



California  
Community  
Colleges



TheRPGroup

# Vision-Aligned Reporting (VAR) Academy: Simplified Metrics for System Change 2026-28 Cohort

## Application Worksheet

### Application Instructions

This worksheet is provided to help you develop your college's VAR Academy application before submitting it. While the application can be completed over multiple sessions (your progress will be saved provided you use the same computer and browser to complete it), we encourage you to download the worksheet to assist you with the preparation of your team's application. Please contact the VAR Academy leads with any questions about the application or the VAR Academy: Laura Lara-Brady, Ph.D. ([LLaraBr@WestEd.org](mailto:LLaraBr@WestEd.org)) and Gio Sosa, Ph.D. ([GSosa@CraftonHills.edu](mailto:GSosa@CraftonHills.edu)).

**The due date to submit your application is Friday, Feb. 20, 2026.**

### Timeline

- **Application opens:** Jan. 27, 2026
- **Application window:** Jan. 27 - Feb. 20, 2026
- **Chancellor's Office notifies colleges:** April 2, 2026
- **College participation confirmations due:** April 10, 2026
- **Kickoff convening:** June 11 - 12, 2026
- **Convening #2:** January 2027 (dates TBD)
- **Convening #3:** June 2027 (dates TBD)
- **Convening #4:** January 2028 (dates TBD)

### Academy Costs

Thanks to generous support from the Chancellor's Office, the VAR Academy is free for college teams to attend. **Colleges will be responsible for team travel costs, including travel to/from each of the in-person convenings, hotel rooms, and meals outside of the convenings.**

# Application Questions

## 1. College Information

- College Name:
- District Name:
- District Type (select one):
  - Single-College
  - Multi-College
- Annual College Size\*:
  - Small (fewer than 10,000 FTES)
  - Medium (10,000-20,000 FTES)
  - Large (more than 20,000 FTES)
- Team Lead Name (this will be the main contact for the group):
- Team Lead Contact Email:

*\*based upon 2023-2024 P2 (Spring 2024) 320 report or [CCCCO Data Mart](#)*

**2. Please identify the primary goal your college seeks to advance through participation in the VAR Academy. In selecting this goal, consider where your college has the greatest opportunity to create meaningful institutional change:**

**Leveraging and Integrating Student Success Initiatives**

Focus on integrating and amplifying a wide range of student success initiatives (SEA, DSPS, etc.) currently underway through VAR efforts, ensuring these efforts are centered on the experiences of marginalized student groups in order to achieve measurable changes in student outcomes across the system. This includes leveraging existing college and systemwide systems, processes, and resources to increase effectiveness, developing an action plan for institutionalizing student-centered work, and ensuring that initiatives are aligned with statewide goals.

**Increasing the Capacity of College Leaders**

Focus on enhancing the ability of college leaders to directly impact the closing of equity gaps by bridging inquiry and action through professional development. This will help build readiness among your college team to engage in data-informed, equity-centered work and ensure leaders are equipped to implement sustainable system changes.

**Promoting a Community of Practice and Data-Informed Change**

Focus on creating a community of practice of leaders across and within colleges to apply Academy learnings in their day-to-day work and promote a problem-solving approach. This includes exploring and analyzing current VAR implementation efforts, mapping out how VAR and publicly available data can be utilized to guide improvements, and identifying leading and lagging indicators that aim to improve student outcomes for marginalized populations.

**3. Based on your response to Question 2, what led you to identify this as your primary goal? How do you envision this goal influencing your institutional practices, including any actions you anticipate taking based on the findings from the VAR data? (Response should be between 250–300 words)**

Response:

**4. College Readiness & Self-Assessment (Response should be between 250–300 words)**

- How would you describe your college’s level of readiness to both implement VAR and advance the institutional changes identified in your primary goal? Consider the following in your response (limit response to 300 words or less):
  - How would you assess your college’s technical (*data reporting, financial reporting, staffing, resources, etc.*) capacity to implement VAR, including student-level and financial reporting?
  - What institutional structures (working group, staffing, resources, etc.) are in place to support the implementation of VAR?

Response:

**5. Addressing Equity & Institutional Change (Response should be between 250–300 words)**

- How will your college use its participation in VAR as a strategy to facilitate or leverage the college’s efforts to address equity gaps for our most minoritized/marginalized students? Please consider the following in your response:
  - How does participation in the VAR Academy align with your college’s existing equity efforts, such as the development of the 2025–2028 Student Equity and Achievement Plan?
  - What institutional processes, such as integrated planning efforts, are in place to ensure that marginalized student groups remain the focus of your equity efforts? ○ What are the key activities and steps your college will take to implement actions to reduce equity gaps identified through the VAR process?

Response:

**6. Implementation & Support Needs** *(Response should be between 250–300 words)*

- What barriers could impact your college’s ability to move beyond compliance-based efforts toward systemic change, and how do you plan to address the barriers?
- What additional resources or structures are needed?

Response:

**7. Data Utilization & Success Metrics** *(Response should be between 250–300 words)*

- How will your college integrate VAR data and insights with other institutional planning activities such as program review, strategic planning, student equity plans, service area outcomes, professional development, etc.?

Response:

**8. Make Your Case** *(Response should be between 250–300 words)*

- What makes your college a strong candidate for this Academy?

Response:

**9. College Team Composition & Leadership**

Each college must have a diverse team of five to six positions, which must include the VAR Lead, a data/research representative, and one administrator (Dean/Director or above). If your VAR Lead is a researcher, that one person can fulfill this requirement. The remaining team members can include an executive administrator, faculty members, and classified professionals and/or managers representing student services and academic programs.

Please provide current contact information for the roles below and all additional proposed team members. We recognize that team members may change between now and the first convening; nevertheless, please tentatively identify the team members.

Constituent Group types: Faculty, Classified Professional, Administrator,

Manager Team Lead Information

	Name	Title	Constituent Group	Email Address
Team Lead				

Team Member Information

	Name	Title	Constituent Group	Email Address
Team Member 1				
Team Member 2				
Team Member 3				
Team Member 4				
Team Member 5				

Please share how this team was selected. *(limit responses to 100 words or less)*

Response: