Culture of Evidence Self-Assessment Tool

What Is the Tool?

This tool is designed to help programs, organizations, and cross-sector planning groups reflect on their data-driven planning practices. The goal is to stimulate discussion on how to use data as neutral evidence for program and policy improvements. The tool helps to establish a baseline for developing a culture of evidence that drives effective strategy making for better client outcomes.

Who Should Complete the Tool?

We suggest that program directors and administrators invite a range of decision makers and stakeholders—front-line staff, line supervisors, managers and directors, funders, and anyone else who receives data reports about program performance—into this process. Individuals can first answer this tool anonymously, and a representative group of stakeholders can then discuss the results and collectively set improvement goals.

How Often Should We Complete the Tool?

We recommend implementing this assessment tool every six months to help groups and organizations set improvement goals, evaluate progress, and acknowledge success in developing their culture of evidence.

How Do I Calculate the Results?

Every six months, distribute the survey to staff and partners to complete. Once completed, tabulate the results for each area as well as the overall average. To find the average, add the scores together and divide by the number of scores included. For example, if you received 20 completed surveys, you would add all of the answers given for question #1, then divide by 20. The result will be the overall average score for that question.

What Can We Do with the Results?

Look for areas where your overall average is less than 3.5. Write out two or three goals for improving how often and in what ways you share data findings with staff and partners. Make those goals known to all stakeholders, so they can participate in changes and support the effort to broaden a culture of evidence within your organization or planning group.

We Can Help!

Our goal at GDTA is to help SAMHSA project officers and grantees improve their data savvy and assist with data collection, management, and utilization within their organizations and planning structures. Please contact us at GDTA@center4si.com if you need any level of assistance using the tool or setting goals for your own data-driven planning practices.

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CULTURE OF EVIDENCE SELF-ASSESSMENT TOOL

Please indicate to what degree you feel your organization meets these objectives to help make data accessible and useful for all staff members. We encourage honest answers that will help shape goals for improvement.

For each question, circle one answer: 1 is "Little to None," 3 is "Improving," and 5 is "Most of the Time"

SECTION 1: COMMITMENT TO DATA-DRIVEN DECISION MAKING

1. Are data reports presented as a learning opportunity to ask questions and determine mid-course corrections?	1	2	3	4	5
2. Are data findings presented as written reports incorporating visuals and graphics that simplify complex data outcomes and help detect client patterns more easily?	1	2	3	4	5
3. When presenting new data to staff, are trends and environmental constraints and opportunities clearly identified to motivate dialogue and stimulate additional questions?	1	2	3	4	5
4. Does the organization or planning structure promote the practice of asking critical questions as part of a culture of discovery and open discussion?	1	2	3	4	5
5. Are data presented within a broader story that quantifies and illuminates the population-based context?	1	2	3	4	5

SECTION 2: SHARING DATA TO BUILD A COMMON AGENDA

6. Are staff members encouraged to be data presenters to engage ownership and grow the ability for multiple stakeholders to communicate findings?	1	2	3	4	5
7. Is meaningful discussion about quality improvement encouraged across a diverse group of stakeholders?	1	2	3	4	5
8. Is a neutral facilitator used when necessary to ensure that questions and discussions stay productive?	1	2	3	4	5
9. Is it clear to staff how data were constructed into evidence that validates both program successes and shortcomings?	1	2	3	4	5
10. Does management report a balance of data that indicate "bad news" as well as data that highlight program successes?	1	2	3	4	5

SECTION 3: PROCESS TO IDENTIFY SERVICE GAPS AND ACHIEVEMENTS

11. Are multiple stakeholders involved in reviewing data to identify trends and gaps that support the collective development of intervention ideas?	1	2	3	4	5
12. Are system-level impact indicators and system-level outcomes included in presentations and discussions?	1	2	3	4	5
13. Are data outcomes linked to setting strategic goals based on performance measurements and system processes on an ongoing basis?	1	2	3	4	5
14. Are program and system outcomes compared to evidence-based practices in the field for improvement strategy ideas?	1	2	3	4	5
15. Does your organization reinforce data literacy through training across diverse levels and types of stakeholder groups?	1	2	3	4	5
16. Do executive leaders review and request data reports?	1	2	3	4	5
17. Does the organization create a "culture of continuous quality improvement" that engages stakeholders from all staff levels and across key cross-system partners?	1	2	3	4	5