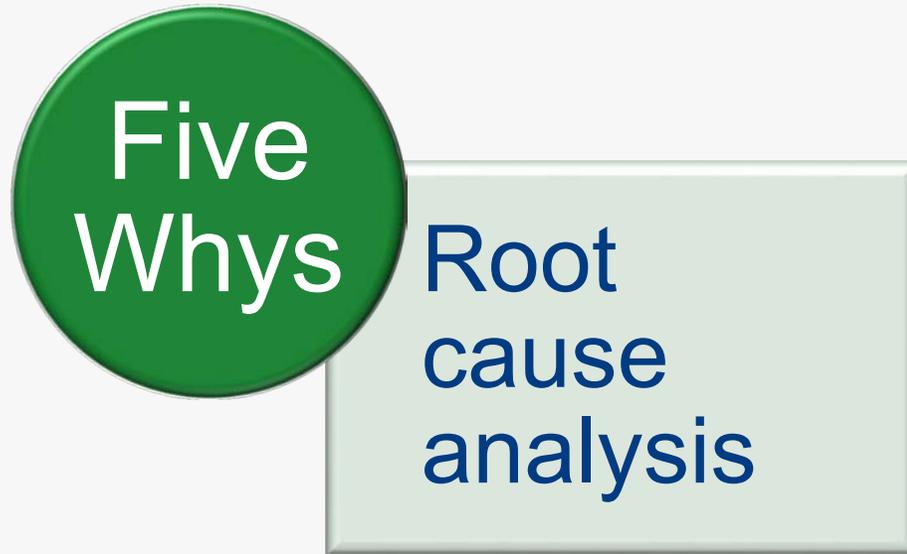


Take 2 Minutes

- Choose one of the items on your list.
- Formulate a hypothesis for the identified problem.



Tools for Root Cause Analysis and Identifying Change



Sources of Data

AFCARS

Child welfare
agencies

CASAs

Private
providers

Review of
case files

Court
observations

Manual
tracking in the
courtroom



Take 2 Minutes

- Develop a list of data that you can collect to address the problem.

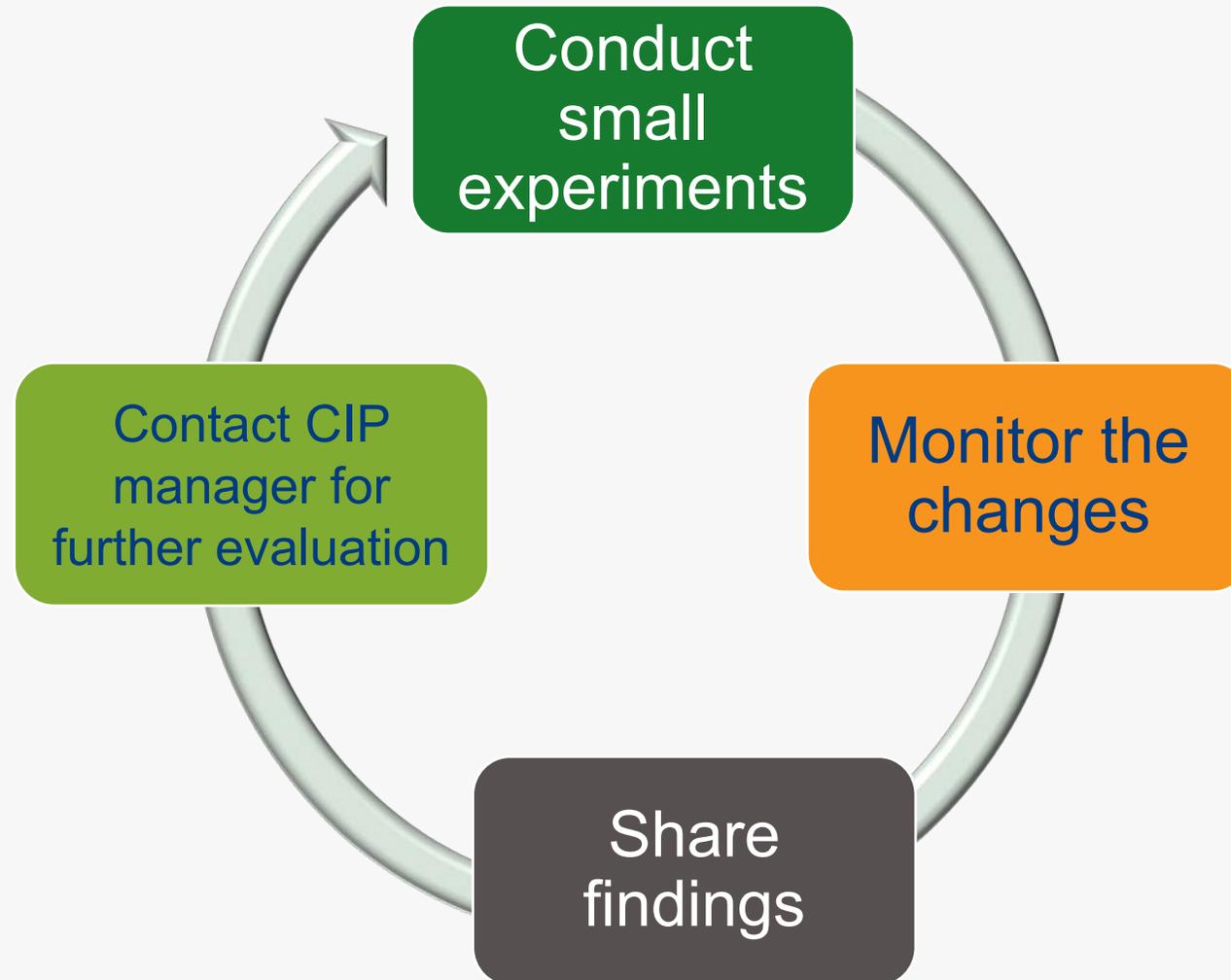


How did you do?

- Did you identify an existing data source?
- Did you question whether the source exists?
- If it doesn't exist, how can you capture it?



Agents of Change



Identify the problem

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graph TD; A[Identify the problem] --> B[Form a hypothesis about the problem]; B --> C[Collect the everyday data]; C --> D[Engage in small experiments];
```

Form a hypothesis about the problem

Collect the everyday data

Engage in small experiments



Virtual Reflections

Welcome to the virtual reflections portion of this session!

For the next 15 minutes, we'll chat about five virtual reflection questions. During this time, you will have the opportunity to respond via the chat feature. Please download the "Reflection Worksheet" for additional information.

Let's begin.



Virtual Reflections Question 1

- ▶ Were you able to identify practice changes that are missing or need to be changed in your jurisdiction? If so, what were these changes?

Enter your response in the “Chat” box.



Virtual Reflections Question 1

- ▶ Were you able to identify practice changes that are missing or need to be changed in your jurisdiction? If so, what were these changes?

We have about 1 minute left. Please type your responses in the “Chat” box and prepare to discuss the next question.



Virtual Reflections Question 2

- ▶ How did you prioritize your choice given the multitude of issues that exist in child welfare?

Enter your response in the “Chat” box.



Virtual Reflections Question 2

- ▶ How did you prioritize your choice given the multitude of issues that exist in child welfare?

We have about 1 minute left. Please type your responses in the “Chat” box and prepare to discuss the next question.



Virtual Reflections Question 3

- ▶ What was the hypothesis you created during the session? What went into your thinking about designing the hypothesis? Do you think others in your system or jurisdiction would come to a similar hypothesis?

Enter your response in the “Chat” box.



Virtual Reflections Question 3

- ▶ What was the hypothesis you created during the session? What went into your thinking about designing the hypothesis? Do you think others in your system or jurisdiction would come to a similar hypothesis?

We have about 1 minute left. Please type your responses in the “Chat” box and prepare to discuss the next question.



Virtual Reflections Question 4

- ▶ Did you identify any data gaps in the list of data you intended to collect to address the problem? What were those gaps? Why do you think those gaps exist?

Enter your response in the “Chat” box.



Virtual Reflections Question 4

- ▶ Did you identify any data gaps in the list of data you intended to collect to address the problem? What were those gaps? Why do you think those gaps exist?

We have about 1 minute left. Please type your responses in the “Chat” box and prepare to discuss the next question.



Virtual Reflections Question 5

- ▶ Is there additional data that might be helpful to review? Who might you invite to the team to help you synthesize and interpret this data?

Enter your response in the “Chat” box.



Virtual Reflections Question 5

- ▶ Is there additional data that might be helpful to review? Who might you invite to the team to help you synthesize and interpret this data?

We have about 1 minute left. Please type your responses in the “Chat” box and prepare to discuss the next question.



Up Next!

Thank you for your participation today!

Please explore the Virtual Gallery and chat with speakers in the Networking Lounge.

The next session will begin at 2:30 p.m. Eastern Time.



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