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

Child Welfare Virtual Expo

Dana Weiner | Andrew Yost
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

Be curious
Ask questions
Collect data
Make observations
Implement a strategy
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Andrew Yost | Christine Kiesel
Session Plan

Plan-Do-Study-Act cycle concepts

Worksheet: Guided Thought Experiment
Four Things an Everyday Scientist Does

- Observes problems
- Forms a hypothesis
- Starts collecting data
- Develops an intervention
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

- **Five Whys**: Root cause analysis
- **If Only**: 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

- Conduct small experiments
- Monitor the changes
- Share findings
- Contact CIP manager for further evaluation
Identify the problem

Form a hypothesis about the problem

Collect the everyday data

Engage in small experiments
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.
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.
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?

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

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