



Reflection Worksheet

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

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.

Creating a culture of everyday scientists encourages the child welfare workforce to take a science-based approach with families and bring family voice into the agency's cycle of accountability. This session is designed to explore strategies for creating an organizational culture that values feedback and incentivizes learning from data and evidence. The session highlights the importance of including the perspectives of the workforce and children, youth, and families, all of whom have an important stake in evaluation and continuous quality improvement.

Participants attending this session will:

- Increase understanding regarding how to build a workforce (agency, courts/legal, community partners, families, and youth) of everyday scientists
- Explore strategies for shifting agency culture around using evidence, data, continuous quality improvement, and feedback loops (including families) to improve outcomes through examples of techniques like rapid cycle feedback loops (Plan-Do-Study-Act)
- Learn why the development of a workforce of critical thinkers, empowered everyday scientists, and active participants in the evidence building process is part of healthy growth in an agency

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

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| <p>1. What barriers might you anticipate that would prevent you from using these same strategies? What might be the first step you could take to work through them?</p> | |
| <p>2. As leaders and key informants in what is or isn't working in child welfare, what is your role in contributing to system-level change?</p> | |
| <p>3. The speakers all talked about what steps they took to effect change. If you could, what elements of your work would you choose to change, and what might be the steps you would take to bring about that change?</p> | |
| <p>4. How would you solve the challenge of developing a hunger for data with frontline staff using the strategies you have learned?</p> | |
| <p>5. If you are a leader who has worked to implement some of the strategies discussed to develop a hunger for data, what might be the indicators that what you are doing is working?</p> | |
| <p>Additional thoughts:</p> | |