DELAWARE STUDENT SUCCESS CONFERENCE

Measuring for Impact
Putting Your Data to Work

May 13, 2020

Delaware
Department
of Education
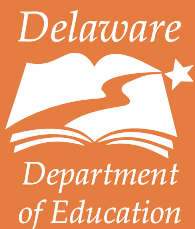
#DEStudentSuccess2020
delawarestudentsuccess.org

NPSI Partners

Dr. Joyce Brown

Greg Darnieder

Kelly Sparks

The National Postsecondary Strategy Institute (NPSI) helps school districts support every student toward attaining a successful postsecondary pathway through district policy and systemic changes.

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Webinar Objectives

1. Discuss how to establish goals and set intermediate measures to track your progress toward student postsecondary success.

2. Share strategies for sharing and communicating your data in a friendly format.

3. Discuss how to support the work of district and school-level practitioners.

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Webinar Housekeeping

1. **Please remember to mute your phone.**
   - We will also manually mute participants, until the question and answer period.
   - Please leave your microphones muted, if you are not speaking.

2. Please refrain from sharing your video.

3. If you have questions during the webinar, please enter them in the chat box (please find chat box at the bottom of your screen).

4. The webinar will be recorded and posted on the 2020 Delaware Student Success Conference website:

   https://delawarestudentsuccess.org/conference/

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NPSI Core Building Blocks

Approach

- Holistic approach based on the integration of 3 critical components:
  - A district postsecondary framework & strategy
  - A data strategy
  - Engagement of counselors as leaders
- All consultants have first-hand experience working within a school district

Principles

- Equitable outcomes for <u>all</u> students
- <u>All</u> students should be prepared for postsecondary success, and students are then empowered to choose their own path
- The district is the unit of change
- Building internal capacity is <u>necessary</u> for sustained, long-term outcomes

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NPSI Engagement Districts

150+ NPSIFIED Districts

+ Inaugural District Network

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Developing Goals and Intermediate Measures

What's Your Theory of Action?

District
Mission

Strategic
Priorities

Beliefs

Student
Outcome
Gaps

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Polling Question

Do you know your district mission?

1. Yes
2. No

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Example Theory of Action

District Goal

Students enroll in college

Intermediate Measures

Seniors complete the FAFSA before enrolling in college

Seniors complete FAFSA early in school year

What does research tell us?

Data: Wide and Deep

Senior Survey | 8th-9th Transition | Employment | College & Career Exploration

Student Transcripts | College Enrollment | FAFSA

Demographics

GPA & ACT/SAT

Program Participation

Course Taking

Survey Responses

District

Network

School

Grade

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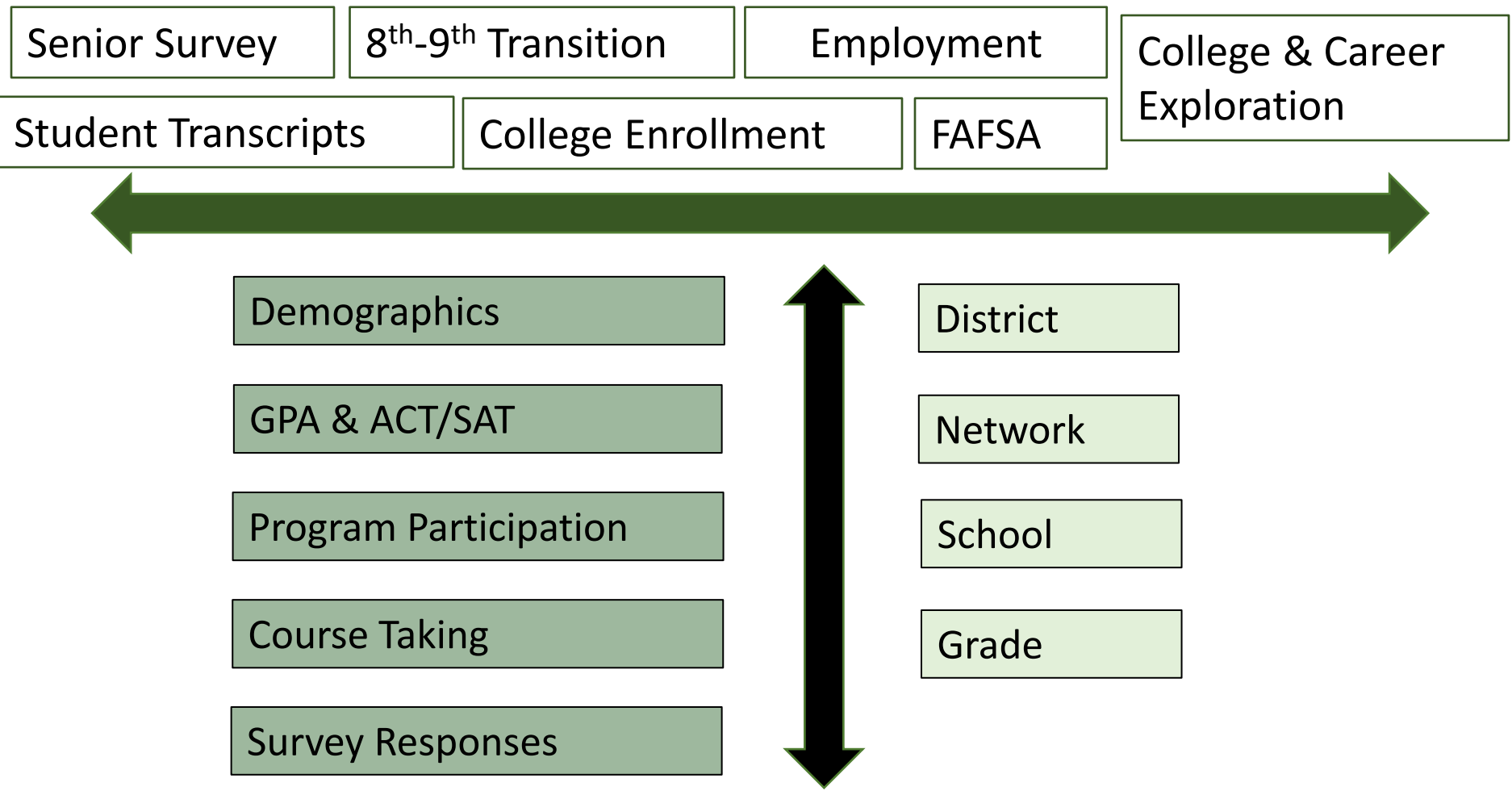
Where Do We Start?

- Depends on your Theory of Action
  - Must be tied to a framework
  - Must be something you can change

- Be prepared to embrace the data and to take action
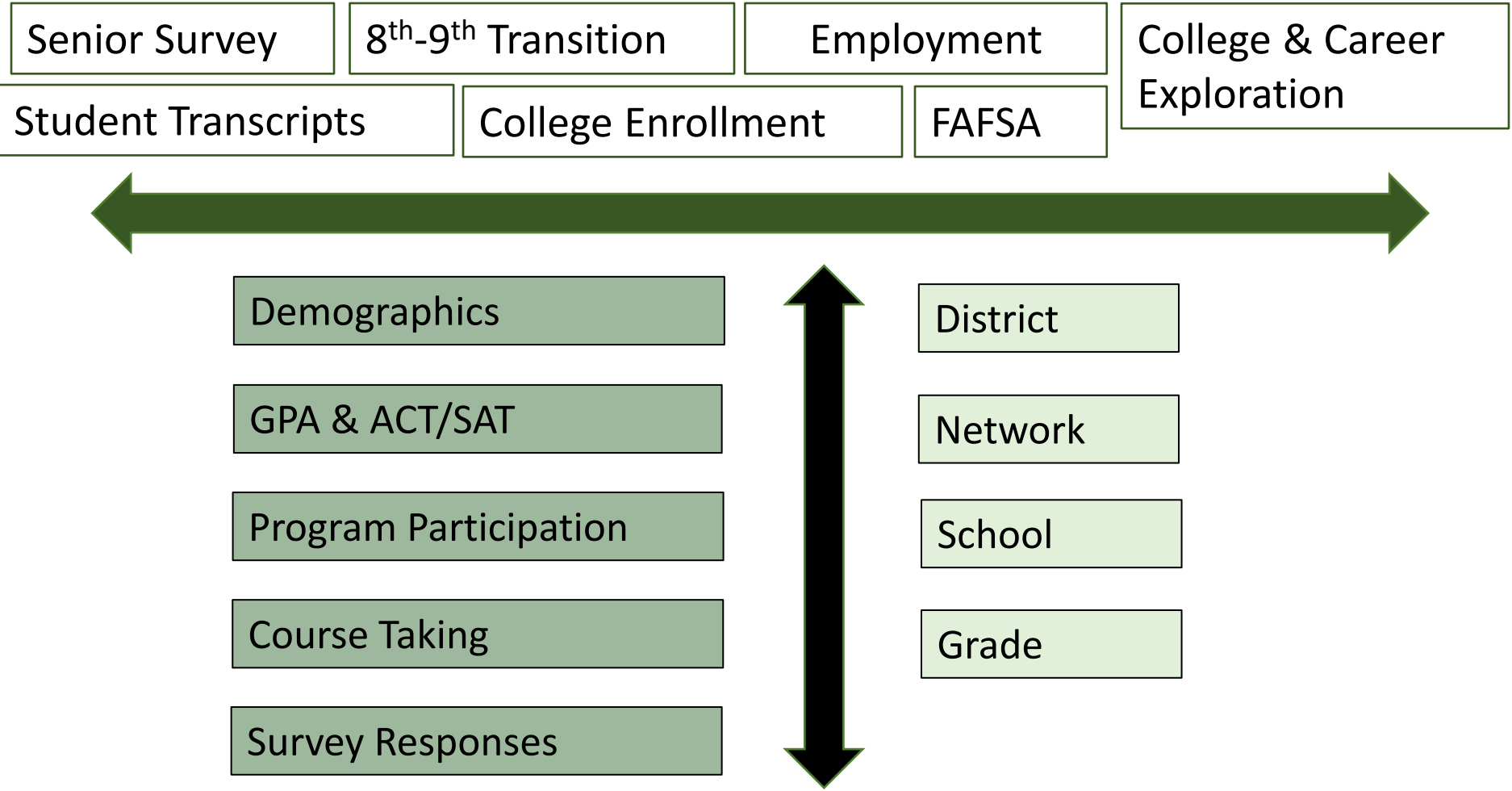
Data Strategy Principles	• Don't measure just to measure • Identify what is important and stay focused • Measure what you can change

Polling Question

How many stated data goals does your district have?

1. 8 or more
2. 5 to 7
3. 1 to 4
4. None

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Data: Wide and Deep

Senior Survey	8th-9th Transition	Employment	College & Career Exploration
Student Transcripts	College Enrollment	FAFSA	

Demographics

GPA & ACT/SAT

Program Participation

Course Taking

Survey Responses

District

Network

School

Grade

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Communicating Your Data

Strategic Approach to Using Data

Static Data Delivery

| Make Data Available | → | Design and Implement Programs |

- Data exists
- Data generic and not focused on user needs
- Users not clear how to use the data

IMPACT ???

Engaged Data Delivery

Planning

Data
+
Program Design & Implementation

Communication

- Data focused on the user
- Data timely and targeted to needs
- Users clearly connect action and goals

IMPACT
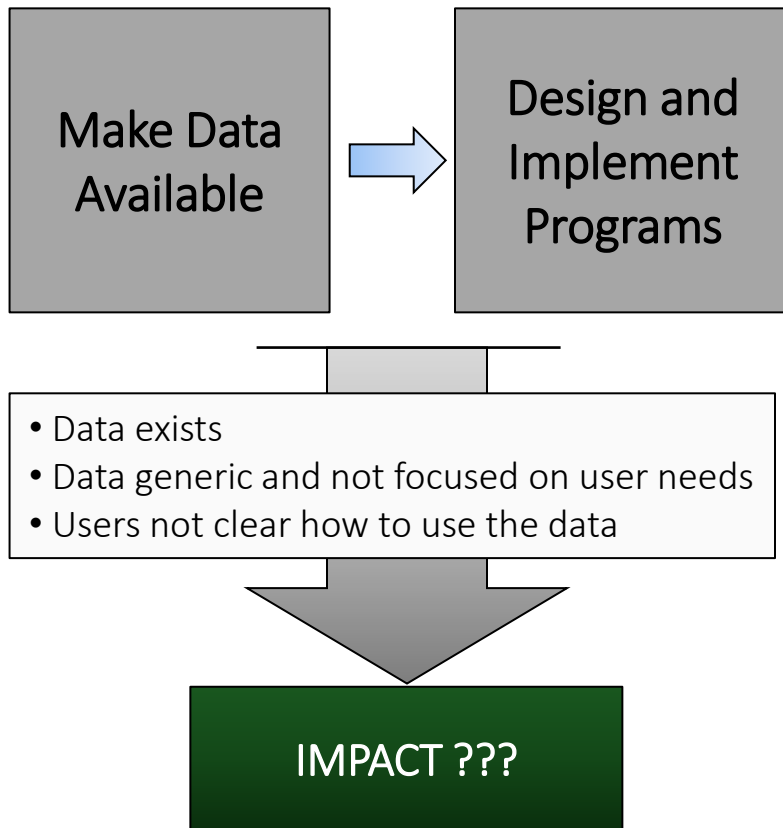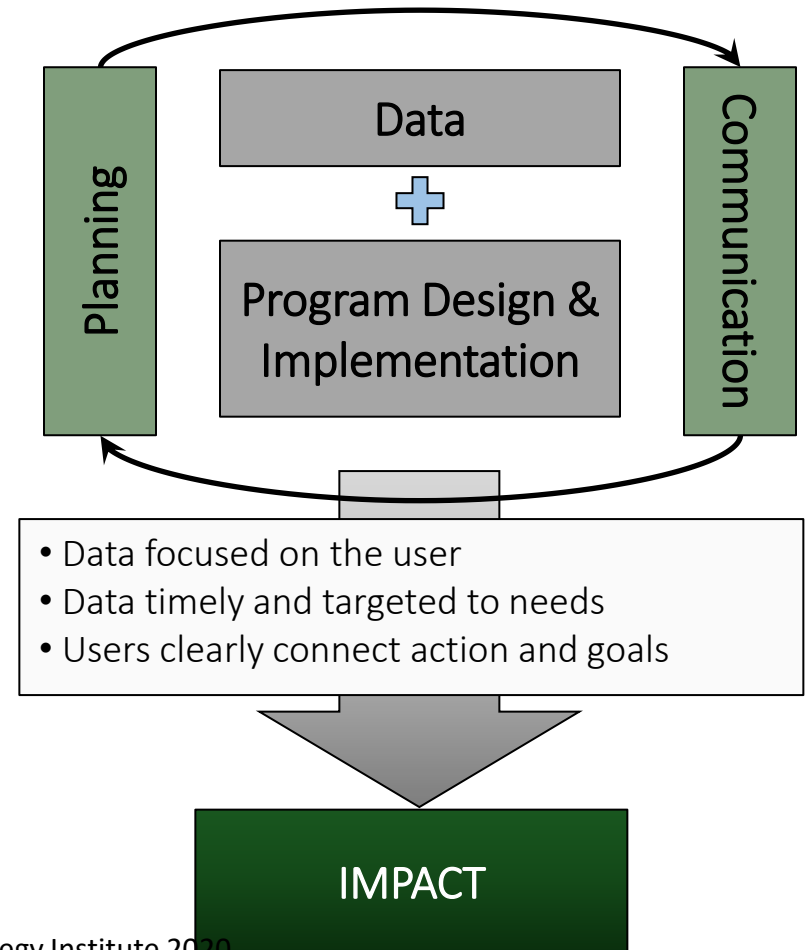
Polling Question

Who is the primary user of your district data reports?

1. Superintendent

2. Principals

3. Counselors

4. Teachers

5. Other district staff

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Data Conversations

When new data is available, who do you share it with?

- Teachers
- Counselors
- Other School Support
- Principals

- District Leadership
- External Partners
- Families
- Students

Data Strategy Principles	• Have the right people in the conversation

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How Should We Report the Data?

- Real-time, web-based reporting

- Action-oriented reporting

- Weekly improvement reports

- Announcements sent from leadership

- Year-end reports & Trend reports

Data Strategy Principles	• Clearly tie data to solutions • Use data to make work easier

Data System ≠ Data Strategy

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Example Theory of Action + Metrics

Students enroll in college	=	Monitor college enrollment

↓

Seniors complete the FAFSA before enrolling in college	=	Monitor FAFSA completion

↓

Seniors complete FAFSA early in calendar year	=	Check daily that students complete their FAFSA

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DATA & ANALYSIS
OFFICE OF HIGHSCHOOLS AND HIGHSCHOOL PROGRAMS

---------- MENU ----------

☐ Peer Tutor
   Application
   Attendance
   D&A Activity Tracking
☐ Reports
   College Match
   FAFSA
   Pave
  Logout

Username: rjleurquin

Admin Home > Reports > FAFSA

This report contains confidential student information and can not be shared publicly. Please note that information is only available for seniors that have a valid Social Security number in IMPACT.

FAFSA Directions (PDF)

School: Amundsen H S

SUMMARY	
Total	191
FAFSA	72
% FAFSA	37.70 %
% IL	90.28 %
% MAP	80.56 %
% Pell	86.11 %
% IIA	58.33 %

Export To Excel

LegacyUnit	SID	Last Name	First Name	FAFSA	Illinois	MAP	Pell	IIA	CTE	Avid
1210				Y	Y	N	N	N		
1210				.	.	.	.	.		
1210				.	.	.	.	.		
1210				Y	Y	Y	N	N		
1210				Y	Y	N	N	N		
1210				Y	Y	Y	Y	Y		
1210				.	.	.	.	.		
1210				Y	Y	Y	Y	Y		
1210				.	.	.	.	.		
1210				Y	Y	Y	Y	N		
1210				Y		N	Y	N		
1210				.	.	.	.	.	Y	
1210				Y	Y	Y	Y	N		
1210				.	.	.	.	.		
1210				Y	Y	Y	Y	Y		
1210				Y	Y	Y	Y	Y		
1210				Y	.	N	Y	N		
1210				.	.	.	.	.		
1210				Y	Y	Y	Y	Y		

2011 FAFSA Completion Report for All Graduates

FAFSA Completion Rate	
Graduates	16,108
Completed FAFSA	14,780
Percentage	91.8%

Grant Eligibility of Those who Completed FAFSA		
	Number	Percent
Pell	12,674	85.8%
MAP	10,635	72.0%

FAFSA Completion Rates for All Graduates

By GPA Category	Graduates	Number Completed	Percent
2.0 or less	2,752	2,406	87.4%
2.0-2.4	2,827	2,624	92.8%
2.5-2.9	2,591	2,477	95.6%
3.0-3.4	2,120	2,043	96.4%
3.5 or higher	3,372	3,245	96.2%
Missing	2,446	1,985	81.2%

By ACT Category	Graduates	Number Completed	Percent
17 or less	8,527	7,859	92.2%
18-20	3,193	2,989	93.6%
21-23	1,800	1,692	94%
24-26	1,024	958	93.6%
27 or higher	788	717	91%

Source: Chicago Public Schools

FAFSA Increased Dramatically

Percent completing FAFSA

- 2007: 30%
- 2008: 56%
- 2009: 62%
- 2010: 75%
- 2011: 86%

Y-axis: Percent of Graduates (0% to 100%)

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Source: Chicago Public Schools
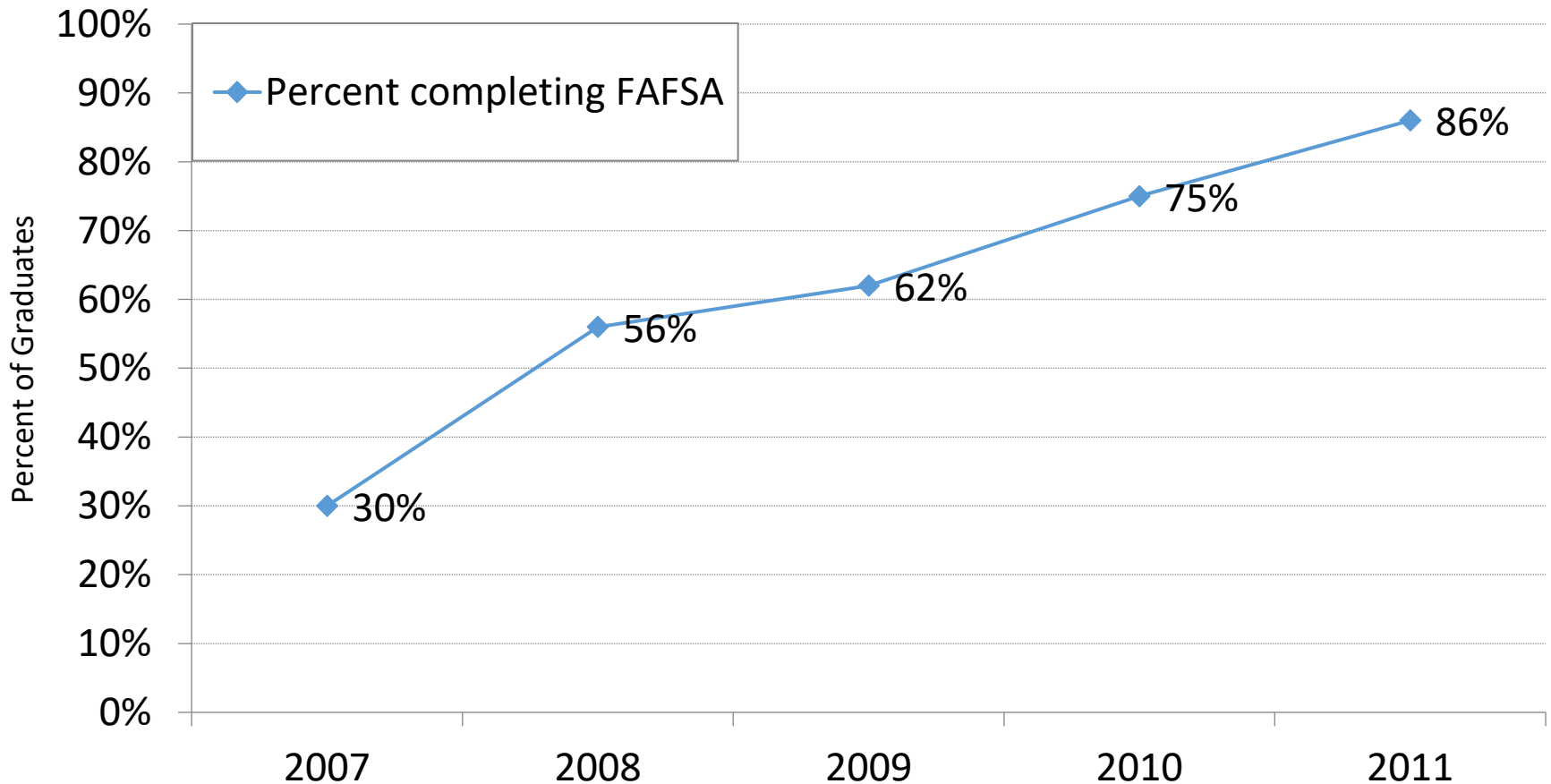
Polling Question

Does your district have a calendar of when data reports are available?

1. Yes
2. No

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Making Communication Happen

Planning

Data

➕

Program Design & Implementation

Communication

- Data focused on the user
- Data timely and targeted to needs
- Users clearly connect action and goals

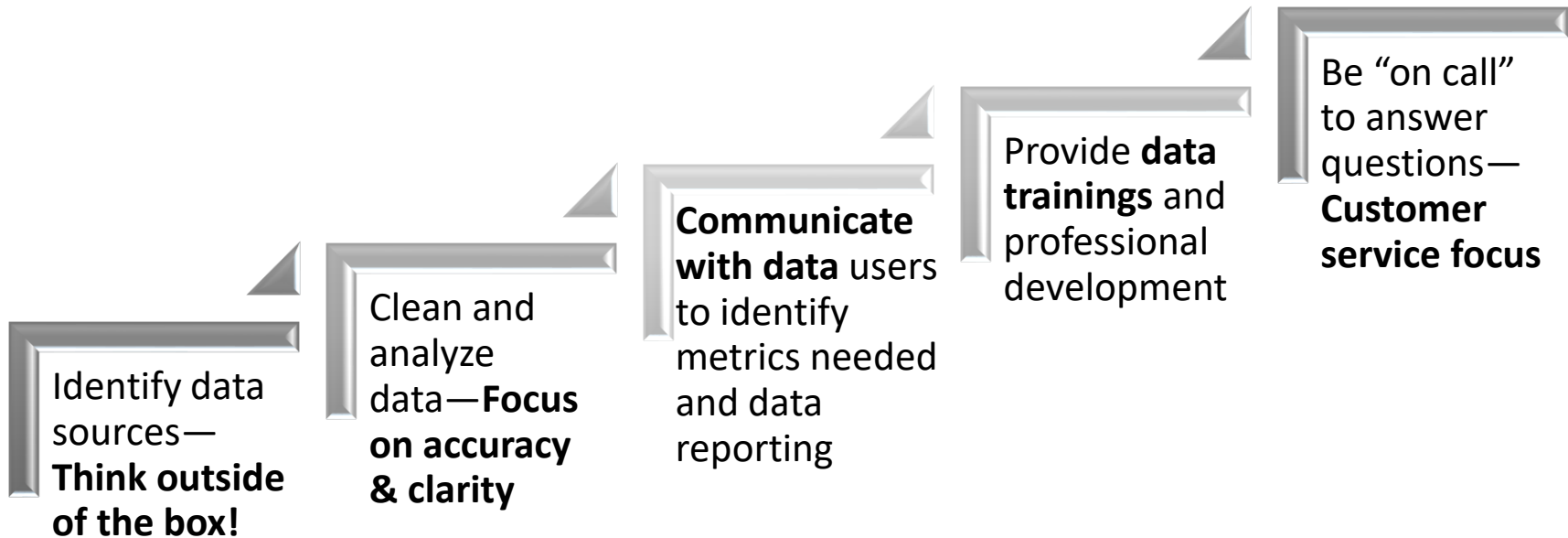**IMPACT**
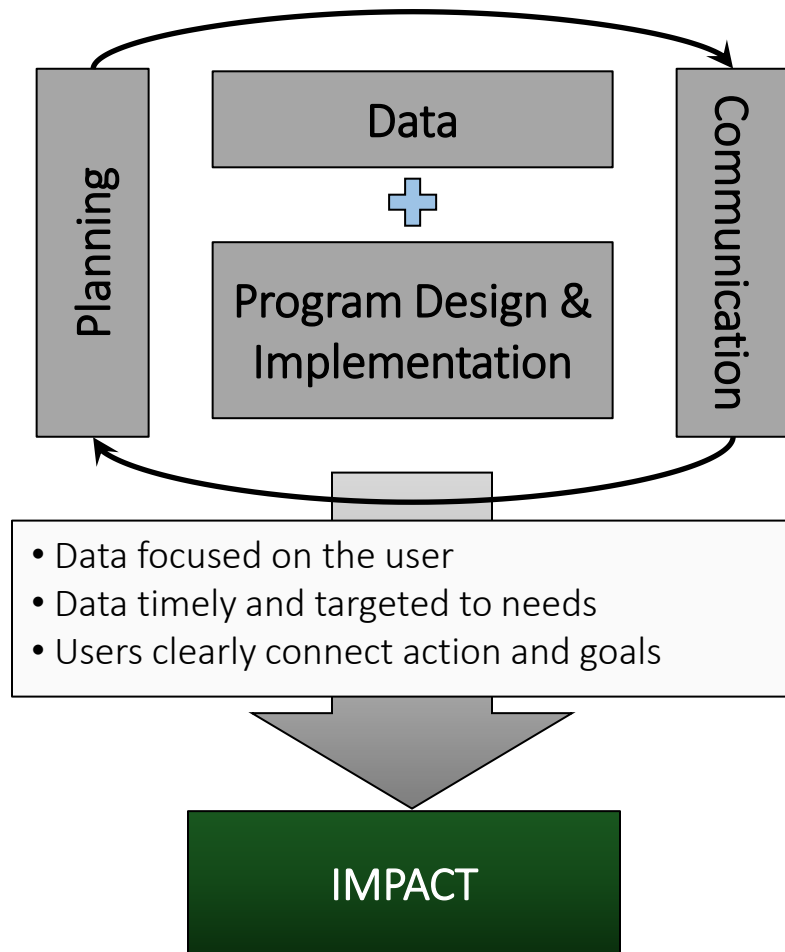
Communication Strategies

- **Monthly meetings to review data**

- **Data team included in program/department meetings**

- **Data team provided opportunity to engage at school level**

Data Team Responsibilities

Identify data sources—**Think outside of the box!**

Clean and analyze data—**Focus on accuracy & clarity**

Communicate with data users to identify metrics needed and data reporting

Provide **data trainings** and professional development

Be "on call" to answer questions—**Customer service focus**

Leadership protects data team's time to focus on these tasks

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Performance Measures for Your Post-Secondary Advisory Plan (PSAP)

PSAP—Making the Connection

Every Student College and Career Ready

- What vision did you outline? **Theory of Action**
- What are the steps to ensure students meet their educational goals?
- What data do you need to know if this happened?

Overall Progress

- Commonly called "progress monitoring"
- Based on the goals you outline in your vision, what are the intermediate pieces of information you need to know you are on track?
- **Sub-group analysis of data**

Critical Postsecondary Metrics

- Attendance rates
- On-track to graduation indicators (middle grades and high school)
- 9th graders passing algebra
- % of students participating in college visits
- % of students enrolling and earning college credit in dual enrollment courses
- % of students demonstrating AP potential
- % of students participating in employment, internships, and job shadows
- Rigorous course enrollment (Honors, AP, IB, Dual Enrollment, Cambridge)
- ACT/SAT registration completions
- College applications completed per senior

- FAFSA completion rates
- High school graduation rates
- College enrollment immediately following high school
- College remediation rates
- College persistence
- College completion
- Postsecondary participation rates (2-year college, 4-year college, industry certifications)
- Postsecondary completion rates
- Employment rates and earnings
- Percentage of counselors earning advanced degrees

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PSAP—Making the Connection

Targeted Student Supports
- What supports are you providing that contribute to your goal?
- **Document and count** your activities and match them to the data you are monitoring

Vertical Alignment
- Are you covering the full progression from **8th grade to postsecondary education and career**?

Strengthening Supports
- Is your plan effective? **Is the Theory of Action right?**
- What are the gaps?
- Where are improvements needed?

Continuous Improvement
- Are these **aligned to your vision** outlined in the PSAP?

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Practitioner Data Strategies

NPSI Data Informed Counseling Model

School Counselors Are Emerging As Postsecondary Advising Leaders

Engage School Counselors As Collaborative Leaders of A District Postsecondary Advising Plan

Counselor Engagement includes **Data Informed Practice**

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School Counselor PSAP Data Strategies

Professional **development** resulting in school counselors understanding the postsecondary advising process and expectations.

Identify Postsecondary Tracking Indicators

Focus on use of **data** **and establish critical indicators** and measures to guide postsecondary advising progress

Work interactively with administrators, faculty and other district leaders. Help stakeholders understand the appropriate roles of school counselors and **repurpose the school counselor role as collaborative CCR leaders.**

VISION - School Counselors Support PSAP

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PSAP DATA ALIGNMENT

Superintendent

Central Office Directors

Principals

College Access Providers

CBO's

Parents

Students

Common Accountability Measurement

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Polling Question

Which stakeholder group do school counselors regularly discuss data?

1. Superintendent/Central Office Leadership
2. Principals
3. Teachers
4. College Access Providers
5. Parents
6. Students

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Postsecondary Advisory Plan (PSAP)
6 Collaborative Action Areas

Every student college and career ready	**Overall Progress**	**Targeted Student Supports**
Vertical Alignment	**Strengthening Supports**	**Continuous Supports**

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Every Student College and Career Ready

Use DATA

| School Counselor Work Plan | Identify 9th Grade Milestones | Identify 12 Grade Milestones | Identify Graduation Milestones |

Overall Progress

Use DATA

School Counselor Work Plan

9th Grade On Track

12th Grade On Track

12th Grade To Postsecondary

Targeted Student Supports

Use DATA

| School Counselor Work Plan | Identify Target Groups | Disaggregated Data – Year 1 | Closing The Gap Action Steps | Disaggregated Performance Measures |

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Vertical Alignment

Use DATA

| School Counselor Work Plan | Grade 8 – 9 Transition Process | Grades 9 – 12 Transition Process | Graduation To Postsecondary Process | Intervention Plans |

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Strengthening Supports

Use DATA

School Counselor Work Plan

Calendar of Student Support Activities

Calendar of Parent Support Activities

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Continuous Improvement Supports

Have You Used Any of The Following Supports?

Use DATA

| NCAN Sallie Mae | Texas OnCourse | DDOE Webinars | Delaware Student Success Collaborative | Other Supports | **Other Needs** |

Polling Question

What training do you need to help support PSAP development and implementation?

1. **Identifying Milestones** (Grades 9 – 12 and Graduation)
2. **On Track Monitoring Strategies** (Grades 9 – 12)
3. **Data Disaggregation Techniques**
   (Design Grades 9 - 12 targeted interventions)
4. **Vertical Alignment/Transition Training**
   (Grades 8-9, Grades 9-12, Grade 12 to postsecondary)
5. **How To Develop Student & Parent Supports**
6. **Time To Engage With Continuous Support Learning**

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Questions?

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