Learning Outcomes

Strategies for engaging faculty in:

- Expanding their understanding of data sources and models for inquiry
- Participating in data-informed planning and decision-making
- This institute helped me understand how and why institutional decision making happens, and gave me the tools I need to start participating in these conversations.

- The holistic approach helps you see the big picture in terms of equity and how this thinking should be - and is - incorporated into the planning practices of the college.
Institutional Context

EQUITY AND SOCIAL JUSTICE

24,000 STUDENTS

65% ATTEND PART-TIME
## Logic Model: Development of a Data Coaching Advocacy Program

<table>
<thead>
<tr>
<th>Inputs</th>
<th>Outputs</th>
<th>Outcomes</th>
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<tbody>
<tr>
<td>- Work plan</td>
<td>- LFM Team develops models for small-scale inquiry projects</td>
<td>- Increase awareness about availability of data</td>
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<tr>
<td>- Funding</td>
<td>- Planning summit</td>
<td>- Institutionalize data training</td>
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<td>- Human resources</td>
<td>- Develop peer learning communities and facilitate engagement</td>
<td>- Develop community of data coaches advocates embedded in different areas of the college</td>
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<td>- Models from other campuses</td>
<td>- Pilot data literacy/research methods training model (summer institute)</td>
<td>- Generate interest in institutional research</td>
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<tr>
<td>- External consultants</td>
<td>- Inventory available data</td>
<td>- Finalize and institutionalize data literacy training program</td>
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<td>- IEPI PRT plan for committee review and revision</td>
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### Activities
- Faculty
- Classified Professionals
- Administration

### Participation
- Increase awareness about availability of data
- Increase data coaching leadership and capacity
- Generate interest in institutional research

### Medium-term
- Institutionalize data training
- Develop community of data coaches advocates embedded in different areas of the college

### Long-term
- Finalize and institutionalize data literacy training program

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### Assumptions
- Data-informed plans and decision-making will lead to better academic and student support.
- Decentralizing and democratizing access to data enables informed participation in decision-making and enhances shared governance.
- Embedded data coaches advocates will reach more of the college than can be accomplished with limited research staff.

### External Factors
- District
- Leadership changes
- Existing workload
- CCCCO
- Legislation/policy changes
Data Advocacy vs. Data Coaching

- Models for Data Coaching – expectations for Data Coaches

- Characteristics of potential Data Coaches
  - Fluent in using the inquiry cycle
  - Skillful in telling stories with data
  - Sensitive to learning to talk about equity
    - *RP Student Success Conference presentation*

- Strategic choice: Creating an informed citizenry

- Focusing on ideals, values, processes as the context for technical knowledge
## Curriculum Components

<table>
<thead>
<tr>
<th>DAY 1</th>
<th>DAY 2</th>
<th>DAY 3</th>
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<tbody>
<tr>
<td>• Basic analytics</td>
<td>• Data sources and types of data</td>
<td>• Relationships and trust</td>
</tr>
<tr>
<td>• Design Thinking and Logic Models</td>
<td>• Triangulation and mixed methods research</td>
<td>• Telling success stories with data</td>
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<tr>
<td>• Inquiry frameworks and contextualization</td>
<td>• Using data to tell a story: the power of institutional narratives</td>
<td>• Change management</td>
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<td></td>
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<td>• Moving data into action</td>
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Research Office Role/Perspectives

- Promoting faculty/research partnerships
- Inquiry as the foundation for Guided Pathways
- Shifting away from static report production
- Dashboard development – if you build it, will they come?
Next Steps

- Expansion of professional development for Data Advocacy
- Norm life cycle: fostering a cultural shift
- Democratization promotes active and informed participation
Resources for Curriculum Development


Appreciative Inquiry: The AI Commons, hosted by the The David L. Cooperrider Center for Appreciative Inquiry at Champlain College. https://appreciativeinquiry.champlain.edu/

Center for Urban Education, USC: Equity Mindedness. https://cue.usc.edu/about/equity/equity-mindedness/


The RP Group: Leading From the Middle. Professional development program for middle leaders in the CA Community Colleges. https://rpgroup.org/Leading-from-the-Middle
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