



NATIONAL CENTER FOR

Diligent Recruitment

Leveraging Data to Improve Diligent Recruitment Planning and Implementation

John McInturf, diligent recruitment data advisor

Candis Jones, director of intensive technical assistance
National Center for Diligent Recruitment

The goals of the National Center for Diligent Recruitment are to:

1

Increase the capacity of states, tribes, and territories to effectively collect and analyze quantitative and qualitative data to guide targeted recruitment.

2

Provide on-site, tailored technical assistance to support the work of states, tribes, and territories in constructing their robust diligent recruitment plans that have significant and strategic outcomes.

3

Develop effective models of diligent recruitment based on evidence-informed and evidence-based research.

4

Further the evidence-base of family finding, relative outreach, reunion support, and intensive recruitment and retention services within the communities of origin of the children and youth in the foster care system.

Agenda

- Question-to-answer perspective
- Questions data should answer
- Building a data inventory
- Engaging people of color and lived experience
- Formulating good data questions
- Participant questions

Question-to-answer perspective

- Questioning is already part of a child welfare worker's skill set.
- This same skill set can apply to asking questions of data.
- Begin by listing the questions you need the data to answer.



Diligent recruitment plan questions

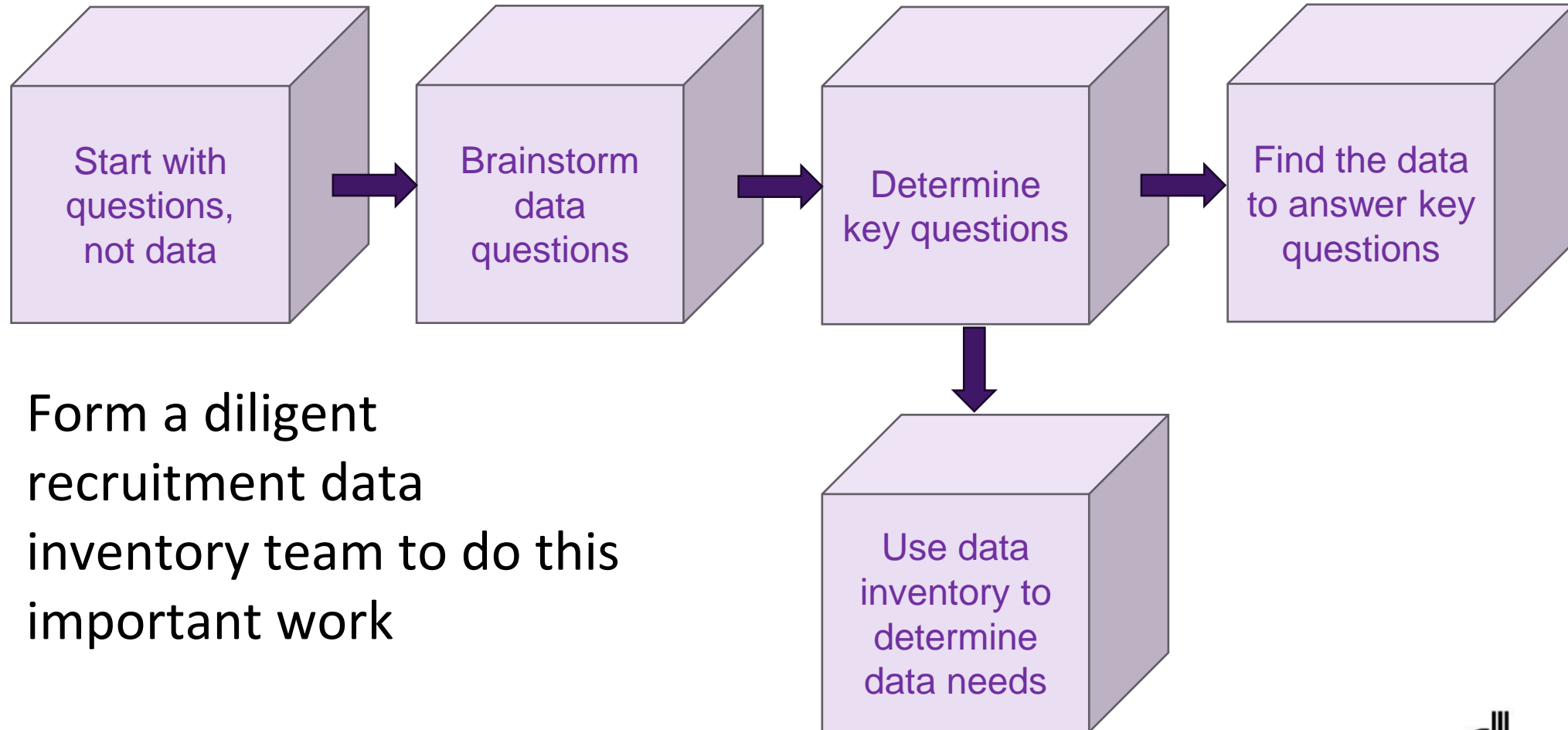
What are the diligent recruitment needs?

How will diligent recruitment actions change outcomes?

Is implementing the diligent recruitment plan happening as prescribed?

Was the diligent recruitment plan implementation effective?

Build a data inventory



Form a diligent recruitment data inventory team to do this important work

Good diligent recruitment data teams...

...engage people of color and those with lived experience when forming data questions.

To assume we have all the answers is to assume we know all the questions!

Seek input when...

- Establishing a common language.
- Determining key questions.
- Interpreting the data.
- Formulating data-driven solutions.
- Making decisions during implementation.
- Analyzing results.

Applying both a racial equity and a consumer lens to data processes improves how data can be used and its effect on outcomes!

Formulating good data questions

- It's a skill we can all learn.
- Start with one of your team's key questions, then further define it using simple data language.
- Know these three parts to a good data question.
- Use the examples below to demonstrate how to move from a general question to a more defined one.

Example 1: How quickly are our newly licensed families being utilized?

Example 2: How many of our youth are entering care and going straight to congregate placement?

Formulating good data questions

Part one defines the population (the “of” part – of the..., of all..., of those...)

Example 1: How quickly are our newly licensed families being utilized?

Of all families licensed in the past year, ...

Example 2: How many of our youth are entering care and going straight to congregate placement?

Of youth receiving their first placement in the past year, ...

Formulating good data questions

Part two addresses what you want to know about the population (how many, what percent, what trends).

Example 1: How quickly are our newly licensed families being utilized?

How many and what percentage received a placement within the first two months of licensure?

Example 2: How many of our youth are entering care and going straight to congregate placement?

How many and what percent had a first placement in a non-family setting?

Formulating good data questions

Part three identifies how you want the answer reported for analysis (the “by” part—by county, by race, by year...).

Example 1: How quickly are our newly licensed families being utilized?

By district/region and race.

Example 2: How many of our youth are entering care and going straight to congregate placement?

By district/region, placement type and race.

Formulating good data questions

Example 1: How quickly are our newly licensed families being utilized?

Of all families licensed in the past year, how many and what percentage received a placement within the first two months of licensure, by district/region and race?

Example 2: How many of our youth are entering care and going straight to congregate placement?

Of youth receiving their first placement in the past year, how many and what percent had a first placement in a non-family setting by district/region, placement type, and race?

Good data questions

- This formula results in questions that are better understood when looking at the answer, and they should be included in the report or graph heading.
- You likely want to form a smaller group with knowledge of the data source to further define the questions so the data can be reported accurately.
- The next process step requires an even higher level of specificity.

Good data questions — leveling up

More specificity (population)

Example 1: Of all families licensed in the past year,...

- Families with a licensing date within the year 2023
- Decide on a family type – can be both relative and foster families
- If we do both, do we change the question to report by family type?

Example 2: Of youth receiving their first placement in the past year,...

- Youth ages 13 and above at time of placement
- Custody date within 2023

Good data questions — leveling up

More specificity (what we want to know about population)

Example 1: How many and what percentage received a placement within the first two months of licensure?

- Count and calculate percent of those with a placement date within the first two months of license date
- Do we want to include placement dates prior to licensure date?

Example 2: How many and what percent had a first placement in a non-family setting?

- Count and calculate the percent of those with a first placement type anything other than family
- Do we include those with a custody date with the year and no placement date and show this as unknown?

Good data questions — leveling up

More specificity (how we want it reported)

Example 1: by district/region and race.

- Organize by district and race
- Determine best way to organize race and explain
- Total count and percentage for race within each district
- Place results in chart and bar graph separated by district and race

Example 2: by district/region, placement type and race

- Organize results by race within placement type and within district
- Total count and percentage for each
- Place results in a chart and a bar graph separated by district and race

Higher level of specificity

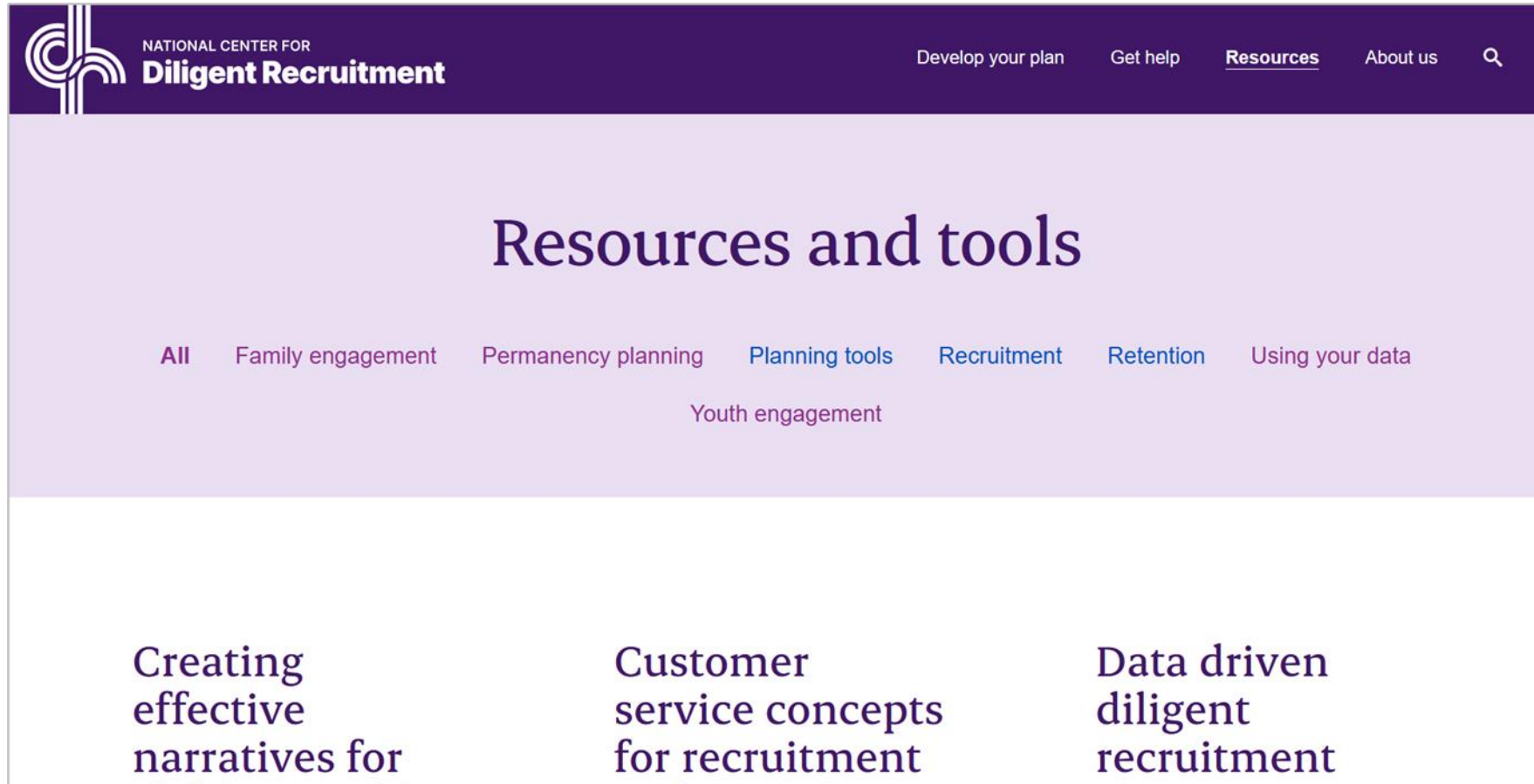
- At a higher level of specificity, your team must meet with the data person or team who creates the report.
- This level requires specifics regarding where the data resides and how variables such as age are to be calculated.
- The team should be available to ensure accuracy in the data query, confirming the data is consistent with what was asked.
- Test the data and report results to see if it answers your question accurately.



Questions?

Resources

diligentrecruitment.org/resources/



The screenshot shows the top navigation bar of the National Center for Diligent Recruitment website. The header is dark purple with the logo on the left and navigation links on the right. The main content area has a light purple background with the title 'Resources and tools' and a list of categories. Below this, three white boxes contain the titles of featured resources.

NATIONAL CENTER FOR Diligent Recruitment Develop your plan Get help Resources About us 🔍

Resources and tools

[All](#) [Family engagement](#) [Permanency planning](#) [Planning tools](#) [Recruitment](#) [Retention](#) [Using your data](#)

[Youth engagement](#)

Creating effective narratives for

Customer service concepts for recruitment

Data driven diligent recruitment



National Center for Diligent Recruitment

We are a national project working to improve outcomes for children and youth in foster care by providing free services to help states, tribes, and territories transform how they develop and implement strategic, data-driven diligent recruitment plans.





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