



Reflection Worksheet

How Do We Know What Works? Challenges and Opportunities for Building Evidence for Leaders and Decision-Makers

This year's Child Welfare Virtual Expo is designed to be an interactive virtual learning experience where you can hear from experts, identify successful strategies to incorporate into your work, and make connections with others in the child welfare community.

This session examines evidence-based practice from the point of view of leaders and managers, who must process information about what works or not, decide if it is credible and is having the intended effect, and assess the implications of their decision at every level of the organization. Data and evidence are important and valuable, and rarely tell us everything or provide definitive answers about how well something will work for children and families involved in our child welfare system. Leaders constantly try to apply knowledge of evidence and data to make decisions about how to improve outcomes for children, youth, and families. To address these issues, the session will explore the meaning of "effectiveness" and "evidence-based practice" in the context of child welfare.

Participants attending this session will:

- Increase understanding of evidence-building in child welfare by describing and exploring the implications of evidence continuums, evidence-based practice, and evidence-based policymaking for improving the effectiveness of services and programs
- Identify how agency-, community- and population-specific contexts, cultures, and needs affect and inform evaluation efforts and how findings are used to drive decision-making about services and programs
- Explore different thresholds of evidence that leaders and staff may have in feeling confident to make decisions and identify possible decision-making points for leaders around services, programs, and approaches

Linking what you hear and see in this session to your everyday work will help you identify where you want to realize change in your agency and the techniques that can help you along the way. Use the table below to keep track of your thoughts during the virtual reflection session.



Virtual Reflection Questions

1. Think of an intervention that you're trying to understand if it is successful. What type of data would you need to make this determination?	
2. Who could you turn to for help in understanding if an intervention is working?	
3. Think of a problem that you're trying to solve. How would you seek information on ways others have tried to solve the same problem?	
4. Think of a program that your organization has been doing that has been successful. How do we know that this is successful? What does it mean to be effective?	
5. Think of a program that your organization has been doing that has not been successful. How do we know that it isn't successful? How do we stop doing it? What can we do differently?	
Additional thoughts:	