WELCOME to GP Year 2!
“Ready. Set. Design.”
LA & South Central Coast

4 February 2019
8:30 AM – 3:00 PM
Jumpstart Data Coaching to Support Guided Pathways Inquiry and Design
Introductions and Framing

Presenters and Experts (Santa Rosa Junior College):
KC Greaney, Institutional Research
Michael Hale, Faculty GP lead/Umoja/BSU

Facilitator:
Rachel Antrobus, RP Group

Student Engagement Activity:
Carla Grandy, Skyline College
Outcomes

- Understand ways to build data literacy on your campus to support guided pathways inquiry and design
- Learn about key ingredients and considerations for building data literacy through data coaching
- Have concrete examples for jumpstarting a data coaching effort
- Start your own student-centered data coaching action plan to support guided pathways adoption
Agenda

- Framing and Welcome (9:30 - 9:35)
- Adopting a Learning Mindset (Activity) (9:35 - 9:55)
- Presentation of the RP Group’s data coaching research (9:55 – 10:10am)
- Deep Dive with Santa Rosa Junior College (10:10 – 10:55am)
- Break! (10:55 - 11:05am)
- Small group action planning (11:05 – 11:45am)
- Whole group debrief (11:45 – 12:00pm)
Mirrors and Windows: Approaching Student Data with a Learning Mindset

Carla Grandy, GP Design Team Co-Lead
Skyline College
9:35 - 9:55am
“[I am a] student among students.”

- Paulo Freire
What percentage of an iceberg’s mass is below the water?
How do we move from student voice to student participation in design?
Building Student Participation Activity

1. Individually, take a minute to read the student quote.

2. On the sticky note provided write down:
   - What stood out to you while reading the student quote?
   - Which broader student opportunity gaps are reflected in the student quote?
   - What follow-up question(s) would you want to ask students about this issue/challenge?
   - Which student populations would you ask?

3. Your table is now tasked with designing an approach for student engagement surrounding the issues/challenges/gaps identified in the quote.
Questions to consider:

1. How does your approach meet students where they are at?

2. How is your approach informed by data?

3. How does your approach ensure equitable access for students?

4. How does your approach leverage other programs or resources on campus?

5. How does your approach prepare students who are getting involved?
Data Coaching Exploratory Research
Key Findings and Considerations

The Research and Planning Group for California Community Colleges
RP Group’s Data Coaching Exploratory Research Overview

**What:** establish a foundational understanding of data literacy/coaching practices—particularly in the context of GP

**Why:** respond to college need for help w/ accessing, analyzing, translating, sharing, and acting on data throughout GP development

**How:** conducted literature review and exploratory interviews, drew on Leading from the Middle insights
What Do We Mean by Data Coaching?

Providing direct support to key college personnel to build their capacity to access and use data in inclusive decision-making
Key Ingredients for Building Data Literacy through Data Coaching
1. Articulate a Clear Purpose for Your Data Coaching Efforts

- Advance institutional improvement efforts
- Support efforts to close equity gaps, fostering an equity minded-ethos
- Empower others across the college to make data-driven decisions
- Help stakeholders effectively traverse the recursive stages of GP adoption (inquiry, design, implementation)
2. Engage Data Coaches Who Can Lead a Collaborative Inquiry Process

- Understand how to tell a story with data (both quantitative and qualitative information)
- Remain respectful, humble, and sensitive to others
- Understand that data literacy varies among different stakeholders
- Recognize and address the resistance to equity gaps revealed by data
- Lead and effect cultural and institutional transformation
3. Treat Data Coaching as an Ongoing, Iterative Process

- Build an inclusive data team
- Determine the student opportunity gap
- Access and collect data
- Facilitate data dialog for action
- Help sustain data-driven change
- Rinse and repeat...start it over again!
Key Considerations for Building Data Literacy through Data Coaching
Implications from the college interviews: Embrace all key ingredients!

- Setting a vision can be challenging, guided pathways can help coalesce direction.
- Sensitivity re: learning curve with data, issues related to equity data is paramount.
- Coaches need ongoing support (training, resources, peer support).
- Data coaching can help raise broad awareness of data resources.
- Sustaining change initiated through data coaching is hard/complex.
- Be flexible—adapt existing models to your local context.
Data coaching examples:

- **Bakersfield College:** Completion Team Coaches
- **Santa Rosa Junior College:** Data Evangelists and Citizen Researcher Campaign
- **Santa Monica College:** Faculty-Based Data Coaches
Citizen Researchers Campaign: Data to the People!

KC Greaney, Director of Institutional Research
Michael Hale, Faculty, English
SRJC: Institutional Culture

- Multi-site, single college district founded in 1918
- Nearly 40,000 students enrolled annually, producing 19,000 FTES
- On President #5 in 100 years
- A pioneer in creating Student Information Systems (SIS)
- Data ownership kept within IT requiring programmers to access
- Recent changes will hopefully shift institutional culture
Being data-driven means having...

a self service culture

Business units have necessary data access as well as within-team analytical skills to drive insights, actions, and impact.
Making Data Accessible

Efficient
• Interactive, online data resources allow research offices to provide vast quantities of data to stakeholders, in a customizable format allowing users to extract the precise numbers they need
• Can relieve IR offices of many routine data requests
• Efficient for IR staff in retrieving data

Democratic
• With accessible data, this approach supports AIR’s Statement of Aspirational Practices, which expands the definition of Decision Maker to include Students, Staff and Faculty

Promotes Data Driven Culture
• All stakeholders will have access to data to inform decisions
Citizen Researcher Campaign: Data to the People!
LET'S SOLVE THIS PROBLEM BY USING THE BIG DATA NONE OF US HAVE THE SLIGHTEST IDEA WHAT TO DO WITH
Being data-driven means having...

ea broad data literacy

All decision-makers have appropriate skills to use and interpret data.
Improving Data Literacy at SRJC

Approach:

1. Provide meaningful, useful viz’s – not reports
   ➢ Responsive to requests; this is an on-going iterative process

2. Data coaching
   ➢ “Professional Development Day” training sessions
   ➢ President’s Cabinet
   ➢ Committees
   ➢ New Faculty Orientation
   ➢ Student Classroom Presentations
   ➢ On request, 1:1 to help stakeholders find the data they need

3. Data Leadership
   ➢ Model and promote the use of data
Being data-driven means having...

an objective, inquisitive culture

“Do you have data to back that up?” should be a question that no one is afraid to ask and everyone is prepared to answer—Julie Arsenault.
Ex: Data Visualizations

• SRJC Time to degree:
  https://research.santarosa.edu/time-degree-matric
• SRJC Grades
  https://fact-book.santarosa.edu/grades-credit-courses
• Guided Pathways on the Launchboard
  https://www.calpassplus.org/Launchboard/GuidedPathways.aspx#
• Student Success Metrics on the Launchboard
  https://www.calpassplus.org/LaunchBoard/Student-Success-Metrics
Being data-driven means having...

strong data leadership

A head of data to evangelize data as strategic asset with budget, team, and influence to drive cultural change.
Action Planning:
Jumpstart Data Coaching to Support Guided Pathways
Inquiry and Design
To learn more about student voice in GP design...

To access the module...
1. Log on to the Vision Resource Center at visionresourcecenter.cccco.edu
2. Scroll to the bottom of the landing page
3. Click on "Collecting Student Voices for Guided Pathways"
4. On next screen, click on "Launch" under the name of the training module

Colleges featured:
- Yuba City College
- Skyline College
- Sierra College
- Bakersfield College
- Lansing College
Pluses and Pauses

Thinking back over the whole session...

What information/activities that resonated with you most today?

What questions do you still have/new questions?
Reflection and Closing

11:50 – 12:00pm
Lunch (Main Room)
12:00 – 1:00 PM