

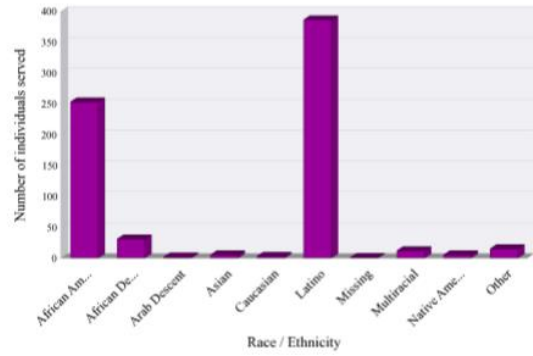
# TELLING A STORY WITH DATA

**ANN K. EMERY**  
WWW.ANNKEMERY.COM

### Latin American Youth Center (LAYC) Ethnicity of Individual Served Summary Statistics



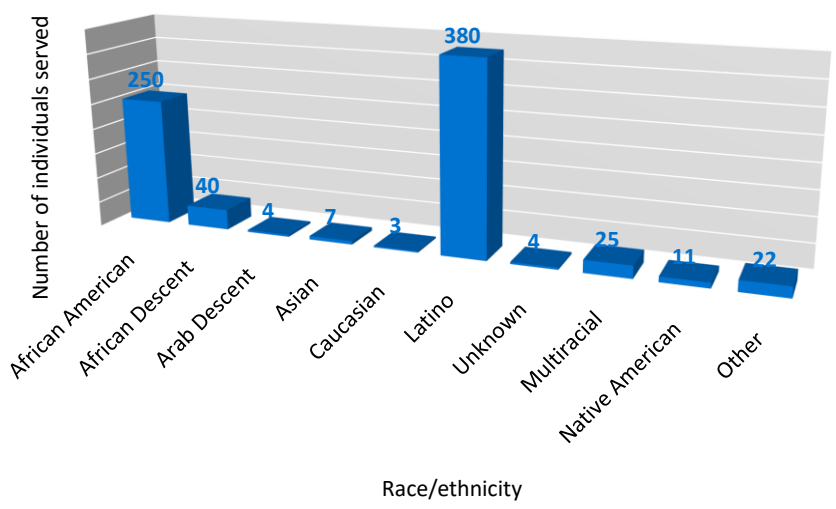
Demographic data on LAYC individual served 10/1/10 - 9/30/11  
The LAYC served a total of 713 individuals between 10/1/10 and 9/30/11



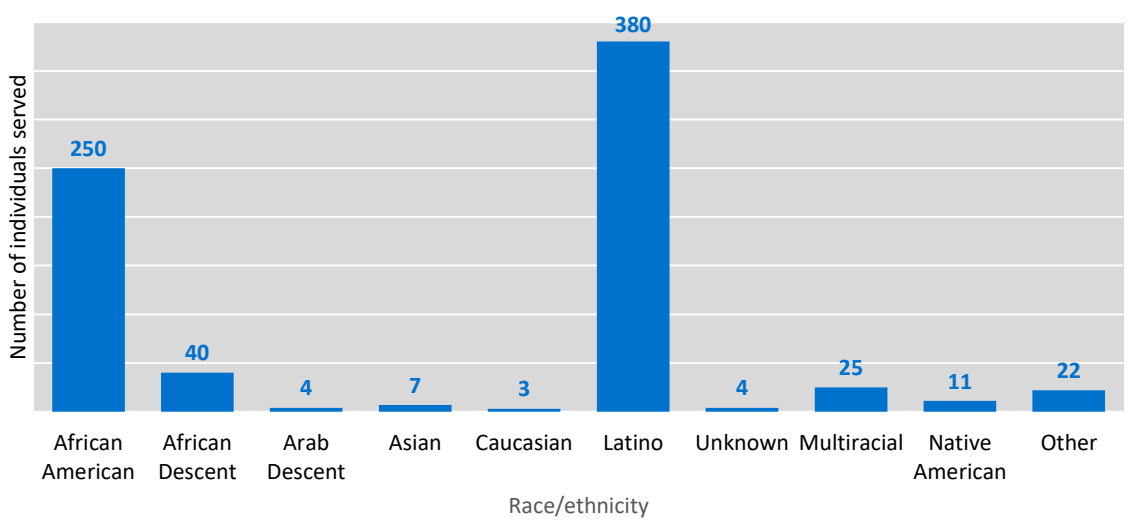
Latin American Youth Center  
Learning and Evaluation Department

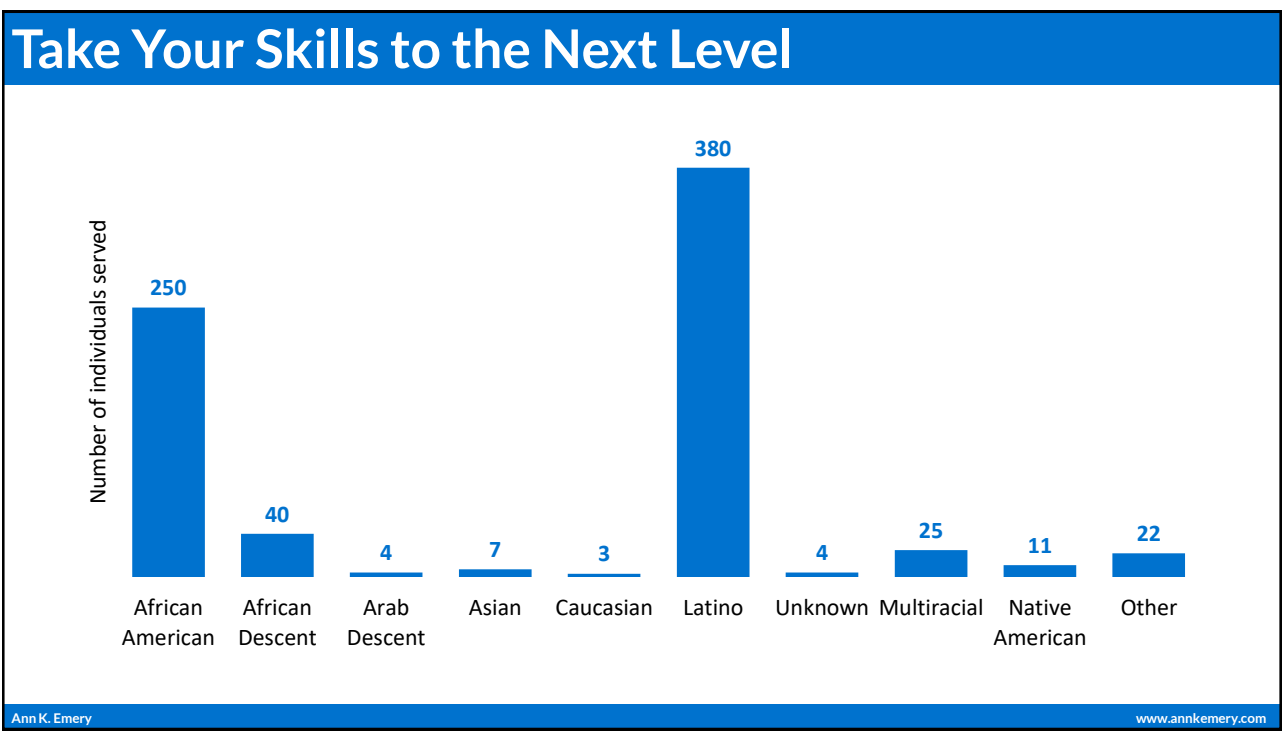
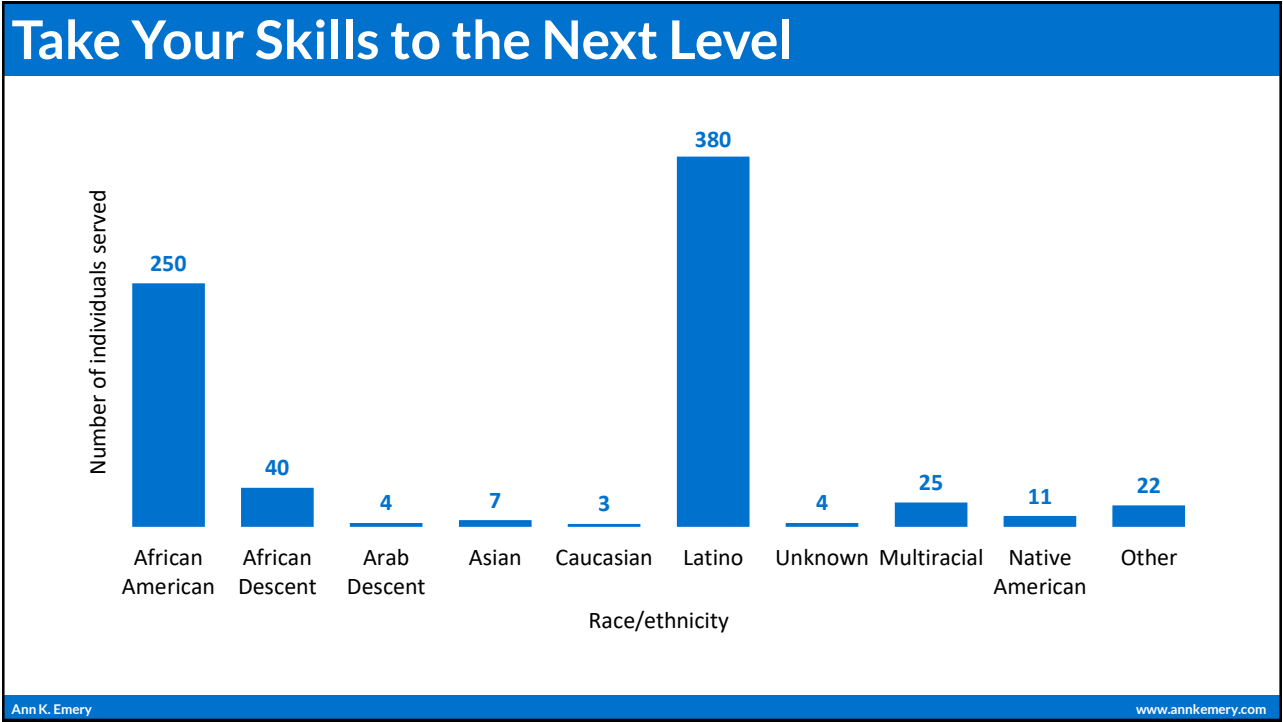
3/28/12

# Take Your Skills to the Next Level

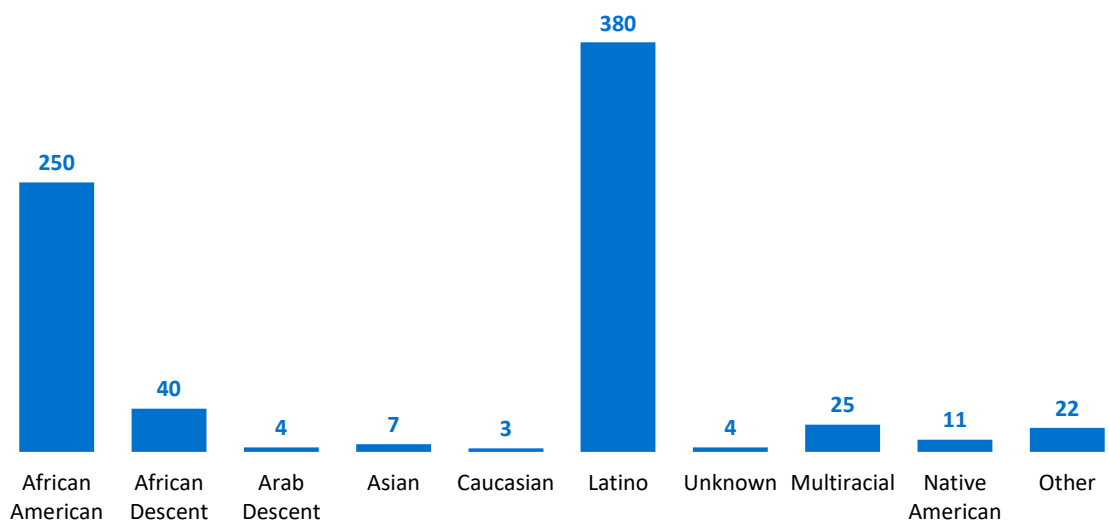


# Take Your Skills to the Next Level

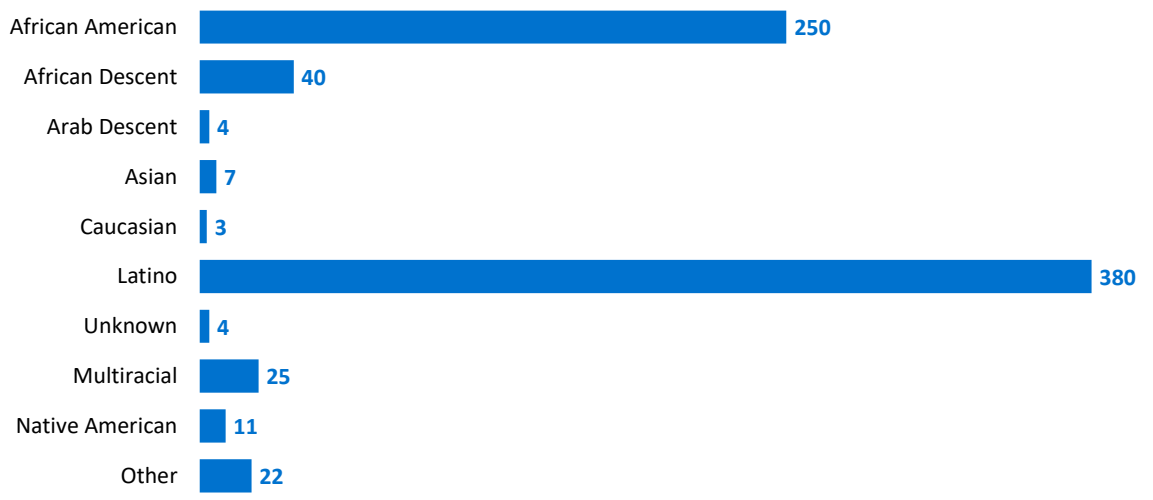




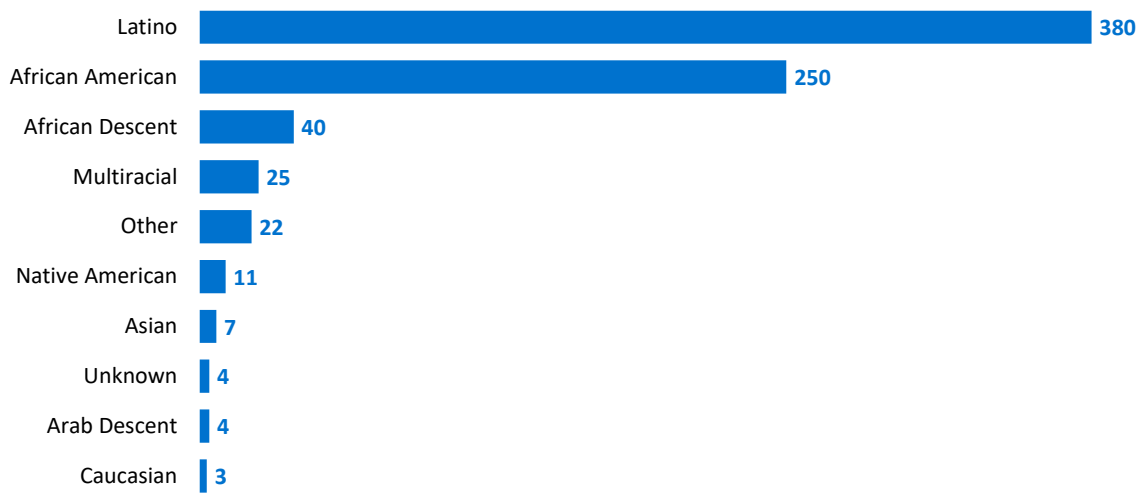
# Take Your Skills to the Next Level



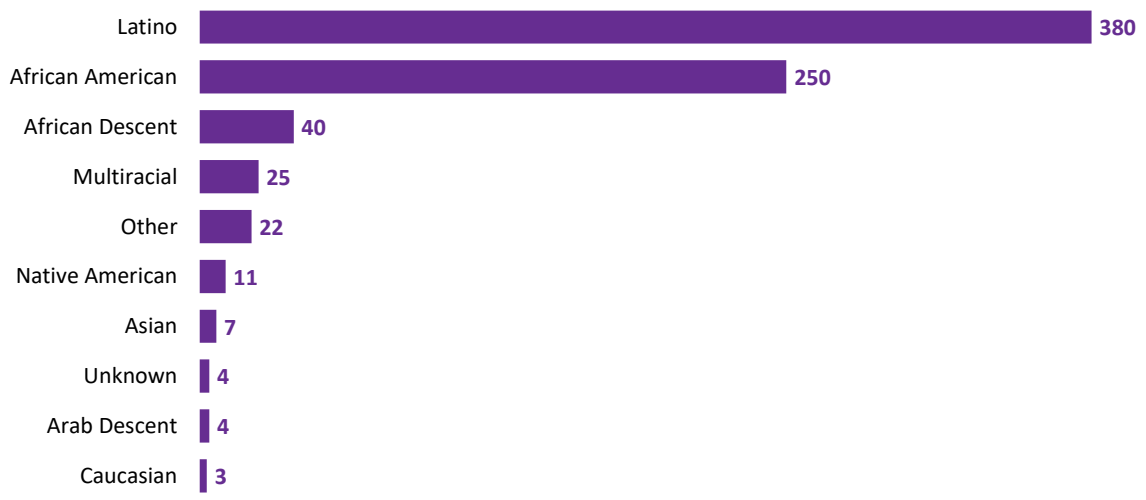
# Take Your Skills to the Next Level



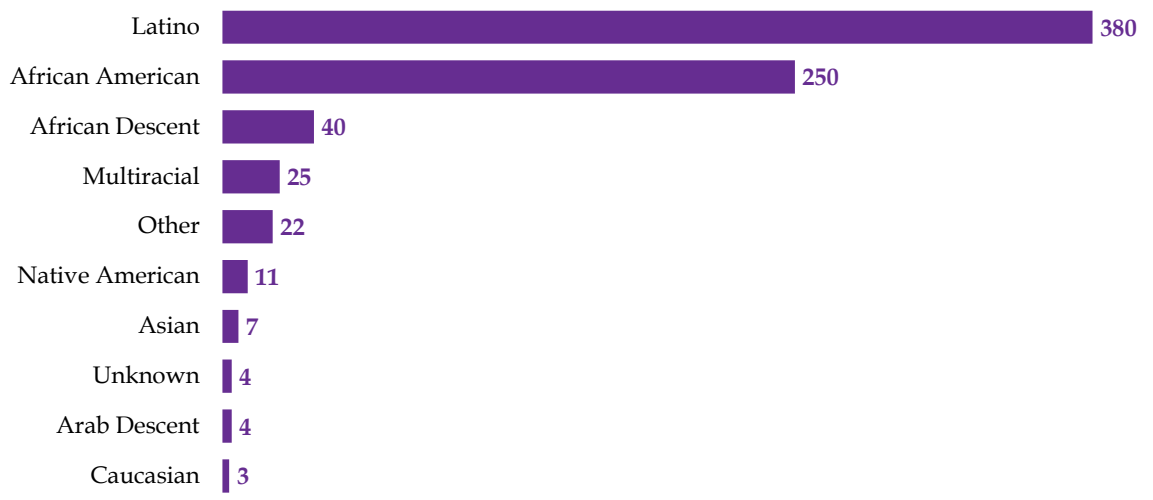
# Take Your Skills to the Next Level



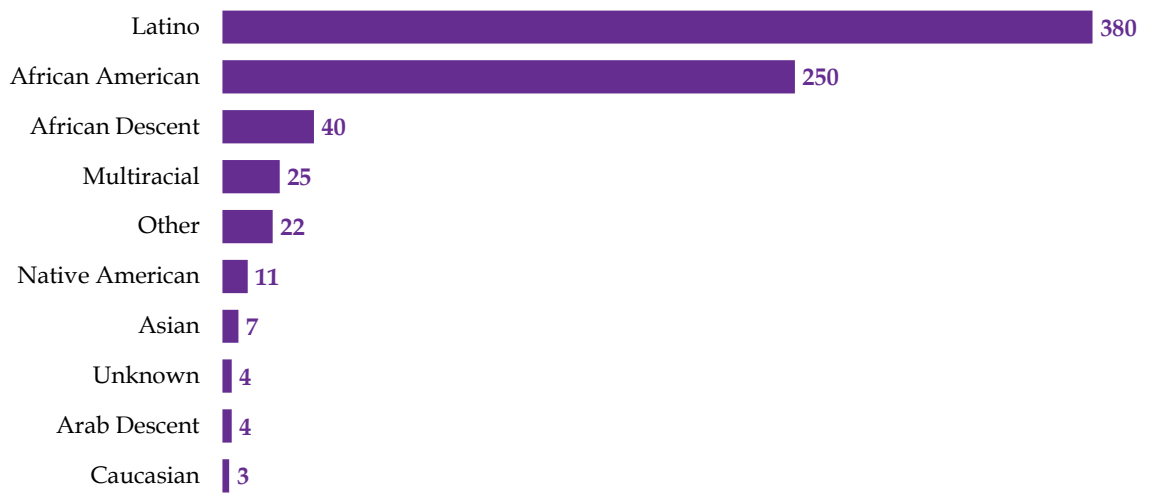
# Take Your Skills to the Next Level



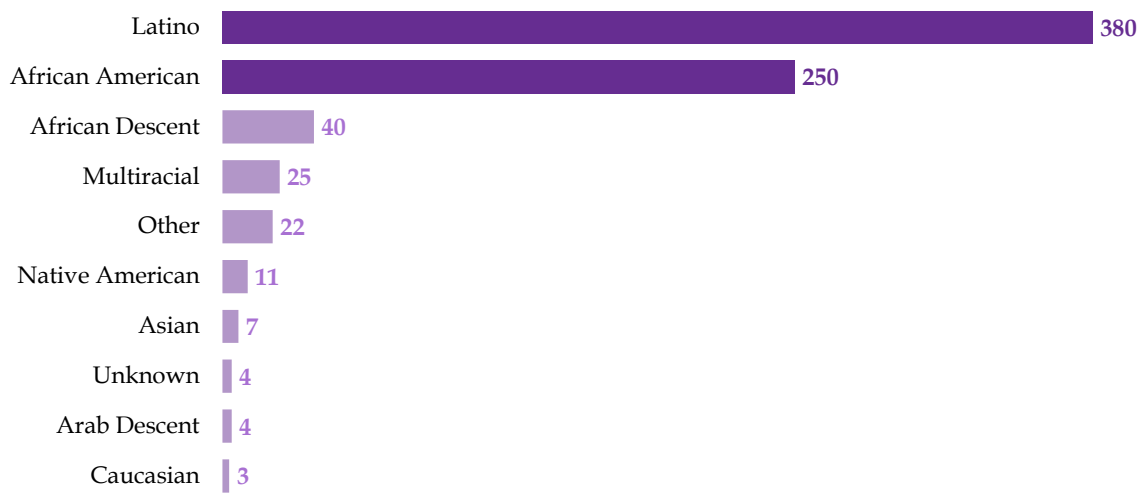
# Take Your Skills to the Next Level



# Our cultural diversity

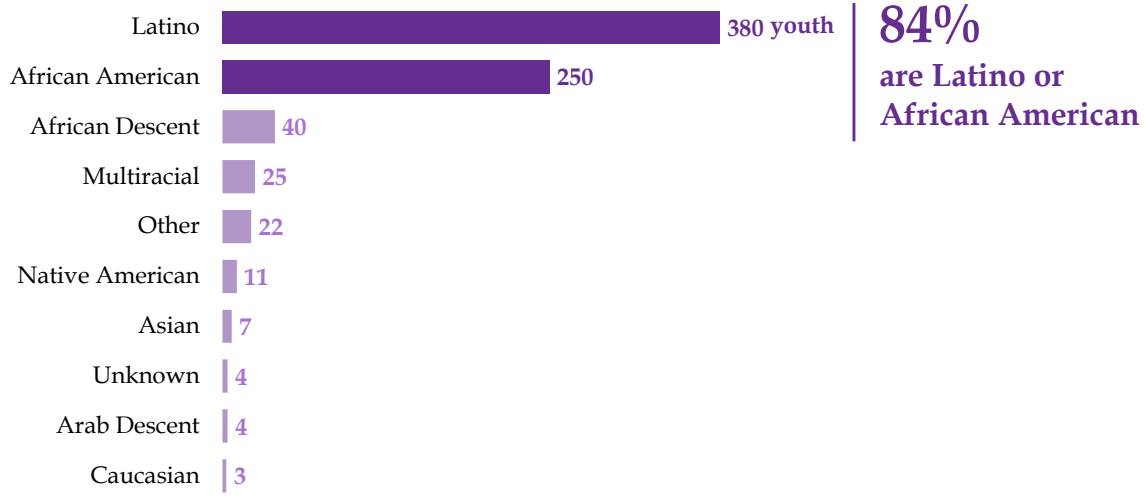


# Our cultural diversity

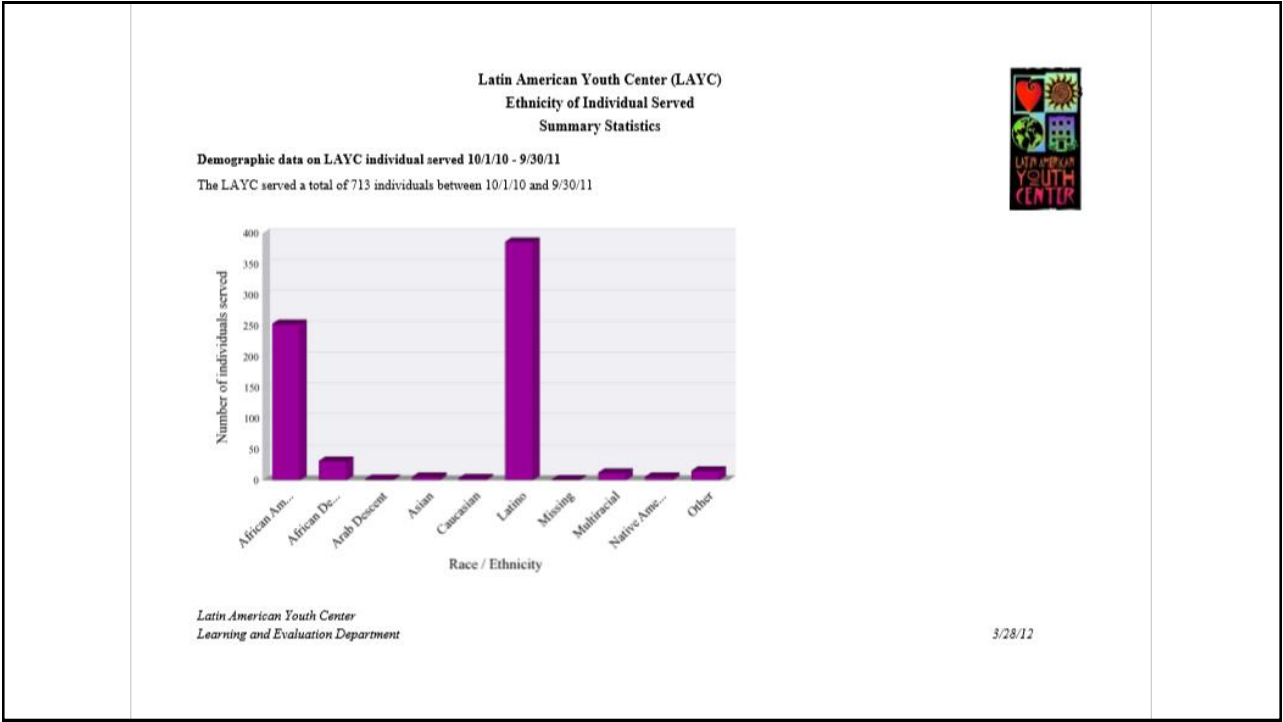


Organization Name www.organizationwebsite.com

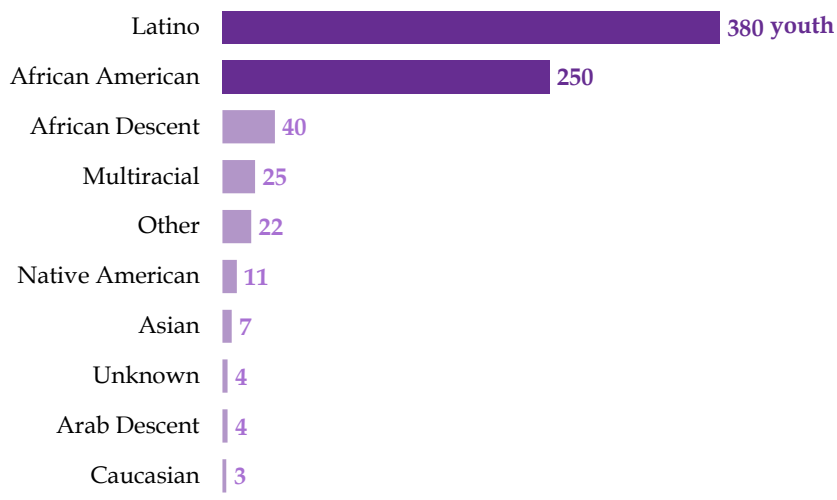
# Our cultural diversity



Organization Name www.organizationwebsite.com



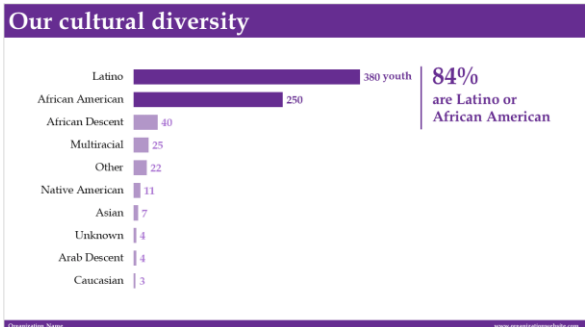
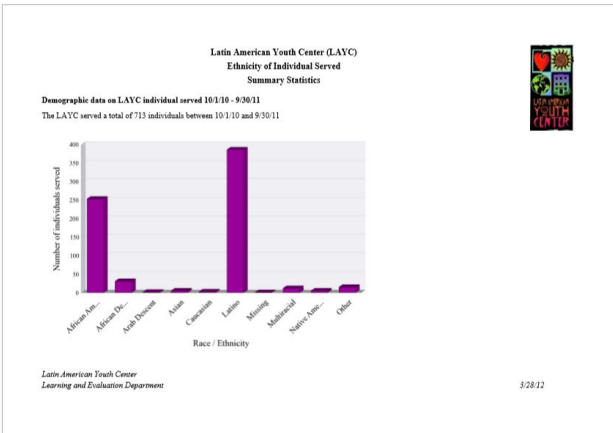
# Our cultural diversity



**84%**  
are Latino or  
African American

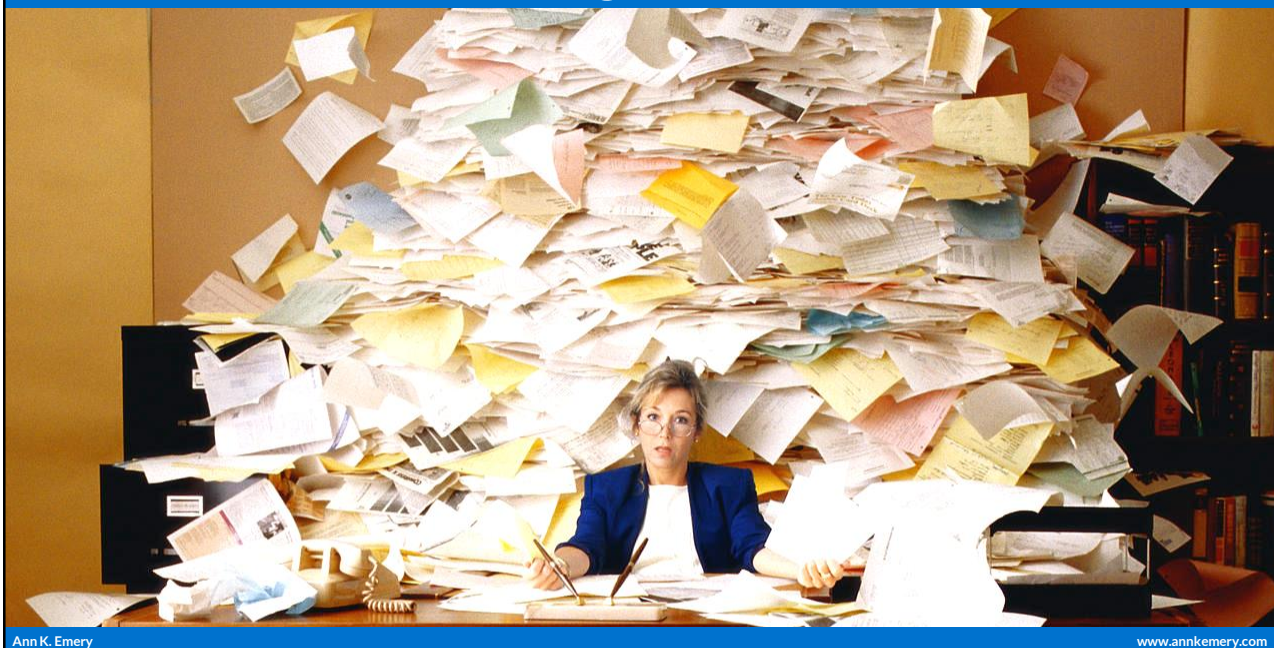


# Take Your Skills to the Next Level



# ANALYZE YOUR AUDIENCE

## What's Worth Visualizing?



Ann K. Emery

[www.annkemery.com](http://www.annkemery.com)

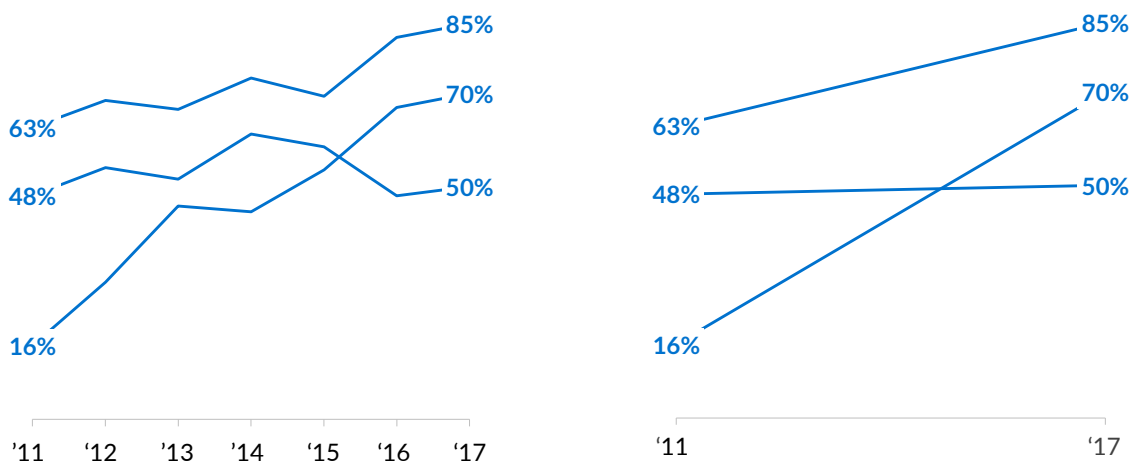
## What's Worth Visualizing?

- ① What's going well? What's *not* going well?
- ② Did we reach our goals? Why or why not?
- ③ What increased over time? Decreased? Stayed the same?
- ④ What's surprising? What unfolded as expected?
- ⑤ Which information needs to be shared with others?  
Who else needs to see this?

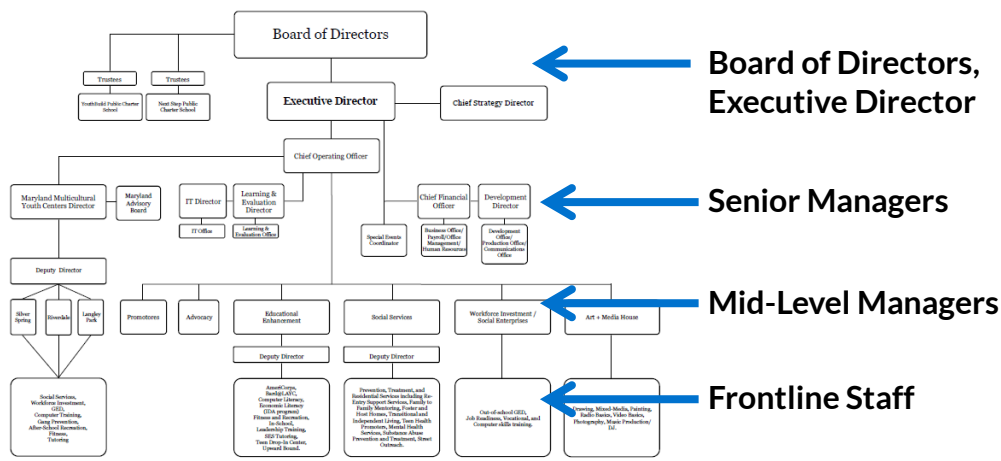
Ann K. Emery

[www.annkemery.com](http://www.annkemery.com)

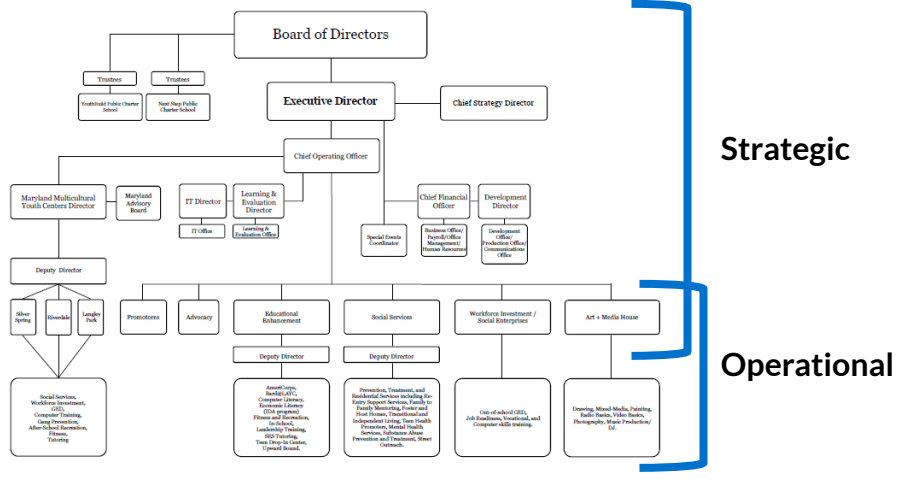
# How Many Points in Time?



# How Many Points in Time?



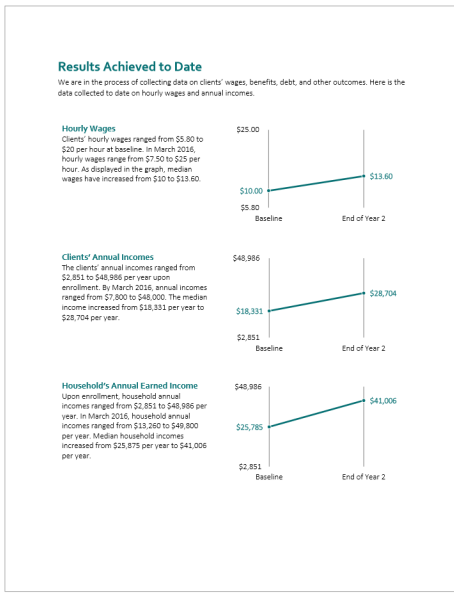
# How Many Points in Time?



Strategic

Operational

# How Many Points in Time?



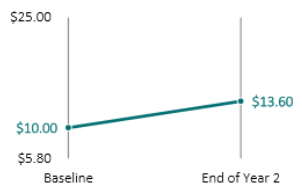
# How Many Points in Time?

## Results Achieved to Date

We are in the process of collecting data on clients' wages, benefits, debt, and other outcomes. Here is the data collected to date on hourly wages and annual incomes.

### Hourly Wages

Clients' hourly wages ranged from \$5.80 to \$20 per hour at baseline. In March 2016, hourly wages range from \$7.50 to \$25 per hour. As displayed in the graph, median wages have increased from \$10 to \$13.60.



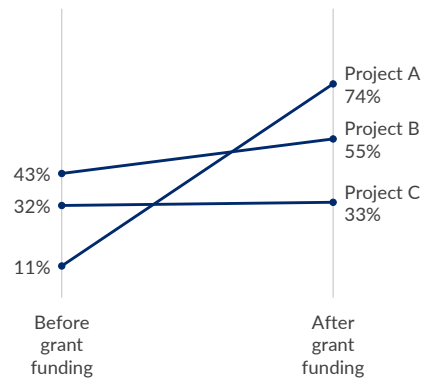
### Clients' Annual Incomes

The clients' annual incomes ranged from \$2,851 to \$48,986 per year upon enrollment. By March 2016, annual incomes ranged from \$7,800 to \$48,000. The median income increased from \$18,331 per year to \$28,704 per year.



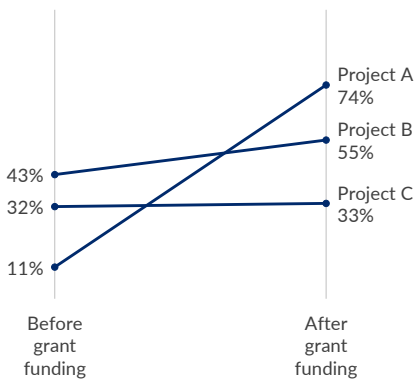
# Are Viewers Expecting a Story?

Project results before and after implementation of grant

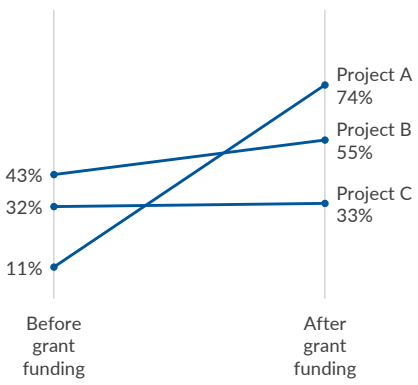


# Are Viewers Expecting a Story?

Project results before and after implementation of grant

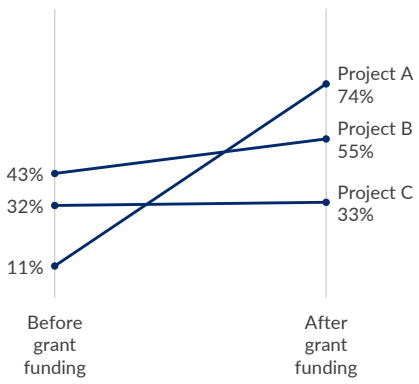


Project results before and after implementation of grant

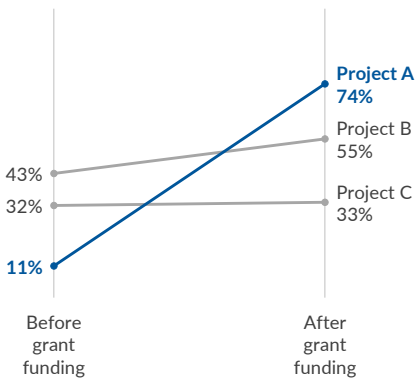


# Are Viewers Expecting a Story?

Project results before and after implementation of grant

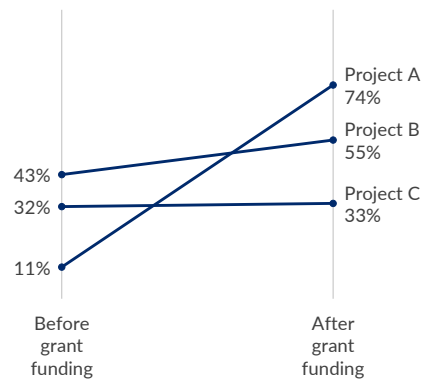


Project results before and after implementation of grant

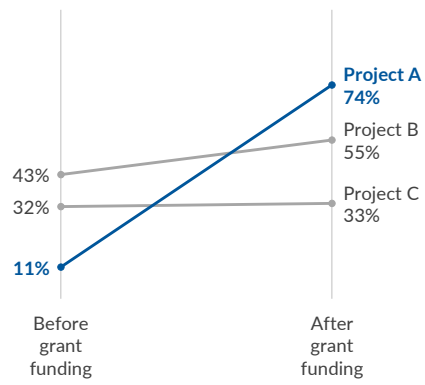


# Are Viewers Expecting a Story?

Project results before and after implementation of grant



Project A had the greatest gains after the four-year grant funding

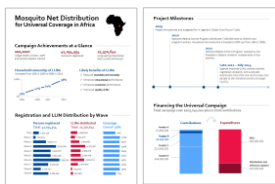


# Which Format is Best for Each Viewer?

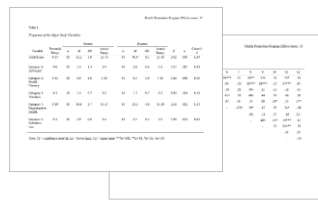
## Reports



## Executive Summaries



## Appendices



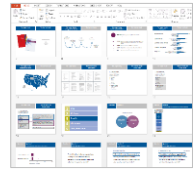
## Press Releases



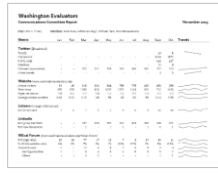
## One-Pagers



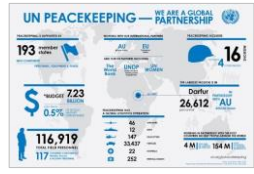
## Live Presentations



## Dashboards



## Infographics



# Reports

**Report 1: [Title]**

[Summary text]

**Report 2: [Title]**

[Summary text]

**Report 3: [Title]**

[Summary text]

**Report 4: [Title]**

[Summary text]

Ann K. Emery

www.annkemery.com

# Reports

### We Build Lasting Solutions

TechnoServe links people to the information, capital and markets they need to lift themselves out of poverty and create long-term prosperity for their families and communities. In designing our interventions for greatest impact, we strive to ensure that the farmers and businesses we work with continue to reap financial benefits long after a TechnoServe project ends.

#### Our Regional Impact

We work in 29 countries in four regions across the world, helping and empowering people to lift themselves out of poverty and create long-term prosperity for their families and communities. This map shows our impact across the globe for our three key initiatives:

### 2016 Impact Results

**FINANCIAL BENEFITS**

**\$196 million**

in increased financial benefits generated as a result of TechnoServe's work

**BENEFICIARIES**

**594,000**

people and businesses who saw increased financial benefits as a result of our work, including the lives of 4 million people

**FINANCE MOBILIZED**

**\$35 million**

in loans and equity provided to farmers and businesses in the private sector with TechnoServe's facilitation

**FINANCIAL BENEFITS**

**\$151 million**

in increased financial benefits generated as a result of TechnoServe's work

**BENEFICIARIES**

**578,000**

people and businesses who saw increased financial benefits as a result of our work, including the lives of 4 million people

**FINANCE MOBILIZED**

**\$31 million**

in loans and equity provided to farmers and businesses in the private sector with TechnoServe's facilitation

TechnoServe, <http://www.technoserve.org/blog/lasting-solutions-2016-impact-report>

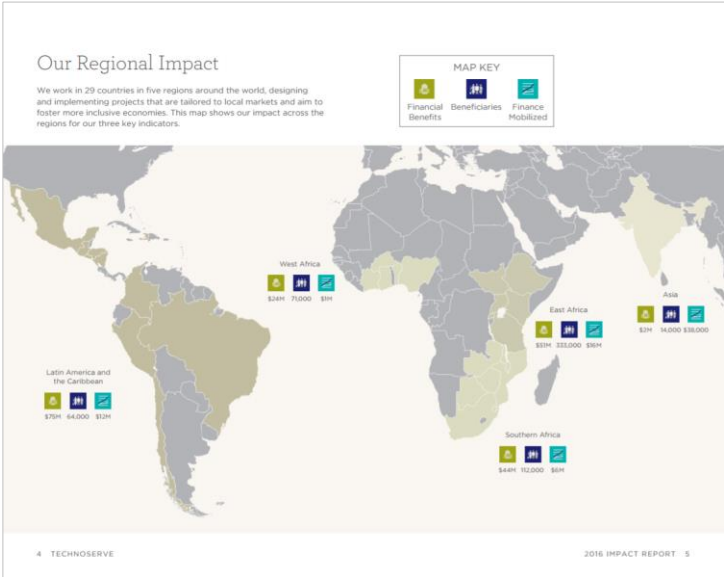
TechnoServe's 2016 Impact Report is a comprehensive overview of our work in 2016. It highlights our impact across four regions: Latin America, Africa, Asia, and Eastern Europe. The report details the financial benefits generated, the number of beneficiaries reached, and the amount of finance mobilized. It also includes a section on farmer livelihoods and how TechnoServe's interventions have helped improve their lives. The report is available in both English and Spanish.

Ann K. Emery

www.annkemery.com



# Reports



TechnoServe, <http://www.technoserve.org/blog/lasting-solutions-2016-impact-report>

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# Images for Social Media



**Pew Internet** @pewinternet - Feb 27  
 67% of internet users say online comms w/ family/friends has strengthened those relationships [pewrsr.ch/1mfExH](http://pewrsr.ch/1mfExH) [pic.twitter.com/CJGuBvi2MH](https://pic.twitter.com/CJGuBvi2MH)



RETWEETS **65** FAVORITES **24**

12:37 PM - 27 Feb 2014 · Details

Flag media

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# GIFs



LA Times, <http://www.latimes.com/la-ca-g-rise-of-californias-no-party-voter-20141026-htmistory.html>

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# GIFs



LA Times, <http://www.latimes.com/local/california/la-me-g-drought-drawdowns-and-death-of-the-salton-sea-20141021-htmistory.html>

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# GIFs

**70 countries have had a female leader** **1950**  
*When each country's first female leader took office*



Pew Research Center, <http://www.pewresearch.org/fact-tank/2017/03/08/women-leaders-around-the-world/>  
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# ANALYZE YOUR DATA

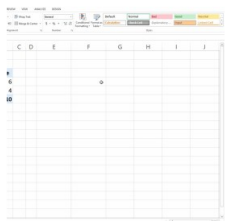
# Analyze Your Data

ANN K. EMERY

BLOG TOPICS TOOLS | TRAINING | DESIGN | SAY HELLO

ARCHIVE for Analyzing Data

JUL 19 2016 6 COMMENTS

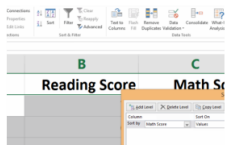


### SAVE TIME AND ENERGY WITH PIVOT TABLES

Pivot tables are the fastest, easiest way to make sense of your data, and they're easier than you think. In this post, I'll show you how to insert a pivot table and then drag and drop variables to find patterns in your spreadsheet. Step 1:...

[Continue reading →](#)

DEC 29 2015



### SORTING AND FILTERING YOUR SPREADSHEETS

Have a list of words that need some alphabetizing? Have a list of numbers that you want to arrange from least to greatest or greatest to least? Rather than painstakingly rearranging your rows by hand, let Excel's Sorting and Filtering features do the heavy lifting ...

[Continue reading →](#)



# Choose the Right Chart

**YOUR GUIDE TO GREAT GRAPHS** ANN K. EMERY WWW.ANNKEMERY.COM

**EXPLORATORY**  
 Sketching: Thank me later  
 Heat Tables: Color-coding  
 Data Bars: Within-cell bars  
 Spark Lines: Mini trendlines  
 Spark Bars: Mini columns

**PART-WHOLE**  
 Pie/Donut: 2-3 slices max!  
 Stacked: Pie alternative  
 Diverging: Focus on poles  
 Waffle: aka Square pies  
 Icon Array: aka Pictographs

**COMPARISONS**  
 Bar/Column: The trusty steed  
 Lollipop: Minimalist bar  
 Clustered: Two pairs, max!  
 Dot: Minimalist cluster  
 Multiples: Disaggregated  
 Area: Comparisons based on area  
 Nested Area: aka Tree  
 Overlapping: When every bar has a different goal  
 Target Line: When every bar has the same goal

**MAPS**  
 Choropleth: aka Heat Map  
 Tile or Hex: Equal-sized squares/hexagons  
 Tile Trendline: Geographical patterns over time  
 Network: Connections between people

**DISTRIBUTION**  
 Histogram: Ordinal variables (e.g. age ranges)  
 Pyramid: Ordinal & nominal (ages & gender)  
 Scatter: Correlations (X & Y)  
 Bubble: Correlations (X, Y, & Z)  
 Box Plot: Min, Q1, median, Q2, & max

**BEFORE/AFTER**  
 Slope: Focus on the slope of the line  
 Dot: Focus on distance between the dots  
 Stacked: Part-to-whole  
 Waterfall: How parts add up to the whole  
 Deviation: Just display the # or % differences

**3+ POINTS IN TIME**  
 Line: The classic choice  
 Multiples: Separate the spaghetti  
 Stacked Bar: Part-to-whole  
 Stacked Area: Part-to-whole  
 Target Line: Goal is light  
 Estimation: Guesses or dotted  
 Fan: Guesses is shaded  
 Calendar: Milestones  
 Timeline: Try words & icons

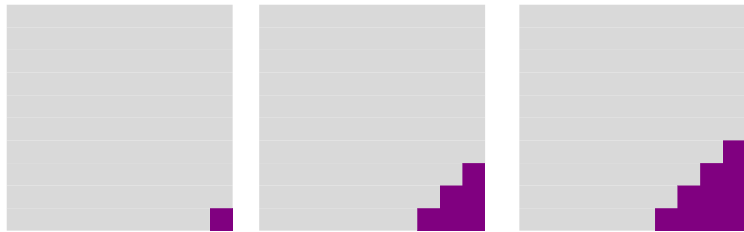
# Square Pie

In ABC County last year...

...1% of Group A

...6% of Group B

...10% of Group C



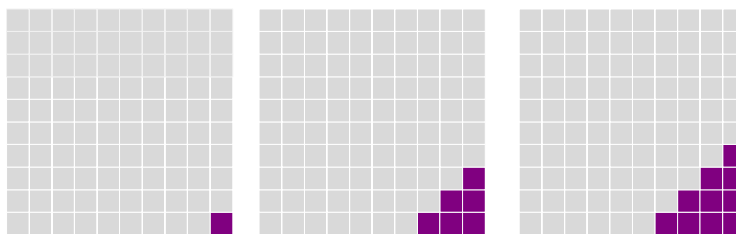
# Waffle

In ABC County last year...

...1 person  
from Group A

...6 people  
from Group B

...10 people  
From Group C



Ann K. Emery

www.annkemery.com

# Waffle

NFL survivor Kyle Shanahan recalls D.C. setbacks as he takes the helm of the 49ers **SPORTS**



Mail wars If the U.S. Postal Service is losing money, why is it cutting these deals? **BUSINESS**



Reading into the resistance Political reflections from both sides of the aisle **OUTLOOK**

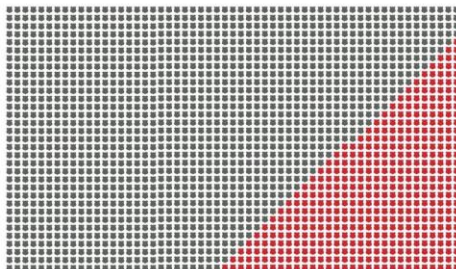
SAVE \$408 SUNDAY COUPON! VISIT [WASHPOST.COM](#)

## The Washington Post

Monday, August 6, 2017 11:58 AM EST BUNDA, AUGUST 6, 2017 \$3.50

### FIRED/REHIRED

Since 2006, at least 1,881 officers have been dismissed from 37 of the nation's largest police departments for behavior that betrayed the public's trust. Of those, 451 appealed and won their jobs back.



### Afghan allies defend general

TRUMP'S CRITICISM ALARMS KARIL

Strategy plan delayed as country's turmoil mounts

BY FANILIA CHANDLER KARIL — Afghan allies dismayed by widespread reports that President Trump has threatened to fire Gen. John W. Nicholson Jr. for the highly regarded U.S. military commander in the war-torn country and that Trump has also ordered drawing a new military and aviation strategy Afghan have reacted anxiously for the past few months.

Nicholson, 61, the top U.S. military official in Afghanistan for the past 20 months, has become the lion-hearted hero of Washington here, working closely with Afghan military and civilian officials, and finally achieving unopposed U.S. military engagement, while the Taliban and other insurgents continue aggressive attacks across the country.

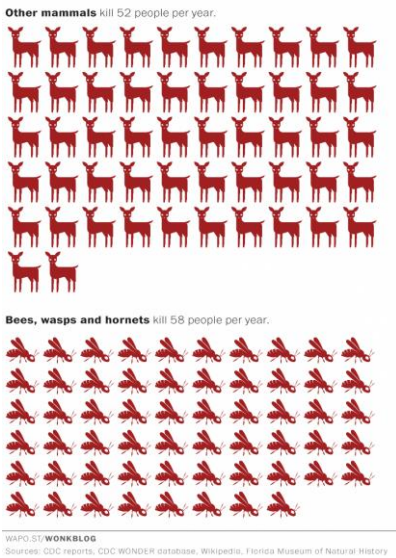
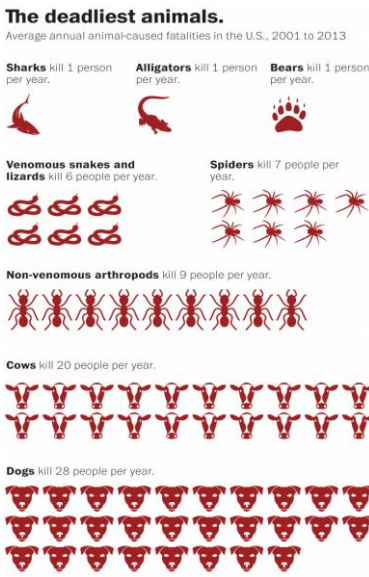
John, with more U.S. service members killed in the past week,

Washington Post, *Fired/Rehired*, [https://www.washingtonpost.com/graphics/2017/investigations/police-fired-rehired/?utm\\_term=.03ad8d0979fc](https://www.washingtonpost.com/graphics/2017/investigations/police-fired-rehired/?utm_term=.03ad8d0979fc)

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# Icon Array



<http://www.washingtonpost.com/blogs/wonkblog/wp/2015/06/16/chart-the-animals-that-are-most-likely-to-kill-you-this-summer/>  
Ann K. Emery www.annkemery.com

# Tree

## First Among Equals

Oracle Chief Executive Larry Ellison made as much in total direct compensation during the year ended May 31, 2013, as the CEOs of these seven other large companies combined.



Ann K. Emery www.annkemery.com

# Tree

REGISTER LOGIN CUSTOMIZE SELECT ALL

ARGENTINA AUSTRALIA AUSTRIA BELGIUM CANADA FRANCE GERMANY INDIA ITALY JAPAN NETHERLANDS NEW ZEALAND SPAIN U.K.

search all...

**College Football Playoff 2015-16: Updated Odds, Predictions Against the Spread**

**Browns move QB Johnny Manziel back to starting role**

**San Bernardino shooter supported ISIS, was 'fixated' on Israel, father says**

**New Iowa poll: Ted Cruz overtakes Donald Trump**

**Attorney: No charges against Chicago officer who shot Ronald Johnson**

**Is Cam Newton the MVP?**

**Oil slumps to near seven-year low on OPEC inaction, dollar**

**Verizon Would Explore Yahoo Deal If It Made Sense, CFO Says**

**Electrolux chief dusts off M&A Plan B after deal with GE fails**

**Stanes Drops After U.S. Moves to Challenge Office Depot Deal**

**Venezuelan opposition shatters Socialists' dominance; looks to free prisoners**

**US Denies Syrian Accusation Airstrikes Hit Government Forces**

**Paris Climate Talks Highlights From the Start of 2nd Week**

**Final Fantasy 7 Director Explains Why It's Episodic**

**Chipotle shares down after sales warning linked to E. coli**

**Why is France's far right flourishing? It's the economy, stupid**

**SoCal terror probe points to Pakistan, raises trust issue in terror war**

**Kim Kardashian and Kanye West Reveal the Name of Their Baby Boy—Introducing...**

newspap

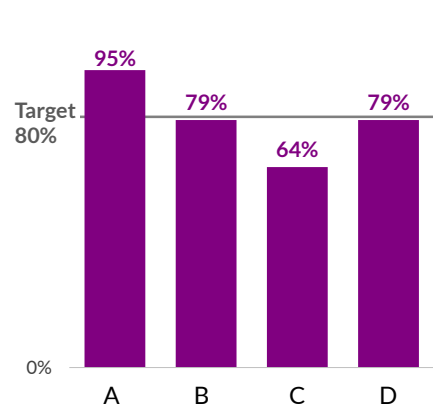
Mon December 7, 2015, 19:04:58

Ann K. Emery

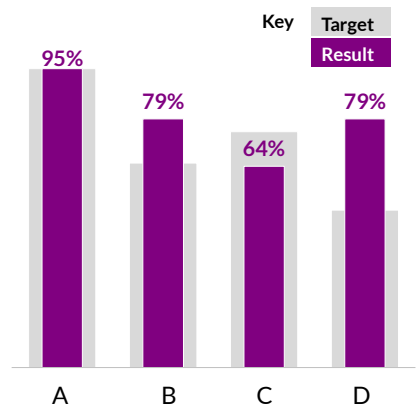
www.annkemery.com

# Progress Towards a Goal

When every indicator has the same target:



When every indicator has a different target:



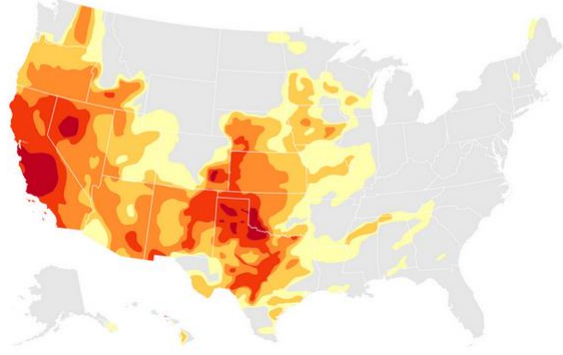


# Heat Maps

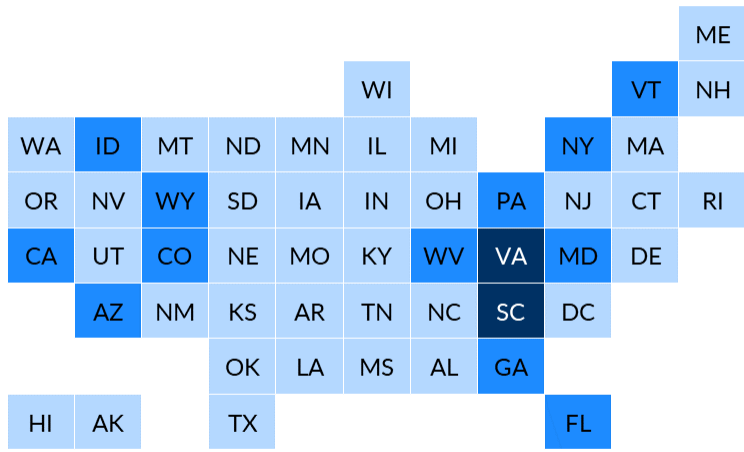
 The New York Times  
@nytimes

Mapping the spreading drought across the U.S. [nyti.ms/1rRxQV5](https://nyti.ms/1rRxQV5)

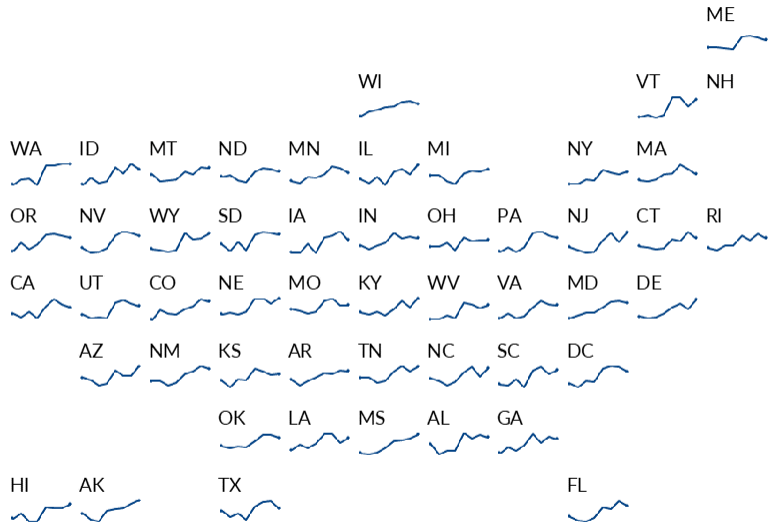
Reply Retweet Favored More



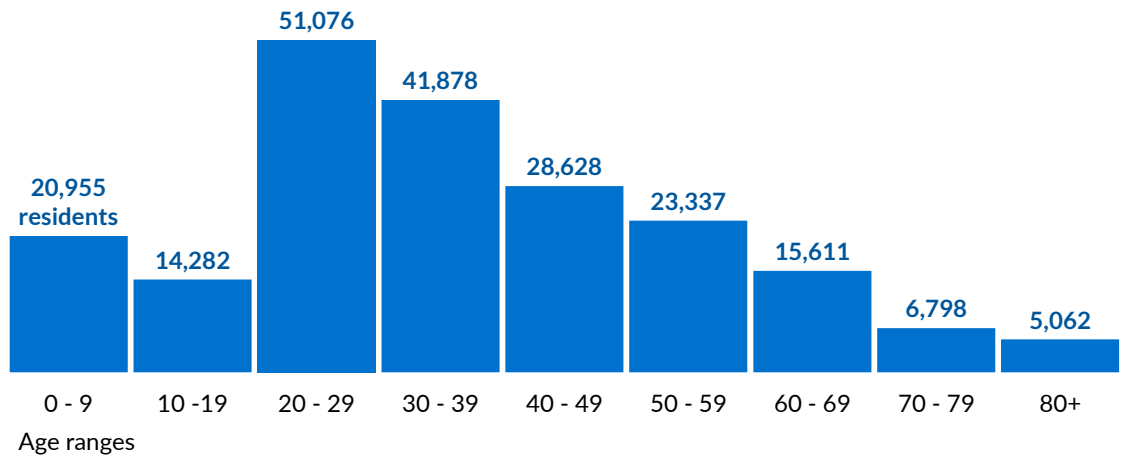
# Tile Grid Maps



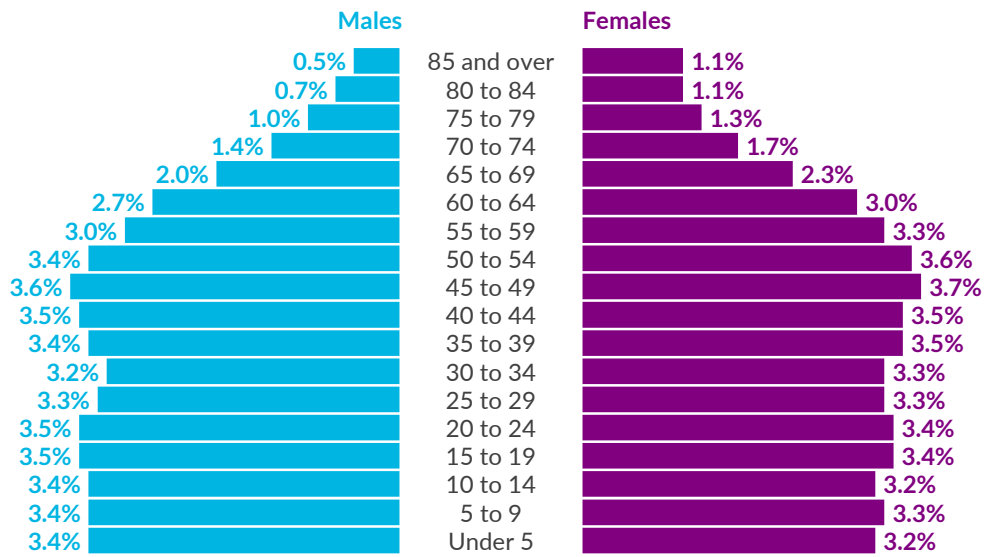
# Tile Grid Trendline Maps



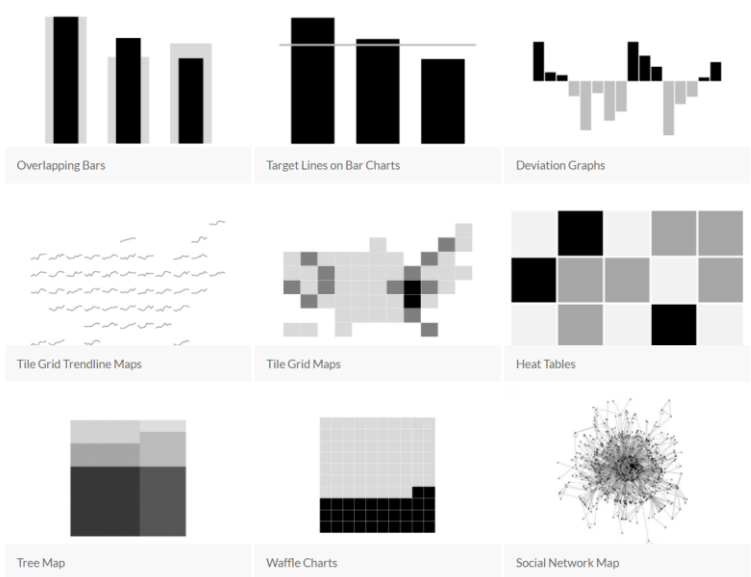
# Histograms



# Population Pyramids

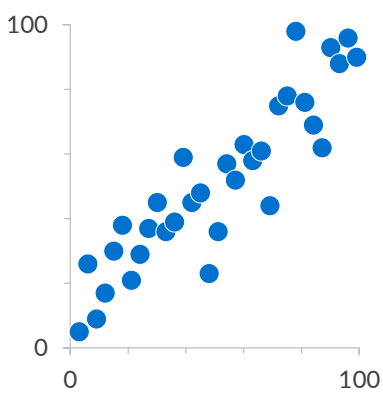
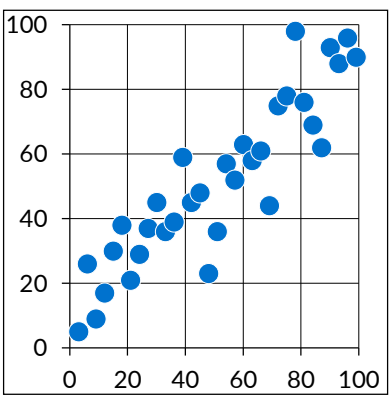


# Website AnnKEmery.com



# DECLUTTER

## Remove or Lighten Unnecessary Ink

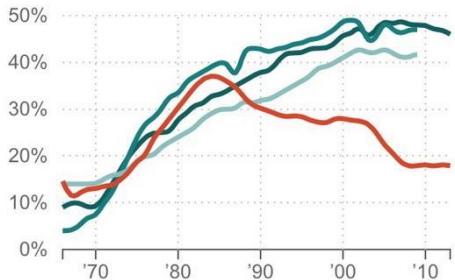


# Remove Legends and Label Directly

## What Happened To Women In Computer Science?

% Of Women Majors, By Field

- Medical School
- Law School
- Physical Sciences
- Computer science



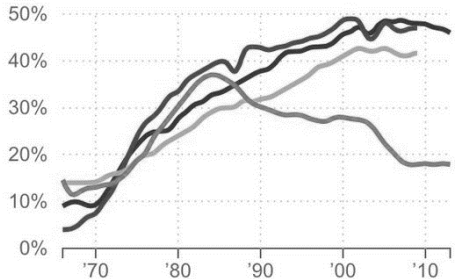
NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>

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## What Happened To Women In Computer Science?

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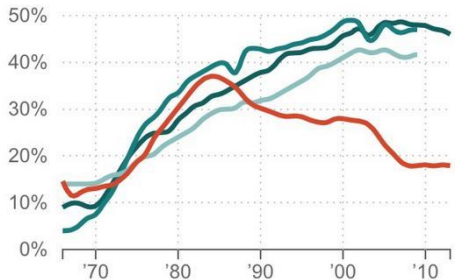
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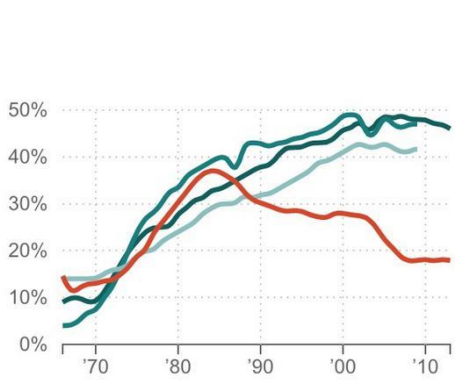


NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>

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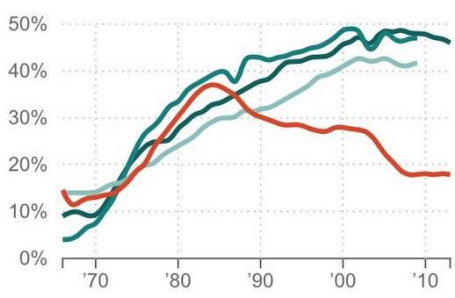


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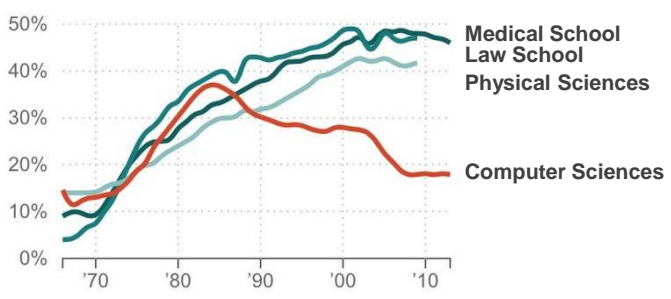


NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>

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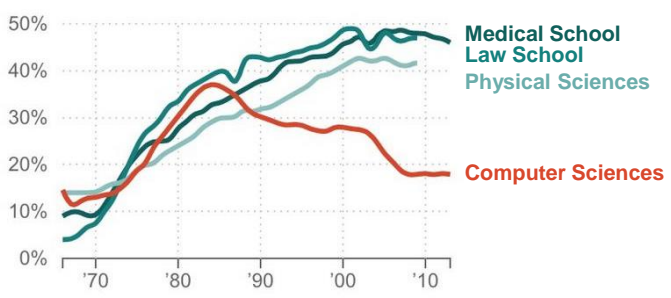


NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>

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% Of Women Majors, By Field

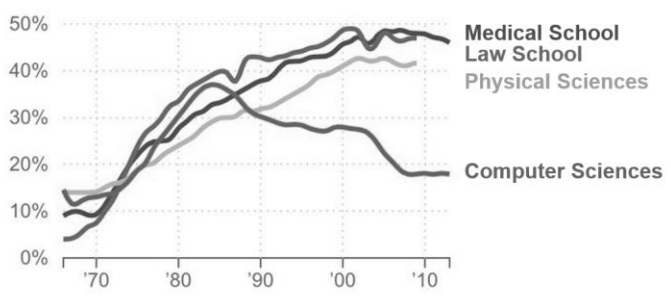


NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>

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## What Happened To Women In Computer Science?

% Of Women Majors, By Field



NPR, <http://www.npr.org/blogs/money/2014/10/21/357629765/when-women-stopped-coding>



# CLARIFY WITH COLOR

## Brand Visuals with Custom Colors

**GEORGE MASON UNIVERSITY**

**1.5 million nonprofits in the US**

**% Doing Evaluation**  
Most engage in some type of evaluation.

Alarino (2008)	99%
State of Evaluation (2012)	96%
State of Evaluation (2010)	95%
Howler (2000)	70%
Carman & Millman (2004)	64%

**Local, State, or Regional**

Year	Author	Local Only	State, Federal, or Other
2009	University of Maryland	Yes	No
2009	Carman & Millman	Yes	No
2007	Carman	No	Yes
2006	Howler	No	Yes
2005	Carman & Matthews	No	Yes
2004	State of Evaluation	No	Yes

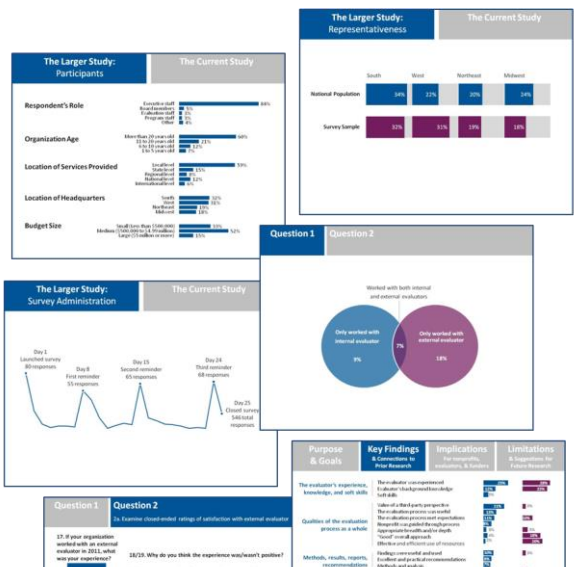
**Nonprofit Evaluation Practices**

- Audiences
- Reasons for Evaluation
- Barriers
- Using Findings
- Budgeting/Funding
- Staffing
- Data Collection
- Research Design
- Logic Models
- % Being Evaluated

**Proposed Study**

<b>Prior Methods</b>	<b>Data Source</b>
<ul style="list-style-type: none"> <li>• Limitations in samples</li> <li>• Narrowly focused</li> <li>• Few post-recession datasets</li> </ul>	<ul style="list-style-type: none"> <li>• State of Evaluation 2012 dataset</li> <li>• National sample</li> <li>• Range of topics</li> </ul>
<b>Little Known About...</b>	<b>Research Questions</b>
<ul style="list-style-type: none"> <li>• Why are practices varied?</li> <li>• Viewpoints about evaluation</li> <li>• Definitions of evaluation</li> <li>• Relationships with their evaluators</li> </ul>	<ul style="list-style-type: none"> <li>• How do small, medium, and large nonprofits compare?</li> <li>• How do nonprofits define evaluation?</li> <li>• How do nonprofits describe their relationships with evaluators?</li> </ul>

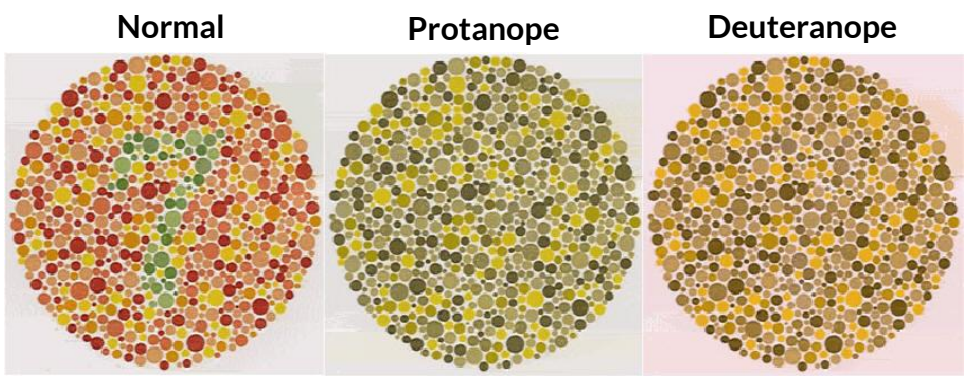
# Brand Visuals with Custom Colors



Ann K. Emery

www.annkemery.com

# Ensure Legibility for Colorblindness



Color Vision Testing, <http://colorvisiontesting.com/what%20colorblind%20people%20see.htm>

Ann K. Emery

www.annkemery.com

# Ensure Legibility for Colorblindness

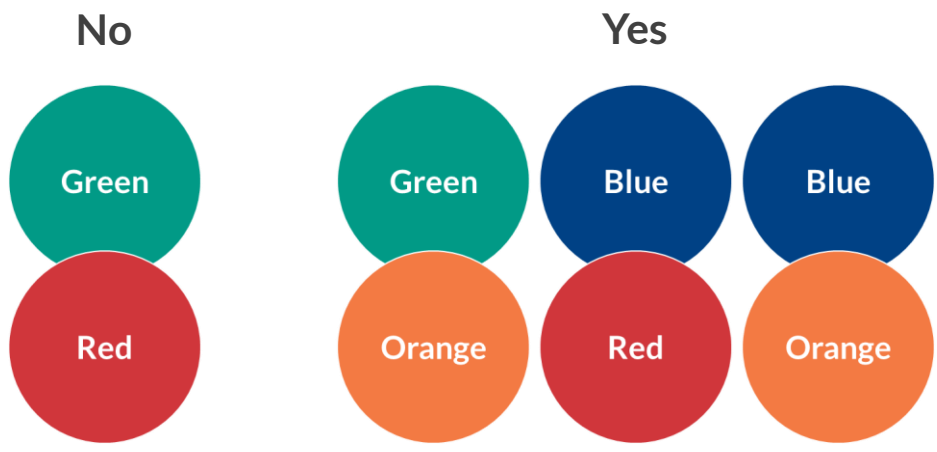


Color Vision Testing, <http://colorvisiontesting.com/what%20colorblind%20people%20see.htm>

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# Ensure Legibility for Colorblindness



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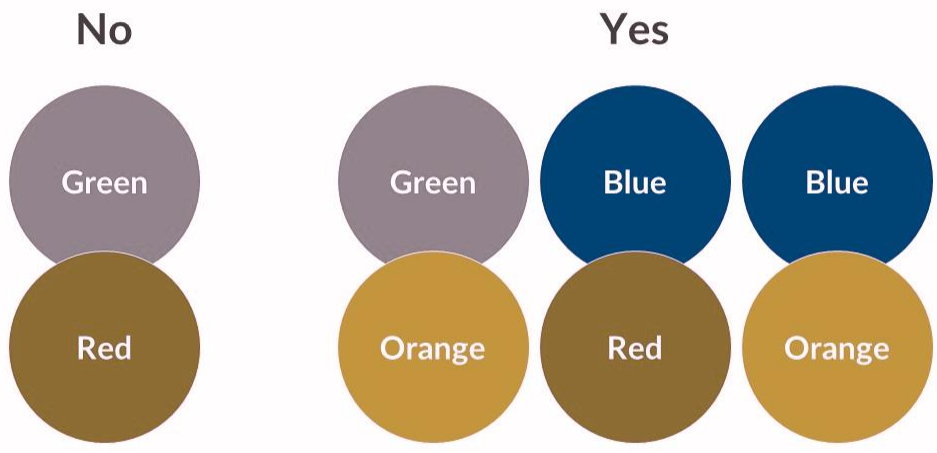
# Ensure Legibility for Colorblindness

The screenshot shows the Coblis Color Blindness Simulator interface. The main heading is "Coblis — Color Blindness Simulator". Below it, there is introductory text and a list of color vision deficiency options. The "No" view shows a 2x2 grid of colored circles: Green (top-left), Red (bottom-left), Orange (top-right), and Blue (bottom-right). The "Yes" view shows a 2x2 grid: Green (top-left), Blue (top-right), Red (bottom-left), and Orange (bottom-right). The website footer includes "Ann K. Emery" on the left and "www.annkemery.com" on the right.

# Ensure Legibility for Colorblindness

This screenshot is identical to the one above, but the "Yes" view of the color test is selected. In this view, the top-right circle is Blue and the bottom-left circle is Red, while the other two circles (Green and Orange) remain in their original positions. The rest of the website content, including the header, navigation, and footer, is the same as in the previous image.

# Ensure Legibility for Colorblindness



# Test Your Colors

- Purple 120, 29, 125**
- Green 0, 133, 62**
- Blue 126, 175, 204**
- Orange 235, 136, 28**
- Yellow 255, 222, 107**

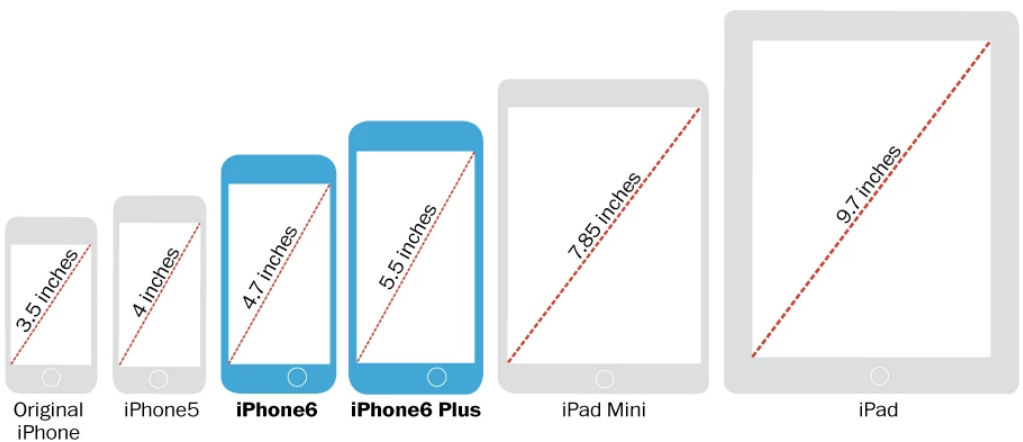
# Test Your Colors

- Purple 120, 29, 125
- Green 0, 133, 62
- Blue 126, 175, 204
- Orange 235, 136, 28
- Yellow 255, 222, 107

# Test Your Colors

- Purple 120, 29, 125
- Green 0, 133, 62
- Blue 126, 175, 204
- Orange 235, 136, 28
- Yellow 255, 222, 107

# Saturate to Draw Attention



 **Washington Post** @washingtonpost · Sep 14  
 Just how much iPhone do you really need? [wapo.st/Xi0kgi](http://wapo.st/Xi0kgi) [pic.twitter.com/FeaMpbjg26](https://pic.twitter.com/FeaMpbjg26)

← Reply ↻ Retweet ★ Favorited

Flag media

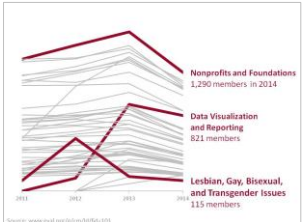
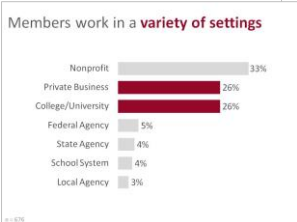
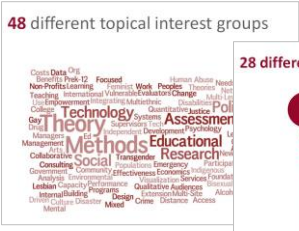
# Saturate to Draw Attention

Views in:	Most Hardworking	Most Trustworthy	Least Hardworking	Least Trustworthy
Britain	Germany	Germany	Greece	France
France	Germany	Germany	Italy	Greece
Germany	Germany	Germany	Greece	Greece/Italy
Italy	Germany	Germany	Romania	Italy
Spain	Germany	Germany	Greece	Italy
Greece	Greece	Greece	Italy	Germany
Poland	Germany	Germany	Greece	Germany
Czech Rep.	Germany	Germany	Greece	Greece

Pew Research Center, <https://twitter.com/pewglobal/status/615519689901477888>

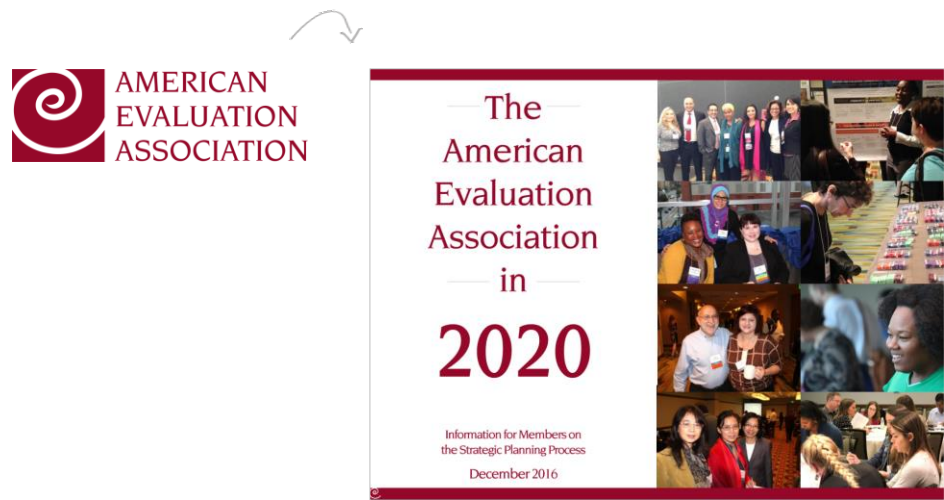
# CLARIFY WITH TEXT

## Brand Visuals with Custom Fonts





# Brand Visuals with Custom Fonts

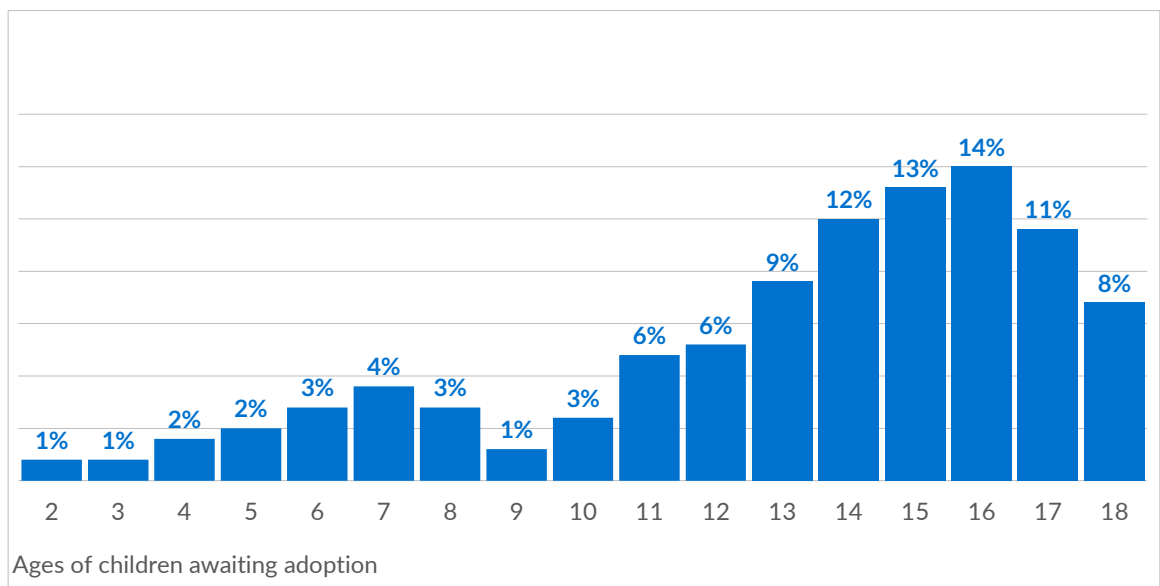


# State the Story in the Title

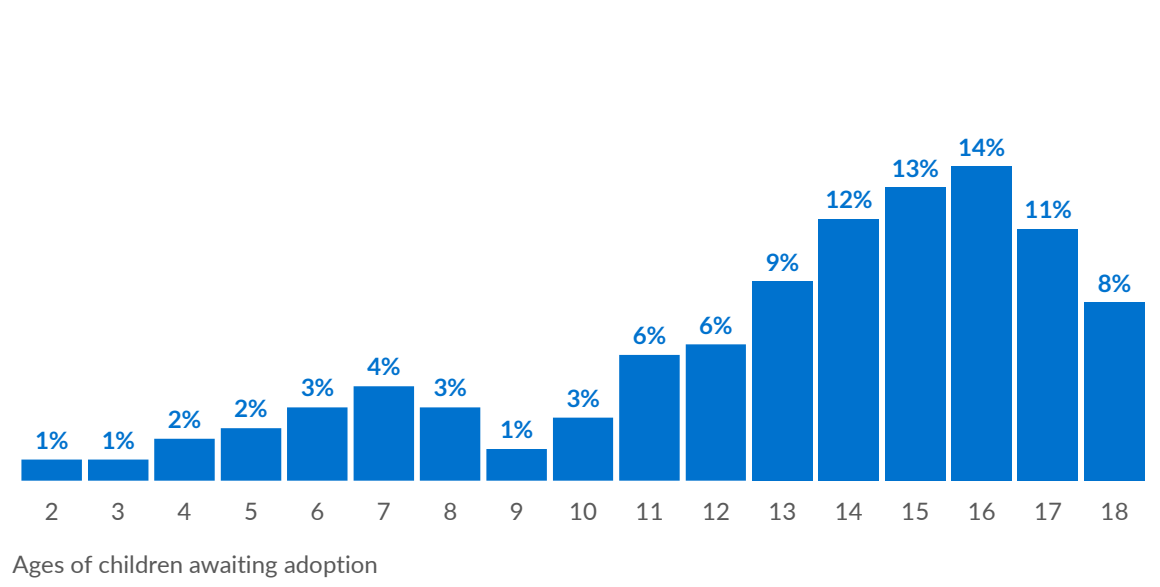


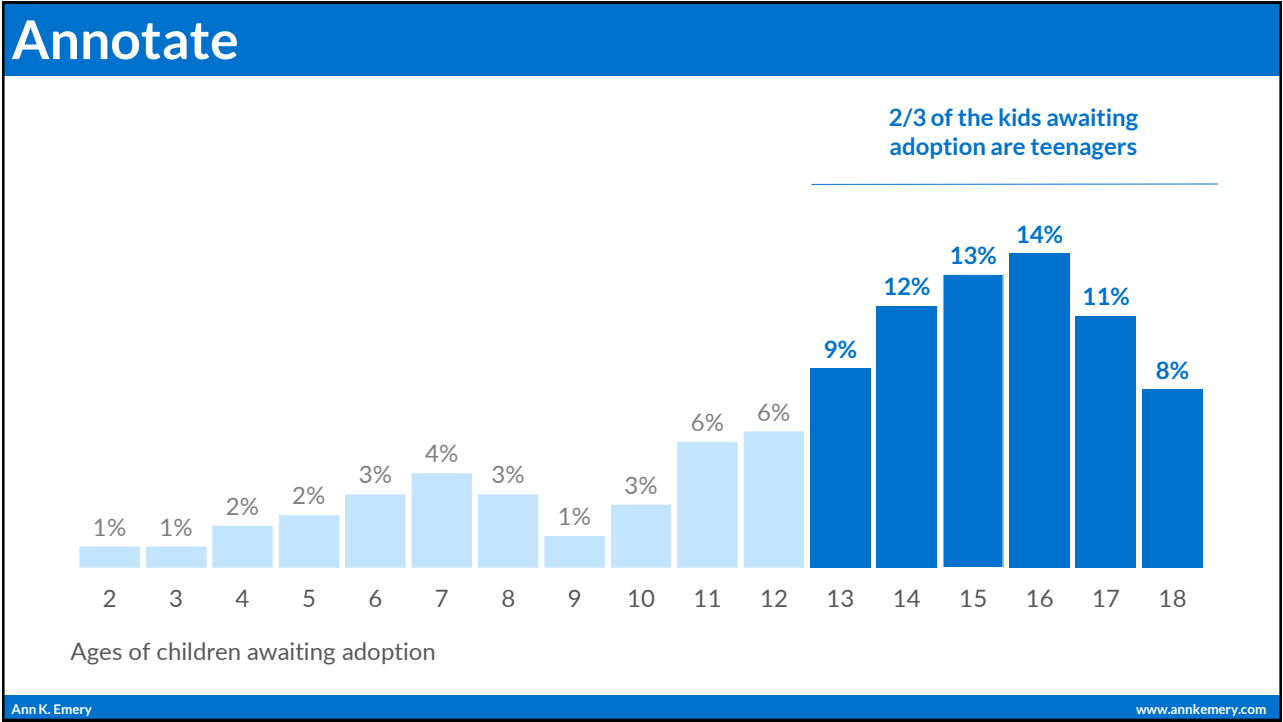
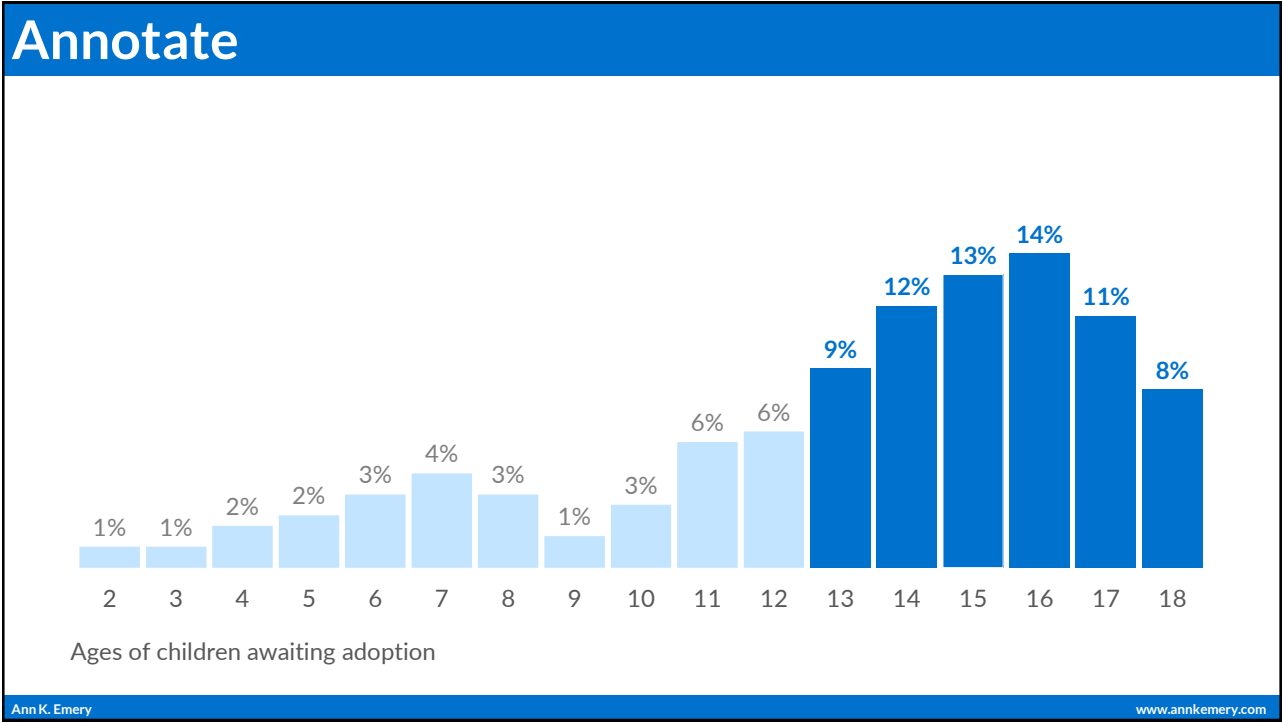
New York Times, <http://www.nytimes.com/2014/09/30/upshot/forecasting-the-fall-of-the-two-hour-marathon.html?abt=0002&abg=1>

# Annotate



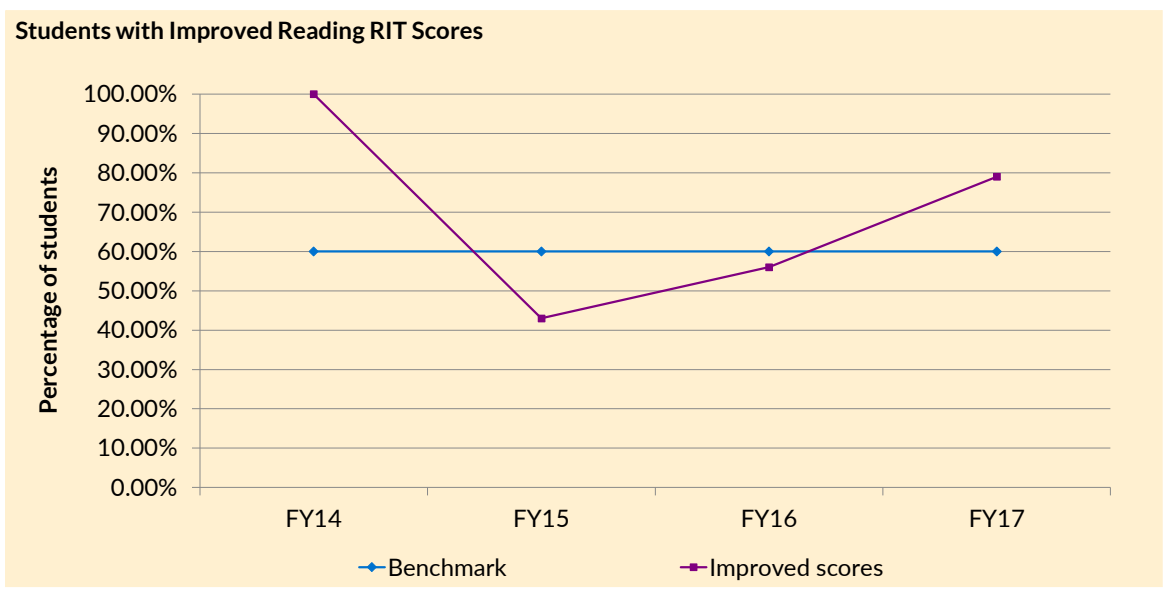
# Annotate

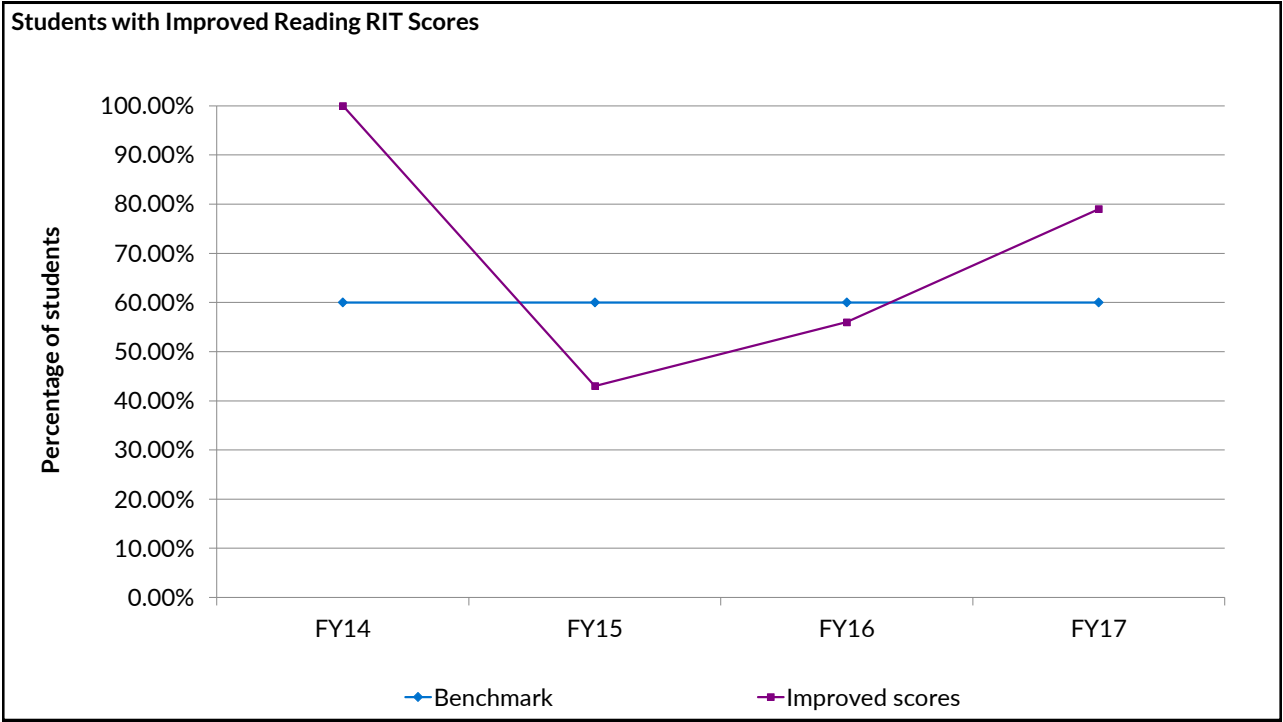
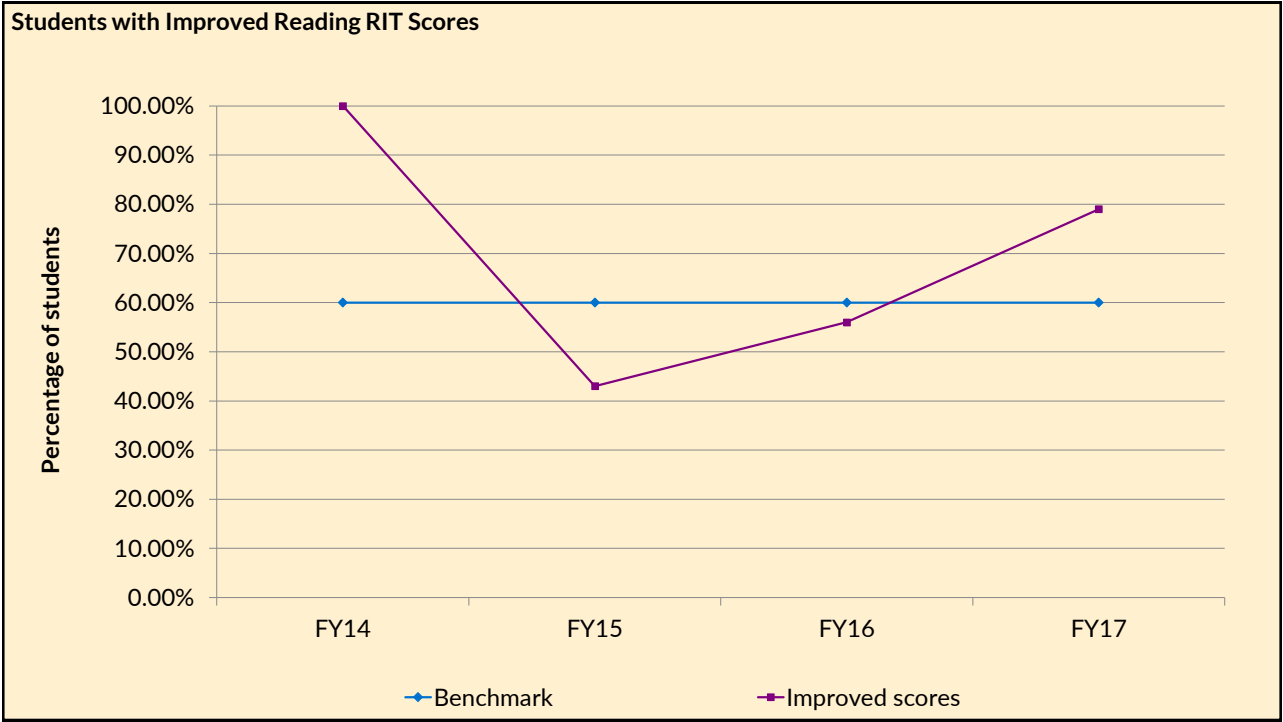


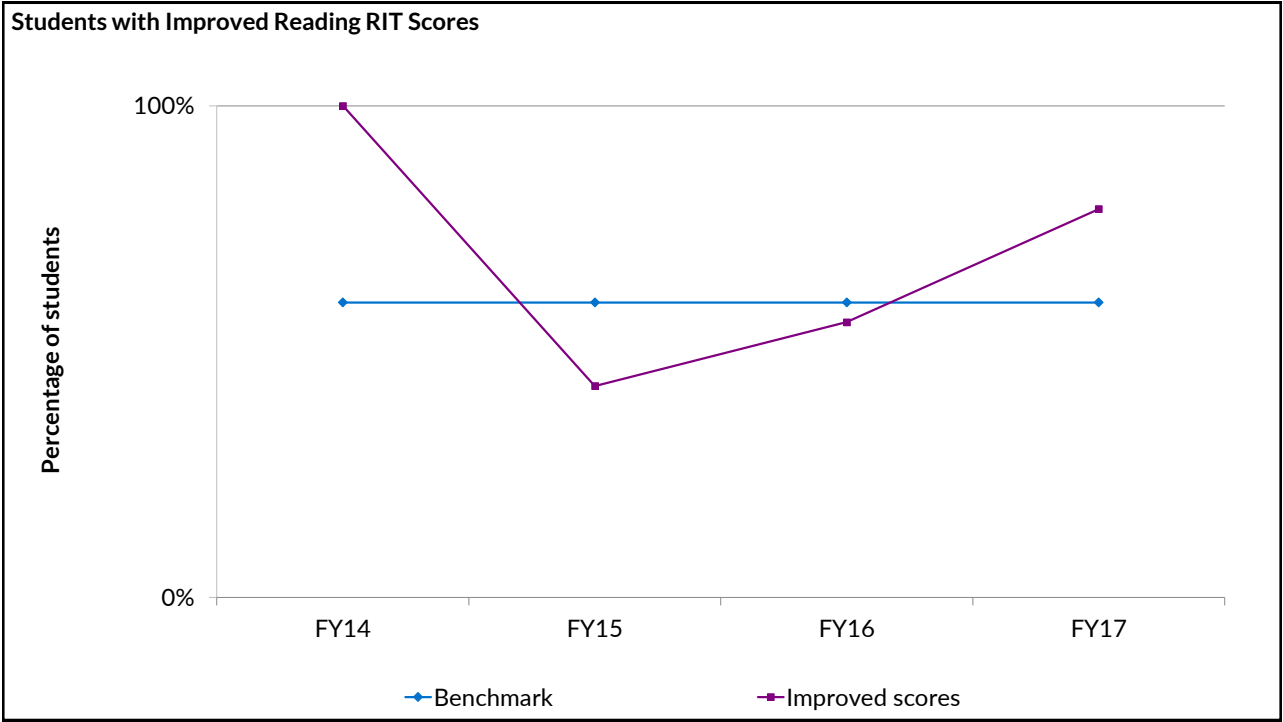
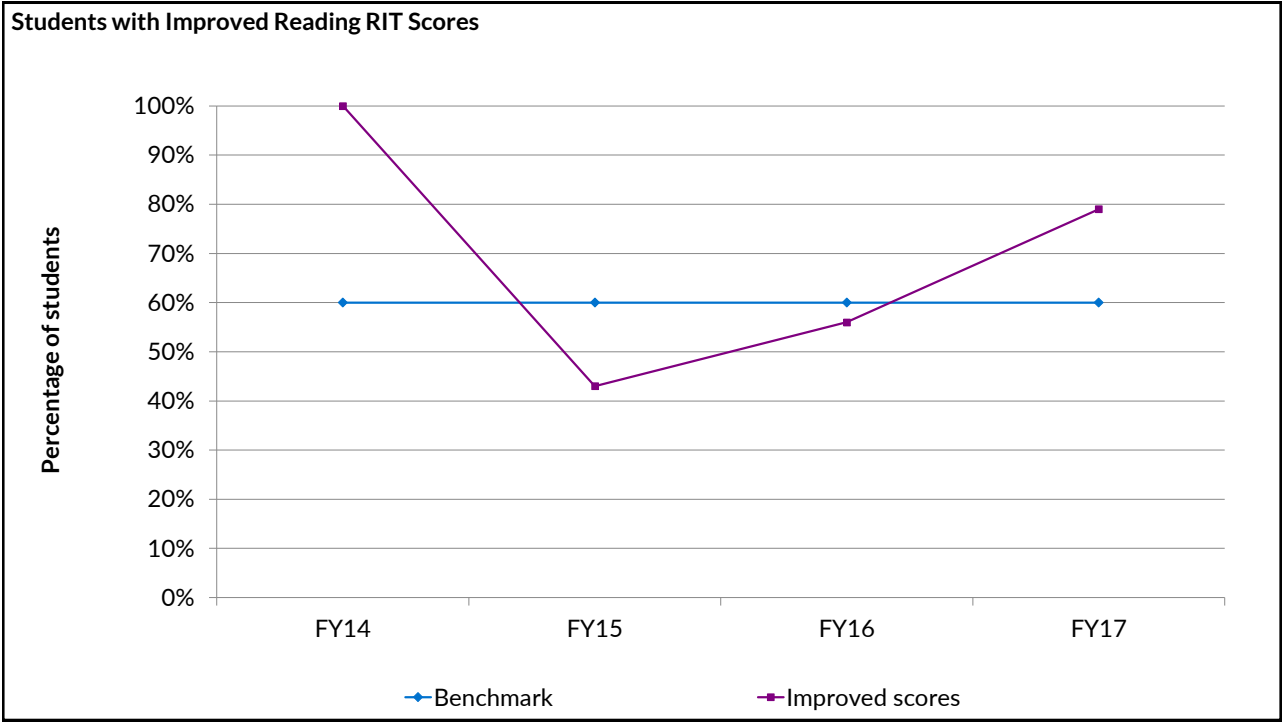


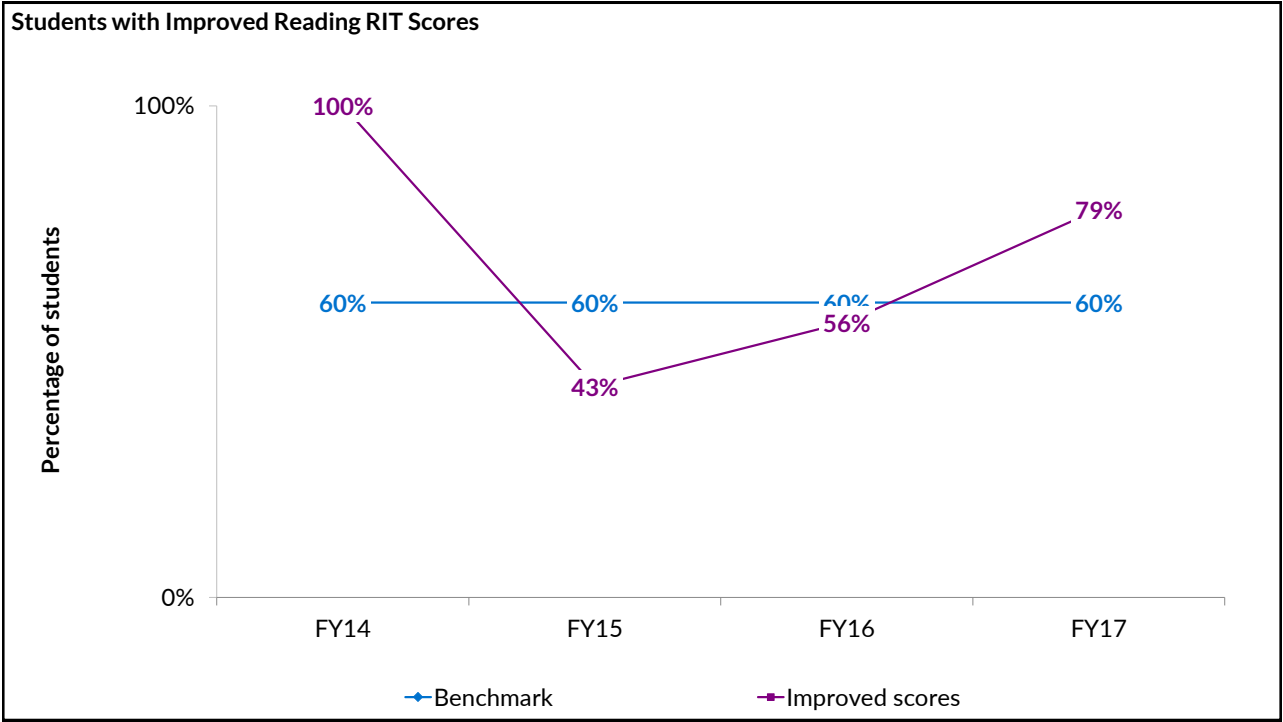
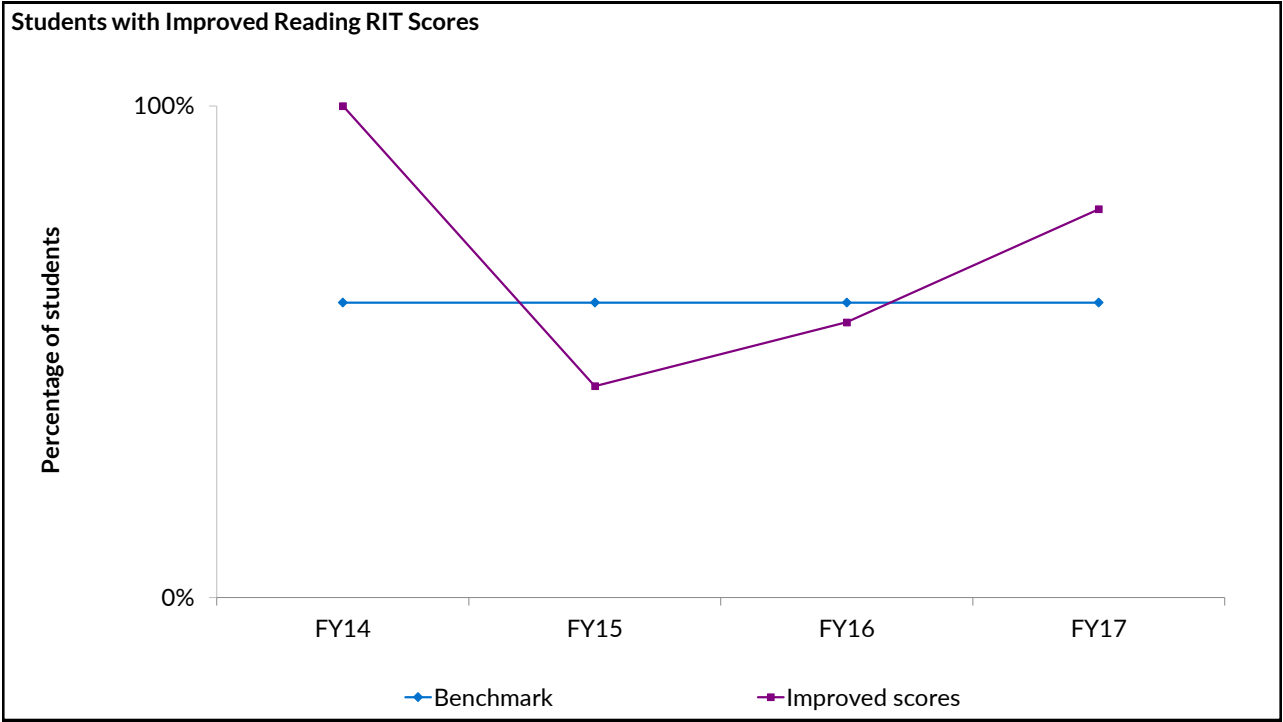
# BEFORE/AFTER MAKEOVERS

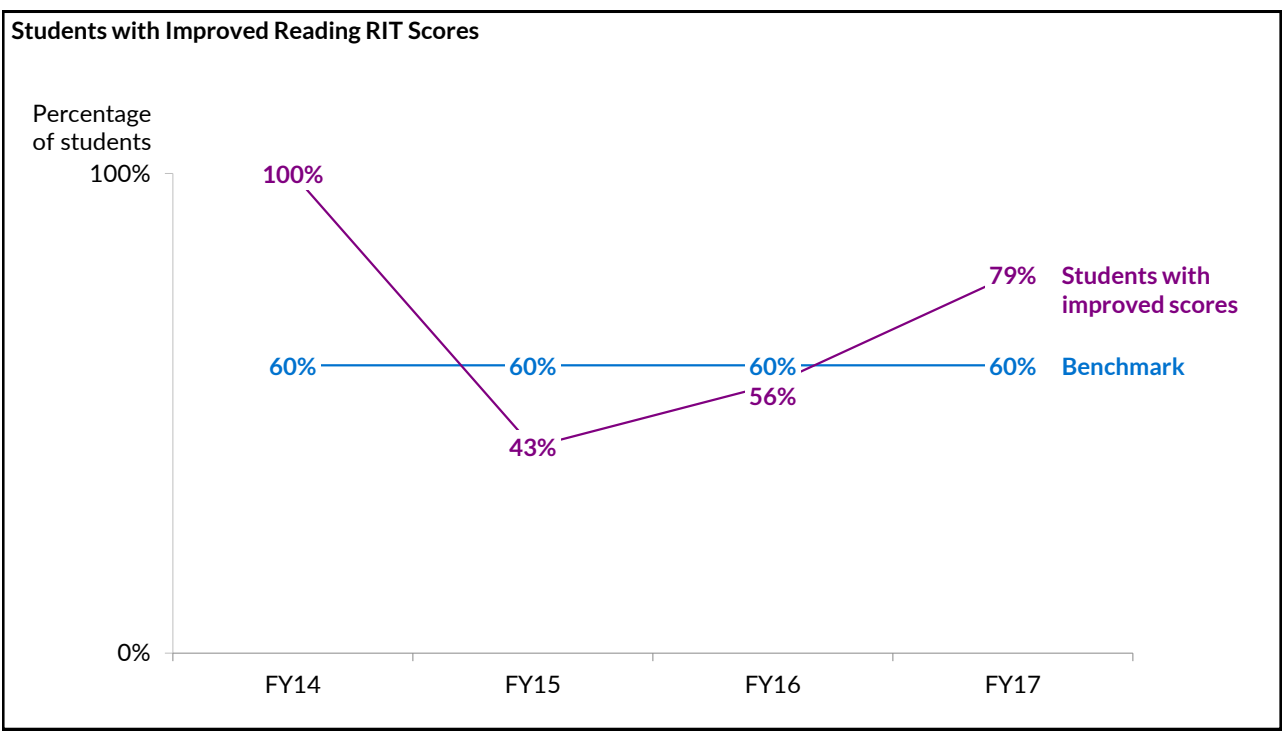
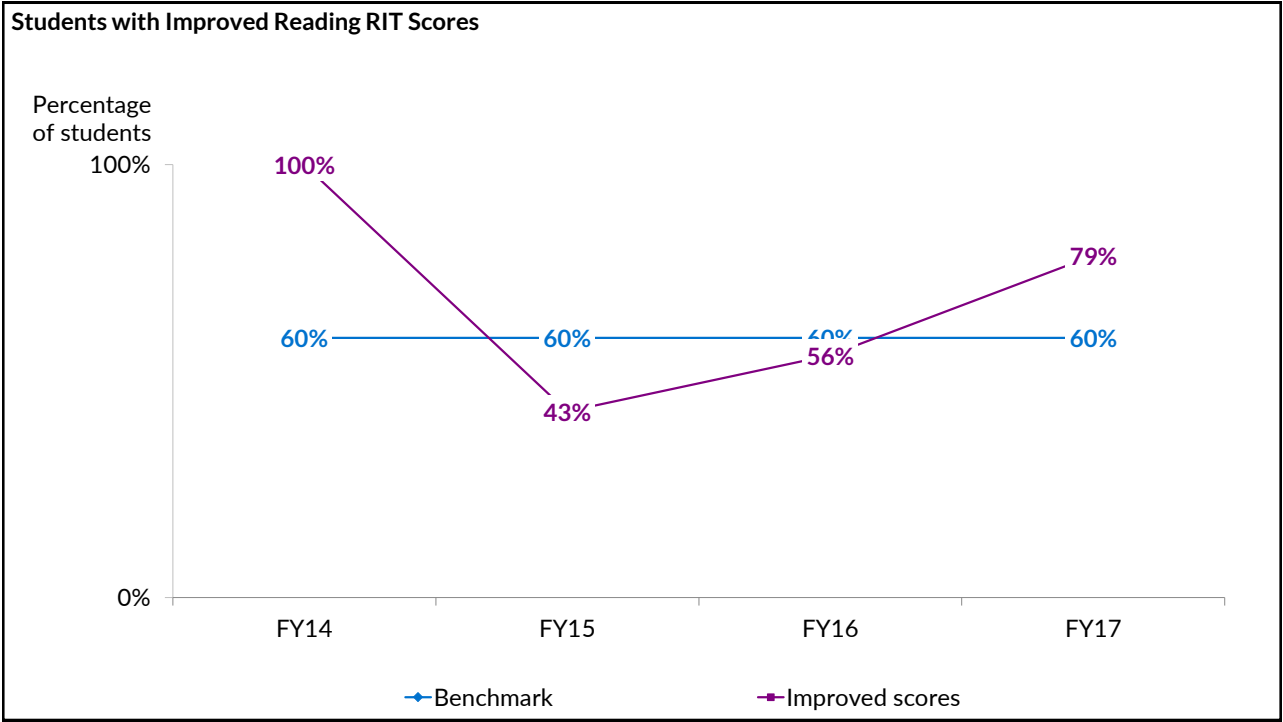
## Reading Scores vs. Benchmark



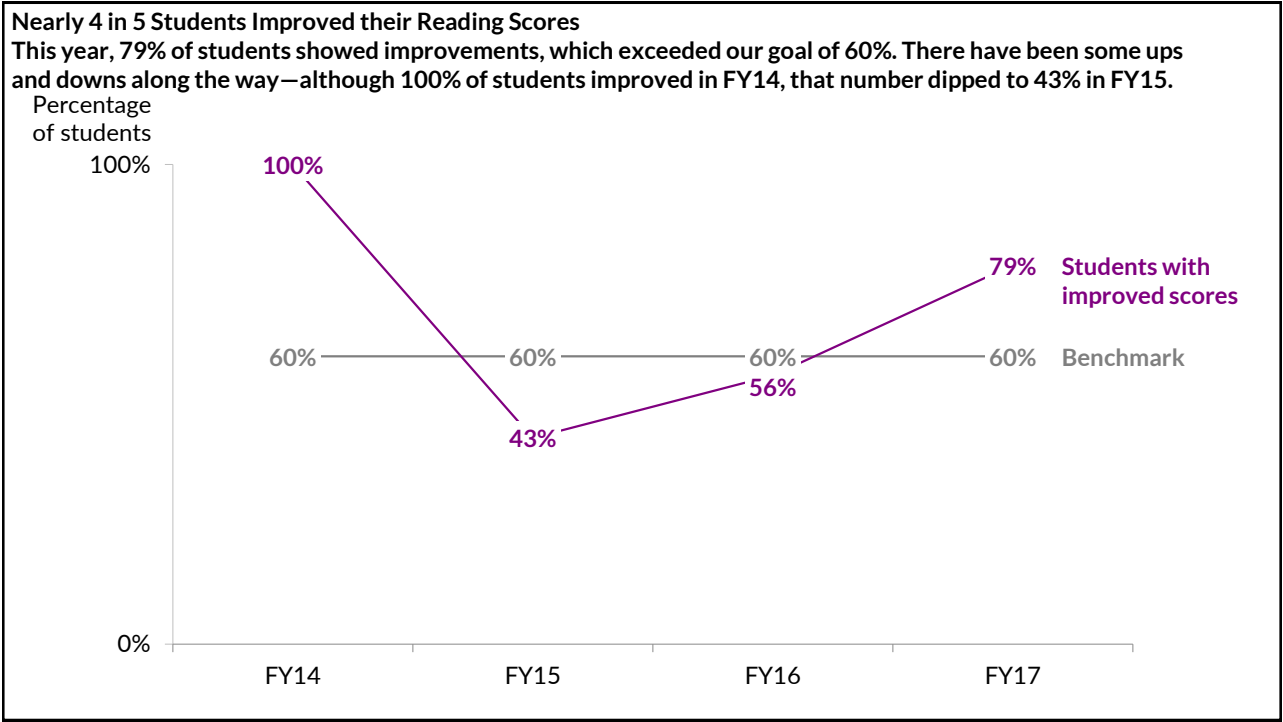
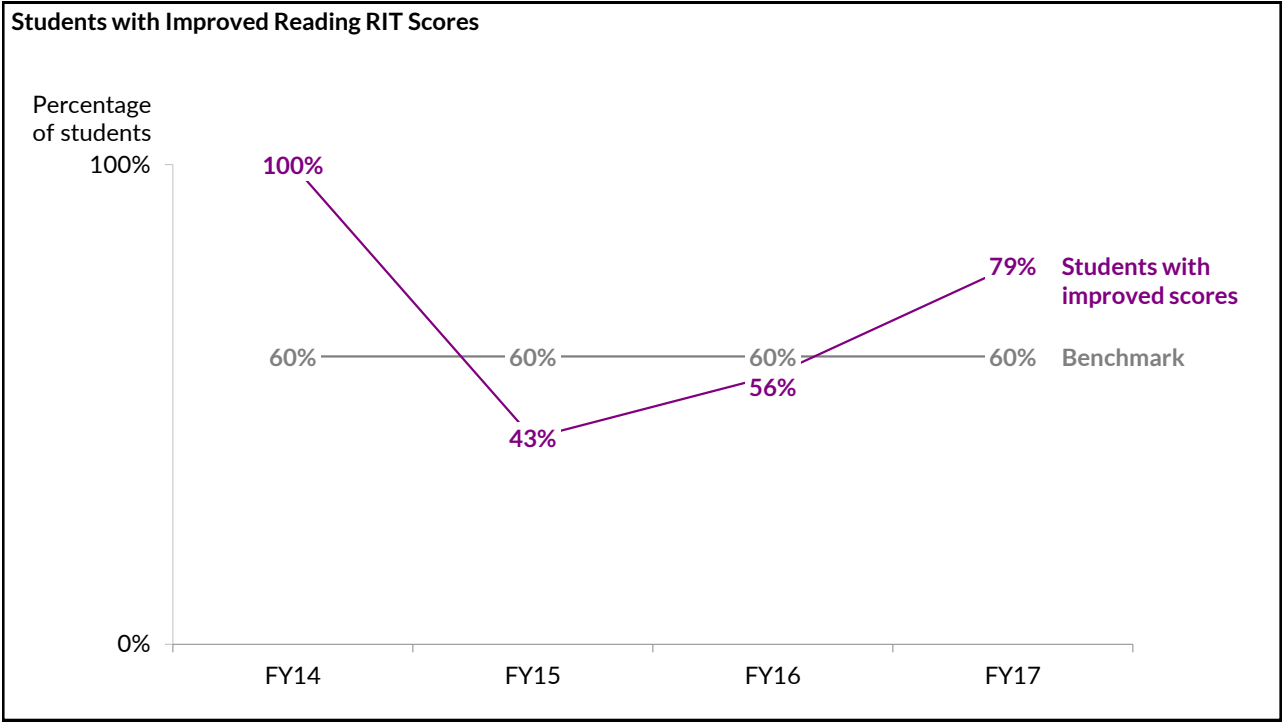


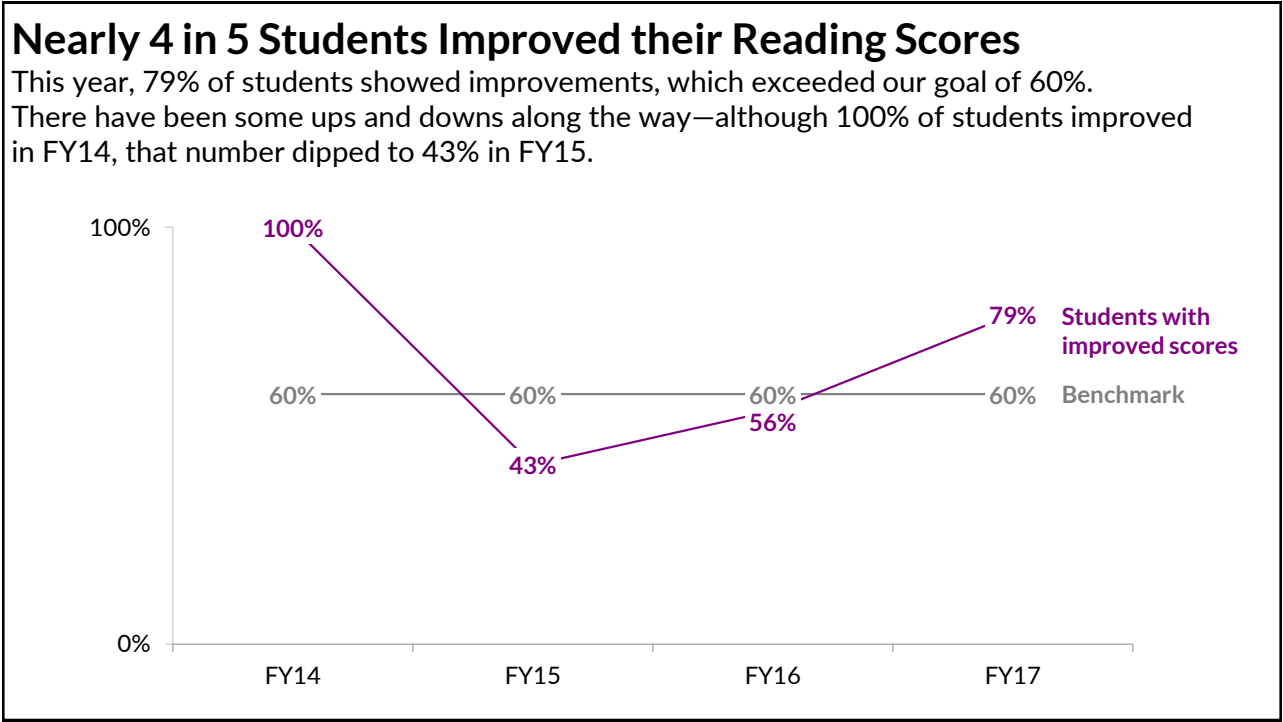
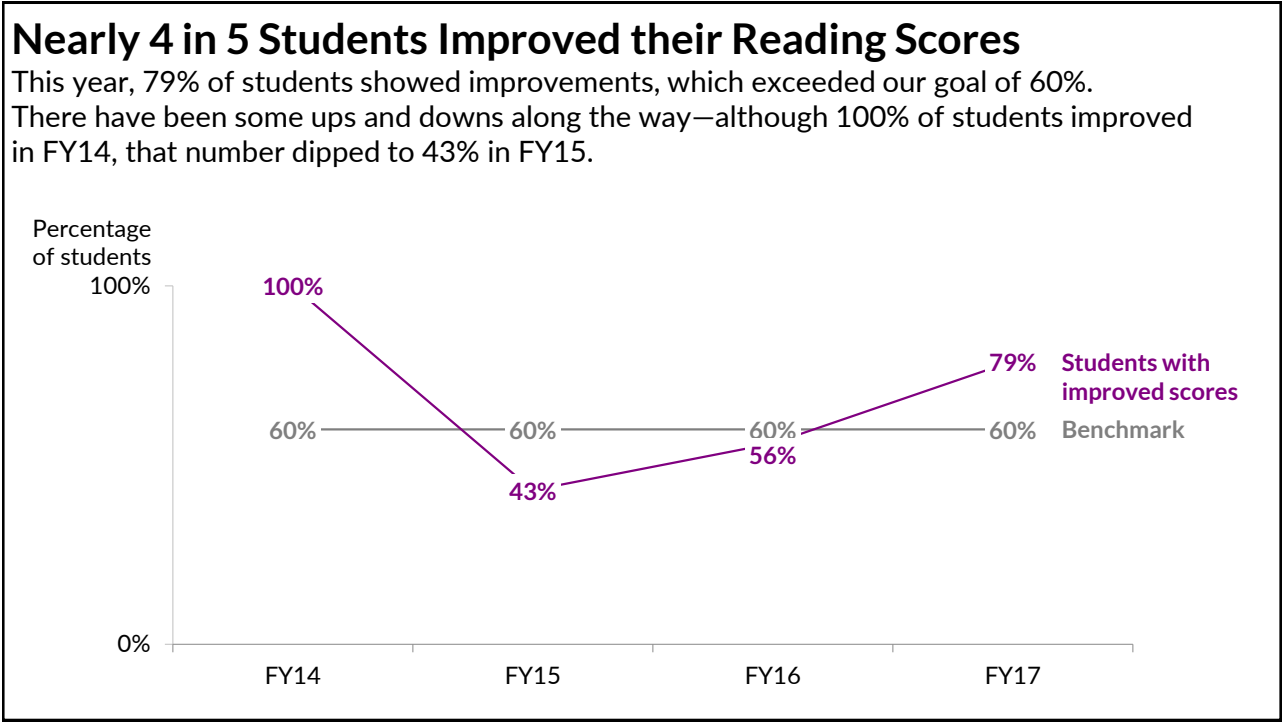


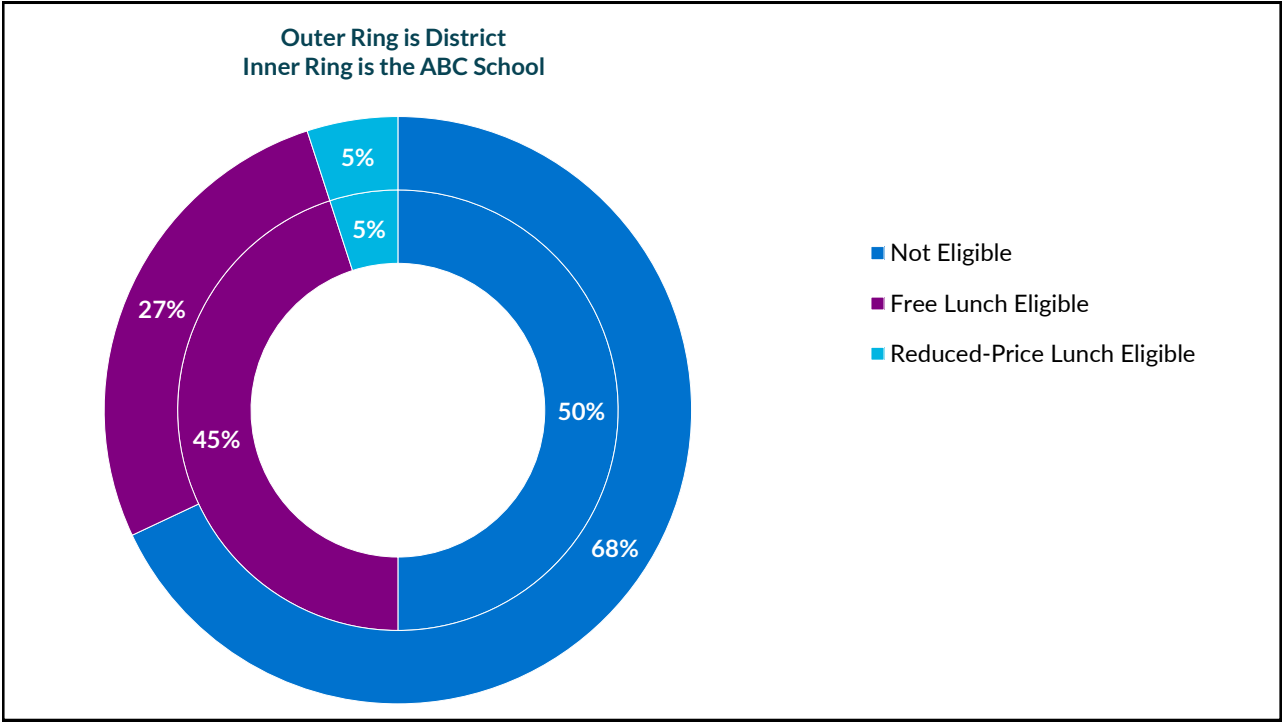
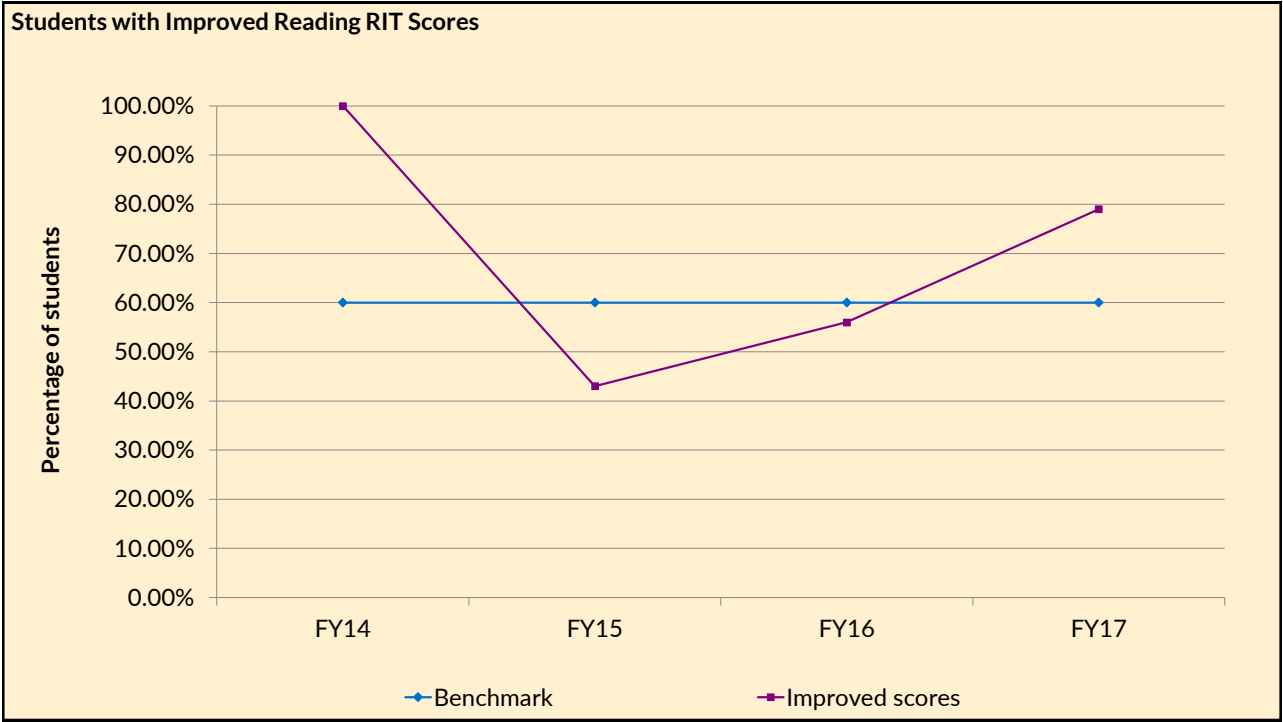




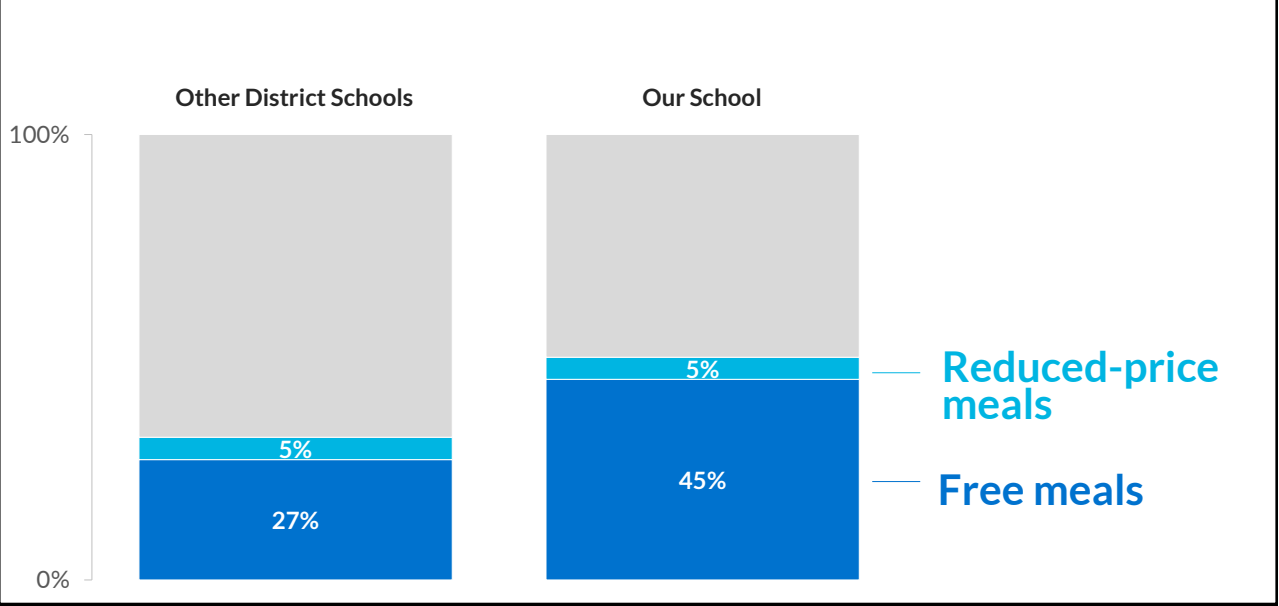




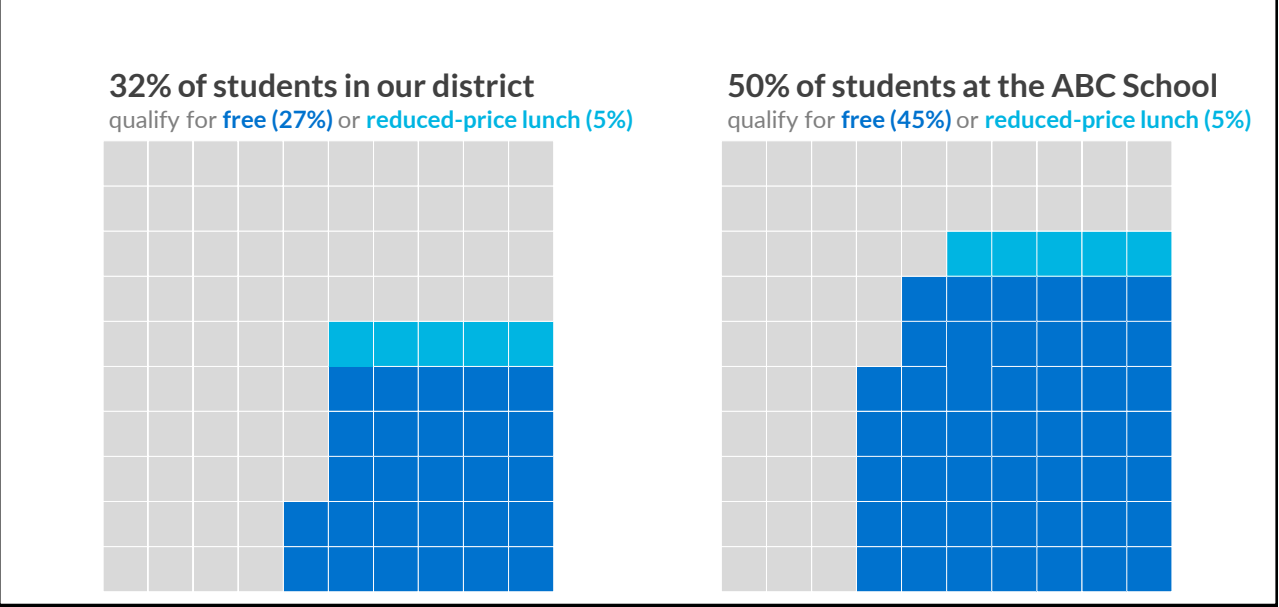




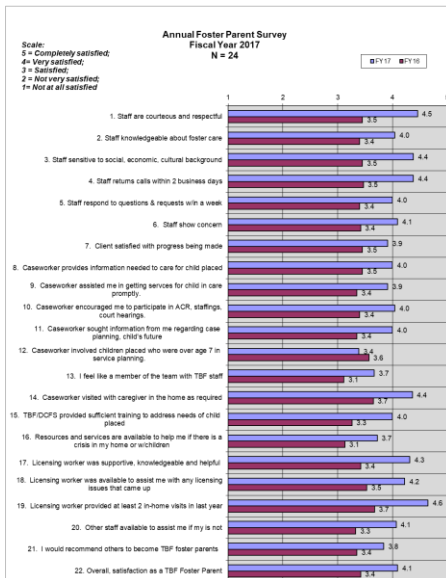
### More of Our Students Need Free or Reduced Meals Compared to Students in Our District



### More of Our Students Need Free or Reduced Meals Compared to Students in Our District



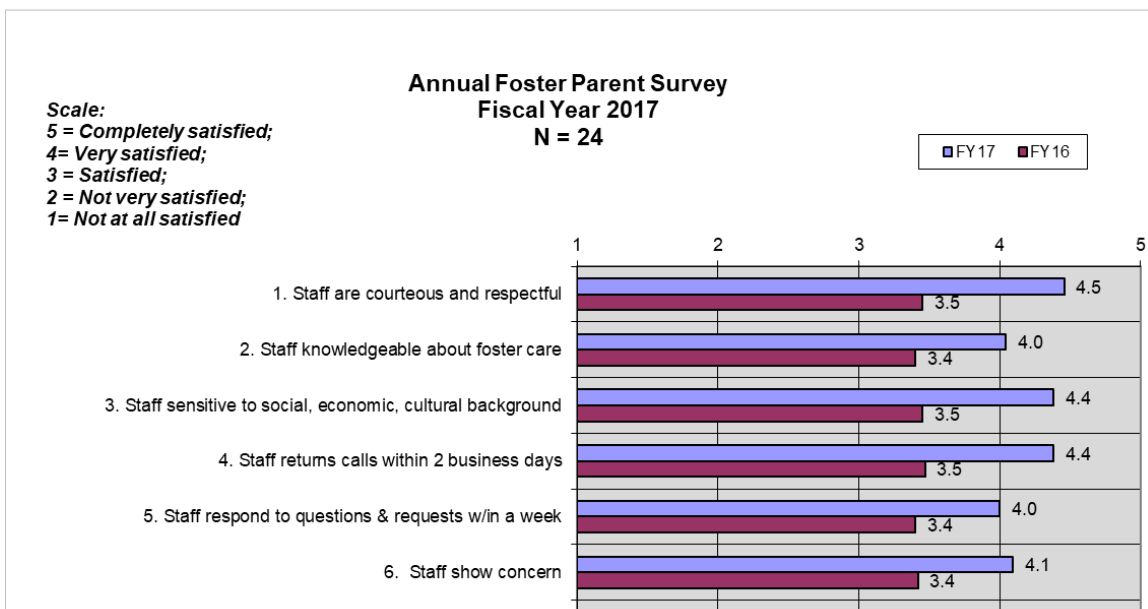
# Annual Foster Parent Survey



Ann K. Emery

www.annkemery.com

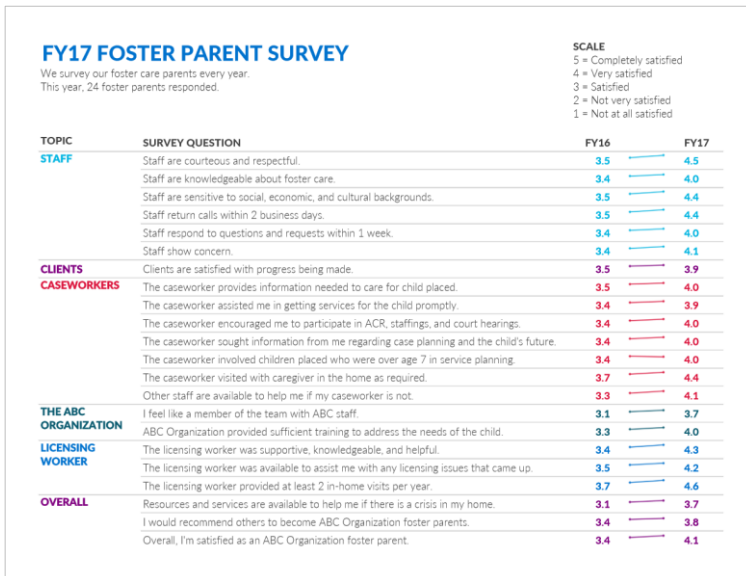
# Annual Foster Parent Survey



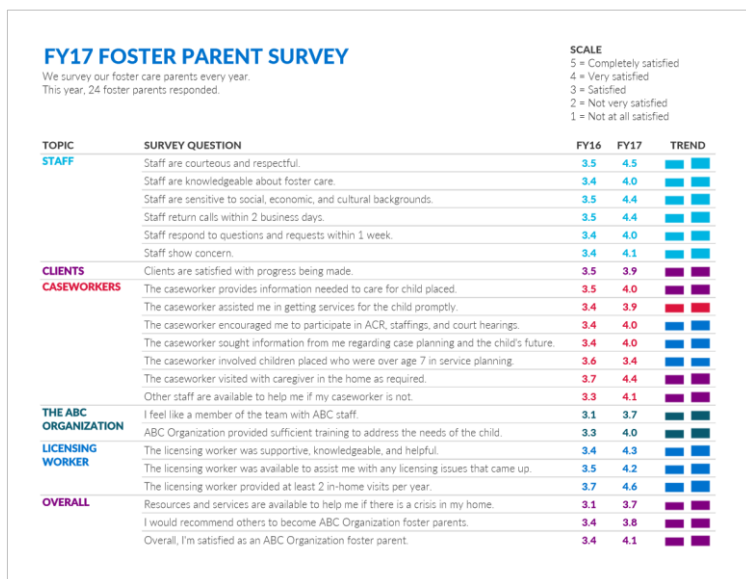
Ann K. Emery

www.annkemery.com

# Annual Foster Parent Survey



# Annual Foster Parent Survey



# Annual Foster Parent Survey

## FY17 FOSTER PARENT SURVEY

We survey our foster care parents every year.  
This year, 24 foster parents responded.

**SCALE**  
5 = Completely satisfied  
4 = Very satisfied  
3 = Satisfied  
2 = Not very satisfied  
1 = Not at all satisfied

TOPIC	SURVEY QUESTION	FY16	FY17
<b>STAFF</b>	Staff are courteous and respectful.	3.5	4.5
	Staff are knowledgeable about foster care.	3.4	4.0
	Staff are sensitive to social, economic, and cultural backgrounds.	3.5	4.4
	Staff return calls within 2 business days.	3.5	4.4
	Staff respond to questions and requests within 1 week.	3.4	4.0
	Staff show concern.	3.4	4.1
<b>CLIENTS</b>	Clients are satisfied with progress being made.	3.5	3.9
<b>CASEWORKERS</b>	The caseworker provides information needed to care for child placed.	3.5	4.0
	The caseworker assisted me in getting services for the child promptly.	3.4	3.9
	The caseworker encouraged me to participate in ACR, staffings, and court hearings.	3.4	4.0
	The caseworker sought information from me regarding case planning and the child's future.	3.4	4.0
	The caseworker involved children placed who were over age 7 in service planning.	3.6	3.4
	The caseworker visited with caregiver in the home as required.	3.7	4.4
	Other staff are available to help me if my caseworker is not.	3.3	4.1
<b>THE ABC ORGANIZATION</b>	I feel like a member of the team with ABC staff.	3.1	3.7
	ABC Organization provided sufficient training to address the needs of the child.	3.3	4.0
<b>LICENSING WORKER</b>	The licensing worker was supportive, knowledgeable, and helpful.	3.4	4.3
	The licensing worker was available to assist me with any licensing issues that came up.	3.5	4.2
<b>OVERALL</b>	The licensing worker provided at least 2 in-home visits per year.	3.7	4.6
	Resources and services are available to help me if there is a crisis in my home.	3.1	3.7
	I would recommend others to become ABC Organization foster parents.	3.4	3.8
	Overall, I'm satisfied as an ABC Organization foster parent.	3.4	4.1

# Annual Foster Parent Survey

## FY17 FOSTER PARENT SURVEY

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TOPIC	SURVEY QUESTION	FY16	FY17	IMPROVED
<b>STAFF</b>	Staff are courteous and respectful.	3.5	4.5	■
	Staff are knowledgeable about foster care.	3.4	4.0	■
	Staff are sensitive to social, economic, and cultural backgrounds.	3.5	4.4	■
	Staff return calls within 2 business days.	3.5	4.4	■
	Staff respond to questions and requests within 1 week.	3.4	4.0	■
	Staff show concern.	3.4	4.1	■
<b>CLIENTS</b>	Clients are satisfied with progress being made.	3.5	3.9	■
<b>CASEWORKERS</b>	The caseworker provides information needed to care for child placed.	3.5	4.0	■
	The caseworker assisted me in getting services for the child promptly.	3.4	3.9	■
	The caseworker encouraged me to participate in ACR, staffings, and court hearings.	3.4	4.0	■
	The caseworker sought information from me regarding case planning and the child's future.	3.4	4.0	■
	The caseworker involved children placed who were over age 7 in service planning.	3.6	3.4	□
	The caseworker visited with caregiver in the home as required.	3.7	4.4	■
	Other staff are available to help me if my caseworker is not.	3.3	4.1	■
<b>THE ABC ORGANIZATION</b>	I feel like a member of the team with ABC staff.	3.1	3.7	■
	ABC Organization provided sufficient training to address the needs of the child.	3.3	4.0	■
<b>LICENSING WORKER</b>	The licensing worker was supportive, knowledgeable, and helpful.	3.4	4.3	■
	The licensing worker was available to assist me with any licensing issues that came up.	3.5	4.2	■
<b>OVERALL</b>	The licensing worker provided at least 2 in-home visits per year.	3.7	4.6	■
	Resources and services are available to help me if there is a crisis in my home.	3.1	3.7	■
	I would recommend others to become ABC Organization foster parents.	3.4	3.8	■
	Overall, I'm satisfied as an ABC Organization foster parent.	3.4	4.1	■

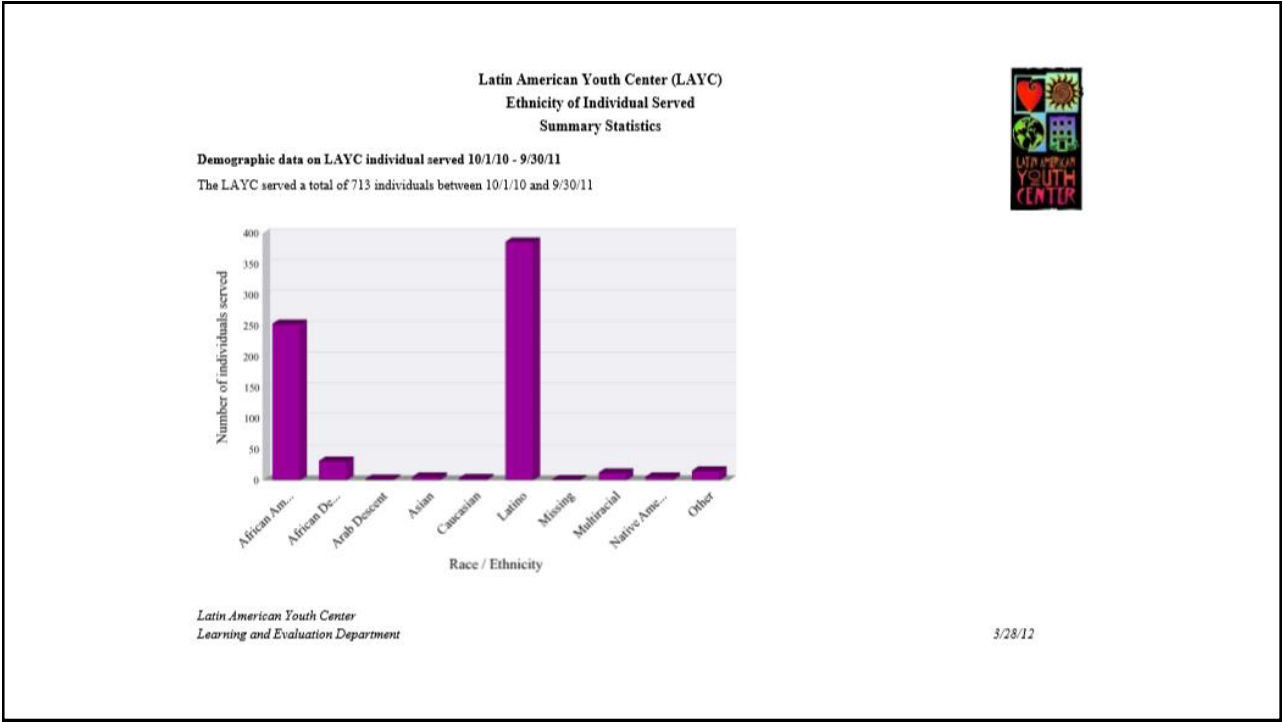
# Annual Foster Parent Survey

FY17 FOSTER PARENT SURVEY		SCALE		
We survey our foster care parents every year. This year, 24 foster parents responded.		5 = Completely satisfied 4 = Very satisfied 3 = Satisfied 2 = Not very satisfied 1 = Not at all satisfied		
TOPIC	SURVEY QUESTION	FY16	FY17	DIFFERENCE
<b>STAFF</b>	Staff are courteous and respectful.	3.5	4.5	1.0
	Staff are sensitive to social, economic, and cultural backgrounds.	3.5	4.4	0.9
	Staff return calls within 2 business days.	3.5	4.4	0.9
	Staff show concern.	3.4	4.1	0.7
	Staff are knowledgeable about foster care.	3.4	4.0	0.6
	Staff respond to questions and requests within 1 week.	3.4	4.0	0.6
<b>CLIENTS</b>	Clients are satisfied with progress being made.	3.5	3.9	0.4
	<b>CASEWORKERS</b>	Other staff are available to help me if my caseworker is not.	3.3	4.1
The caseworker visited with caregiver in the home as required.		3.7	4.4	0.7
The caseworker encouraged me to participate in ACR, staffings, and court hearings.		3.4	4.0	0.6
The caseworker sought information from me regarding case planning and the child's future.		3.4	4.0	0.6
The caseworker provides information needed to care for child placed.		3.5	4.0	0.5
The caseworker assisted me in getting services for the child promptly.		3.4	3.9	0.5
The caseworker involved children placed who were over age 7 in service planning.		3.6	3.4	-0.2
ABC Organization provided sufficient training to address the needs of the child.		3.3	4.0	0.7
I feel like a member of the team with ABC staff.		3.1	3.7	0.6
<b>THE ABC ORGANIZATION</b>		I feel like a member of the team with ABC staff.	3.1	3.7
	3.1		3.7	0.6
<b>LICENSING WORKER</b>	The licensing worker was supportive, knowledgeable, and helpful.	3.4	4.3	0.9
	The licensing worker provided at least 2 in-home visits per year.	3.7	4.6	0.9
<b>OVERALL</b>	The licensing worker was available to assist me with any licensing issues that came up.	3.5	4.2	0.7
	Overall, I'm satisfied as an ABC Organization foster parent.	3.4	4.1	0.7
	Resources and services are available to help me if there is a crisis in my home.	3.1	3.7	0.6
	I would recommend others to become ABC Organization foster parents.	3.4	3.8	0.4

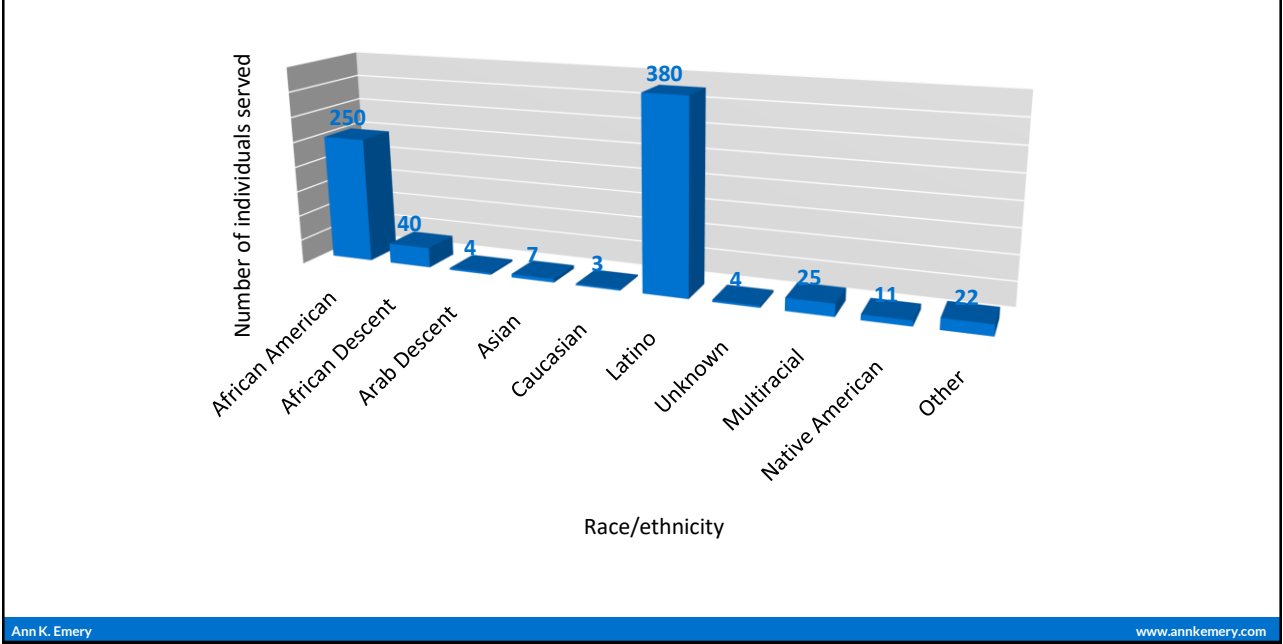
# Annual Foster Parent Survey

FY17 FOSTER PARENT SURVEY		SCALE		
We survey our foster care parents every year. This year, 24 foster parents responded.		5 = Completely satisfied 4 = Very satisfied 3 = Satisfied 2 = Not very satisfied 1 = Not at all satisfied		
TOPIC	SURVEY QUESTION	FY16	FY17	DIFFERENCE
<b>STAFF</b>	Staff are courteous and respectful.	3.5	4.5	1.0
	Staff are sensitive to social, economic, and cultural backgrounds.	3.5	4.4	0.9
	Staff return calls within 2 business days.	3.5	4.4	0.9
	Staff show concern.	3.4	4.1	0.7
	Staff are knowledgeable about foster care.	3.4	4.0	0.6
	Staff respond to questions and requests within 1 week.	3.4	4.0	0.6
<b>CLIENTS</b>	Clients are satisfied with progress being made.	3.5	3.9	0.4
	<b>CASEWORKERS</b>	Other staff are available to help me if my caseworker is not.	3.3	4.1
The caseworker visited with caregiver in the home as required.		3.7	4.4	0.7
The caseworker encouraged me to participate in ACR, staffings, and court hearings.		3.4	4.0	0.6

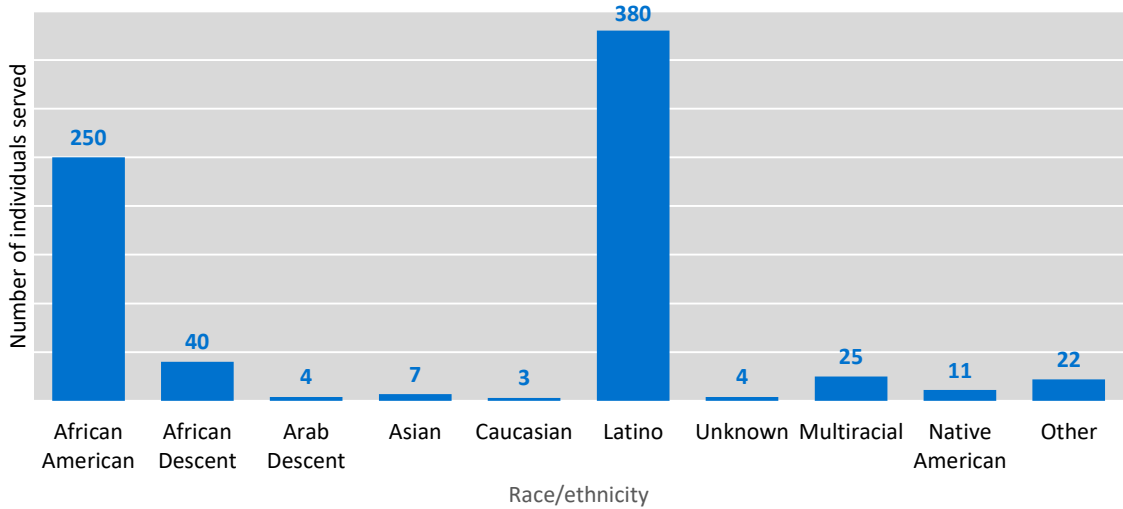




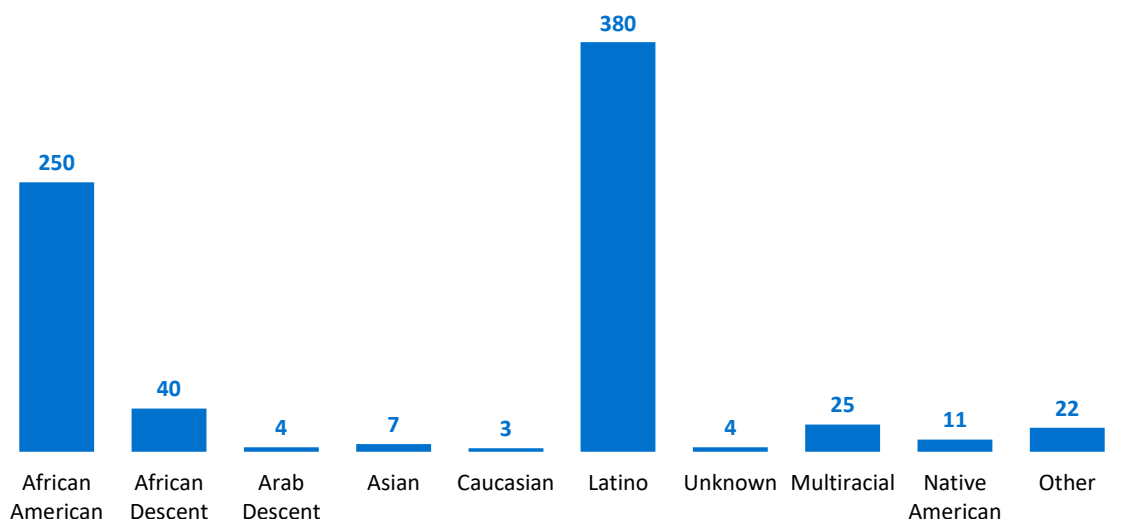
## Take Your Skills to the Next Level



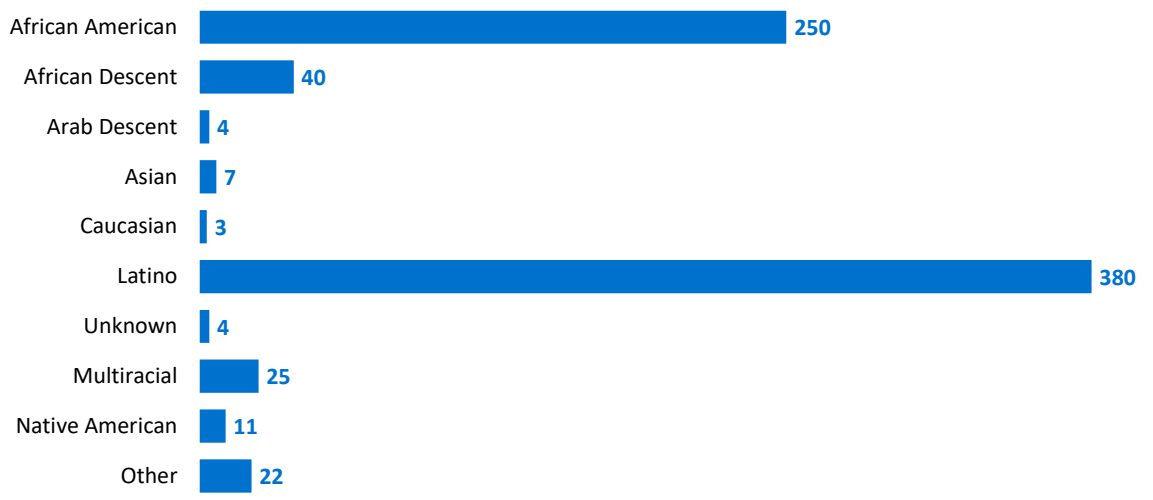
# Take Your Skills to the Next Level



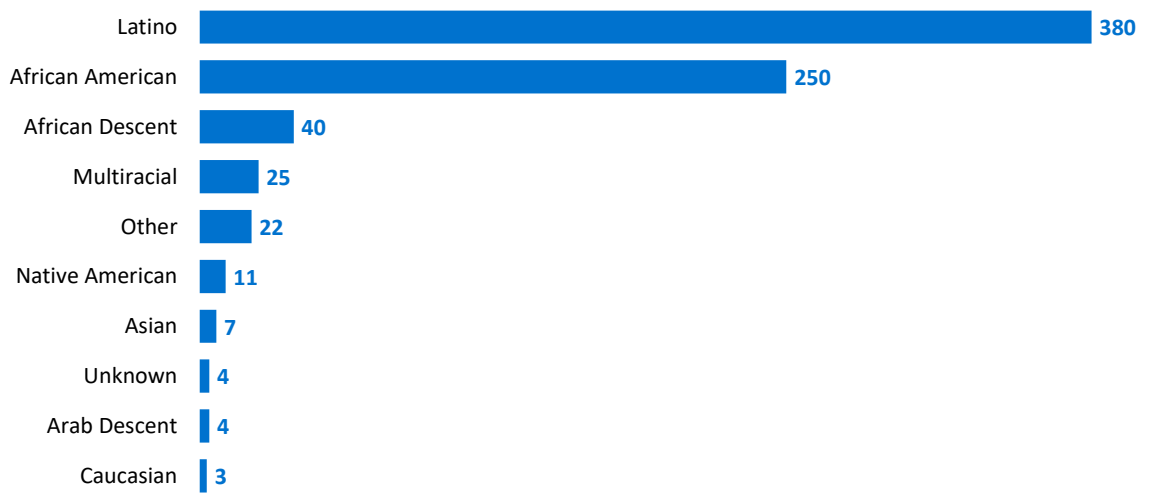
# Take Your Skills to the Next Level



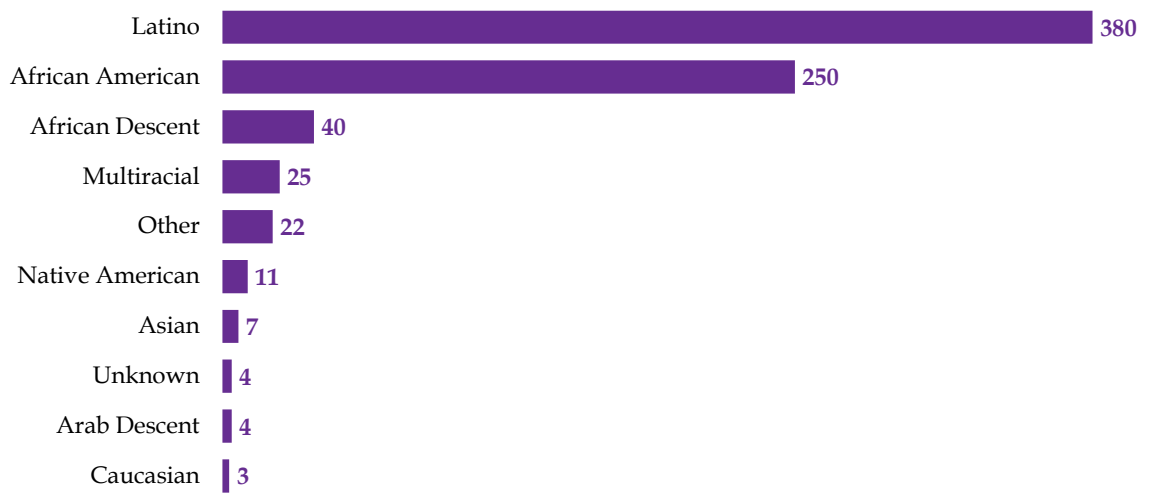
# Take Your Skills to the Next Level



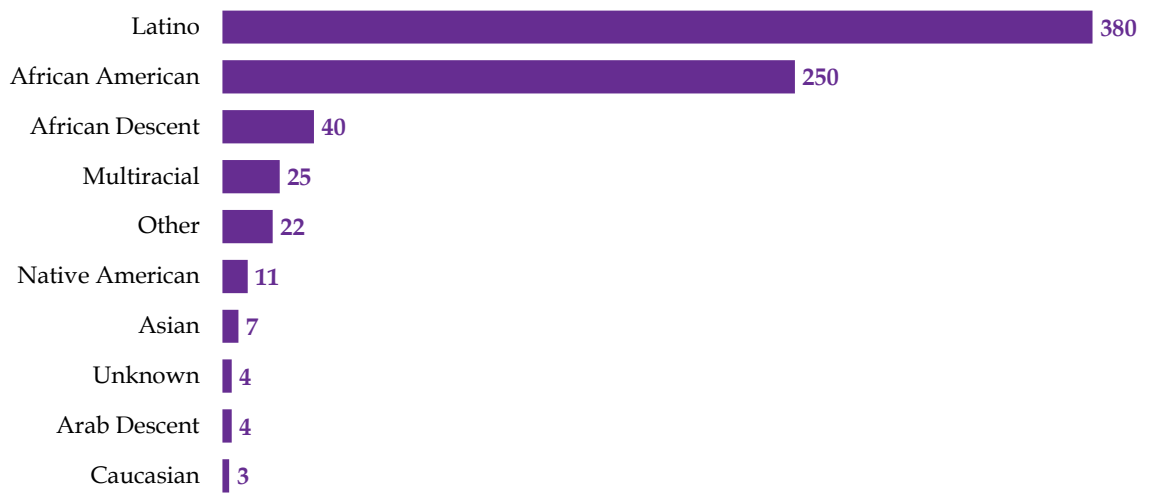
# Take Your Skills to the Next Level



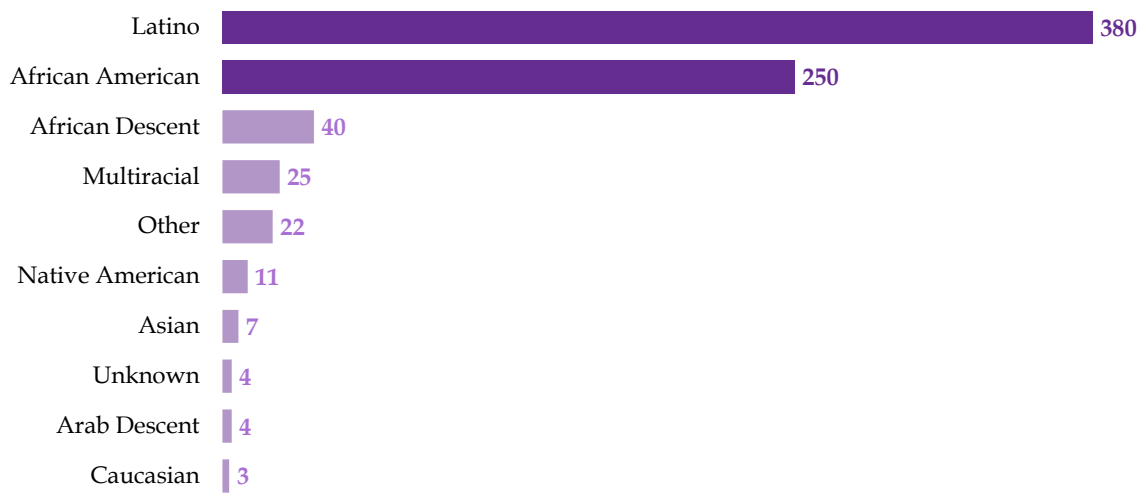
# Take Your Skills to the Next Level



# Our cultural diversity

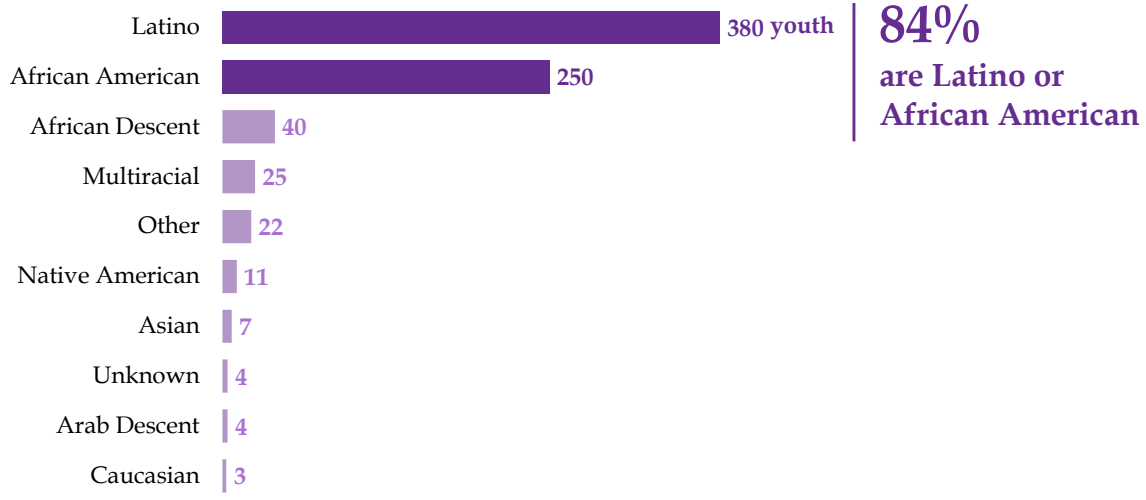


# Our cultural diversity

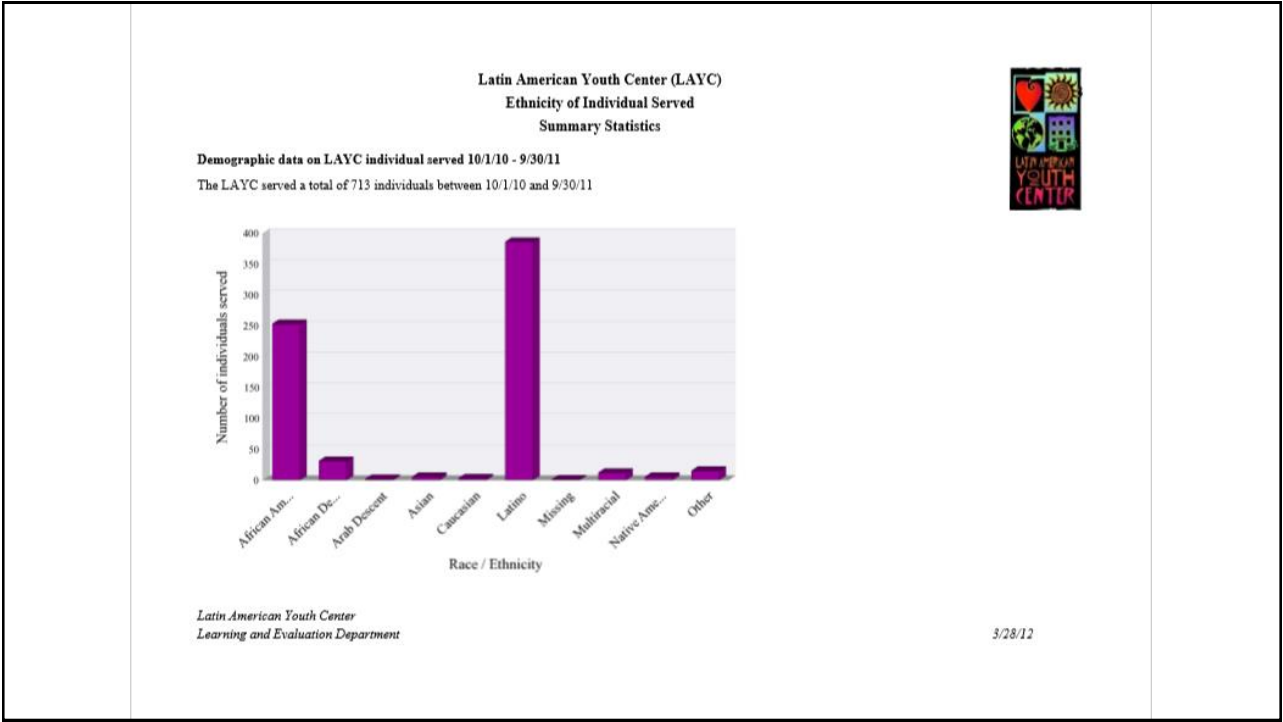


Organization Name www.organizationwebsite.com

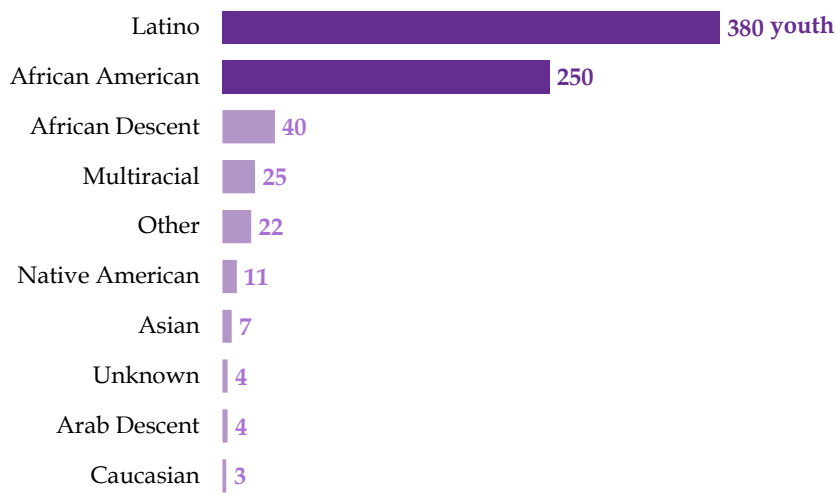
# Our cultural diversity



Organization Name www.organizationwebsite.com



# Our cultural diversity



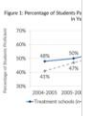
**84%**  
are Latino or  
African American

# Learn More AnnKEmery.com/book

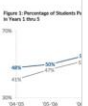
### Take Your Skills to the Next Level

Half the battle is removing redundancies from your computer's default settings. Delete, delete, delete. Then, draw attention to your desired message with clear text and dark colors.

**Before**  
This slide and the y-axis label were redundant. The numbers labels on each data point and percentages listed down the y-axis scale were redundant. If we're going to label individual values on the graph, then we no longer need grid lines... and so on.



**After**  
If I were to make this graph table, I would delete the y-axis label, shorten the x-axis label along the axis (from 2004 to '05), delete the legend and rearrange the legend labels beside each line, and place the numerical labels through each line.



GREAT GRAPHS WITH ANN K. EMERY

### Your Guide to Great Graphs

Once you've analyzed your audience and your data, the next step is to select a graph type that communicates your desired message. Explore your dataset by sketching by hand or with heat tables, spark lines, and spark bars. Then, decide which pattern you want to emphasize.

**EXPLORATORY**

- Sketching
- Heat Tables
- Spark Lines
- Spark Bars

**PART: WHOLE**

- Pie/Donut
- Stacked
- Diverging
- Waffle
- Icon Array

**COMPARISONS**

- Bar/Column
- Loop/Loop
- Clustered
- Dot
- Multiples
- Area
- Nested Area
- Overlapping
- Target Line

**PROGRESS**

- Bar/Column
- Area
- Line

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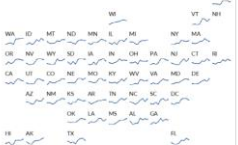
### Tile Grid Maps

In traditional maps, our brains are trying to decode information based on both size and saturation. In the grid maps, each state is the same size + square so that our brains can't rely on saturation and not on size. Cartographers also build these maps with hexagons or with isoregion line maps.



### Tile Grid Trendline Maps

Once you master the basics, you can begin customizing charts in new ways. In this tile grid trendline map, I combined a tile grid map with a line chart.



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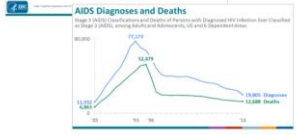
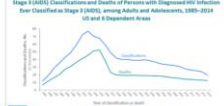
### Measure Text Readability

A lot of things go into a visualization's readability: graph type, font size, text direction, color/line/shape considerations, grammar, and more. Accessibility is at the top of my priority list. If your reader can't read your graph, why bother making it?

I recently worked on this slide makeover with a public health agency. Our priority in that makeover was to make the years readable. The year labels were too small (size 9) and they were diagonal (which is slower to read than plain old horizontal text). We fixed up space by abbreviating the years 1985 to '85. We also opted to label just four points along the line to emphasize key milestones.

I also changed the slide's title. For slides I aim for super short titles. I'm physically present to elaborate on all the cool parts of the graph. For printed materials, I use storytelling titles that state the cool parts directly.

I'm not a Ph.D. epidemiologist like this slide's creator, so it took me a while to understand the slide's title. I had a gut instinct that others would find the slide's title a bit jargon-y, too. I wanted to objectively measure the readability of the before title.



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# TELLING A STORY WITH DATA

## ANN K. EMERY

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