



# California Community Colleges

## SYSTEM WEBINAR SUMMARY:

### Achieving Equity with Reporting (July 2025)

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This [webinar](#) focused on achieving equity in student support and success with Vision-aligned reporting. Guest presenters included Gio Sosa and Laura Lara-Brady with the VAR Academy.

#### What Is Vision-Aligned Reporting (VAR)?

- Accurate, meaningful data on student progress and outcomes is one of the most powerful tools we have to help us increase completions and transfers, reduce excess unit accumulation, and close equity gaps in outcomes.
- Data can shine a light on challenges, enabling the Chancellor's Office to more effectively advocate for the resources and policies that colleges need to support students.
- [VAR](#) is a reporting tool that aligns with Vision 2030. It represents an opportunity to make a shift in how we collect, use, and learn from data. It's designed to help you understand your impact, make informed adjustments, and accurately share your students' outcomes through reporting that is meaningful, efficient, and useful for both colleges and the system.
- This year we launched VAR across 12 programs, streamlining reporting to include only information that directly supports systemwide goals, is valuable to colleges for their own processes, and aggregates to support clearer decision making. It is a top priority for the Chancellor's Office to gain input as we implement VAR so that, together, we can build a more equitable student-centered data reporting system.
- The VAR tool is used by colleges to report on program activities, use of funds, equity efforts, and student outcomes.

#### How is the System Supporting Colleges in Implementing VAR?

- The Chancellor's Office provides a general [user manual](#) and program-specific [guides](#) to help colleges navigate the process, [FAQs](#), and an [online class](#) (VRC login required).
- There have been numerous in-person and virtual convenings related to VAR. Additional program-specific webinars are scheduled for summer and fall.
- An updated VAR guidance memo will be issued in late summer to ensure colleges have the information they need to submit the first VAR report, which is due **December 15, 2025**. Regional convenings will occur next spring, which will include a statewide analysis of the data submitted and discuss how colleges can use it to inform

meaningful action.

## How Is the VAR Academy Offering More Support?

- The Vision 2030 and Guided Pathways initiatives promise coordinated planning, but numerous mandates diverted time to reporting on specific and various programs, offering little in terms of learning or genuine accountability to the state. Over 5 years, a handful of colleges have implemented a pilot phase of what streamlined reporting could look like, which led to the VAR tool.
- The [VAR Academy](#) is a collaboration among the RP Group, the Center for Economic Mobility at WestEd, and the Chancellor's Office that seeks to help colleges take the next step beyond streamlining reporting—to align campus efforts toward equity-driven transformation using the reported information.
- It will engage college teams through in-person convenings with three main goals:
  - Leverage and integrate student success initiatives centered on marginalized students;
  - Increase capacity to close equity gaps by bridging inquiry and action; and
  - Promote a community of practice through sharing promising practices.
- The VAR Academy's approach is aimed at systems change, to advance equity by shifting the conditions that hold the problem in place (using the FSG Water of Systems Change [framework](#)). The approach focuses on structural change (policies, practices, resource flows), relational change (relationships and power dynamics), and transformative change (mental models, deeply held beliefs). It emphasizes that sustained change will require addressing both explicit and implicit issues across all three types.
- Academy activities will include a data and evidence culture assessment to examine campus funding for data and evidence leadership, use of data in decision making, availability of data and evidence campus wide, and professional development for data literacy.
- Academy activities will be organized to explore four questions:
  - How are colleges implementing VAR?
  - How can data be better integrated to maximize colleges' time and resources toward student equity and success?
  - What institutional changes are needed to support sustainable systems change?
  - How will colleges implement those changes?
- 15 colleges were selected for the first VAR Academy [cohort](#) (from among 40 applicants), with variation across college size, urbanicity, and type of district.
- [Crafton Hills College](#) was among the pilot campuses and, over time, VAR has become the leading equity-centered approach at the college. It is threaded through strategic planning, work plans, program review, and other processes, and has reduced silos and built a culture of engagement.