

Empowering Improvement:

Building Growth through Supportive Field Evaluations

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Beyond the Review: Supporting Field Success

- Traditional reviews
 - Potential gaps?
 - Support vs Micromanagement?
- Thoughtful field evaluations:
 - Highlight hidden inefficiencies
 - Uncover untapped potential
 - Build stronger connections
- Not just a performance measurement tool.



Field Support: Empowering Success

Ethical, transparent field evaluations support staff in vector control programs.

These evaluations:

Provide insight

Enhance efficiency

Foster collaboration

Equipped to excel!!



Beyond the Office Window



- Desk-based evaluations often fail to:
 - “Real” world challenges
 - Nuances of field operations.
 - Effectiveness of various control methods
 - Identify and resolve unrecognized obstacles.
 - Accurately portray field experiences.

The Power of Field Observations

- Field observations reveal staff challenges and successes.
- Field observations help identify areas for improvement, such as:
 - Larval source reduction techniques
 - Community interactions
 - Disease outbreak response
 - Optimize routes and schedules



Crafting a Complete Framework

Building Trust

Tailored
Evaluation Tool

Clarity and
Expectations

Manageable
Timelines

Standardized
Rating System

Transparency
and
Communication



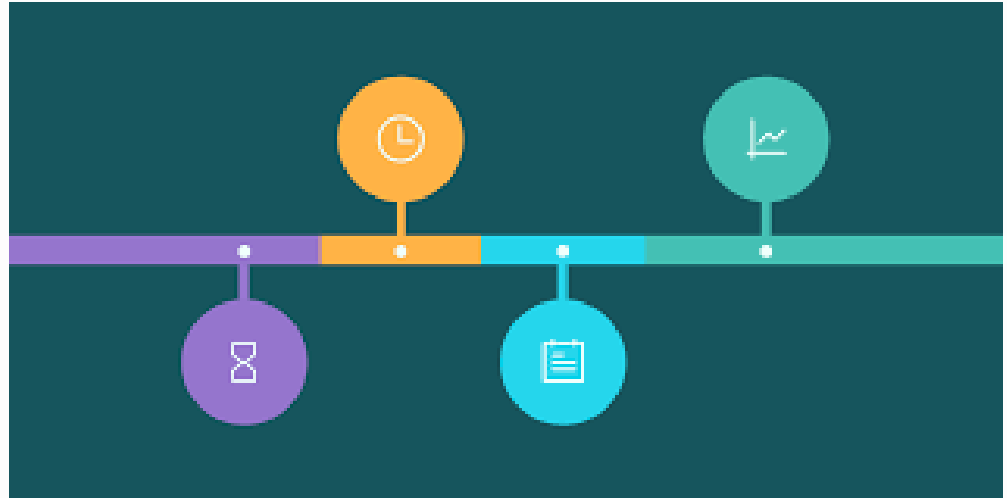
One Size Doesn't Fit All

- Our Operations Department consists of:
 - (8) Vector Control Specialist II
 - Each oversee a zone
 - Zone consist of 2 – 3 cities
 - Around 2000-2500 active sources per zone
 - (4) Vector Control Specialist I
 - Each are program leads
 - Consultations
 - Undergrounds
 - » 2 crews
 - Flood channels
 - (8 – 10) Extra-Help Technicians
 - Placed in a program and are instructed by the program lead or zone specialist



The Evaluation Process

- Timeline
- Process
- In the field
- My role
- Data collection



Examining Our Approach

- Strengths

- Foster positive work environment
- Motivates staff by acknowledging outstanding performance.
- Identifies areas of improvement
- Data driven decision making

- Weaknesses

- Potential for bias
- Time consuming observations and data analysis
- Fear of negative feedback
- Maintaining frequency

Staff-Led Improvement



- We're all ears! Field staff feedback is very crucial for development.
- Through specialist / technician feedback, several procedures have been created or enhanced:
 - Seasonal training
 - “Cheat Sheets”
 - Source specific training videos
 - Full time staff training
 - Returning specialist refreshers

Staff-Led Improvement (cont'd)

- Through specialist / technician feedback, several procedures have been created or enhanced: (cont'd)
 - Pre-season SOP review
 - Mapvision
 - Enhanced Neighborhood Support (ENS)
 - Mandatory Responses
 - Review of Extra Help Technician (Seasonal) training
 - Record keeping



Mission-Driven Team Success

“Providing the highest level of protection from vectors and vector-borne diseases in San Gabriel Valley”

- Cultivating a learning environment
- Targeted training and development
- Data driven optimization
- Innovative strategies



Evolving Together

- Field evaluations are a work in progress with plenty of room for improvement.
- We will continue to grow by:
 - Promoting growth
 - Working as a team
 - Overcoming challenges
 - Using data to guide decisions
 - Adapting methods





THANK YOU

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