

Appendices

APPENDIX VIII: Summary Tables for Self-Assessment Findings

The tables below provide examples of how you can organize the data from the Toolkit in order to systematically review findings and identify priority areas and next steps.

Exhibit 1: Institutional Support for Innovation

This domain includes characteristics such as:

- Support for innovation (think outside box)
- Time for reflective thought
- Time to plan

The items related to this domain were questions [86, 100] in the Staff Survey.

Staff Survey			
A. [LHD Name] is able to adapt to new communities and changes within the populations we serve.			
No	11%		
Yes	33%		
Moving in that Direction	56%		
Total (n=60)	100%		
B. Within my unit we have engaged in group discussions about how our work could address one or more of the environmental, social and economic conditions that impact health.	Non-management	Senior Management	All Respondents
Strongly Disagree (1)	13%	6%	12%
Disagree (2)	35%	38%	36%
Neutral (3)	20%	19%	20%
Agree (4)	27%	25%	26%
Strongly Agree (5)	5%	13%	7%
Total (n)	100% (57)	101% (31)	101% (88)
Average Rating (on a 5 point scale)	2.8	3.0	2.8

Exhibit 2

Staff Focus Group
Theme 1
<ul style="list-style-type: none"> • Summary of comments <ul style="list-style-type: none"> – (Insert quoted responses)

Exhibit 3

Management Interviews

- Quoted responses

These tables are at the core of the technical findings. The sheer number of these tables with a thorough level of detail can make reading the document cumbersome.

Another way to present the findings is as a technical appendix to an overall report and have the body of the report have the simplified versions of salient tables. These are some examples of how to simplify the tables:

Example 1

One solution is to aggregate the top (or bottom) two categories of 5-point scales (Strongly disagree/disagree).

Percent Responding Agree or Strongly Agree to Institutional Support for Innovation (Staff Survey)			
Item	Non-Mgt (N=57)	Sr. Mgt (N=31)	All (N=88)
A. [LHD Name] is able to adapt to new communities and changes within the populations we serve. (Yes)			33
B. Within my unit we have engaged in group discussions about how our work could address one or more of the environmental, social and economic conditions that impact health. (Strongly Disagree/Disagree)	48	44	48
Etc.			

Example 2

In the body of the report, ordering the findings within a theme from highest to lowest response number may help prioritize for presentation the most prevalent issues that need follow-up. The top few most prevalent issues of all topic areas may be a way to present the highlights without having to repeat every single survey response (again this applies to the summary in the body of the report. A technical appendix can repeat or summarize the entire survey).

Example 3

For the main body of the report, please consider graphics to highlight main findings. The tabular information of Likert-like questions can be presented as a horizontal, stacked bar graph.

Engaged in group discussions about addressing one or more of the conditions that impact health

