



- ✓ **PMFO: Building a Data Culture Data Boot Camp 1.0**
- ✓ **PMFO: Head Start Data Series, Part 3**
- ✓ **PMFO: Staff Retention: Building an Effective Workforce/Program Directors**

The Four Data Activities

Prepare

Collect

**Aggregate
and
Analyze**

**Use and
Share**

Responsible Life Cycle of Data in Head Start

PREPARE

What is the data question?
What data do we need?
Why does it matter?

1

Plan how to obtain, keep, and use data

2

Inventory and assess the data

COLLECT

4

Administer the data: transfer, access, and store

3

Collect the data

AGGREGATE & ANALYZE

5

Do something with the data: discover meaning, find patterns and connections, and guide decisions

USE & SHARE

6

Share, report, and tell your story

AFTER THE DATA ACTIVITIES

7

Retain, dispose, and archive the data

Data afterlife?

Top 5 “Pros” of Working for Head Start

82 company reviews on Glassdoor established these “pros” of working for Head Start



15%

Flexible schedule

7%

Independence / experience

37%

Nice coworkers / teamwork

70%

Passion for Head Start mission

9%

Benefits and compensation



12 Major Retention Drivers

1

**Exciting /
challenging work**

2

**Career growth,
learning, and
development**

3

**Working with great
people / being part
of a team**

4

Fair pay

5

**Great boss /
supportive
manager**

6

**Flexibility (i.e., work
hours, dress code)**

12 Major Retention Drivers *(cont'd)*

7 Being valued and respected

8 Benefits

9 Meaningful work and making a difference

10 Pride in organization's mission

11 Autonomy, creativity, and sense of control

12 Job security and stability