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?

**COLLECT**
- Administer the data: transfer, access, and store
- Collect the data

**AGGREGATE & ANALYZE**
- Do something with the data: discover meaning, find patterns and connections, and guide decisions

**USE & SHARE**
- Share, report, and tell your story

**AFTER THE DATA ACTIVITIES**
- Retain, dispose, and archive the data
- Data afterlife?

Plan how to obtain, keep, and use data

Inventory and assess the data
Top 5 “Pros” of Working for Head Start

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

- **15%** Flexible schedule
- **70%** Passion for Head Start mission
- **37%** Nice coworkers / teamwork
- **7%** Independence / experience
- **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