



Reflection Worksheet

Becoming a Workforce of Everyday Scientists: Frontline Staff 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.

Each individual working in child welfare to improve outcomes for children, youth, and families is an everyday scientist and contributes to the greater understanding of how to become more effective in daily practice. This session explores how individual child welfare staff can innovate through small-scale altering and testing in the context of their everyday work instead of waiting for an evidence-based practice to be developed, tried, and tested. Participants also discover ways to become a more effective "scientist" by gathering, using and applying data in a systematic and practical way to make a difference and improve effectiveness.

Participants attending this session will:

- Develop strategies for taking a science-based approach in their work
- Explore the connection between problem-solving cycles and the concept of learning organizations
- Identify how frontline agency and tribal agency staff can innovate in their practice with families by applying information and data available to test different strategies that will have a positive impact on outcomes without waiting for evidence-based practices
- Explore the cycle of gathering useful information and incorporating it into daily work efficiently by:
 - Increasing knowledge of how rapid cycle feedback loops (Plan-Do-Study-Act) supports change in practice working with families
 - Identifying opportunities to conduct Plan-Do-Study-Act feedback loops
 - Distinguishing between target effects and unintended consequences
- Increase understanding about how to build a workforce (agency, courts/legal, community partners, families, and youth) of everyday scientists

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. How can frontline staff make use of Plan-Do-Study-Act feedback loops?	
2. What are some of the challenges that frontline tribal child welfare workers face when collecting data?	
3. How is documentation an important part of being a “steward of good data”?	
4. What can you do to encourage system level change?	
5. What two action steps will you take as a result of what you learned today?	
Additional thoughts:	