Using the CHW Common Indicators in Your 2109 Evaluation

Leadership Team Members
CHW Common Indicators Project

Zoom guidelines

- Change your name in Zoom to the name you want to be recognized by.

- Please mute yourself when not speaking.

- Please use the chat box for brainstorming sessions.

- During discussions, please raise your virtual hand (or your real hand if you are on video) to be acknowledged.

- If your audio or video is breaking up or slowing you down, try turning off your video.

Objectives

By the end of the presentation, participants will:

- Be familiar with the history, aims, current status, and recommended indicators of the CI Project;

- Understand how they can use the CHW Common Indicators to strengthen their 2109 evaluations; and

- Learn how the CI project centers CHW leadership in research and evaluation and the benefits of doing so.

Agenda

- Introduction/Welcome

- Intro to the CHW Common Indicators Project

- Intro to the priority indicators

- Using the priority indicators in your 2109 evaluation

- Q&A

- Webinar evaluation

Popular (people's) Education Principles

- We should always start with what people already know and value it.
- Everyone is a teacher, and everyone is a learner.
- We should pool our knowledge and use it to create a more just society.
- It is important to balance participation and power in the virtual room.

Dinámica
Movement Building Activity

- The people say …
- El pueblo manda …

- Do this
- Que hagan esto

Brainstorm

What do we already know or imagine about the CHW Common Indicators Project?

Why common indicators?

- Facilitates aggregation of data across programs and regions, potentially contributing to sustainable funding
- For grassroots programs, easy-to-use indicators make it easier to report outcomes to funders
- Measurement drives practice.
  - Process indicators demonstrate the importance of particular roles, skills and qualities
  - Outcome indicators focus on the outcomes CHWs are uniquely able to achieve

History, Purpose and Activities of CI Project

- **History:** In 2015 CHWs and researchers from 5 states formed the national CHW CI Project.
- **Purpose:** contribute to the integrity, sustainability, and viability of CHW programs through the collaborative development and adoption of a set of common process and outcome constructs and indicators for CHW practice.
- **Activities**
  - Developed consensus list of 10 process and 10 outcome constructs
  - Built national constituency of 230+ CHWs, researchers/evaluators, and others committed to developing common indicators
  - Conducted 2 pre-conference meetings at APHA
  - Conducted 2 national Summits
  - Produced 2 peer-reviewed publications and 2 blog posts

Centering CHW Leadership

- CHWs have been involved in all aspects of the project since its inception.
- The Leadership Team is 50/50 CHW/Ally.
- A 4-person CHW Council provides additional input into decision-making.

- CHWs co-author publications and lead or co-lead conference presentations.

- Centering CHW leadership increases validity, reliability and applicability of evaluation and research.

Priority Indicators

1. CHW compensation, benefits, and advancement
2. CHW enactment of the 10 core roles
3. CHW-facilitated referrals
4. CHW involvement in decision- and policy-making
5. CHW integration into teams
6. Participant self-reported health status
7. Participant health and social needs
8. Participant social support
9. Participant empowerment
10. Policy and systems change (program level)
11. Policy and systems change (state level)
12. Supportive and reflective supervision

Measuring CHW integration

- One of the desired outcomes of the CCR program is *integration of CHWs into the existing workforce*.
- This outcome is measured in performance measure CB3/IR4 as the # and type of organizations that are employing CHWs.
- If you'd like to go deeper, consider measuring:
  - CI # 4: CHW involvement in decision- and policy making, and/or
  - CI #5: CHW integration into teams.
- Both of these indicators can be operationalized in surveys of the CHWs in your programs.

Measuring facilitators of engagement

- A major focus of the ENGAGE component is to *facilitate the engagement of CHWs in addressing the needs of those at highest risk for poor health outcomes.*

- If you are interested in measuring your system's capacity to facilitate effective engagement of CHWs, consider measuring:

  - ☐ CI #1: Compensation, benefits and advancement, and/or

  - ☐ CI#12: Supportive and reflective supervision.

- Both have components for CHWs and for employers that can be operationalized in surveys.

Other possible uses of the CI

- Consider tracking whether referrals are completed and why or why not, as recommended in CI #3: CHW-facilitated referrals.

- To measure system capacity to support CHWs, consider measuring and program- and/or state-level policy and systems change with CI #10 and #11.

- All of the participant-level outcome indicators measure intermediate outcomes that are in the pathway to improved health and reduced disparities.

Session Evaluation

- What did you like or find useful about the workshop?

- How can future workshops be improved?

Please send questions to:
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Thank you!