



Staff Recruitment and Retention

Experiences Survey Data Reflection Worksheet

Worksheet Objective: Identify inequities in HV CoIIN data.

Why this is important: CQI efforts to improve workforce well-being may not benefit all populations equally. To help identify and understand any differences in the experiences of home visiting staff, it is important to look at data broken out by different variables (e.g., race, ethnicity, language, age, and education). Once inequities are identified, teams can work to set an aim and continue to track data to ensure that efforts are eliminating inequities.

Part 1: Review of Experiences Survey Data

Instructions:

The questions below provide a structured process to help guide your Staff Recruitment and Retention CoIIN team in discussing your data from the Experiences Survey. Your team should engage in discussion around each category, answering as many questions as possible to the best of your ability. This process emphasizes the importance of examining data with equity as a priority and elevating a range of perspectives when interpreting data.

Reflection questions	Your Team's Notes
<p>1. Facts</p> <ul style="list-style-type: none">○ What do you see when you look at these data?○ Who is not represented in this data? How can you increase response rates?	
<p>2. Reflection</p> <ul style="list-style-type: none">○ What feelings does this elicit? (What about the data excites you? What about the data left you skeptical or frustrated?)○ What does this data make you wonder?○ What do you want to know more about? What questions does it raise?○ What situations are you reminded of?○ What personal biases or assumptions should we be mindful of as we interpret this data?	
<p>3. Interpretation</p> <ul style="list-style-type: none">○ What does this data suggest about our policies, processes, and systems?	

<ul style="list-style-type: none"> ○ Does the data suggest that any of our processes or systems are ineffective? ○ What works? For whom does it work? ○ Look for the bright spots and think about what may be contributing to success. ○ What root causes might best account for what we see in the data? ○ What additional context (such as race, gender, ethnic background, socioeconomic level) should frame how we interpret and make decisions using this data? ○ How can we frame this data with the larger context of historical and current systems of oppression? ○ Whose experiences or perspectives should we learn more about to understand this data? 	
<p>4. Action:</p> <ul style="list-style-type: none"> ○ What does the data suggest we might work on as team? ○ How can this data inform our thinking and planning related to our drivers of focus? ○ What are we going to stop doing/start doing/keep doing because of this data? ○ How can we elevate parent voice as we define next steps? ○ What does this conversation make you think about in terms of your experience? Connect the data to your personal observation and experience without blaming or naming individuals. 	

Based on your reflections and conversations, what specific inequity in your Experiences Survey data will your team work to eliminate over your time in the Staff Recruitment and Retention CoIIN? Once you have selected your area of focus, use the *Creating a SMARTIE aim Worksheet* to help your team draft an aim.

What additional changes might you need to test to eliminate the inequity?