

California Department of Social Services Research, Automation, & Data Division

Data at the Heart

The goal of the Data at the Heart initiative is to help all California Department of Social Services (CDSS) staff improve and strengthen abilities, skills, and knowledge related to data literacy. Individuals self-assess, consider where they are now and where they need or want to be, and make a plan to achieve individual goals and aims.

In launching the Data at the Heart initiative, the Research, Automation, and Data Division (RADD) data literacy team worked to identify current needs and assess skill and knowledge levels within the Department, in order to better provide resources, create learning pathways and develop successful partnerships and cycles of learning. In addition to individualized training opportunities to level up data literacy and data-related skill sets, the RADD data literacy team works to advance a shift in culture. Every CDSS staff member plays a role in data-driven work to support the overall CDSS vision. Access to training and critical data tools, and the confidence to use those tools is a primary goal of Data at the Heart.

Six Domains of Data Literacy

The domains of data literacy include Data Adoption Attitude, Data Collection & Organization, Reporting, Equity in Data Use, Data Partnership, and Management & Decision Making.

Data at the Heart Self-Assessment

The Data at the Heart initiative is meant to meet CDSS staff where they are at and help them develop essential and desired skills related to data literacy. The self-assessment is about realization and reflection and is a logical and extremely helpful first step. The self-assessment provides results based on the six domains of data literacy, and the current self-assessed depth of each individual in that domain (Depth takes into consideration experience, knowledge, use, and leadership, among other factors).

DataU

DataU is the learning program that supports the Data at the Heart initiative. The DataU learning program is all about choice, with a multitude of opportunities:

- Internal and external learning opportunities, intensive courses, snackable learning opportunities, community conversations, and more!

DataU Leader Series: Leading your Staff in a Data Driven Environment

The Leader Series is dual purpose-- to help leaders know how to guide their staff and to provide a time and place for leaders to plan and discuss data literacy and data in their program/division. Just as self-assessment is the starting place for individuals, an internal program/division conversation is the first step for an organizational unit.

For additional information about the Data at the Heart initiative, contact the RADD data literacy team at CDSSDataLit@dss.ca.gov.

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