AGENDA Chancellor's HSI Advisory Committee	Monday November 13, 2017 1:00 p.m. – 2:00 p.m. District Board Room	
Present:		
TOPIC	DISCUSSION	FURTHER ACTION
Excelencia in Education - Bruce	See attachments	
SBCCD partnership with Mexican Consulate in San Bernardino: Educational Opportunities Help Desk	See attached article	
HACU Conference Update - Frank		
Other Business		
Adjourn		



Completion Guide:

Telling Your Program's Story on Latino Student Success

Updated: 1/6/17

Examples of *Excelencia*: Telling Your Program's Story on Latino Student Success

Examples of *Excelencia* (Examples) is the only national effort to identify and promote evidence-based programs at the forefront of advancing educational achievement for Latino students in higher education. Through a comprehensive year-long process, *Excelencia* in Education (*Excelencia*) recruits, reviews, and promotes evidence-based practices at the associate, baccalaureate, and graduate categories in institutions of higher education as well as practices at community-based organizations. Since 2005 *Excelencia* has received over 1,500 nominations from 33 states, Puerto Rico, and Washington DC and recognized over 260 programs that accelerate Latino student success.

This work brings attention to evidence-based practices on an annual basis with national recognition at the annual *Celebración de Excelencia* held in Washington, D.C. Practices are also catalogued in both the Growing What Works Database and the annual *What Works for Latino Students Compendium*.

Purpose of the Completion Guide

Each year, programs accelerating Latino student success are nominated for Examples of *Excelencia*. The attention generated by Examples has resulted in inquiries by program staff for efforts they can replicate or advice on ways to improve their submissions for Examples.

In an effort to provide technical assistance and advice on the profile submission process, this guide was developed as a tool nominated programs can use to demonstrate their success. The goal of this guide is to walk through the process of Examples, help programs tell their success stories, encourage the use of metrics, and highlight measures of success.



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Description of the Examples Selection Process

Step 1: Nominations

Visit www.EdExcelencia.org/2017 to nominate a program you believe is effective in accelerating Latino student success in higher education. You may nominate your own program or one that you know but do not have specific program information. You may also nominate more than one program. The website will have fields asking for basic contact information about the program you are nominating. This will be used to communicate with the contact person you list for the program so that they may begin working on Step 2.

Step 2: Profile submissions

An email containing a web-link will be sent to the contact person designated in the nomination submitted. The link will take them directly to a page on *Excelencia's* website where they can submit a profile with more information on the program in a succinct, compelling manner.

Step 3: Selection

Once the profile submission process closes, *Excelencia* staff will begin the review process to select a set of finalists in each of the four categories: associate, baccalaureate, graduate, and community-based organizations (CBO). The list of finalists will be forwarded to an external committee of national experts for final review and selection of the 2017 Examples of *Excelencia*. Finalists will be announced via a national eblast, *Excelencia*'s website, and our social media accounts.

Important Dates for 2017

January 31 Announcement of nomination submissions

February 7 Webinar on sharing evidence-based practices

February 23 Webinar on the nomination and profile submission process

March 7 Nomination period is closed

April 12 Profile submission period is closed

May-June Review of profiles by *Excelencia* staff

August Finalists are announced and shared with selection committee

October 5 Celebración de Excelencia

October 6 Accelerating Latino Student Success (ALASS) Institute



How to Use This Guide

This document serves as a step-by-step guide for completing the online profile and providing metrics that best reflect program success. The following sections describe the information needed to populate the online form. Key information is shared on how to develop a strong Examples profile. The information for each section will likely require content from both internal and external sources.

Your Program's Profile

Part of telling your program's success story is to share details and evidence in a succinct and compelling manner. Each profile requires basic information about your program along with four written responses. Each written response section has a character limit, which includes letters and spaces. The submission page may time-out while filling in your responses; it is best for everyone to complete responses in a separate Word document and copy and paste responses to the appropriate fields. The information you provide is broken down by sections so that when we refer back to your profile the information we need is easy to find. It is important to have the appropriate responses in their respective sections.

Required Information

There are various fields and drop down menus that require information in order to submit your profile, they include:

- **Program Contact:** The primary person from your program that we should follow up with for any questions. This person will also serve as the point of contact should the program be featured in our database.
- Location: Refers to the geographic location in which the program is operating.
- Category: Signifies whether the program operates predominantly at the Associate, Baccalaureate, or Graduate level, or is a Community-Based Organization.
- **Year started:** The year the actual program began. While some departments or organizations may have existed for years, we are interested in the year the program for which you are submitting a profile started.
- **Issue area**: Refers to the primary program focus and purpose. This designation is used to catalog programs in our Growing What Works Database. It is also used as a way to describe your program. While some programs may focus on multiple issue areas, please select the area that best describes your program.
 - <u>Academic Program</u> a specific program within a department or institution that serves Latino students through a curricular-specific focus.
 - Access a program focused on increasing the number of Latino students prepared for and/or enrolling in higher education.
 - <u>Transfer</u> a program that provides services and support to facilitate the transfer enrollment process, generally from a community college to a college/university.
 - Retention a program focused on supporting enrolled students to increase their persistence and improve progress to graduation.



- <u>Support Services</u> a program that supports students through areas such as academic advising, tutoring, career guidance, and personal and financial planning that can lead to increased student success.
- **Program Focus:** Separate from the issue area, this further describes your program practices. This helps us understand what your program type is.

You may select up to two program foci to help describe your program. If you find that there is not one that helps describe your program you do not have to select any (A description of each one is available on page 13 of this guide):

- Bilingual/ESL
- Career/workforce
- College Prep
- Community
 - Partnerships/Collective Impact
- Development of Teachers
- Developmental Coursework
- Discipline/Subject
- DREAMers
- Dual degree/Dual credit/Early College High School
- Faculty Training
- Females/Latinas

- First Year Support
- Health
- Honors
- Institutional Change
- Learning Community
- Males/Latinos
- Mentoring
- Parental/Family Engagement
- Pathway/Pipeline
- Scholarship
- STEM
- Summer Bridge
- Undergraduate Research
- Is your program at an Hispanic Serving Institution (HSI)?: Institutions federally defined as an HSI have at least 25% Latino full-time undergraduate enrollment
- How many students does your program currently serve?: What is the number of students currently being served by your program? This value should not include alumni; you will have an opportunity to discuss the total number served over time in your profile.
- How many Latino students do you currently serve?: Out of the total number served how many identify as Latino
- What is your program's estimated annual budget? Share your current operating budget for 2016-2017. You will have an opportunity to share your funding sources in the staff and budget section.

Profile sections.

The following four sections make up the overall program story. Try to keep your program's information within each respective section. (i.e program data should not be included in the goals section) This is where you tell your program's story



Description and History

Telling your story lies in the reason your program was created and how your program is increasing Latino student success. This section is asking what your program does and the practices you use for the students you serve. In a brief, concise manner, please describe your program. (1,500-character limit)

Be sure to:

- Include a brief history, the reason your program was created and how it has evolved.
- Describe the overall purpose of your program
- Share the practices you are using to improve Latino student success
- Define the population you serve in context of the institution and/or community.
- Detail what need your program addresses.

Staff and Budget

Tell us about your essential staff and their roles. Leadership can be a determining factor in the longevity of a program just as much as the operating budget. A program's budget can tell us whether the program is sustainable and replicable and has the possibility of scaling up or being institutionalized. **(900-character limit)**

Be sure to:

- Include the number of staff and the roles of essential staff as well as their background/credentials. Also share their tenure with the program
- Explain how the program is funded and how you plan to continue funding
- Share a list of institution and/or community partners if any

Goals and Mission

In this section let us know what you hope to achieve with your students. Having a clear goal and evidence showing that a program is making progress towards their goal speaks to the effectiveness of the program. (1,000-character limit)

Be sure to:

- Describe the program's mission and goals
- Detail the link between your goals to students' needs & services offered
- Describe how the program activities support program goals and mission
- Ensure that the goals are attainable and that they are supported by your evidence

Evidence of Effectiveness

Now that we know what your program does and what goals you have, provide us with evidence that shows your program is achieving or close to achieving those goals. Strong stories of effective programs include both quantitative and qualitative



information. Examples of possible metrics to use when describing your program's success are shared in the next section. Keep in mind that only the information provided in the profile will be reviewed. External links and charts are not considered in the review process. Inserting charts into the form may result in poor formatting making your data difficult to read. Please be sure to frame your information in a clear and concise way. (2,000-character limit)

Be sure to:

- Explain how you know your program works and the growth and impact your program has had:
- Share metrics that show student success:
- Use quantitative and qualitative data to tell your story;
- Share your program's records of achievement, leadership, and recognition;
- Ensure data aligns with and supports program goal, mission and practices;
- Disaggregate data by race/ethnicity; and,
- Compare students in your program to peers that are not in your program

Role and Importance of Metrics

When telling your story it is important that the metrics used to show program success are clear, compelling, and grounded in research. Evidence of your program's success is a fundamental part of the profile and provides key information that will be considered during the review by *Excelencia* staff and the selection committee. During the review process your metrics demonstrate whether or not there is a strong correlation between your program's practices and student success. These suggested metrics help paint a picture of your program's efforts. Not all of the metrics listed in the following sections will apply to your specific program. We have found that similar programs tend to have more success using certain metrics. While many programs are able to use the same metrics others find more success in using a wide range of metrics; it comes down to explaining what your program does best and providing the appropriate evidence to show how successful it is.

Developing Strong Metrics

Below, we provide some thoughts on what determines a "strong" metric within the context of program effectiveness in improving Latino student success.

- Program metrics should be disaggregated by race/ethnicity to the greatest extent possible; other disaggregation is often useful as well, such as by degree level.
 Disaggregation allows a better understanding of the student population and focuses the metrics on Latino students.
- It is important to include comparisons, control groups, or pre/post tests whenever possible in order to provide context for the metrics. For example, a



program may provide a student retention rate as part of their profile, but it is difficult to evaluate it without knowing the rate for students who did not participate in the program, non-Latino students, the student population as a whole, or even national or state benchmarks.

Overall, the metrics provided by nominated programs should be **compelling and show effectiveness** to the best of the program's ability.

The next three sections focus on various measures that can provide evidence of effectiveness, in order to illustrate how you know your program's efforts are working for Latino students. The sections are divided into three groups of metrics: 1) common metrics, 2) metrics showing outcome, and 3) metrics by issue area.

Common Metrics

The metrics listed below are important to take into account during the selection process, but are not evaluative in nature. They can be used to understand the student context within which the program operates. We ask these questions at the beginning of the profile to get a snapshot of your program.

- Latino students: Please provide the number of Latino students that participate in the program as well as the proportion they represent within the program. If relevant, also provide the proportion of Latinos within the total institutional student population.
- Size/scale: Provide the overall number of students served by the program annually, by grade level.
- Emerging programs: If your program has been established fairly recently and/or plans to expand greatly in the next few years, please provide information about your goals and expectations for measuring program success.

Metrics Showing Outcomes

These metrics, primarily focused on student progress and outcomes within the program, should be disaggregated for Latino students. The following are examples of strong outcome metrics used by successful programs previously recognized by *Excelencia* in Education.

Retention rates/progression: Retention rates are generally calculated as one-year retention, fall-to-fall, similar to the definition in the US Department of Education's Integrated Postsecondary Education Data System (IPEDS.) The IPEDS retention rate for four-year institutions is the percentage of first-time bachelor's degree-seeking students from the previous fall who are again enrolled in the current fall. For other institutions, retention rates are calculated as the percentage of first-time degree/certificate-seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall, or semester to semester. Progression rates can also be calculated as semester to semester. These rates can be



compared with the retention rate of non-Latinos or non-participants in the program using institutional sources, or with retention data from national sources such as IPEDS and National Center for Education Statistics (NCES) sample surveys like the Beginning Postsecondary Students survey (BPS).

Graduation/completion rates: Graduation rates focus on students' persistence to a degree or credential over a particular time period. In general, graduation rates are calculated as total graduation within 150 percent of normal program time for first-time, full-time, degree/certificate-seeking freshmen (3 years for two-year institutions, 6 years for four-year institutions) as reflected in the standard IPEDS definition. This calculation does not include part-time students, transfer students, and returning students. Comparisons can be made using IPEDS graduation rate data by race/ethnicity.

Degree/certificate completion: This metric focuses on the number of Latino students in the program who attained a postsecondary credential, ideally by type of credential. It can be compared with the number of non-Latinos or non-participants in the program using program/institutional sources, or compared with degree completion or attainment data from national sources. For example, the number of postsecondary credentials awarded to students in a specific academic year is available from IPEDS. Completion data include undergraduate awards/degrees conferred by NCES' Classification of Instructional Program (CIP). From another perspective, data on educational attainment is available from the US Census Bureaus' American Community Survey (ACS). Both of these sources provide disaggregated data by type of degree and race/ethnicity.

Latino growth/proportion: This metric focuses on growth in the number or proportion of Latino students in the program. It can be compared to growth in the number or proportion of Latinos in the general student population, using institutional data or IPEDS data on enrollment. If relevant, it can also be compared to the proportion of Latinos in the local, state, or national population using data from the ACS.



Common Metrics by Issue Area

Below, we summarized some of the most common metrics offered by programs, with examples by issue area. These metrics serve as suggestions that could be helpful when telling your program's story and we recognize that not every example will apply to your specific program. We determined that, in the past 10 years, programs recognized in a specific category and issue area tended to focus on certain metrics. We also found from discussions with selection committee members the types of metrics they would expect a program to show when discussing their success.

<u>Academic Program</u> – a specific program within a department or institution that serves Latino students through a curricular-specific focus.

Programs that identify themselves as an academic program should consider discussing data on:

- Course completion
- Average course GPA
- Completion of developmental courses
- Pre/post test
- Number of students that enter the specific work field related to the program.

Other qualitative information to considering sharing:

- Professional presentations by students
- Published student work

The data that is shared should show that students are successful in their specific field of study.

<u>Access</u> – a program focused on increasing the number of Latino students prepared and/or enrolling in higher education.

Data and metrics to consider sharing for these types of programs include:

- Number of students that enter institutions of higher education
- Success in college readiness courses and placement exams
- The number of financial awards received by students
- The number of financial awards the program distributes,
- Percent of high school graduates that enter enroll in institutions of higher education
- Graduation rates to show success in access and completion.

Programs should be able to show that the students they serve are able to not only succeed through the program but also have the ability to access and succeed at higher education institutions.



<u>Transfer</u> – a program that provides services and support to facilitate the transfer enrollment process, generally from a community college to a college/university.

Programs that identify with this issue area can focus on the following measures:

- Transfer rate
- Graduation rate
- Percent of cohort that transfers graduates, or enters workforce.
- Continuation, or the percent of graduates that continue their education.

This issue area is usually found in programs in the associate category. Transfer programs should be able to show evidence that their students are able to transfer to higher degree levels.

<u>Retention</u> – a program focused on supporting enrolled students to increase their persistence and improve progress through graduation.

When describing success in this program, you can consider the following measurements of success:

- Retention rates and persistence rates (institutions retain students, while students persist in their education)
- Number of courses completed overall or in a program series
- Drop out rates

Retention programs should show evidence that the students they serve remain at the institution and graduate. It is important to show the number of students who continue to persist.

<u>Support Services</u> – a program that supports students through areas such as academic advising, tutoring, career guidance, and personal and financial planning that can lead to increased student success.

Programs under this issue area can strengthen their profile by mentioning some of the following:

- Percent of students that attend program activities
- Coursework GPA
- Completion rates including the percent of students that transfer, graduate or transition to graduate school.

These types of programs use various practices to help their students. By showing the most commonly used practice, and the results those practices yield, we can get a sense of how effective those practices are for students.



Program Focus: Description

Below are descriptions of the 24 different types of program foci that you can use to describe your program.

Bilingual/ESL: These programs offer classes and/or services in English and Spanish, provide English as a Second Language (ESL) classes, or target bilingual students and encourage them to pursue careers where bilingual speakers are needed.

Career/Workforce: These programs prepare students to pursue careers in technical fields.

College Prep: Programs that help students access and prepare for higher education. Typically students have not yet obtained a high school diploma, these programs provide services to ensure their students are able to enroll in college.

Community Partnerships/Collective Impact: These programs are a collaboration of multiple organizations to increase postsecondary attainment rates. Partnerships are created between schools, community organizations, governments, and more.

Development of Teachers: These types of programs further develop existing K-12 teachers or help prepare students to become teachers. Many programs recruit students to teach in high need communities, stay in the community where they were trained, or to become bilingual/ESL teachers.

Developmental Coursework: These programs target students in developmental education (DevEd) and work to successfully transition students out of DevEd and into credit-bearing classes. Many of the programs under this focus use accelerated models to transition students even faster.

Discipline/Subject: A department or program focused on a specific academic field.

DREAMers: These programs offer services to undocumented students and students that meet requirements for the Development, Relief, and Education for Alien Minors (DREAM) Act.

Dual Degree/Dual Credit/Early College High School: These programs provide students an opportunity to earn college credit while they are still in high school. Early college high schools often provide an accelerated model where students can earn up to 60 credits before they graduate.

Faculty Training: Provides training for current and future faculty on serving Latino students

Females/Latinas: Offers targeted services to female students

First Year Support: Provides services to students to ensure success in their first year of college

Health: A program that prepares students for careers in health.



Honors: Aimed at high achieving students and provides academic support and opportunities to ensure their previous academic success translates to higher education.

Institutional Change: A program that has an institution-wide impact and uses efforts to change practices throughout multiple departments.

Learning Community: Provides students with a space to learn with peers in the same academic fields or shared socio-economic backgrounds. Students typically follow a cohort model, they take the same classes, and some live together on campus.

Males/Latinos: These programs offer targeted services to male students.

Mentoring: Provides students with role models that can provide advice throughout their college career. These can be near peer or older.

Parental/Family Engagement: Uses practices to promote family involvement in a student's education

Pathway/Pipeline: Provides students with support and usually guaranteed admission between partner institutions at various degree levels. A typical program follows a student during their last years of high school, through community college, through the transfer process to a 4-year program, and finally through attainment of a bachelor's degree. Some programs follow students through postgraduate degree programs.

Scholarship: Provides students with financial and academic support.

STEM: Programs that are focused on Science, Technology, Engineering, and Math

Summer Bridge: Typically before the first year of college, these programs prepare students for the fall semester.

Undergraduate Research: Allows undergraduate students to participate in research giving them an opportunity to work with graduate students, faculty/staff, and other researchers.



Sample profile and feedback

Below are responses from our 2016 Associate Example of *Excelencia*, the Pathway to the Baccalaureate Program at Northern Virginia Community College. Here we'll share their responses and feedback on what stood out.

Program Description and History

Pathway to the Baccalaureate was launched in 2005 to support the growing population of traditional-aged students in Northern Virginia who demonstrate substantial barriers to college access and completion. Our solution-focused approach layers funding, services and in-kind support from ten K-16 partners to provide selected participants with a coordinated, inter-institutional service network designed to seamlessly address academic and navigational barriers to higher education, and to provide seamless transitions from high school diploma to associate's degree to baccalaureate completion. Pathway's high-touch service model builds social capital through peer, family, and community engagement, coupled with intrusive, case management advising and a career pathways framework. Our high need students receive intensive support beginning in high school, and to and through both NOVA and George Mason or another university of the student's choice. Since its inception, the program has grown from 14 high schools in two school systems to 60 high schools in nine school systems across Northern Virginia and the District of Columbia. Of the 11,000 participants in Pathway, 93% represent one or more underserved student populations, and 45% self-identify as Latino. Through the joint efforts of our institutional partners, we have demonstrated a strong, collective impact that paves the pathway to college access, success, and excellence for Northern Virginia's underserved student populations.

What stood out:

- Long standing program over 10 years
- Detailed the services they provide and an overview of their practices
- Showed that they have support in the community through partnerships
- Shared how the program has grown and increased the number of high schools they served
- Described their Latino student population
- Showed that an increase in their community's Latino population needed to be addressed with support

What could strengthen the profile?

A description of what specific practices are done for Latino students



Program Staff and Budget

Pathway to the Baccalaureate is led by Executive Director, Kerin Hilker-Balkissoon. Susan Nieves-Campos (Associate Director) coordinates college access and transition services for 3,500+ participants across 60 high schools in the Pathway Program, including a team of 13 Transition Counselors. Fran Troy (Associate Director) supports retention, transfer, and student engagement activities for Pathway participants at NOVA and GMU, including a team of 23 counselors and advisors across five NOVA campuses and George Mason University. Monica Gomez oversees Latino outreach and supports specialized services to Pathway DREAMers. The budget for the Pathway to the Baccalaureate Program in 2015-16 is \$3.2 million. Funding is jointly supported by the participating K-12 school systems, NOVA, George Mason University, and a grant from the Jack Kent Cooke Foundation.

What stood out:

- Told us the names of essential staff and their duties and shared an overall number for all staff
- Showed staff dedicated to Latino students
- Shared their budget and source of funding and highlighted the role their partnerships have in funding

What could strengthen the profile?

- Credentials for essential staff
- While not necessary in this case where each partner contributes, it would be helpful to know how long the grant is for. This shows that the program is sustainable and will continue on in the future.

Program Goals and Mission

Program Mission: To ensure that students in our region with barriers to post-secondary attainment, who demonstrate the desire and capacity to achieve a baccalaureate degree, are provided with the individualized, structured resources and support they need to pave their own pathway to college success and excellence. The Pathway to the Baccalaureate Program seeks to achieve the following objectives, with statistically significant increases compared to regional and national data for similar populations: 1. To facilitate successful college transition, retention, and completion. 2. To facilitate retention and completion in high attrition programs of study (e.g. STEM-H). 3. To facilitate successful transfer, post-secondary, and career outcomes, including university retention and baccalaureate completion of transfer students at GMU. 4. To enhance social capital through targeted family, peer, and community-based programming and external, wrap-around services.



What stood out:

- They clearly laid out their mission and why their program exists. They then followed with clear attainable and measurable goals that they can show evidence for
- They list sets of metrics that they aim to increase and not just qualitative goals for their students

Evidence of Effectiveness

Pathway participants significantly exceed college and national benchmarks in college transition, retention, academic success, completion, and transfer, with measured outcomes for Latino students equivalent or better than the overall Pathway population. Of participants in cohorts 1-10, 97% graduated from high school on time, and 88% successfully transitioned into post-secondary education. Over 98% of Pathway students earned transferable college credit in the first year.70% of Pathway students were in good academic standing after the first semester. The retention rates for the general Pathway population and our Latino student population are identical, with 90% persisting from the first-to-second semester, and 81% persisting on an annual basis. The associate's completion rate for Pathway participants is more than 50% above the college's completion rate, and participants who transfer to GMU demonstrate a 93% retention rate, with 82% completing a baccalaureate degree within three years of transfer. Pathway uses specific and quantifiable measures to determine both student progress and success in achieving target outcomes, utilizing both formative and summative assessment methods. This data includes tracking of all case management contacts with students. Pathway also uses measurable Student Learning Outcomes to guide delivery of services, with regular assessment of these programmatic outcomes. Pathway further utilizes releases of information to engage in joint data tracking with institutional partners, to include both qualitative and quantitative measures, such as surveys, focus groups and longitudinal tracking of retention, academic success, and post-secondary completion. Participant ethnicity data is recorded in the college's student information system, and is also collected in an annual demographic survey that provides more detailed demographic data that breaks down race and ethnicity data to provide more accurate measures of our Latino student population.

What stood out:

- First they shared an overview of what their students have achieved in national benchmarks, then preceded to share the data showing this
- Then they showed us how their Latino students perform compared to other students they serve in the program
- They also mentioned data sharing with their partner institutions. While this is not always possible for some programs, they were able to once again show the importance of their partnerships



 Please note that it is not required to share all details on how data is acquired. In this case sharing this added to their story and showed their dedication to tracking student outcomes

What could strengthen the profile?

- Comparing Latino students in their program to their peers not in the program would show a greater impact on the students they serve
- o Less focus on how data was obtained and more so on student success
- This is also a good spot to highlight your student's work such as scholarship dollars raised, their published articles, presentations, etc.



Index

Definitions of terms

Enrollment in PSE: Number/percentages of students in the program who transitioned to college from high school

GPA/grades: Average GPA of students in the program

Course completion: Percentage of students who completed courses and transitioned to the next level

Math/science courses: Percentage of students successfully completing math or science courses

<u>Passing dev ed (developmental education courses)</u>: Percentage of students in developmental education courses who completed, and/or the percentage of students in developmental education courses who transitioned to credit-bearing courses

<u>College readiness/placement</u>: Percentage of students who received scores high enough on placement tests to be placed into credit-bearing courses

<u>Student engagement</u>: Percentage of students who met with faculty, participated in various activities, and other aspects of engagement

<u>High impact practices</u>: Use of practices that have been shown to improve student outcomes, such as mentoring, advising, learning communities, and so on

<u>Financial awards/assistance</u>: Percentage of students who receive scholarships, fellowships, and other forms of assistance that recognize student success

<u>Transfer:</u> Percentage of students in the program who successfully transition from a two-year to a four-year institution.

<u>Time to degree</u>: Average time to degree for students in the program, particularly in comparison with non-program participants

<u>Employment in specific fields:</u> Percentage of students in the program who graduate and enter specific fields based on program mission (for example, teaching, health professions, STEM).

<u>Transition to graduate school:</u> Percentage of students in the program who successfully transition from a four-year institution to graduate studies.

<u>Community service</u>: Percentage of students that participate in the program and then are involved in community service, especially in communities that have high proportions of Latinos

<u>Measures of collective impact:</u> Measures of various aspects of collective impact within a community that serves high numbers of Latinos, including partnerships with postsecondary institutions and shared measures of success in improving education in Latino populations

<u>State recognition/certification</u>: Number of students in the program that received recognition from the state or who were certified in their field of study



Useful Resources

Below are links to toolkits, data sources, and other websites that can be useful in defining measures, comparison groups, or benchmarks. Nominated programs can use these to identify internal and external resources that can be used when developing metrics that best capture program success.

National and State Comparative Data/Benchmarks

There are a number of data sources that can be used to develop metrics or comparisons. For example, the Department of Education's National Center for Education Statistics, the U.S. Census Bureau, and other agencies make public large amounts of data that can be used to generate comparisons.

- The annual *Digest of Education Statistics* is a compendium of tables with data on a range of topics in postsecondary education, such as enrollment and completion.
 See: http://nces.ed.gov/programs/digest/
- The Integrated Postsecondary Education Data System (IPEDS) is the only national dataset that collects aggregate data from all postsecondary institutions participating in Title IV federal financial aid programs each year. The data can be downloaded in a variety of formats through the IPEDS Data Center, including developing peer groups for comparison and drilling down to state and local comparisons. See: http://nces.ed.gov/ipeds/datacenter/
- NCES also conducts regular surveys of students on such topics as financial aid, student enrollment patterns, and demographic and enrollment patterns. They offer a table generator for each dataset so that users may create their own tables for national comparisons. See: http://nces.ed.gov/datalab/
- The U.S. Census Bureau's American Community Survey compiles data about the U.S. population as a whole, including educational attainment data at the national, state, and often local level. There are standard tables available as well as tools to create personalized comparisons. See: http://www.census.gov/acs/www/data/data-tables-and-tools/index.php

Excelencia in Education

- The Growing What Works database is an online searchable database that includes the various programs Excelencia has recognized in the past. Here you can look at the ways other programs use data to tell their stories. See: www.EdExcelencia.org/Growing-What-Works
- The Examples of Excelencia program manager is available to discuss the Examples process and answer any questions you may have
 - Andres Quintanilla, AQuintanilla@EdExcelencia.org. 202-785-7350 x 1104
- Excelencia's website offers webinars on Examples of Excelencia as well as updated versions of the Examples of Excelencia completion guide. See: www.EdExcelencia.org/Examples-Tools



Toolkits

A number of toolkits have been used by organizations and researchers to frame or develop student outcomes and other measures of success. The examples below may help when thinking through ways to illustrate specific successes of your program.

- The AACU VALUE rubrics focus on learning outcomes, such as critical thinking, civic engagement, and applied learning. They describe criteria for each learning outcome and performance descriptors, and can be used as a framework for evaluation of student work. See: http://www.aacu.org/value-rubrics
- The Strive Network has developed measures of collective impact that focus on communities to achieve broad impact. They provide a continuum of quality benchmarks that may serve as a useful framework for program metrics. See: http://www.strivetogether.org/strive-approach/theory-of-action
- The Voluntary Framework of Accountability (VFA) has developed common measures of student progression that can be used as a model for metrics. These include two- and six-year outcomes measures, developmental education progress, and adult basic education, all disaggregated by age, race/ethnicity, gender, and financial aid status. See: http://vfa.aacc.nche.edu/Documents/VFABrochureLowResolution.pdf
- USC's Center for Urban Education has developed an Equity Scorecard tool that captures data on efforts to address gaps in student outcomes. The scorecard provides basic data on key indicators or access, retention, and completion that can be tracked over time and provide criteria to evaluate how the institution is doing.
 See: http://cue.usc.edu/equity_model/eqs/tool.html
- Many institutions participate in the National Survey of Student Engagement (NSSE), which surveys students on the time students put into their studies and participation in other education activities. Although the data are not public, they have distributed reports that highlight the overall findings and describe the measures used in the survey. See: http://nsse.indiana.edu/html/findings.cfm
- The Institution for Education Sciences' What Works Clearinghouse provides access to reviews of recent research, intervention reports, and practice guides with the goal of helping educators make evidence-based decisions. See: http://ies.ed.gov/ncee/wWc/Publications_Reviews.aspx
- The Pell Institute has developed an Evaluation Toolkit that provides information to help college outreach programs conduct evaluations of program effectiveness. It includes examples of the types of qualitative and quantitative data that can collected See: http://toolkit.pellinstitute.org/
- The Institute for Higher Education Policy has developed a guidebook on measuring student outcomes, including fact sheets on various data sources and resources on how to use student-level data on postsecondary outcomes. See:

 http://www.ihep.org/guidebook-data-chapter-one





Evidence-Based Practices:

Implementing, Replicating, Taking to Scale:

EPOCHS at CSU Fullerton

Dr. Katherine Powers

Director, Office of Graduate Studies

Project Director, "EPOCHS" and "SOAR" (Title V, PPOHAs 2010 & 2014)

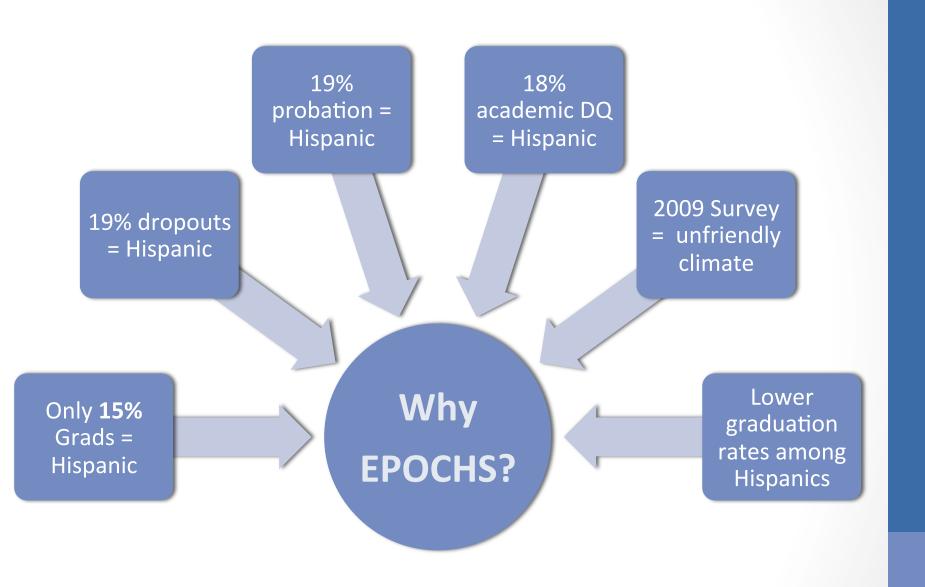
CSU Fullerton

- ✓ Regional, comprehensive, state university
- ✓ Hispanic Serving Institution (HSI)
- ✓ Fall 2016 headcount: 40,235 total / 5458 graduate
- ✓ Over **50**% of students are **1**st **generation** college students
- √44% on Pell grants
- ✓ No ethnic/race majority: 39% Hispanic, 21.5% White 20.7% Asian (Fall 2016)
- √55 graduate degrees / 55 Bachelor's degrees
 - √53 Master's / 2 applied doctorates: EdD and DNP

EPOCHS program

- EPOCHS: "Enhancing Post-Baccalaureate Opportunities at CSUF for Hispanic Students"
- Established 2010
- Funded by U.S. Dept. of Education, Title V, part B, PPOHA (Promoting Post-Baccalaureate Opportunities for Hispanic Americans) to 2016





EPOCHS' Four Activity Areas

1. Community Engagement

- Annual "Welcome to CSU Fullerton Day" for potential graduate students
- Bilingual printed and web-based outreach materials
- Promote graduate education at community events
- Graduate Admissions Coordinator

2. Academic Services

- Orientation programs for new students
- Graduate student handbook
- Academic skills assistance (1:1): writing, stats, etc.
- Workshops (academic, graduate student life, etc.)

EPOCHS' Four Activity Areas

3. Enrichment

- Graduate assistantships as experiential learning
- Research and travel grants
- Faculty/student mentoring program
- Counseling (bilingual) services (1:1 and workshops)
- Newsletter
- Expanded website informs of opportunities

4. Faculty and Staff Development

- Faculty workshops: cultural competency, inclusiveness, directed to:
 - Faculty advisors
 - Faculty Mentors in the Mentoring Program
- Workshops for staff: inclusiveness

Critical Strategies

- Scale up from the start:
 - EPOCHS' activities/services available to <u>all</u> students
 - Services framed, designed and target-marketed to Hispanic

Integration:

- Project staff fully integrated into existing OGS office
- OGS office receive training on cultural competency and embrace project goals and strategies

Campus-wide effort:

- Leverage existing campus efforts
- Support and/or partner with University Offices
 - Share successes

Over the Years....

Increased faculty involvement, at all levels

Learning Communities
= effective faculty
development tool

Grad Assistants
perform much of the
project work

Community Outreach effective GA development

Gradual institutionalization

Integrated assessment and evaluation into everyday office functions

Hiccups along the way....

Initial hiring challenges

Meeting the target audience?

Avoid "turf wars": develop support everywhere

CSU focus on UG's: marginalizes Grads

Obtaining useful data

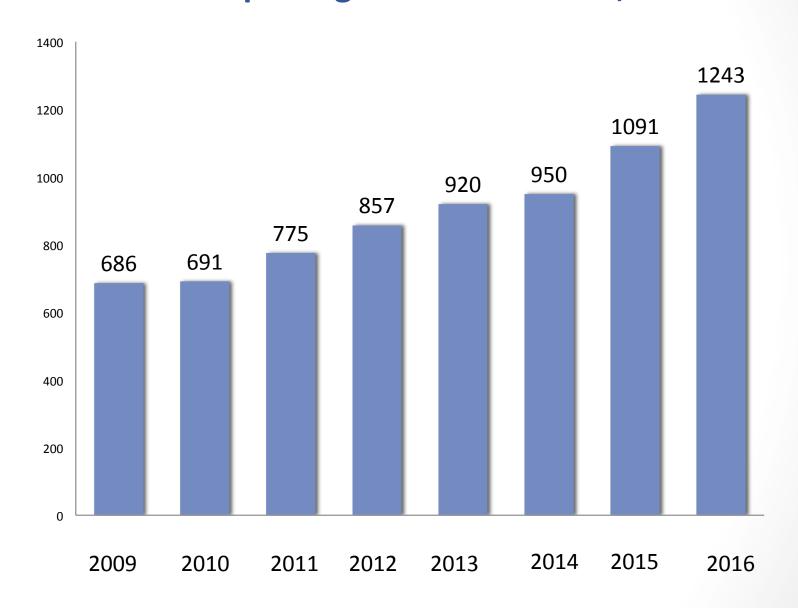
Obtaining new funding

Performance Metrics

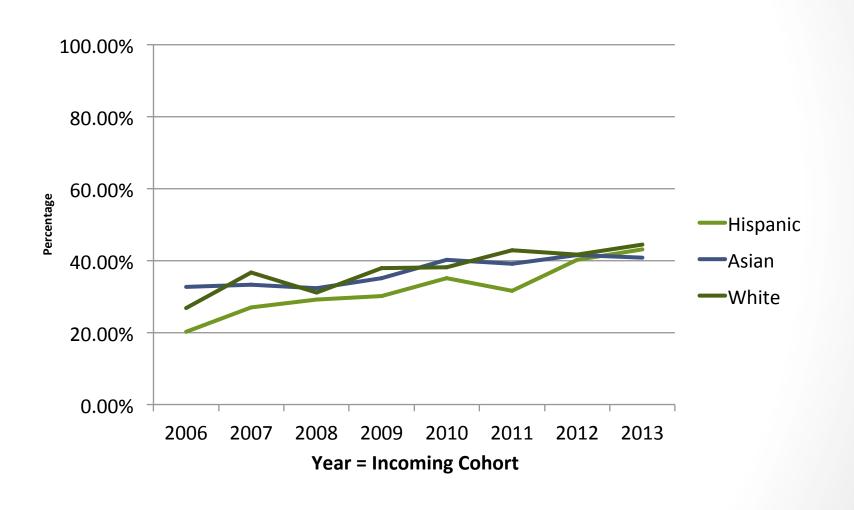
Hispanic student participation in EPOCHS' services = greater than targets

- Tutoring sessions
- Workshops
- Orientation
- Mentoring
- Research grants

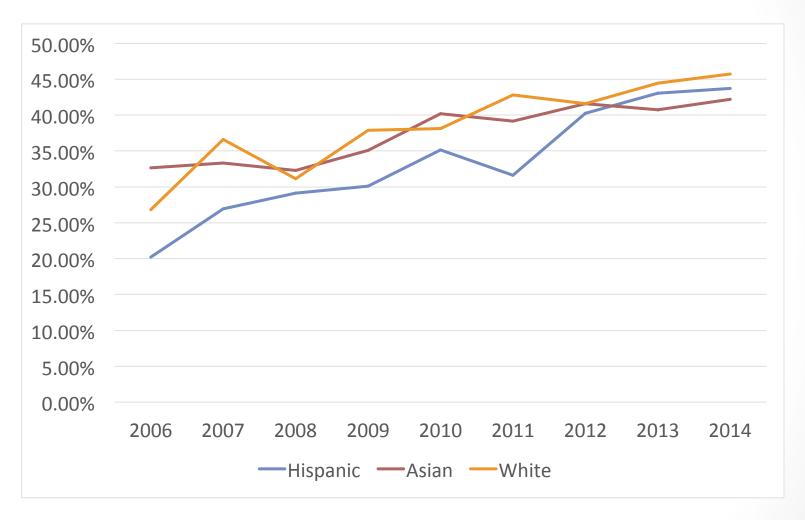
Increase in Hispanic graduate students, 2009-2016



Improved 2-year Grad Rates



3-Year Completion Rates



Year = Incoming Cohort

Excelencia HSI Institute University of La Verne



September 15, 2017
Cal State Los Angeles, Parent Academy/
Academia de Padres
Alfredo Gonzalez

"My parents don't believe that I'm staying at the library until 9:30 at night working on a project with other students from one of my classes."

"My dad says, now that I'm in college taking only four classes, and in school only three days a week, I should work more hours at my part time job. He thinks that college has to be easier than high school when I was taking five classes, going from 9:00 in the morning until 2:30 in the afternoon, five days a week."

"When I told my parents, I was majoring in Latin American Studies, they told me they would no longer pay for my schooling."

A DISCONNECT

- These statements come from parents who love their children, are proud of the fact they are in college, and want them to succeed in college, and
- They are at odds with what we know about how much Latinos value education. The parents of Latino students care about, and are as interested in supporting their children in school as much as any other group of parents, perhaps more.

(A 2009 Pew Research Center survey found that 88% of all Latinos agreed that going to college was necessary for getting ahead as compared to 74% of the general population. (

Pew Research Center's *Hispanic Trends Project* 2009.)

A Lack of Experience, Information and Understanding About:

- The long-term benefits of a college degree,
- What college is like,
- How different college is from high school,
- What it takes to succeed in college, and
- Resources Available to pay for college...

Are factors that contribute to this disconnect

CSULA Responded by Developing a Program to:

- Provide parents the above information about college, and
- Provide them a campus experience to help demystify the university and increase their comfort levels regarding their student's experience on campus and
- Develop an understanding of what their student must do in and out of class, in order to be successful

How is the Program Structured?

- Three half day programs over the course of the year, offered in both English and Spanish
- Short presentation with table discussion facilitated by academic advisors
- Initially, \$20.00 per person was the cost to attend, all attendees received a \$20.00 bookstore gift card at the end of each program
- Breakfast or lunch is provided with several raffles during the program

Fall Curriculum

- The long term benefits of a college degree
- How college differs from high school
- What it takes to succeed in College
- The syllabus: A roadmap for every class
- Effective communication for staying informed about how your child is doing in school in the context of adolescence and FERPA
- Introduction to Financial Aid
- Making college success a family goal

Winter and Spring Curriculum

Winter

- FAFSA
- AB 540
- Loans and Grants
- Scholarships and work study

Spring

- Making the connections between school and career
- How co and extracurricular involvement contributes to college, career and life success
- The long-term benefits of a college degree and the importance of a mentor in college and career success

(The Fall/ Winter Programs Close with a "Resource Fair," Spring with a luncheon with the President handing out certificates)

Overall Goals of the Content

- Help parents gain a better *understanding* about what college is like, and what the college experience will be like for their son/daughter, and what it takes to be a successful college student,
- Provide suggestions and techniques for more *effectively* supporting their son/daughter while in college,
- Make it possible for parents to engage with their son/daughter on school matters with a greater degree of understanding and empathy than without the knowledge gained from Parent Academy.



California State University L.A. Parent Academy/Academia de Padres 2013-17

How has it been received?

How has it evolved?

What some hope it will become?



The Express to Success Program: A Collaborative Instructor-Counselor Model to Support Student Success



Program Overview

How It Started

FALL 2010: TITLE V HSI GRANT

2010-11: RESEARCH AND PLANNING PHASE

- Acknowledging the importance of the "Leaky Pipeline" study by Hern and Snell
- Adapting the models from Chabot College and Baltimore Community College (ALP)
- Expanding the existing math immersion model
- **2011: IMPLEMENTATION**
- Spring 2011: Recruiting, advising, registration
- Fall 2011: Classes begin for 10 ESP Learning communities

Program Highlights

- 23 Accelerated Learning Communities in Fall '16
 - 2-3 Math or English classes with same teacher
 - 2 levels below college through college level
- Full in-class and outside of class peer tutors
- Non-cognitive curriculum that focuses on growth mindset and habits of mind
- <u>Key Feature</u>: Dedicated ESP counselors, who work with ESP students and instructors

Learning Communities - English

Accelerated writing, intensive reading: Eng.
 117, 6 units, two levels below college level (adapted from Chabot model)

 Accelerated writing paired with college composition and reading: 2 unit support class, Eng. 121, with 4 unit college level course (adapted from Baltimore ALP model)

Integrated reading and writing: Eng. 75, 6
 units, two levels below college level

Learning Communities - Math

- Beginning and Intermediate Algebra, Math
 Study Skills: Immersion model, taught as one class, 10 units
- Intermediate and College Algebra, Math
 Study Skills: Immersion model, taught as one class, 9 units
- Intermediate Algebra and Statistics, Math Study Skills: Compressed model (8 weeks/8 weeks), 9 units
- Coming Fall 18: "Statways" model to prepare
 Beginning Algebra students for Statistics

The Counselor-Instructor Model

 Simplifies intake/advising process and makes students better informed

Provides support for both students and faculty

Educates all of us

Benefits of the Model

Provides a safety net for students and faculty

 Helps maintain high standards for personal responsibility

 Gives students more personal attention, and this makes them more likely to succeed

Benefits of the Model

 Makes us more knowledgeable about requirements for degrees and transfer, course availability, etc.

 Helps students build relationships with counselors and the campus

 Shows students that we are one big support network, working together for their success

Why Does This Model Work?

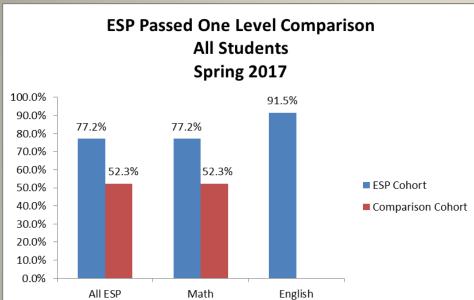
 Classroom Presentations reinforce the connection between counselors, instructors and students

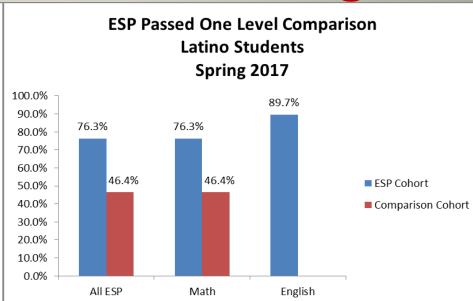
The model builds community

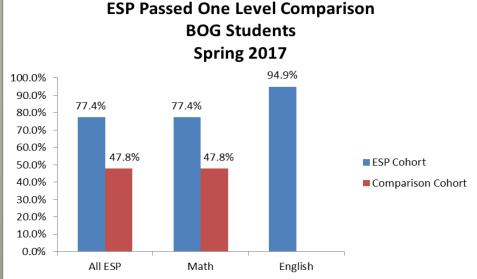
We learn from each other

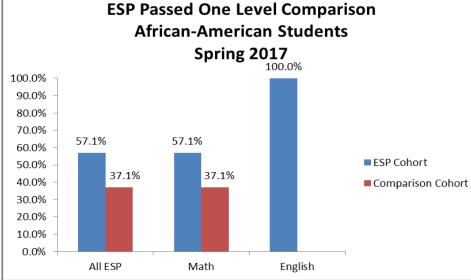
We share a common purpose: The success of our students

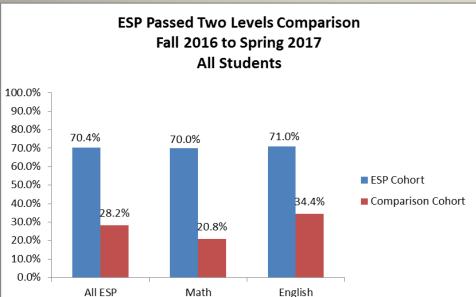
Completion of College Level English	2012-13 ESP Cohort	Non-ESP Cohort	2006-07 Baseline Cohort	Difference between ESP and non-ESP		Difference between ESP and Baseline	
				% pts	% difference	% pts	% difference
Rate Cohort Number	49.6%	35.4% 2,129	26.8% 978	14.2%	28.6%	22.8%	85.1%
Completion of College Level Math	E2012-13 ESP Cohort	Non-ESP Cohort	2006-07 Baseline Cohort	Difference between ESP and non-ESP		Difference between ESP and Baseline	
				% pts	% difference	% pts	% difference
Rate	56.7%	30.4%	24.3%	26.3%	46.4%	32.4%	133.3%
Cohort Number	319	1,521	629				
Achievement of Transfer Level	2012-13	Non-ESP	2008-09 Baseline	Difference between ESP and non-ESP		Difference between ESP and Baseline	
Status	ESP Cohort	Cohort	Cohort	% pts	% difference	% pts	% difference
Rate	40.9%	28.6%	20.8%	12.3%	30.1%	20.1%	96.6%
Cohort Number	127	392	399				

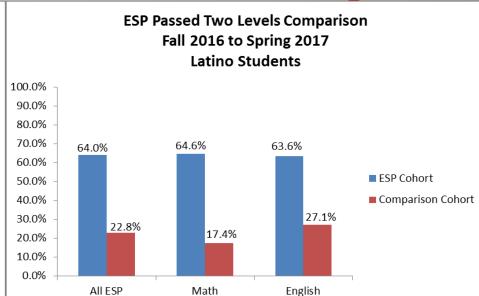


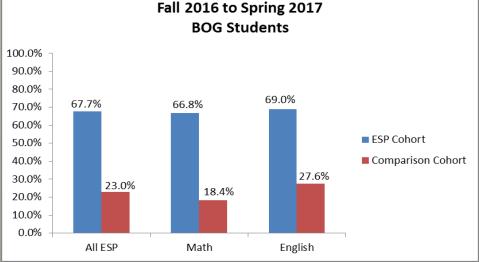




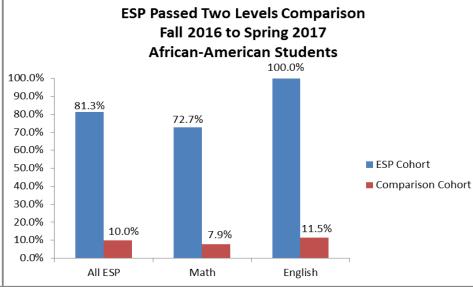


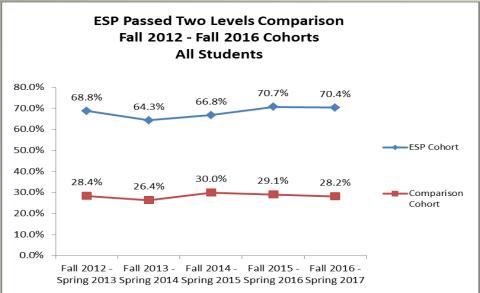


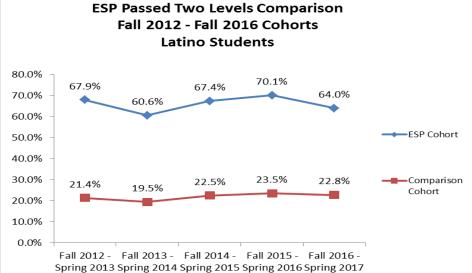


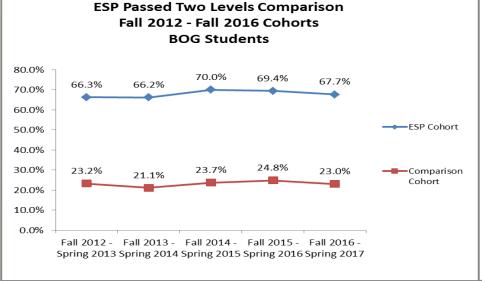


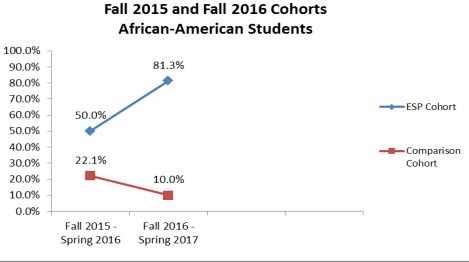
ESP Passed Two Levels Comparison





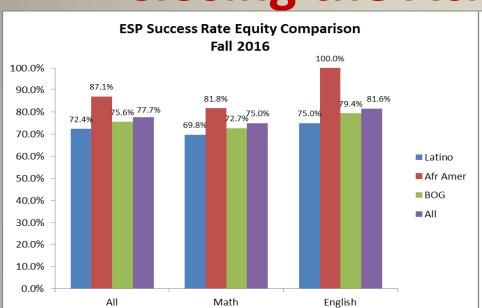


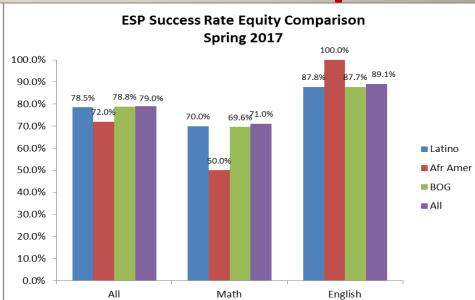


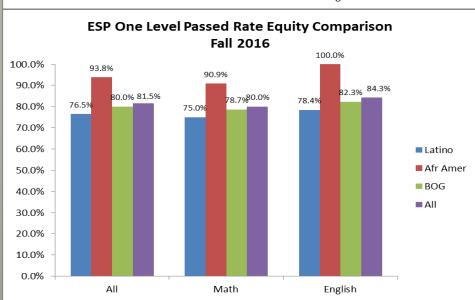


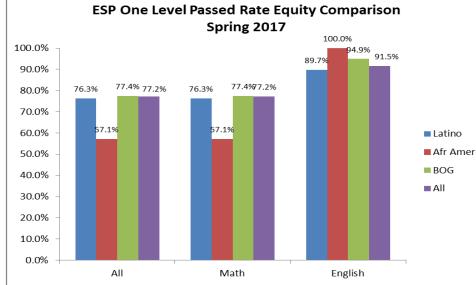
ESP Passed Two Levels Comparison

Closing the Achievement Gap









Lessons Learned

- BUY-IN from all affected is critical (from math and English to IT)
- RESEARCH other effective models and adapt them to fit your institution
- EXPECT a learning curve for instructional faculty and counselors
- FLEXIBILITY is important to make adjustments

MORE LESSONS...

- PILOT AND EVALUATE, making changes when necessary and sharing results of evaluations with the college
- ADVISING component is essential: students
 must be fully informed about commitment
 and motivated to participate
- HOLD REGULAR MEETINGS so that instructors and counselors can share strategies, problem solve and support each other

For more information: sbcc.edu/ esp

Questions?

TELLING YOUR PROGRAM'S STORY

Andres Quintanilla
Program Manager, Examples of *Excelencia*HSI Institute



Agenda

- Understanding your audience
- Telling your story
- Evidence-based
- Strategies
- How do you tell your story?



Understanding your audience

Who is your audience?

- Assume they know nothing about you or your program
- They have a short attention span
- What are the most important things they should know about your program?



Telling your story

- Why:
 - does my program exist?
 - is this important?
 - should they care?
- What:
 - am I doing to address this need?
 - do my students get out of this?
- How:
 - do I know it works?
 - can I show someone it works?



Telling your story

Succinct

Quick clear overview of program history and need that is being addressed

Consistent

Make sure to talk about your program's efforts

Aligned

- Why > What > How
- You found an opportunity to serve, and now you set goals
- Your goals are measurable and attainable
- Those goals are backed by evidence



What does it mean to be evidence-based?

- Tracking student data
 - Qualitative
 - Quantitative
- Supports program goals and mission
- Unique to your community
- Supportive of your practices



Qualitative

- Share student personal growth
- Individual student success stories
- Program impact on a personal level
- Supplemental to your quantitative data



Using quantitative data

- Disaggregate by race/ethnicity
 - Use a Latino lens
 - Impact on Latino students
- Comparison groups
 - How do your students fare with their peers?
 - Latinos vs. all served
 - Latinos vs. Latinos not served
 - Latinos vs. other students
- Change over time
 - Improvement over baseline
 - Comparison of cohorts served



Strategies to consider

- Framing your community
 - U.S. Census Bureau's American Community Survey
 - Educational attainment
 - Employment
 - Income & Earnings
 - Race/ethnicity
- Framing your institution
 - Reach out to your institutional research office
 - National Center for Education Statistics
 - National surveys and useful data
 - Integrated Postsecondary Education Data System (IPEDS)
 - Data on your institution
 - Compare to other institutions
 - Enrollment, completion, and other trends
 - Create your own tables



Telling your story

- Think of your audience
- Frame your community/institution
- What does your program do
- How do you know that it works



Questions?

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What Works For Latino Student Success

Emily Calderón Galdeano, Ed.D.

Senior Associate

Excelencia in Education
September 15, 2017



Excelencia in Education

Mission: Accelerate Latino student success in higher education by:

- Promoting Latino student achievement
- Conducting analysis to inform educational policies
- Advancing institutional practices
- Collaborating with those committed and ready to meet the mission.



College Students Today

- 58% work while in college
- 42% live below poverty
- 40% attend school part-time
- 40% of undergrads work at least 30 hours per week
- 38% older than age 25
- 25% have a child
- 13% live on campus



Post-Traditional Student Profile

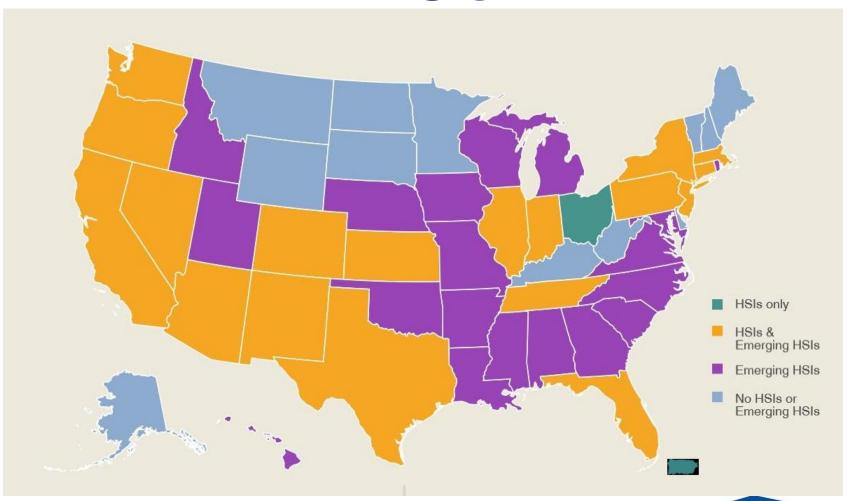
Traditional student profile	Post-traditional student profile
College-ready	May need academic prep or remediation
Enroll in a college or university full-time	Enroll at a community college and part-time
Enroll the fall after high school graduation	Delay initial postsecondary enrollment while entering the workforce
Live on-campus	Live off-campus with their parents or with their own dependants
Complete a bachelor degree in four years	Take more than four years to complete a degree
Parents have college degree	First in family to enroll
White, non-Hispanic	Latino or African American
Do not work while enrolled	Many work 30 hours or more a week
Make college choices based on financial aid, academic programs offered, & institutional prestige	Make college choices based on cost of attendance, location, & accessibility



Hispanic-Serving Institutions (HSIs)



HSIs





HSIs

REPRESENTATION

- 472 HSIs
- 14% of Higher Education Institutions

LOCATION

- HSIs = 19 states and Puerto Rico
- Emerging HSIs = 35 states and DC

ENROLLMENT

- 64% of all Latino Undergraduates
- Enroll over 4M students, of which 1.8M are Latino

GROWTH

- 78% HSI increase in last ten years
- 80% Emerging HSI increase in last ten years



Emerging HSIs

- In 2015-16, there were 323 Emerging HSIs
- Institutions with a 15-24.9% Hispanic Undergraduate Full-Time Equivalent (FTE) enrollment
- Located in 35 states & DC, even in states not generally known for having large Latino populations, such as Indiana, Connecticut, Nebraska, and Wisconsin



What Works for Latino Students

Financial Aid

Helps students manage costs and continue in their programs through grants, loans, and scholarships.



Intrusive Advising

Targets students at risk of falling behind with services to increase retention and reduce time to graduation.

Alternative Pathways

Flexible programs to help students earn degrees, such as awarding credits for prior work experience or providing alternatives for clinical placements.



Community Partnerships

Provide students on-the-job experiences through internships to offer linkages to the community and workforce after graduation.

For additional strategies, visit our Growing What Works database

www.EdExcelencia.org/Growing-What-Works



What works?

- Culturally competent programming
- Leadership representation
- Community engagement
- Student-centered
- Deliberate disaggregation of data



What works?

- Strong administrative support
- Appropriate infrastructure and funding
- Collective effort across divisions and departments
- Comprehensive assessment & evaluation plan
- Plan to disseminate the results



Use Data to Inform Action

Data should be used to improve conditions--not just measure them



Examples of evidence metrics

- 1. Pass rates on licensing exams
- 2. Percent and/or number of students who remain in the region following graduation
- 3. Pre-test/post test results
- 4. Number of **students who advance** in a track (e.g. math)
- 5. Number of courses students take in a given semester
- Retention rates and numbers (semester to semester; year to year)
- 7. Drop-out rates and number; at which year/semester

- 8. Completion rates and numbers
- 9. Graduation rates and numbers
- 10. Latino **student growth** within the program over time
- 11. Student average **GPA**
- 12. Professional **presentations** at national conferences
- 13. Financial awards to students from external organizations (businesses, state level, national level), student personal reflections, etc.
- 14. Number of courses completed



Analyze

Synthesize

Tell a story



Group Exercise



What works?

Why does it work?

How do you know it works?





SAN BERNARDINO

opportunities for parents, children to provide academic information, New desk at Mexican Consulate

By Brian Whitehead

bwhitehead@scng.com @bwhitehead3 on Twitter

Say two parents new to the country want their child to have the same educational opportunities as others but don't know what programs are available.

Or, say they're unsure how credits their child obtained in their home country transfer into local school districts.

A new help desk at the Mexican Consulate in San Bernardino will provide that information

and more.

On Monday, the consulate and the San Bernardino Community College District opened what's being called the Educational Opportunities Help Desk, a resource for families attempting to navigate the education system in inland Southern California and Mexico.

Assemblywoman Eloise Gomez Reyes, D-San Bernardino, attended the ribbon cutting, as did district board members and consulate officials.

"This is a team effort," Trustee Frank Reyes said. "It's all about working together."

Several of these help desks have been operating in California cities, such as Fresno, Los Angeles and Santa Ana, the past couple years.

With more than 1.7 million Mexican Americans

with more than 1.7 million Mexican Americans living in San Bernardino and Riverside counties, consulate and district leaders collaborated to bring a service center to the Inland Empire. "We looked at how we could strengthen our educational partnership to serve everyone across inland Southern California," said Bruce Baron, district chancellor. "With the Mexican Consulate here and the region it serves, it was a natural fit to work with them."

The help desk strives to provide parents free information on all things education. Bilingual staffers will serve as liaisons between the district and the community.

Interpersonal interaction should benefit older parents unfamiliar with, and perhaps intimidated by, electronics, Reyes said. "Face-to-face communication will make them feel welcomed

moving elsewhere. Information here and are moving elsewhere. Information on district partners such as UC Riverside, Cal State San Bernardino and San Bernardino City Unified School District should also be available.

"For us, for our region and our population, providing educational opportunities is a top priority," Baron said. "Like every community college, we're doing our best to serve our community." The space in the consulate is being offered free of charge. District officials are working on a set staffing schedule and hours of operation.

In addition to helping families new to the country, the desk will serve families with children who received an education here and are