

Becoming a Workforce of Everyday Scientists: Leaders and Decision-Makers in Agencies and Tribes



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

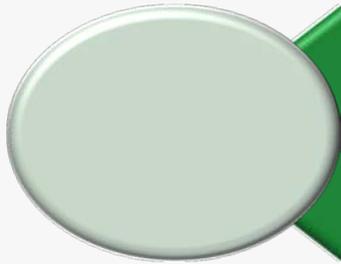
Critically
consume

Collaboratively
interpret

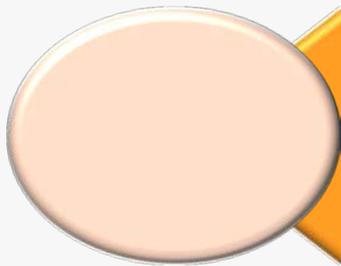
Responsibly
produce



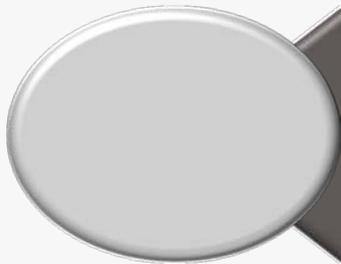
Potential Challenges



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



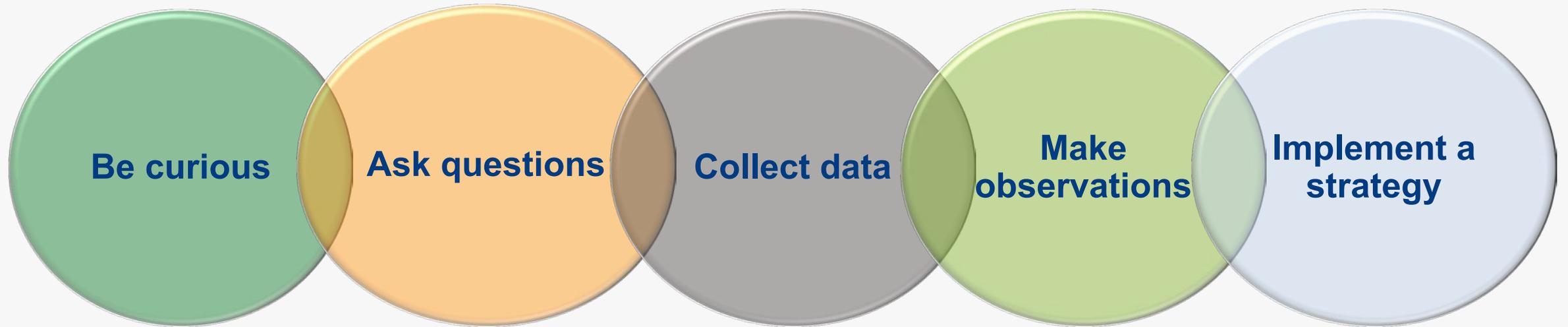
Data might not be clean and comprehensive enough for analyses that would answer our questions.



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



Everyday Scientist



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Jerry Bruce | Margo Fudge | Melinda Feola-Mahar | Joseph Walker | Dana Weiner



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LiveWell San Diego Priorities

1. Safely **stabilize and preserve families**;
and if that is not possible...

- About **80%** of all referrals **do not require further intervention**.
- About **41%** of the cases opened each year are **voluntary** cases and the children are not removed from the home. **61% of these voluntary cases successfully strengthen and preserve the family**.

2. Safely care for children and **reunify children to their families of origin**; and if reunification is not possible...

- About **60%** of children removed **reunify** with their family within 3 years.

3. Safely support the development of **permanency and lifelong relationships** for children and youth.

- About **82%** of children removed **find permanency** either with their family of origin or a new family within 3 years.



LiveWell San Diego 2017–2018 Statistics

44,049 abuse/neglect reports were made to the hotline representing 79,716 children

22,242 of those reports, including 43,251 of those children, were assigned for investigation

1,202 children had a voluntary services case open at some point during the year

966 new petitions were filed on behalf of children



Tell the Story of the Data

Include the data on things that happen and the data on things that don't happen to show the whole story.

Use both qualitative and quantitative data collectively to have a more complete picture.

Use multiple strategies to deliver the data story to different stakeholder populations to support a common understanding.

Tell the story of data through Frontline staff, youth and families, support them to help interpret the cause and effect of what is happening.

Storytelling as a form of data collection adds richness and connects the data to the people it impacts.



View Data as a Tool for Change

- Data is a tool to improve our outcomes and effect change.
- A healthy appetite for data will help improve outcomes.
- Data is not a judgment on our work and can support changing what needs to be fixed.



Get Comfortable With Uncomfortable Data

Getting comfortable with all data helps to normalize, understand, and drive a culture for change.

Difficult conversations about data can spark a shift in practice that can lead to change.



Build Curiosity to Drive a Hunger for Data

Present meaningful data to relevant stakeholders and engage them in understanding it.



Support engagement with staff at all levels and across all service areas to review and assess data collaboratively.



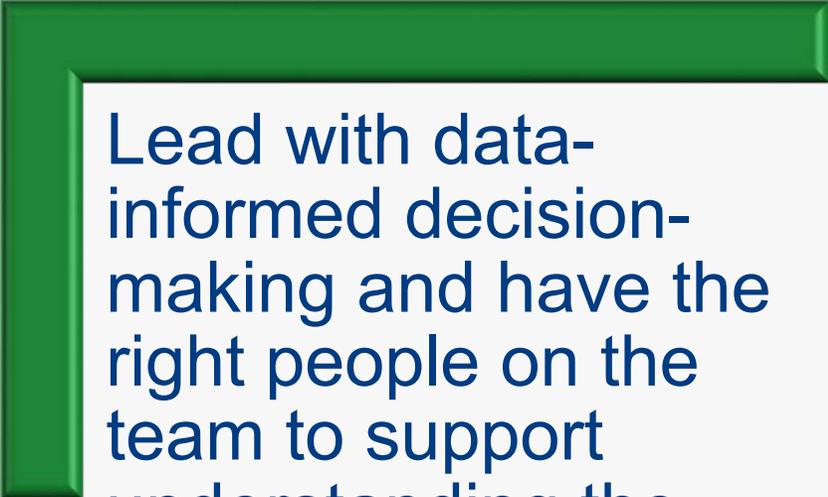
Demonstrate curiosity and capacity to understand data to effect sustainable change.



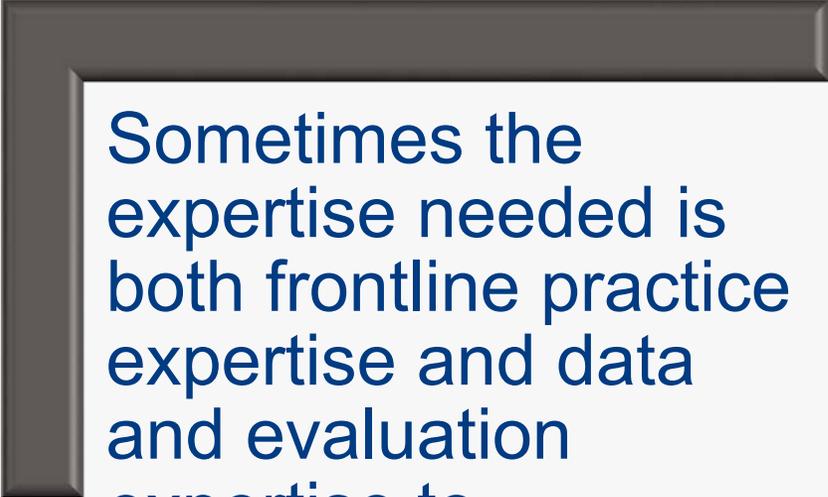
Curiosity builds when staff understand that data often can change the minds of funders and leadership.



Involving All Staff and Partnering With Data Experts



Lead with data-informed decision-making and have the right people on the team to support understanding the data, including staff at all levels.



Sometimes the expertise needed is both frontline practice expertise and data and evaluation expertise to understand the context of the data.



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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