How you can participate

/ **You may use the chat or share verbally using the hand raise feature**

/ **REMINDER: Never text or email client personally identifiable information (PII), including during office hours or when contacting the TA teams**
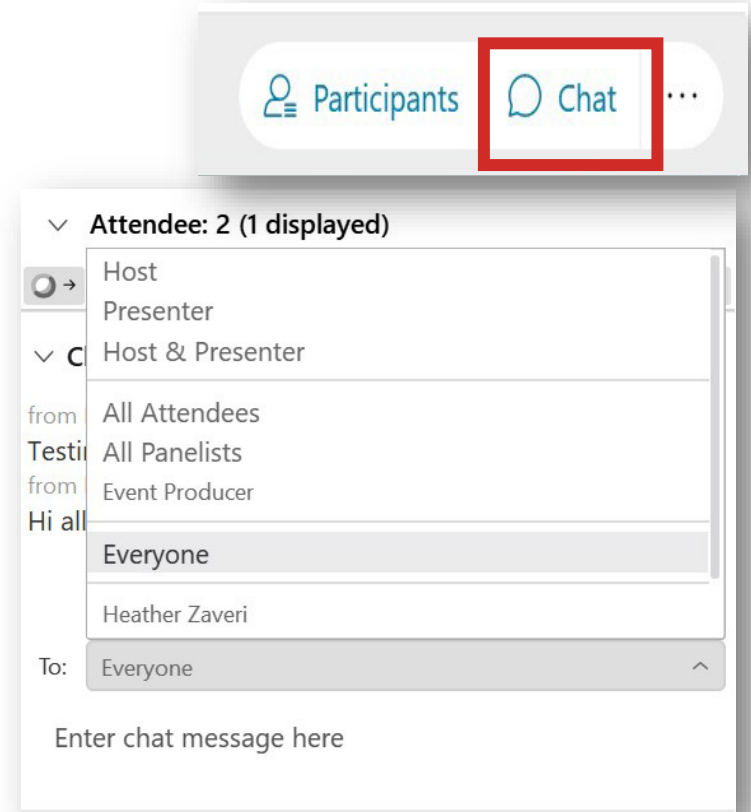
Data export updates

Data export updates to align with Executive Order #14168

/ **Survey Response Data tab**
- "ACS-Gender" field label updated to "ACS-Sex"
  ○ Values of 1, 2, 4, or blank will continue to output based on historical survey responses
- "ACS-Gender_spec" field and historical responses removed entirely

/ **Program Operations Survey tab**
- Term "Gender" updated to "Sex" in field labels for staff characteristics (columns CX-DG)
- "Gender 4" fields for all staff types removed

/ **If your grant developed analytic code based on data export layout, revise code to account for updates to field names and column positions**

/ **Discuss changes with all staff who use data export**

nFORM resource updates

/ **Data Dictionary shows updated field labels and data values**

/ **Data Export Template reflects updated layout and field positions on Survey Response Data and Program Operations Survey tabs**

/ **Performance Measures Sources manual also updated to include notes about survey updates**

https://www.hmrfgrantresources.info/nform2-resources

Today's topics

Agenda

/ **4DX recap: Maintaining focus on a priority challenge**

/ **Grant recipient sharing: Working toward long-term goals**

- Texas A&M: Recruiting rural youth

- NextFlex: Improving program completion

/ **Announcements**

Learning Objectives

/ **Understand the benefit of having a wildly important goal (WIG) for improvement**

/ **Learn approaches and tips for pursuing a long-term goal**

- Choosing a meaningful WIG

- Sustaining staff motivation

- Balancing other challenges

What's a wildly important goal (WIG)?

A WIG is the most important goal that must be achieved because it is of critical importance to the program.

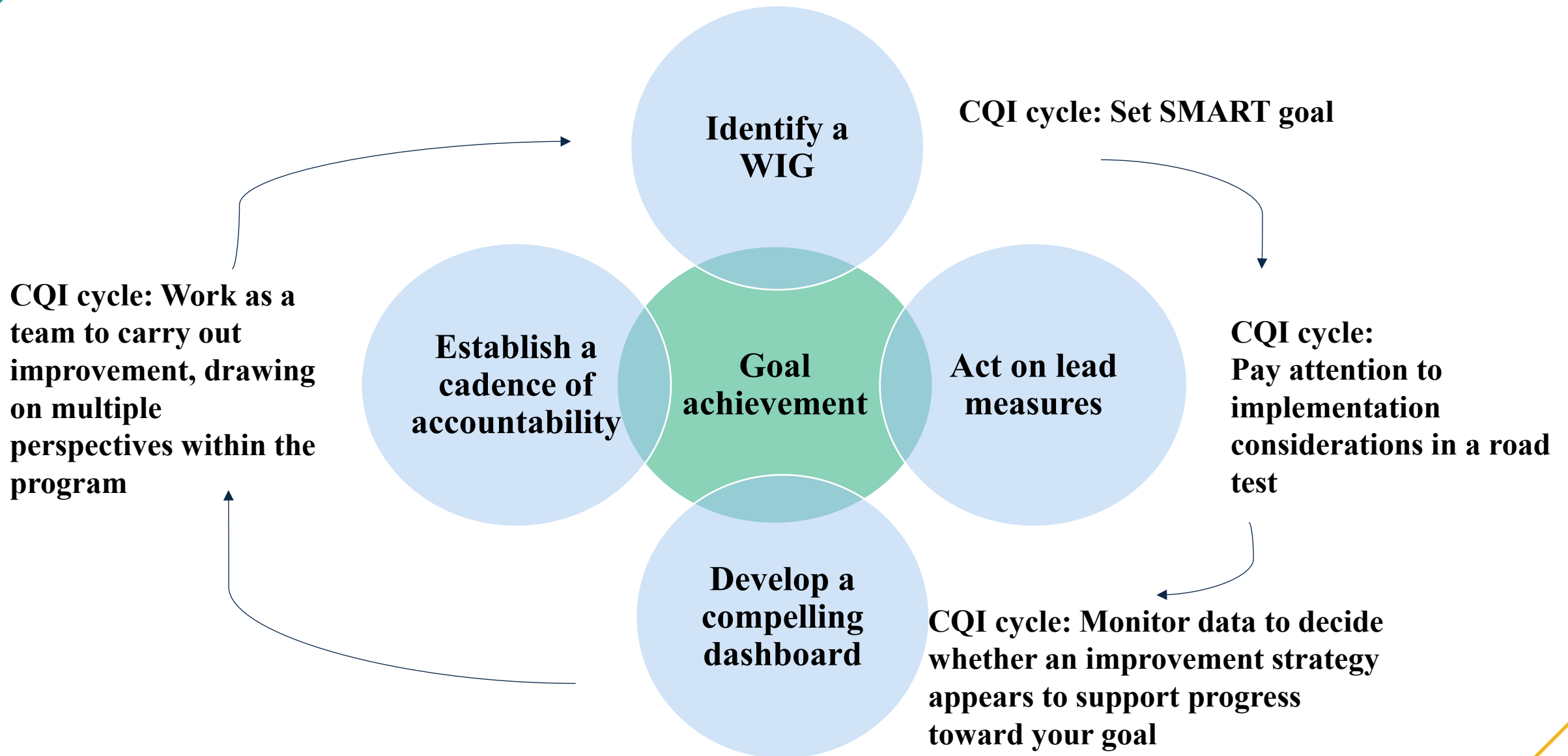| Focus	Clarity	Alignment
• Does not spread your team thin	• Motivates staff with a clear vision for success	• Gets everyone working toward the same objective

Source: FranklinCovey, The Four Disciplines of Execution

How choosing a WIG supports CQI

Identify a WIG

CQI cycle: Set SMART goal

CQI cycle: Work as a team to carry out improvement, drawing on multiple perspectives within the program

Establish a cadence of accountability

Goal achievement

Act on lead measures

CQI cycle: Pay attention to implementation considerations in a road test

Develop a compelling dashboard

CQI cycle: Monitor data to decide whether an improvement strategy appears to support progress toward your goal

Supporting a long-term WIG

/ **Choose a meaningful WIG**

- Identify a priority that is both realistic and crucial for the program's success

/ **Sustain motivation for the WIG over the long-term**

- Create interim goals and celebrate small wins that contribute to the WIG

/ **Balance the WIG with other challenges**

- Continue making progress alongside other improvement priorities, when needed

Share with us

/ **What is your grant's long-term, wildly important goal?**

What is your WIG?

To provide dads with the tools to spend more quality time with their children, work more effectively with coparents, and improve their economic stability through training and/or employment.

high percentage of enrolled clients completing program

To prevent harm to children and families

recruit rural population

Increase completion rates (fully completed) for Fathers In Tech participants.

Exceed referral and completion benchmarks

Grant Recipient Panel

Presenters

**Texas A&M Agrilife Extension
Megan McClendon Pynckel,
project director
Goal: Recruiting rural youth**

**NextFlex/CYEP
Reggie Morris (workforce development
director)
Everette Mitchell (operations manager),
Jesika McDaniel (data analyst)
Goal: Improve program completion**

Tell us about your wildly important goal. Why is it your program's priority?

TEXAS A&M
AGRILIFE
EXTENSION

FAMILY &
COMMUNITY HEALTH

SUCCESS
POWERED BY YOU

GOALS   OBJECTIVES   FLEXIBILITY

THE POWER OF PURPOSE:
DRIVING PROGRAM COMPLETION THROUGH A CLEAR GOAL

A NextFlex Learning Programs and Capital Youth Empowerment Program (CYEP) Case Study in Continuous Quality Improvement

INTRODUCTION & OUR GOAL

- **Fathers In Tech** provides a group-based, supportive environment where fathers and father figures acquire the skills necessary to succeed as both parents and professionals.

- **Overarching CQI Goal:** Our long-term objective is to increase completion rates for Fathers In Tech participants substantially.

- **Why?**

  - Many fathers participate in the program for various purposes and goals, seeking opportunities to achieve personal success, enhance professional development, and develop strategies to improve parenting and family dynamics. Completing the program to its full extent is essential for personal growth and professional opportunities.

THE "WHY" BEHIND OUR COMPLETION GOAL

DEFINING OUR VISION

- Beyond Program Metrics

- Supporting Comprehensive Needs

- Expanded / Broader Impact

- Rasing the Standard

LARGER IMPACT

STRATEGIES FOR IMPROVING COMPLETION: WHAT WE TRIED

An Evolving Journey

What We Tried (and didn't work as expected):

– Alternative Scheduling

– Reconfiguring Assessment Distribution

The Value of Learning from "Failure"

STRATEGIES FOR IMPROVING COMPLETION: WHAT WORK

- Data-Driven: Acknowledgement, Reaction, Improvement
- Effective Approaches:
  - Increase incentives and bonus opportunities (Recognition of attendance)
  - Plaques and certificates for completion
  - Community Activities:
    - Sporting Events, Community Partnerships, Sponsored Activities (Monthly)
    - Community Led Events

STAFF AWARENESS

CYEP STAFF & VOLUNTEERS

SHARED RESPONSIBILITY

- Unity of Purpose

- Clear definition of roles and responsibilities

- Benefits of a Clear Priority

KEY TAKEAWAYS

A clear program-wide goal is foundational for effective CQI.

Involve all staff in understanding and contributing to the goal.

Continuous learning from both successes and setbacks is crucial.

How can a clear goal transform your program's CQI efforts?

THANK YOU

NextFlex Learning Program | https://www.nextflex.us/ewd/
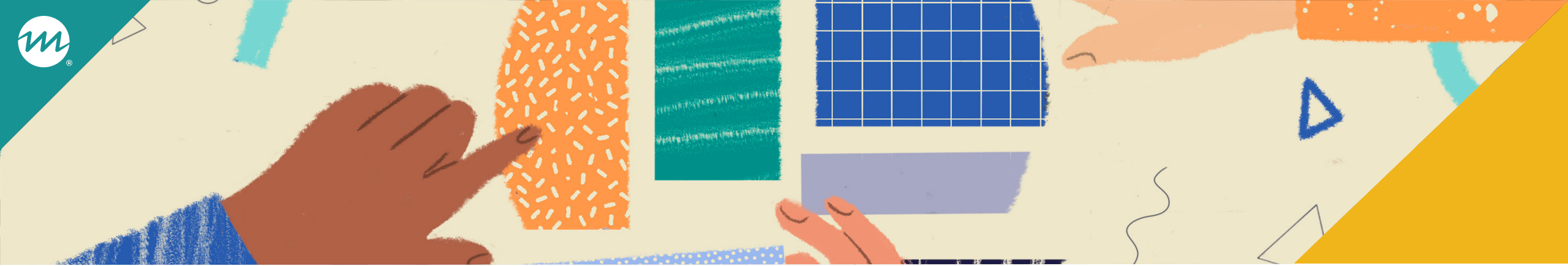
Capital Youth Empowerment Program (CYEP) | www.cyep.org

How did you get staff behind the goal?
How did you keep them motivated?

How do you balance making progress on your goal, while still addressing other challenges?

What other tips or lessons do you have for grants working toward their long-term goals?

Open Q&A

Share with us again!

/ **You all shared wildly important goals at the start. How did you identify the WIG?**

Announcements

/ Join us!

- Tuesday, July 8th nFORM office hours
- Tuesday, July 22nd CQI office hours
- Tuesday, August 26th combined nFORM/CQI office hours

/ Check out …

- A new tip sheet on HMRF Resources, [Telling the Story of Your HMRF Program](#), that focuses on communicating with different audiences about your program
- [HMRF Grant Resource Site](#) for nFORM and CQI resources
- [OPRE Resource Library](#) for resources related to HMRF and other grant programs

/ Submit an nFORM help desk ticket for any nFORM questions

/ For CQI-related questions, reach out to the CQI helpdesk

- HMRFCQI@mathematica-mpr.com

Thank you!