CCCAOE Fall 2018 Conference

Data Alignment and Simplification: How the Chancellor's Office has further Unlocked CTE Data

October 10, 2018

California Community Colleges

Simplified Metrics Initiative

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The Simplified Metrics Initiative

- The Student Success metrics measure students' progression along their educational journey from recruitment to completion, transfer, and the workforce.

- The metrics provide a holistic approach to our work on student success, across funding streams and initiatives.

- This focus will benefit college performance on the Funding Formula Metrics and system performance on Vision for Success goals.

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Principles (1 of 7)

1. The focus will be strictly on students and their educational journeys from recruitment to completion. This approach will provide visibility on system-wide progress toward achieving the goals articulated in various initiatives including Guided Pathways, Doing What Matters for Jobs and the Economy, the Student Centered Funding Formula, Institutional Effectiveness, and the Vision for Success.

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Principles (2-4)

2. The outcome will be ONE set of metrics drillable for details. This set of metrics will displace all other student-specific metrics including the Scorecard and the IEPI Student Outcomes, except for Accreditation metrics and Federal metrics such as Perkins.

3. Equity will not be viewed as a separate activity. Instead, it will be observed across all metrics. Therefore, each metric will be drillable by gender, age, ethnicity, first gen, SES, etc.

4. Metrics will be designed to align the progression of students along various initiatives, and the number of metrics will be limited to ensure that we focus only on critical measures.

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Principles (5-7)

5. Each metric will be closely reviewed to ensure it is valid, drillable, measurable, and critical. Additionally, the definitions will be shared with colleges to ensure that the metrics can be replicated at the college, district, and regional level.

6. An implementation plan will be created for when each metric can be put into production and which ones need legislative work. Extensive analysis and modeling of data will be performed before the presentation of the implementation plan.

7. The process of simplification does not destroy current data sources or MIS processes which provide additional data for continuous quality improvement, research, and evaluation.

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Alignment with Other Metrics

Alignment with Vision for Success

- The Student Success Metrics are aligned with the statewide metrics included in the Vision for Success goals.

- The data definitions are also aligned so that colleges and districts can:
  - Identify where they can improve the student journeys in order to help the state achieve the Vision goals
  - Set improvement goals aligned to the Vision as required by Budget Trailer Bill language

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Alignment with Student Centered Funding Formula (SCFF)

- The Student Success Metrics are aligned with all the momentum points and outcomes of the Funding Formula.

- The data definitions are also the same for both.

- The variations between the sets are in terms of rates versus counts. For example, Student Success Metrics looks at students' journeys along their educational pathways from recruitment to completion, therefore most metrics are based on rate. While SCFF metrics focus mostly on point-in-time data to generate counts for the purposes of funding allocations.

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Metric Alignment

- The research team compared the Student Success Metrics to metrics associated with all major Chancellor's Office initiatives.
- In the tables that follow, items in italics address a similar measure found in both prior initiatives and the Student Success Metrics, but may be measured in a different fashion (such as looking at quarterly earnings versus annual earnings)
- Minor adjustments have been made where appropriate to align Student Success Metrics with the funding formula and the Vision Goals

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Student Success Scorecard

Scorecard Metrics	Student Success Metrics
Demographics	Disaggregated Data
Median Class Size	
Number of Credit/Noncredit Sections	
Full-Time Faculty/Student to Counselor Ratio	
Complete Remedial/Gateway Math & English	Transfer Math & English
Persistence	*Fall to Spring Retention*
Attain 30 Units	Successful Unit Attainment in First Year
Completion Rate/CTE Completion/CDCP	Completion
Skills-Builder Earnings Gains	Change in Earnings

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IEPI

IEPI Indicators	Student Success Metrics
Enrolled Adults 18-24	Headcount
Median Time to Degree	
Annual FTES Served	
Accreditation Status/Compliance	
Salary/Fund/Cash/Financial	
Complete Remedial/Gateway Math & English	Transfer English & Math
Completion Rate/CTE Completion/CDCP	Completion
Transfer	Transfer
Skills-Builder Earnings Gains	Change in Earnings

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Strong Workforce Program

SWP Metrics	Student Success Metrics
CTE Course Enrollments	
Earned 12+ CTE Units/48+ CTE Contact Hours	*9+ CTE Units, Noncredit Workforce Milestones*
Completion	Completion
Transfer	Transfer
Employed in Second/Fourth Fiscal Quarter	
Earnings in Second Fiscal Quarter	*Median Earnings*
Employment in Field of Study	Employment in Field of Study
Change in Earnings	Change in Earnings
Living Wage Attainment	Living Wage Attainment

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AEBG

AEBG Metrics	Student Success Metrics
Number of Adults Served	Headcount
Improved Literacy & Basic Skills	Skills Gains
Completion of High School Diploma/Equivalency	Completion
Transition from ABE/ASE/ESL to Higher Level Programs	Completed a Level
Transition to Post-Secondary	Transition to Post-Secondary
Completion of Post-Secondary Awards	
Employed in Second/Fourth Fiscal Quarter	*Unemployed Students Who Became Employed*
Earnings in Second Fiscal Quarter	*Median Earnings*
Employment in Field of Study	
Change in Earnings	Change in Earnings
Living Wage Attainment	Living Wage Attainment

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Guided Pathways

Guided Pathways KPI	Student Success Metrics
College Course Success Rate	Course Success
Persisted from Term 1 to Term 2	Fall to Spring Retention
Completed Transfer-Level Math/English/Both in Year 1	Transfer Math & English
Earned 6+/12+/15+/Attempted 15+ Units in First Term	Successful Unit Attainment in First Term
Average Units/Average Degree Applicable Units/15+/24+/30+/Attempted 30+ Units in Year 1	Successful Unit Attainment in First Year

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SSSP

SSSP Metrics	Student Success Metrics
Unduplicated Headcount	Headcount
Students Completing Orientation	*Successful Enrollment*
Students Completing Assessment	*Transfer Math & English*
Students Completing Abbreviated/Comprehensive/Noncredit Ed Plans	*Student Type*
Students Receiving Advising/Services	*Skills Gains, Course Success, 9+ CTE Units, Noncredit Workforce Milestone, Successful Unit Attainment in First Term, Successful Unit Attainment in First Year, Fall to Spring Retention, Completion, Transfer*
Students on Probation	*Skills Gains, Course Success, Completion, Transfer*

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Student Equity

Equity Metrics	Student Success Metrics
Population Compared to Community	
Successful Course Completion	Course Success
Complete Remedial/Gateway Math & English	Transfer Math & English
Completion	Completion
Transfer	Transfer

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Understanding the Metrics

Student Success Metrics: Successful Enrollment

Adult Ed/ESL	Short-Term Career Education	Degree/Transfer	Undecided/Other & All
Successful enrollment	Successful enrollment	Successful enrollment	Successful enrollment

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Student Success Metrics: Learning Progress

Adult Ed/ESL	Short-Term Career Education	Degree/Transfer	Undecided/Other & All
Math, English, or ESL skills gain			Math, English, or ESL skills gain
	Course success rate		Course success rate
		Completed transfer math and English	Completed transfer math and English

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Student Success Metrics: Momentum

Adult Ed/ESL	Short-Term Career Education	Degree/Transfer	Undecided/Other & All
Completed an adult ed or ESL level			Completed an adult ed or ESL level
	Noncredit workforce skills gain		Noncredit workforce skills gain
	Completed 9+ CTE units		Completed 9+ CTE units
		Fall to spring retention	Fall to spring retention
		Unit threshold first term	Unit threshold first term
		Unit threshold first year	Unit threshold first year

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Student Success Metrics: Success

Adult Ed/ESL	Short-Term Career Education	Degree/Transfer	Undecided/Other & All
Transitioned to post-secondary			Transitioned to post-secondary
		Average # of units for associate degree earners	Average # of units for associate degree earners
Earned a certificate, degree, or journey status	Earned a certificate, degree, or journey status	Earned a certificate, degree, or journey status	Earned a certificate, degree, or journey status
		Transferred to a four-year institution	Transferred to a four-year institution

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Student Success Metrics: Employment

Adult Ed/ESL	Short-Term Career Education	Degree/ Transfer	Undecided/Other & All
Entered employment			Entered employment
	Job closely related to field of study	Job closely related to field of study	Job closely related to field of study

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Student Success Metrics: Earnings

Adult Ed/ESL	Short-Term Career Education	Degree/ Transfer	Undecided/Other & All
Median annual earnings	Median annual earnings	Median annual earnings	Median annual earnings
Median change in earnings	Median change in earnings		Median change in earnings
	Living wage	Living Wage	Living wage

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Disaggregated Data

- Gender
- Race/ethnicity
- Age group
- Received a College Promise grant/BOG waiver
- Received a Pell grant
- Met Perkins economically disadvantaged definition

- First-generation
- Foster youth
- Disabled students
- Veterans
- LGBT
- Homeless

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Implementation Plan

Next Steps

- Determine how Student Success Metrics will be implemented in the context of each Chancellor's Office initiative, including reviewing changes to legislation

- Determine how existing data tools can be aligned with definitions developed for Student Success Metrics

- Continue to meet with the Simplified Metrics Workgroup to collect detailed input from practitioners.

- Continue to hold webinars to collect input.

- Continue to review feedback on this work submitted by the field to research@cccco.edu

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Dashboard Roll Out Phase 1: October 2018

- Five student types—all, adult ed/ESL, short-term career education, degree/transfer, undecided/other

- College level data

- Academic years 2014-15, 2015-16, 2016-17

- Snapshot of annual data

- Top-level metrics only, no disaggregations

- All metrics except equitable enrollment

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Dashboard Roll Out Phase 2: December 2018

- Successful enrollment metric added

- Disaggregated data added:
  - Gender
  - Race/ethnicity
  - Age group
  - Financial support status (College Promise grants, Pell grants, and Perkins economically disadvantaged)

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Dashboard Roll Out Phase 3: February 2019

- 2017-18 data added
- Additional disaggregated data:
  - First Generation
  - Foster Youth
  - Disabled Students
  - Veteran
  - LGBT
  - Homeless

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Dashboard Roll Out Phase 4: May 2019

- Districts, regions, and statewide levels added

- Cohort view added

- Additional data points added:
  - Transfer English completion
  - Transfer math completion
  - Retention at another college
  - Transfer with or without award

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Student Success Metrics and the Strong Workforce Program

Goals of Strong Workforce

Creating "More and Better" Career Education:

- increasing the number of students enrolled in programs leading to high-demand, high-wage jobs

- improving program quality, as evidenced by more students completing or transferring programs, getting employed or improving their earnings

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Strong Workforce Funding

Funds are ongoing and have been allocated to districts (60%) and regions (40%) based on a labor market need, enrollments, and student outcomes

Funding Type	Inputs	2016-17	2017-18+
Base	Unemployment Rate	1/3	1/3
	Proportion of CTE FTEs	1/3	1/3
	Job Openings	1/3	1/6
Incentive	Successful Workforce Outcomes	0	1/6

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Review of Incentive Funding Calculations
Local Share

- Points for all CTE programs at all community colleges are totaled to **create a statewide sum**.

- This sum is divided by the amount of funding available per FY for the 17% local share to **create a value per point**.

- The **value per point is multiplied by the number of points** that each college received to determine its distribution.

Multi-college districts: the distributions for **all district's colleges are summed** to create the district distribution.

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Review of Incentive Funding Calculations
Regional Share

- Points for all CTE programs are totaled at the regional level and added together to **create a statewide sum**.

- This sum is divided by the amount of funding available per FY for the 17% regional share to **create a value per point**.

- The **value per point is multiplied by the number of points** that each region received to determine its distribution.

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Updates to Strong Workforce Incentive Funding

Two significant revisions are occurring to Strong Workforce metrics and allocations:

- Adjustments to the timing of Strong Workforce allocations

- Alignment of Strong Workforce metrics to the Student Success metrics

Revised Strong Workforce Allocation Timing

- Strong Workforce Base and Incentive Funding will be re-calculated annually

- Timing of Incentive Funding allocations will be aligned with Base Funding

- Incentive Funding for 2018-19 included all original Strong Workforce student outcomes metrics

- Beginning in 2019-20, Strong Workforce Incentive Funding will be based on new metrics

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Revised Strong Workforce Allocation Timing

Metrics	FY 2017-18 (using original SWP metrics)	FY 2018-19 (using original SWP metrics)	FY 2019-20+ (aligned with Student Success Metrics)
Course Enrollments	X		
Progress		X	X
Credential Attainment	X	X	X
Transfer		X	X
Employment		X	
Job Related to Field of Study		X	X
Earnings		X	X
Earnings Gain		X	X
Living Wage		X	X

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Economically Disadvantaged Students

	Current Definition/Calculation	Proposed Definition/Calculation
Definition:	Uses the Perkins definition: • Awarded a BOG waiver • Awarded a Pell Grant • Identified as a CalWORKS participant • Identified as a participant in WIOA • Reported as economically disadvantaged	No change
Weighting:	Weighted **50% more**	Weighted **100% more**

Revisions to Strong Workforce Metrics
Metric Definitions and Points

Economically Disadvantaged Students Weighting Detail

Most metrics	**EDS will receive points worth twice what non-EDS receive**
Job closely related to field of study metric	No weighting
Median earnings metric	

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Progress

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Attainment of **12+ credit CTE units or 48+ noncredit CTE contact hours**	Attainment of **9+ credit CTE units or a noncredit workforce milestone**
Points:	½ point awarded per student	No change

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Credential Attainment: Definition

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Attainment of CTE degrees/certificates: • BA/BS • AA/AS/AD-T • CO-approved certificates • Noncredit certificates of at least 48 contact hours • **Local certificates of at least 6 units**	Attainment of CTE degrees/certificates: • BA/BS • AA/AS/AD-T • CO-approved certificates • Noncredit certificates of at least 48 contact hours

Revisions to Strong Workforce Metrics
Metric Definitions and Points

Credential Attainment: Weighting

	Current Metric/Calculation	Proposed Metric/Calculation
1 Point:	• **Local credit certificates of at least 6 units** • CO-approved credit certificate of 12 to < 18 units • Noncredit certificate of 48 to < 288 hours	 • CO-approved credit certificate of 12 to < 18 units • Noncredit certificate of 48 to < 288 hours
2 Points:	• Credit certificate of 18 to < 30 units • Noncredit certificate of at least 288 hours	• Credit certificate of 18 to < 30 units • Noncredit certificate of at least 288 hours
3 Points:	• Credit certificate of at least 30 units • Associate degree • **Apprenticeship journey status** • **CCC bachelor's degree**	• Credit certificate of at least 30 units • Associate degree
4 Points:		• **Apprenticeship journey status** • **CCC bachelor's degree**

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Transfer

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Transferred to a four-year institution **(no unit threshold to be included)**	Transferred to a four-year institution **(12 unit threshold to be included)**
Points:	**1 point awarded** for each student	**2 points awarded** for each student

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Employment

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Attainment of Employment in : • 2nd fiscal quarter after exit • 4th fiscal quarter after exit	**Metrics eliminated**
Points:	**1 point awarded for each student per metric**	**Metrics eliminated**

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Job Related to Field of Study

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Employment in job related to field of study **(for completers and skills-builders only)**	Employment in job related to field of study **(for students who did not transfer)**
Points:	% of students who report job closely related to their field of study, multiplied by the # of students who were sent the survey	No change

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Earnings

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	**Median earnings in the 2nd fiscal quarter** after exit	**Median annual earnings, beginning in the 1st quarter** after exit
Points:	1 point awarded for each dollar earned, **divided by 10**	1 point awarded for each dollar earned, **divided by 40**

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Earnings Gain

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Compares earnings in the **year before exiting to the year after exit** **(for completers and skills-builders only)**	Compares earnings in the **2nd quarter before most recent continuous enrollment** in the community college system **to the 2nd quarter after exit** **(for all exiters, excluding transfers)**
Points:	2 points awarded for each student with gain	No change

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Revisions to Strong Workforce Metrics
Metric Definitions and Points

Living Wage Attainment

	Current Metric/Calculation	Proposed Metric/Calculation
Definition:	Attained a **microregion-level** living wage **(for completers and skills-builders only)**	Attained a **county-level** living wage **(for all exiters, excluding transfers)**
Points:	**1 point awarded** for each student	**2 points awarded** for each student

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Coming Resources for Strong Workforce

- Webinar on Strong Workforce Metric and Funding Updates

- Publication of 2018-19 Strong Workforce Incentive Funding Calculations

- Updates to the Strong Workforce page on the Doing What MATTERS for Jobs and the Economy website

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Data Roadmap

CCCCO Data Roadmap

6/21/2018

	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
Data Portal	Survey of existing data dashboards, reports, extracts and portals - Phase 1		Dashboard /Report Survey - Phase 2		Combine/Eliminate/Refine Data Reports, extracts, Dashboards into CCC Data Portal						PD, Roadshow, Socialization of new CCC Data Portal		
Legislative Work					Legislative work to align funding streams and CCCApply with Student Success Metrics								
Data Definitions	Build, clarify, combine Data Element Dictionary (DED)												
Simplified Metrics Initiative	Student Success Metrics - V1 Integrates SM with Funding Formula and Vision Metrics			Student Success Metrics - Production Development - V2					Student Success Metrics - Production Development - V3		Student Success Metrics - V4 (Full integration of Funding Formula and Vision metrics)		
CCC Data Lake		Discuss, Evaluate, Design Data Lake - Build plan for build and migration of data			Build and Populate CCC Data Lake						Connect Data Portal Content to CCC Data Lake, Build cubes		
MOUs		Build MOU Library, Clean up language, recreate as necessary, to move all MOUs accessible to CCCCO											
NOVA	Build Remaining Funding Streams in NOVA and move storage to CCC Data Lake										Build NOVA Dashboard in the new Data Portal		
Ed Planning	Prepare CA Standards for Storage and Access for Program Plans and Student Ed Plans				Prepare Data storage and establish Web Services/APIs			Work with Ed Planning Partners to storage all program plans and ed plans in central storage in CCC Data Lake					

Data Portal

- Currently being conceptualized

- Based on five tenants:

  1. Grounded in users' needs
  2. Designed with the different user types in mind
  3. Easy to navigate
  4. Easy to understand
  5. Enables the CCCCO, districts, and colleges to fulfill statutory data reporting requirements

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DATA PORTAL

Simplified Metrics Dashboard

Goal-Setting Reports
(pulled from NOVA)

Program Planning Tools
(e.g., K14 Pipeline, Adult Education Pipeline)

Data Query Builder
(expanded Data Mart)

Data on Demand

Federal Reports

Perkins

WIOA Title II

Fiscal Reports

For Students

Salary Surfer

Student Right to Know

Links:
My Path, CCC Apply, Explore Careers, College Info, Financial Aid

Submission/Tracking

NOVA

COCI

Fiscal Reporting

Facilities Reporting (FUSION)

Web Resources

Simplified Metrics Initiative:
https://digitalfutures.cccco.edu/Projects/Simplified-Metrics

Strong Workforce Program:
http://doingwhatmatters.cccco.edu/StrongWorkforce

Strong WorkForce Program Metrics on LaunchBoard:
https://www.calpassplus.org/Launchboard/SWP

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Thank you!