Measuring What Matters in CHW Programs: An Introduction to the CHW Common Indicators Project

Pennie Jewell & Noelle Wiggins
Leadership Team Members
CHW Common Indicators Project

Zoom requests

- 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.

Objectives

By the end of the presentation, participants will:

- Understand the benefits of collecting common indicators for CHW practice
- Be familiar with the history, aims, current status, and recommended indicators of the CI Project
- Know how they can get involved in the CI Project

Agenda

- Introduction
- The value of collecting common indicators
- Key activities, priority indicators, and ways to get involved
- Discussion/Q&A
- Session Evaluation and Closing

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.

Brainstorm

- Introduce yourself
- Discussion this question:

    Why might it be valuable to collect common evaluation indicators for programs that employ Community Health Workers?

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 14 outcome constructs
  - Built national constituency of 150+ CHWs, researchers/evaluators, and others
  - Met regularly with a growing national Advisory Group
  - Conducted 2 national Summits
  - Produced 1 peer-reviewed publication and 2 blog posts

Sociodrama Reflection

- What caught your attention in the sociodrama?

- Which process and outcome indicators were prioritized for development?

Sociodrama Key Points

PROCESS INDICATORS

- CHWs' level of compensation, benefits, and opportunities for advancement
- CHW enactment of the 10 core roles
- CHW-facilitated referrals
- CHWs' involvement in policy making
- Extent to which CHWs are integrated into teams

OUTCOME INDICATORS

- Participant self-reported physical, mental, and emotional health
- Participant health and social needs
- Participant social support
- Participant empowerment
- Policy and systems change (program and state level)

Sociodrama Key Points

How has the CI Project centered 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.

How can you get involved in the CI Project?

- To get involved in the project, please email us at chwcommonindicators@gmail.com.

Session Evaluation

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

- How can future workshops be improved?

Please send questions to:
chwcommonindicators@gmail.com

Thank you!