

SUNY Guided Pathways Institute #3



Measuring What Matters

*The Importance of Incorporating a Values-based Culture
When Developing Guided Pathways*

Presenter



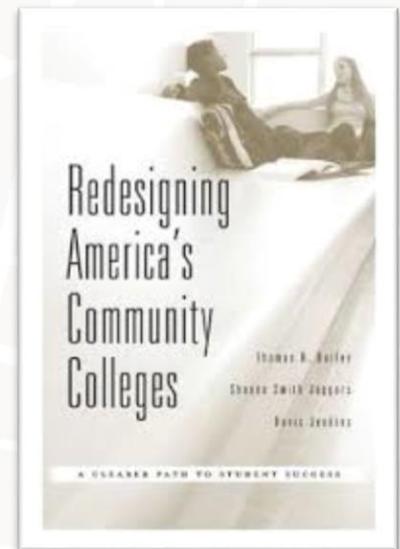
Jesse Coraggio, PhD

- *President, EdPros Consulting Group*
- *Previously Vice President, Strategic Impact, St. Petersburg College*

St. Petersburg College



- One of 28 State Colleges in Florida
- Worked on Pathways for eight years
- One of the 30 AACCC Pathways Colleges in the first set of institutes
- About 45,000 annual student headcount
- Three quarters of students are part-time



Summer Institutes

Mapping pathways is not the culture...



ACADEMIC PATHWAY Computer Networking Associate in Science Degree

Seq #	Course	Course Title	Credit	Type	Term Offered	Pre-Req.	Options Avail.
1	CGS 1070	Basic Computer and Information Literacy	1	Gen Ed	F, Sp, Su		Y
2	PHI 1600	Studies in Applied Ethics	3	Gen Ed	F, Sp, Su		Y
3	COP 1000	Introduction to Computer Programming	3	Core ^{1,2}	F, Sp, Su		
4	MAT 1033	Intermediate Algebra	3	PreReq	F, Sp, Su		
5	CET 1171C	Computer Repair Essentials	3	Core ^{1,2,4}	F, Sp, Su		
6	MAC 1105	College Algebra	3	Gen Ed	F, Sp, Su	Y	
7	CNT 1000	Local Area Network Concepts	3	Subplan ^{1,2,3}	F, Sp, Su	Y	
8	CET 1172C	Computer Support Technician	3	Core ^{1,4}	F, Sp, Su		
PREPARATION FOR COMPTIA A+ INDUSTRY CERTIFICATION COMPLETED							
9	ENC 1101	Composition I	3	Gen Ed	F, Sp, Su		Y
10	SPC 1065	Business and Professional Speaking	3	Gen Ed	F, Sp, Su		Y
11	CTS 1327	Configuring and Administering MS Windows Client	3	Subplan ^{1,2,3}	F, Sp, Su		
12	CTS 1328	Installing and Configuring Windows Server	3	Subplan ^{1,2}	F, Sp, Su	Y	
13	CTS 2106	Fundamentals of the Linux/Unix Operating Environment	3	Subplan ^{1,2,3}	F, Sp, Su	Y	
COMPUTER SUPPORT CERTIFICATE COMPLETED							
14	POS 2041	American National Government	3	Gen Ed	F, Sp, Su		Y
15	CTS 2321	Linux System Administration I	3	Subplan ²	F, Sp	Y	
16	CTS 2322	Linux System Administration II	3	Subplan ²	F, Sp	Y	
LINUX SYSTEM ADMINISTRATOR CERTIFICATE COMPLETED							
17	HUM 2270	Humanities (East-West Synthesis)	3	Gen Ed	F, Sp, Su		Y
18	CTS 1334	Administering Windows Servers	3	Subplan ⁴	F, Sp	Y	
19	CTS 1303	Configuring Advanced Windows Server Services	3	Subplan ⁴	F, Sp	Y	
MICROSOFT CERTIFIED IT PROFESSIONAL: SERVER ADMINISTRATOR CERTIFICATE COMPLETED							
20	CIS 2321	Systems Analysis and Design	3	Core	F, Sp, Su	Y	
21	CTS 1411	Fundamentals of Information Storage and Management	3	Core	F, Sp	Y	
22	CTS 2370	Configuring and Managing Virtualization	3	Core	F, Sp	Y	
23	CNT 2940	Computer Networking Internship	3	Core	F, Sp, Su		

Total program credits: 67

(Includes MAT 1033 & Computer Competency)

¹ Part of Computer Support Certificate

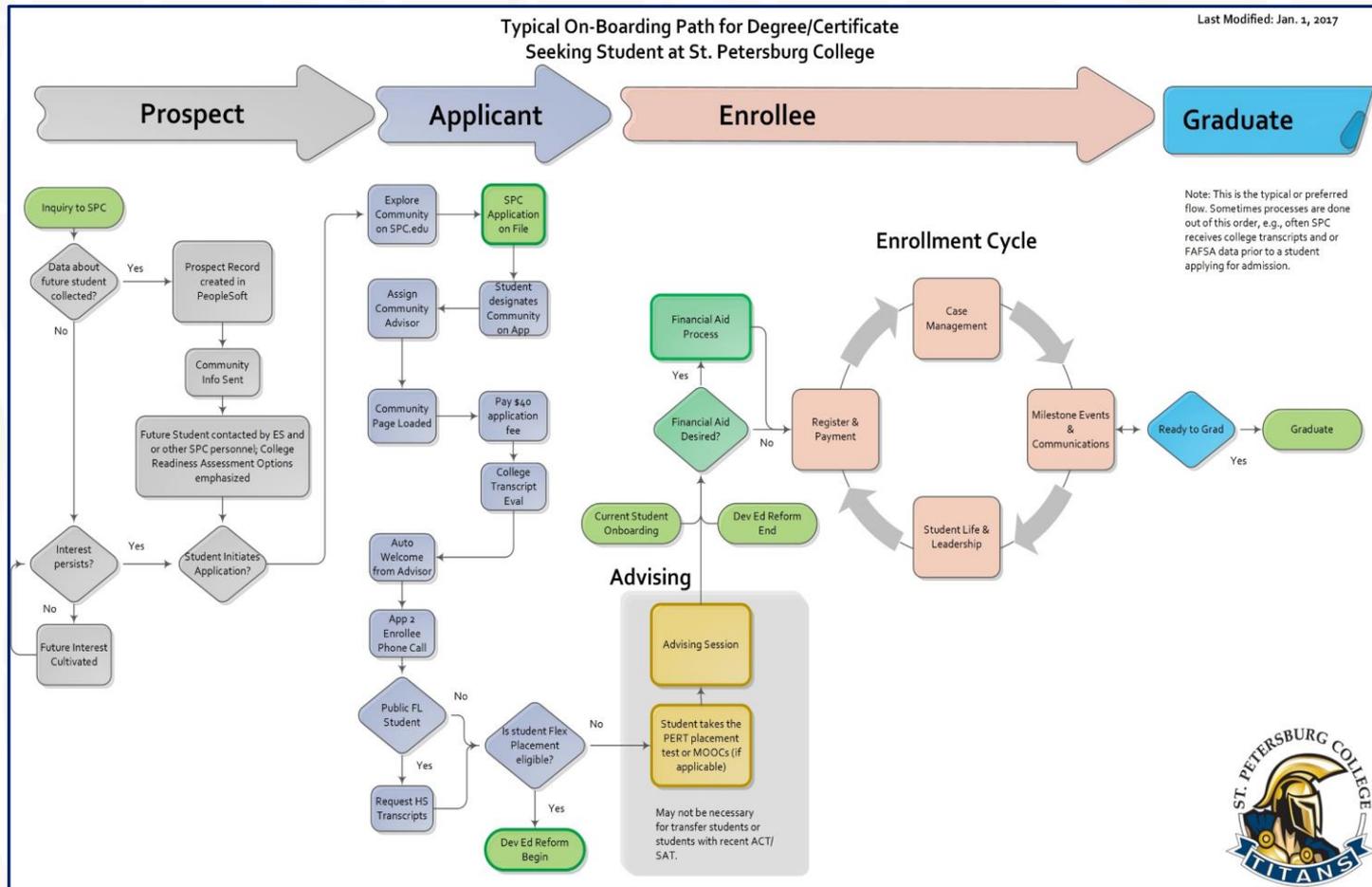
² Part of Linux System Administrator Certificate

³ Part of Microsoft Certified IT Professional: Server Administrator Certificate

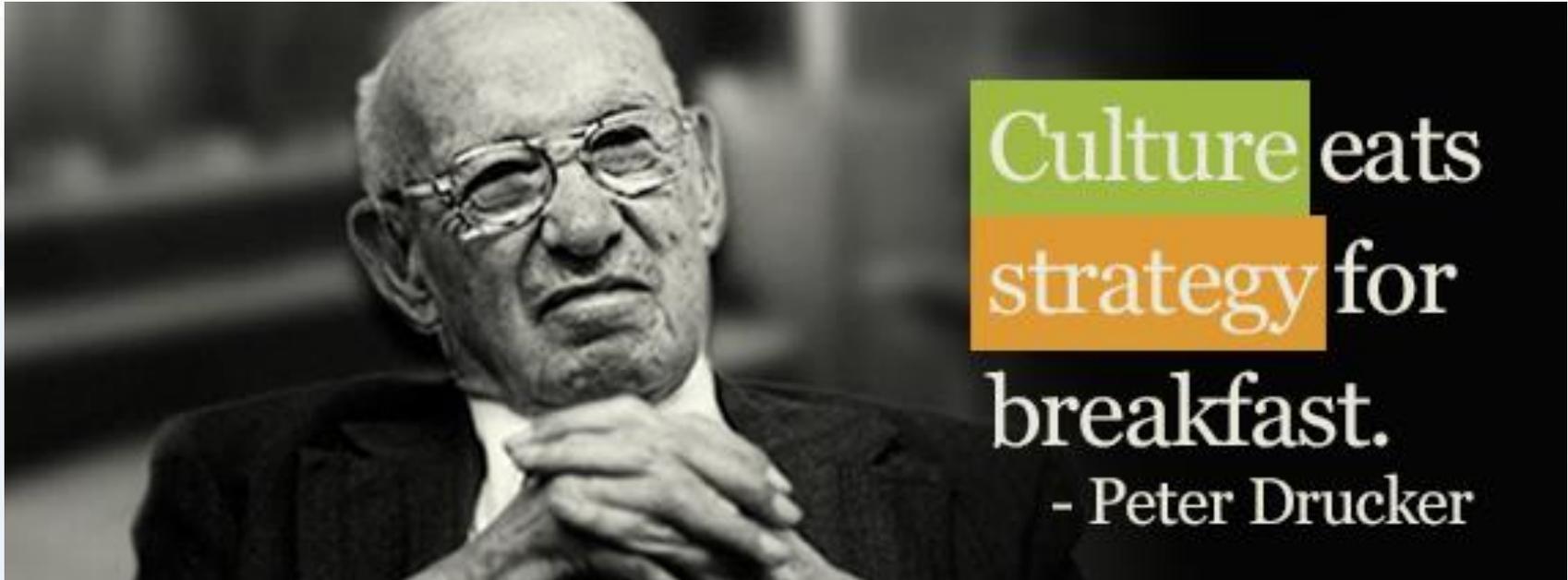
⁴ Preparation Course for CompTia A+ Industry Certification

Term Offered: F - Fall | SP - Spring | SU - Summer | Type of Course: Core - Required for the Program | Elective - Options based upon personal interest | Gen Ed - General Education | PreReq - Prerequisite | Subplan - Specific to a particular degree option

Mapping the onboarding process is not...



Why it is not easy...



Data-Informed, Values-Based Culture



Six steps to a Data-Informed, Values-Base Culture

1. Start with Strategic Guiding Principles
2. Provide A Mission Focus
3. Create a Unified Student Experience
4. Make Data Available to Everyone
5. Empower Front Line Staff
6. Develop the Next Generation

1. Start with Strategic Guiding Principles



- The definition of student success is ‘students finish what they start’.
- If you don’t teach, your job is to help students get to class in the best condition for learning.
- Access changes self-perception, degrees and certificates change lives.





2. Provide A Mission Focus

Culture of Inquiry
We encourage a data-informed environment that allows for open, honest dialogue about who we are, what we do, and how we continue to improve student success.



Mission Statement

Promote student success and enrich our communities through education, career development and self-discovery



www.spcollege.com/mission

Transparency and Collaboration

Regular Board Updates on Student Success

SPC St. Petersburg College

Enrollment Status
Board of Trustees Meeting 2013

Category	Fall 2010	Current	Change
Part Time	21,542	22,830	6% Increase
Total	29,229	32,454	11.0% Increase

Fall 2010 Cohort
Within Reach
St. Petersburg College

- 84%; Fall-to-Fall: 65%;
- 85%; Grad Rate 8%
- Retention: 32%
- After one term): 30% (n=270)
- After two terms): 29%;
- After three terms): 39%;
- After four terms): 28%
- After five terms): 28%
- AA): 26%
- Completions: 19%

Fall 2015 Who's Here
SPC Board of Trustees Meeting
September 15, 2015

September 2010
Account Enrollment
Students
2010

Trustees Meeting 2

PeopleSoft Student Data System. Data Extracted 9/15/2010

Observations

6

Transparency and Collaboration

Rollups | Breakdowns | Details | Trending

Fund Dept Site Descr - Account

Budget Supervisor Hierarchy: CORAGGIO,JAMES, GL Account Hierarchy: Expenses, GL Account Hierarchy Name: FINANCIAL_ROLLUP, Filter empty row

GL Summary Fund Department Site Description - Account	Original Budget 2015-2016	Amended Budget 2015-2016	Actuals 2015-2016	Encumbrance 2015-2016	Budget Used 2015-2016	Avail 2015
▲ All	\$1,614,632.65	\$1,637,421.44	\$195,861.28	\$13,856.70	12.81%	\$
▶ 10 - 14601021 - 01000 - SACS SELF STUDY DO	\$2,353.00	\$2,353.00	\$0.00	\$0.00	0.00%	
▶ 10 - 14700001 - 01000 - COURSE & CURRICULUM DEVELOP DISTRICT OFFICE	\$296,356.78	\$296,356.78	\$30,109.87	\$3,473.74	11.33%	
▶ 10 - 14701162 - 01000 - SPD SACS QEP DISTRICT OFFICE	\$62,000.00	\$62,000.00	\$1,430.03	\$0.00	2.31%	
▶ 10 - 15601000 - 01000 - College Catalogs District Office	\$42,000.00	\$42,000.00	\$0.00	\$0.00	0.00%	
▶ 10 - 16121000 - 01000 - ACADEMIC EFFECTIVENESS & ASSESSMENT	\$151,164.16	\$151,164.16	\$39,046.65	\$2,800.18	27.68%	
▶ 10 - 16121001 - 01000 - INSTITUTIONAL RESEARCH	\$201,162.72	\$201,162.72	\$31,783.52	\$1,089.99	16.34%	
▶ 10 - 16121005 - 01000 - INSTITUTIONAL RESEARCH & EFFECTIVENESS	\$211,621.55	\$211,621.55	\$19,288.36	\$774.96	9.48%	
▶ 10 - 16143000 - 01000 - STUDENT ACHIEVEMENT COMMITTEE	\$15,000.00	\$15,000.00	\$321.20	\$710.25	6.88%	
▶ 10 - 16241002 - 01000 - DIRECTOR OF GRANTS OFFICE	\$391,659.17	\$391,659.17	\$51,147.01	\$5,007.58	14.34%	
▶ 10 - 16721017 - 01000 - COMMUNITY AND CAMPUS RELATIONS QEP	\$200.00	\$200.00	\$0.00	\$0.00	0.00%	
▶ 10 - 16721043 - 01000 - COMMUNITY & CAMPUS RELATIONS INSTITUTIONAL EFFECTIVENESS	\$0.00	\$1,400.00	\$32.10	\$0.00	2.29%	
▶ 12 - 16121099 - 01000 - BACC INSTITUTIONAL EFFECTIVENESS	\$241,115.27	\$241,115.27	\$22,703.04	\$0.00	9.42%	
▶ 21 - 24700255 - 01000 - GATES ADAPTIVE LEARNING	\$0.00	\$21,388.79	(\$0.50)	\$0.00	0.00%	

Financials Cube Refresh

Last Refresh	8/30/2015 8:14:27 AM
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Fiscal Years

Accounting Period

Rollup Supervisor

Direct Supervisor

Expense Rollup

Fund Groups

Department

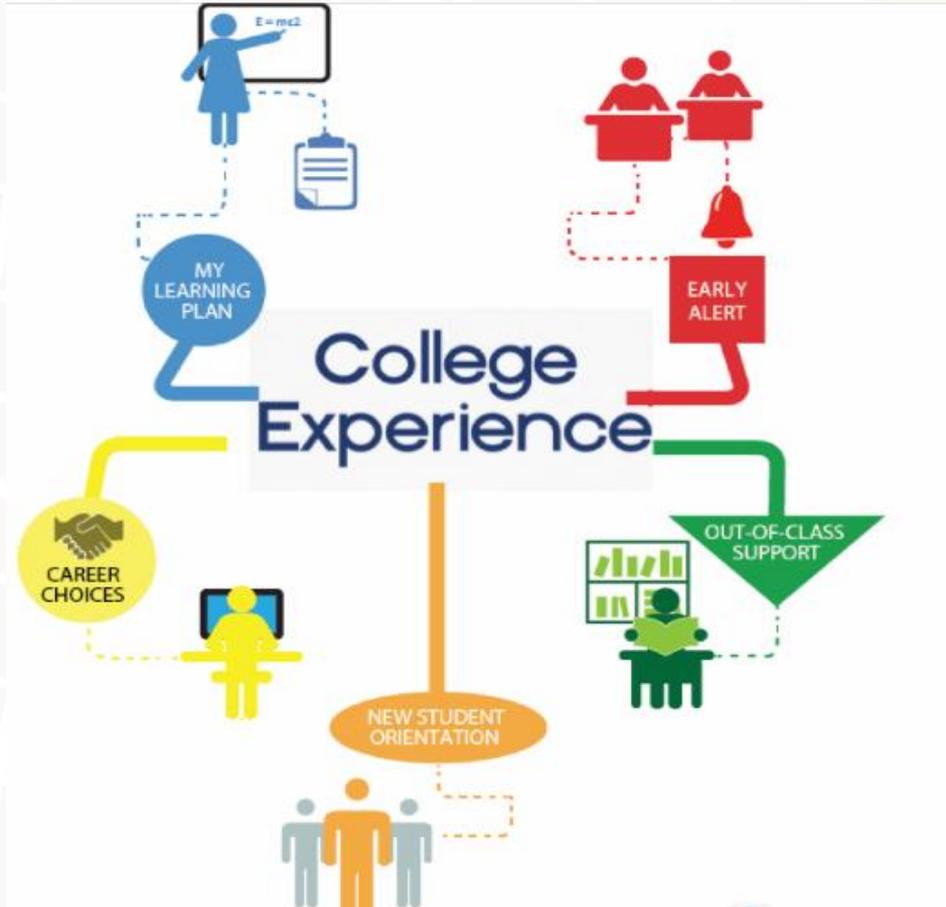
Site

Project

Grant

Pulse BI Financials

3. Create a Unified Student Experience



CollegeExperience.com

3. Create a Unified Student Experience



New Student Orientation

FTIC students who attended new student orientation were more successful in their courses and less likely to withdraw.

5%

higher success rate

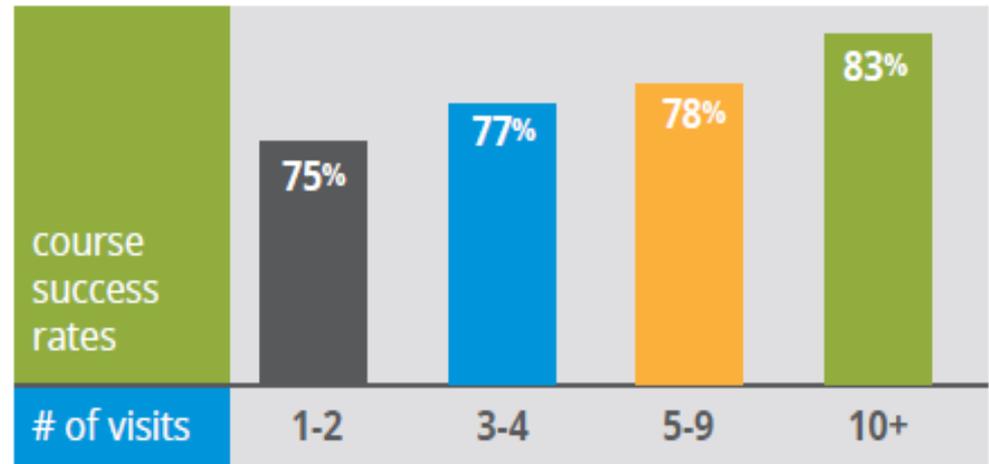
3%

less likely to withdraw



Out-of-Class Support

The more often students visited the learning centers, the more successful they were in their courses.

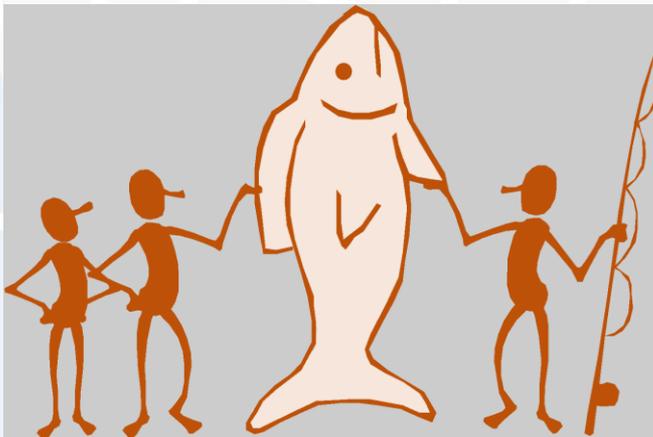


By the Numbers...

4. Make Data Available to Everyone



“Teach them how to fish”



700+ Users

25+ Dashboard Reports

One College Support > SPC-Business Intelligence > Student Information - Detail > Pages > Student_BI_Landing

ST. PETERSBURG COLLEGE
PULSE
Using Business Intelligence to Improve Student Success

Student System Dashboards
Student information accessible in these dashboards is provided for official use only. Appropriate uses should preserve student privacy as defined by SPC Procedure Security of Student Records: P6Hv23-4.37.

Enrollment by Term

- Headcount Enrollment by Term
- Daily Enrollment Dashboard
- Enrollment Trends by Term
- Midtown Enrollment By Term

Enrollment by Day

- Enrollment By Day
- Midtown Enrollment By Day

Success Rates

- Success Rates By Campus
- Success Rates by Acad Org

Student Outcomes

- Cohort Retention by Term
- Graduates

Course Enrollment

- Course Enrollment

Program Review

- Academic Program Viability Report
- CAPR

College Experience

- College Experience Outcomes
- Early Alert
- Out of Class by Term
- My Learning Plan
- Career Status

Student Records

- Program Plan
- Academic Standing

For more information contact Institutional Research and Reporting:

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727 791-2529
jakupovic.edin@spcollege.edu

Theresa Dimmer, Research Analyst
727 302-6851
dimmer.theresa@spcollege.edu

Dr. Melinda Hess, Institutional Research and Reporting Coordinator
727 614-7214
hess.melinda@spcollege.edu

For accessing and training information contact:

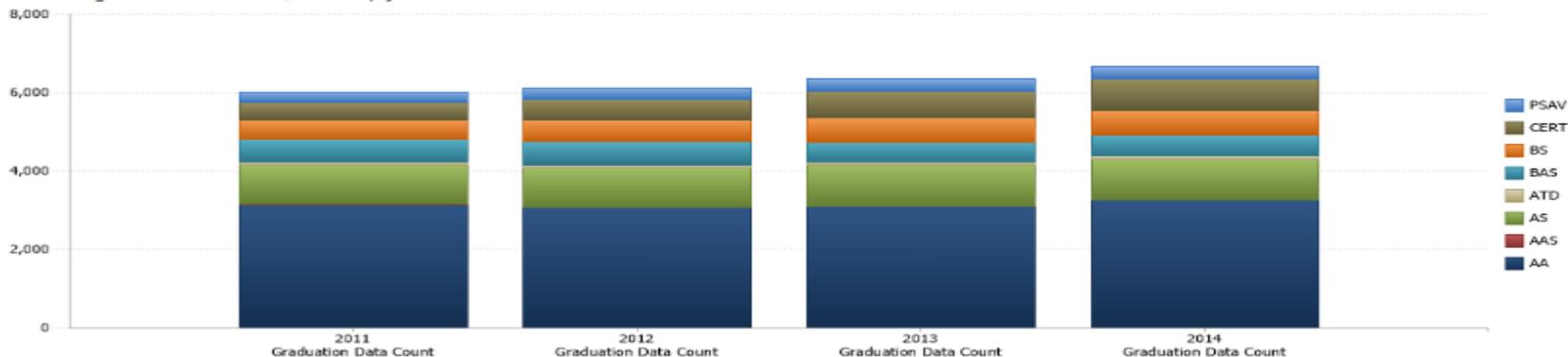
Maria De Laval, Administrative Services Specialist
727 712-5237
delaval.maria@spcollege.edu

4. Make Data Available to Everyone



Grads by Award Trend

No background selections exist. Filter empty series and bottom axis items



Student System Cube Refresh

Last Refresh: 9/4/2015 5:23:48 AM

Academic Year - Term Desc - Multi

Age Group

Gender

Ethnic Group

Enrollment

Student Success

Student Behaviors

Retention/Graduation

Key Performance Indicators (KPIs)

- Create pathway related Key Performance Indicators (KPIs) that are tied to college strategic goals, such as:
 - Persistence from Fall-to-Spring
 - Earned 6+ college credits in 1st term
 - Earned 12+ college credits in 1st term
 - Completed College Level Math and English in the first year
- Disaggregate data by race/ethnicity, age, and gender
- Look at student enrollment patterns by 25% increments of completion by program...look for barriers and accelerators
- Make data available for everyone...have courageous conversations

Data Driven vs. Data Informed



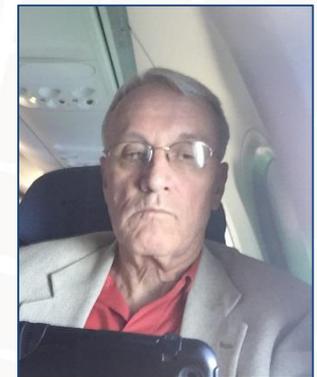
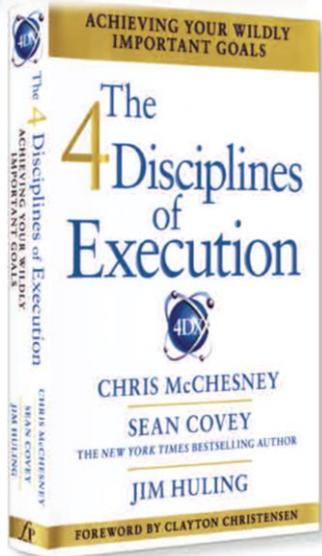
- Data does not “drive” us...it informs us
- We are professionals, not machines
- Context matters

Traffic
red 7

5. Empower Front Line



Shared Ownership



<http://www.spcollege.edu/collegeexperience/#tab=3>

5. Empower Front Line Staff



Ryan Marsh,
Student Support
Advisor, CL
New Student
Orientation



John Crane, Student
Support Advisor,
HEC
Early Alert/Student
Coaching System



Annie McGregor,
Student Support
Advisor, SE
Integrated Career &
Academic Advising



Matthew Bodie,
Associate Director of
Learning Resources,
CL
Out of Class Support



David Wilburn,
Student Support
Advisor, TS
My Learning Plan



Anamarie Root,
Manager,
Professional
Development, EP
Training

<http://www.spcollege.edu/collegeexperience/#tab=3>

6. Develop the Next Generation

Extensive Staff Training Plans

- 33,076 Staff Training Hours in Calendar Year 2015
- 32,917 Staff Training Hours in Spring 2016



6. Develop the Next Generation

Leadership SPC and Delta Academy



SParc

SParC - Shared Faculty/Advising tool that gives insight into the student academic performance real-time as well as flexible ways to contact student

The screenshot displays the SParC my|Courses interface. On the left, a student profile for Matthew [redacted] is shown with a self-assessment section. The self-assessment includes categories like Study skills, Technology, Ready to learn, Motivation, Time management, and Support and Space, each with a yellow warning icon. A red circle highlights the 'Student Self Assessment' header, with a red arrow pointing to the text 'Answers from Student Self-Assessment' below it.

On the right, a 'Student Success Search' table lists courses. A red circle highlights the 'Current Grade' column, with a red arrow pointing to the text 'Current Grade in class'. Another red circle highlights the 'Last Login' column, with a red arrow pointing to the text 'Last date of attendance'.

At the bottom, three buttons are visible: 'SParC', 'Notes', and 'Email'. Red arrows point from these buttons to the text 'Text student', 'Instructor Notes', and 'Email student' respectively.

Course Title	Current Grade	Last Login
ENC1101 Composition I Mode:(In Class) Class#: 5743 Instructor:Coder	18.31/25 73.2 %	2017-09-05
PHI1600 Studies in Applied Ethics Mode:(In Class) Class#: 3255 Instructor:Wynn	74.08/80 92.5 %	2017-09-05
PSY1012 General Psychology Mode:(In Class) Class#: 1211 Instructor:Hoffman	50.00/800 6.3 %	2017-09-05
CGS1100 Computer Applications Mode:(In Class Lab) Class#: 5731 Instructor:Sheriff	429.10/445 96.43 %	2017-09-05
SSC1101 Smart Start Orientation Mode:(In Class) Class#: 7961 Instructor:Fisher	30.00/30 100 %	2017-09-05

Data-Informed, Values-Based Culture



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Questions?

