California Community Colleges

TO: Chief Executive Officers
Chief Instructional Officers
Chief Student Services Officers
Research and Planning Officers
Academic Senate Presidents

FROM: John Hetts, Executive Vice Chancellor
Anthony Cordova, Vice Chancellor
Stacey Shears, Vice Chancellor
Erin Larson, Assistant Vice Chancellor

RE: Student Equity Plan and Strong Workforce Program Metrics

The purpose of this memo is to highlight recent data corrections to the statewide DataVista platform, their potential impacts to Student Equity Plans and the Strong Workforce Program, and next steps. As part of our ongoing metric development and review process, the Chancellor's Office identified needed changes to the metrics, potentially impacting the 2025-28 Student Equity Plans (SEP) and Strong Workforce Program (SWP) Incentive Funding. The changes will lead to marked improvement on college outcomes on the affected metrics. However, these improvements will have impacts on the identification of groups observed to have disproportionate impact for Student Equity Plans. **Importantly, colleges are not being asked to make changes to their Student Equity Plans, nor will there be changes to the 2025-2026 SWP Incentive Funding**.

Background

The Chancellor's Office develops multiple student accountability metrics to support statewide strategic planning, district and college level planning, and to allocate funds for specific programs. The Chancellor's Office uses DataVista (https://datavista.cccco.edu) to communicate those success metrics to the districts and interested members of the public. The SEP uses cohort metrics to assess college progress in closing achievement gaps in access, persistence, foundational skills, completion, and transfer for specific groups as defined in Education Code 78220. The SWP uses snapshot metrics to award incentive funding to colleges and regions for progress and completion metrics in a specific year.

Data Corrections

More rigorous quality processes adopted recently, combined with the ongoing review and collection of feedback from professionals across our institutions, together revealed issues that impact how the metrics were calculated in the spring 2025 DataVista release, in ways potentially

relevant to SEP planning at the colleges and SWP Incentive Funding. Rather than wait for the complete availability of all statewide data from partners, we are making and releasing corrections to all the impacted metrics in advance of the release of the complete DataVista update with the full 2024-2025 data later this spring. The most significant changes are:

- **Improvement in addressing students who report different demographic characteristics at different institutions.**

  Students in DataVista are uniquely identified statewide to ensure they are not counted multiple times in the metrics. However, since students may attend multiple colleges within the same academic year, they may also report different demographic characteristics at each institution. Since the Chancellor's Office cannot verify which record is most accurate, those students are grouped into the Multiple Values Reported categories for Gender and Race/Ethnicity. A technical error prevented some students from being identified as having multiple values, which has been corrected. More students are now classified in Multiple Values Reported than previously. Additional information can be found in the background information of the Metric Definition Dictionary: https://datavista.cccco.edu/metrics. The effect of this improvement is small but can influence the identification of disproportionate impact for smaller student demographic groups.

- **Improvement in the use of fraud status to eliminate more non-students from metrics, particularly successful enrollment.**
  DataVista excludes students based on the fraud status reported by the CCC Technology Center. Fraud status is updated in collaboration with the colleges. Several issues were identified that prevented students from being correctly categorized based on their most up-to-date fraud status from the colleges. These issues have been corrected, which resulted in more non-students being excluded from the data visualizations. The impact of this improvement is strongest on the successful enrollment metrics.

- **Improvement in the count of transfers to the University of California.**
  DataVista uses the Chancellor's Office combination of transfer information from the California State University, University of California, and National Student Clearinghouse to identify students who transfer to a four-year university from our system. An error was identified that limited the number of University of California transfer students being correctly accounted for. The error has been corrected, which resulted in more students

being included in the transfer metrics. The impact of this improvement is strongest on the transfer metrics but has impacts on improving the persistence metric as well.

Student Equity Plan Implications

Most colleges will see some shifts in the student groups identified as Disproportionately Impacted (DI). Some student groups that were originally identified as DI no longer meet the criteria, while some groups that were not originally identified as DI now meet the criteria. Due to the nature of the broad data corrections described above, DI status for groups *may* change in all the SEP metrics. The changes to the Multiple Values Reported primarily may impact groups with small numbers (n) at each college. Per the Chancellor's Office methodology for calculating DI (https://datavista.cccco.edu/resources/9) the shifts in *n* for small populations will change the Margin of Error calculation, which in turn impacts whether a group is identified as DI. However, colleges may see more significant changes in the metrics for Successful Enrollment, Persisted from First Term to Subsequent Term, and Transferred to a Four-Year Institution.

- **Nearly all colleges will see an increase in the percentage of students successfully enrolling.** Statewide the percentage of students successfully enrolling increased by 5% for 2022-23 (Student Equity Plan reference year). However, between the Multiple Values Reported change and the exclusion of fraudulent students, the DI status of groups at your college may change. Since removing students from the pool has a greater impact on the DI calculations for small groups because of increases in the margin of error, this may decrease the likelihood that historically underrepresented groups will be flagged as meeting the DI threshold at some colleges.

- **All colleges will see an increase in the percentage of students who successfully transferred.** However, since different student demographic groups transfer to the UC system at different rates, this change will disproportionately increase the transfer rates of those groups. As a result, at many colleges, there may be a shift in the DI for many groups with Asian and White students less likely to be identified as DI for transfer, while other groups—such as Hispanic/Latino, First Generation, and Foster Youth—may be more likely to be identified as experiencing DI in comparison to others.

- **All colleges will see an increase in the percentages of students who persist from their first term to the subsequent term.** The persistence metric excludes students who successfully transferred to a four-year university. The increase in the percentage of students who transfer removes students who were incorrectly counted as not persisting, increasing the percentage of students persisting for each cohort. As noted for the Transfer

metric, because the rate of transfer to UC differs by demographic group, there is a similar impact on the pattern of DI observed on persistence.

Importantly, colleges will not be required to update their 2025-28 Student Equity Plan. However, colleges are encouraged to consider the revised measures of disproportionate impact when the complete 2024-2025 data is released on DataVista later this spring and consider whether to revise their 2025-28 Student Equity Plan. Subsequently, colleges should review their outcomes and planning priorities annually. Please send any questions about Student Equity Plans to Seaprograminfo@ccco.edu.

Strong Workforce Program Funding Implications

The Strong Workforce Program Incentive Funding, sometimes referred to as the SWP 17% Funding, is allocated based on a group of metrics designed to incentivize college and regional performance. Since the total amount of funding is set by the legislature, the final amount each college and region receives is based on the points awarded for each metric at that location as a proportion of the total points awarded statewide. Each point is based on the metric and whether a student achieving the milestone is economically disadvantaged, or not. Transfer to a four-year institution is one of the metrics used in the SWP 17% incentive funding. However, the SWP program will not adjust every SWP application given that the resulting adjustment in funds would be minimal and our confidence that the corrections have been made moving forward.

Thus, at this time, no changes to the 2025-2026 SWP Incentive Funding will be made. The Chancellor's Office may make changes to the 2026-2027 Incentive Funding to reconcile the funding differences. For more information about SWP 17% Funding, send your questions to the Strong Workforce Program Helpdesk at StrongWorkforceHelpDesk@ccco.edu.

Next Steps

The update to DataVista will occur on January 29th, 2026, and will include all data corrections to the impacted metrics. Updated SEP data files will be available for download by college IT and IR departments in Data on Demand shortly after the January 29th update is complete. Additionally, each college will receive an individualized email (sent to the college's Chief Student Services Officer, NOVA's SEP Project Lead Contact, and the college's lead Researcher) that details which student groups shifted and in which direction to help colleges understand which groups were impacted by the changes.

This memo and additional information will be covered during two upcoming Chancellor's Office webinars:

- **February 5ᵗʰ, 2026** - Standard DataVista release webinar. This webinar will cover the latest updates to DataVista, focusing on a new K-12 SWP Report, enhanced Vision 2030 visualizations, and the new bulk data download feature as well as an overview of the updated metrics. For registration, please click here: [register](#)

- **February 10ᵗʰ, 2026** – Dedicated to covering the improvements to the metrics and their impacts to the Student Equity Plans. For registration click here: [register](#)

In addition, the Chancellor's Office and representatives from WestEd will hold office hours to answer specific questions and support colleges using the corrected data. Those office hours will be announced via the RESPL-ALL and SEA Listservs.

We appreciate the colleges' attention to this issue and continued partnership as the Chancellor's Office and WestEd work to continuously improve our dashboards and work to ensure the accuracy and integrity of statewide data systems. Please direct SEA program questions to Seaprograminfo@cccco.edu, Strong Workforce Program questions to [StrongWorkforceHelpDesk@cccco.edu,](mailto:StrongWorkforceHelpDesk@cccco.edu) and specific questions about metric changes to DataVista@cccco.edu and/or attend the upcoming webinars and office hours.

cc: Sonya Christian, Chancellor
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