



# From Data-Vending Reporting to Data-Driven Discoursing

Friday, November 18, 2022

San Diego, CA

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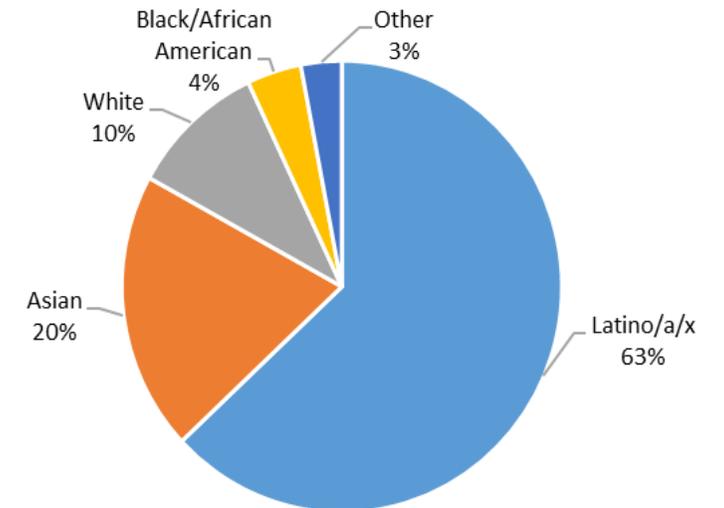
# Mt. SAC Fast Facts

2021-22 Campus Headcount	63,734
2021-22 Annual Budget	\$292 million
2021-22 Credit Enrollments / FTES	172,965 / 21,109

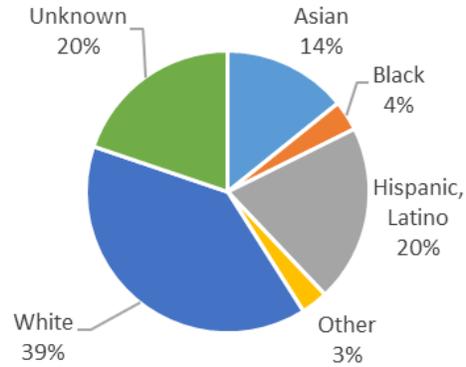
# Student Demographics



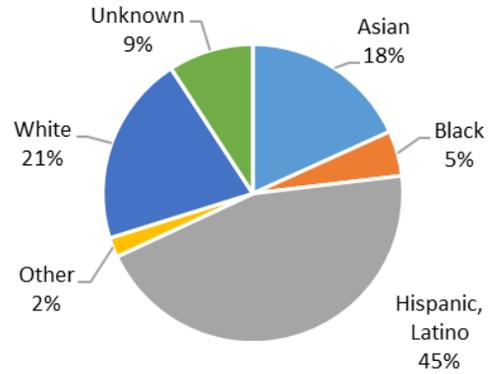
Female	54%
Male	44%
Nonbinary/Not Reported	2%



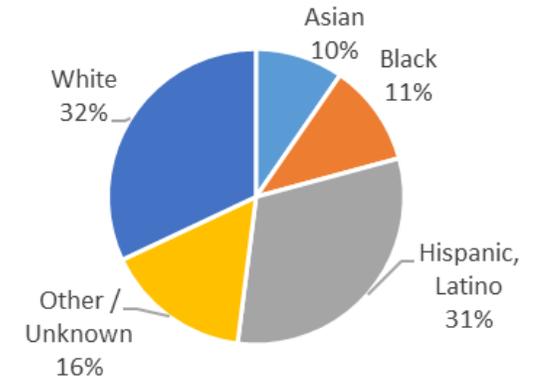
**Faculty 63%**



**Classified Staff 31%**



**Management 6%**



# Staff Demographics

# Outline



Quick assessment of your institutions data culture?



Mt SAC's data coaching history



Peer-to-peer programs



Institutional impact



Revelations & challenges



Testimonials

# Quick survey

## What's your institution's culture of data use?

1. Easy access, faculty's course-level disaggregated data is distributed annually (or regularly).
2. Publicly available dashboards. Tailored and structured data programs for targeted audiences.
3. No data dashboards available. RIE is separated from faculty.
4. None of the above



# What is Data Coaching?

## BACKGROUND

- Title V: “Developing Hispanic-Serving Institutions Program”
- Grant: “Creating an Equity-Minded Campus Culture to Improve Student Outcomes”

## OUR GOALS

- Provide peer-to-peer support on using data to improve teaching practices
- Improve campus-wide cultural competence and cross-cultural dialogue

## OUR FUNCTIONS

- Access, understand, and use data
- To measure the impact of pedagogies on student outcomes

# \*Data Coaches Workload

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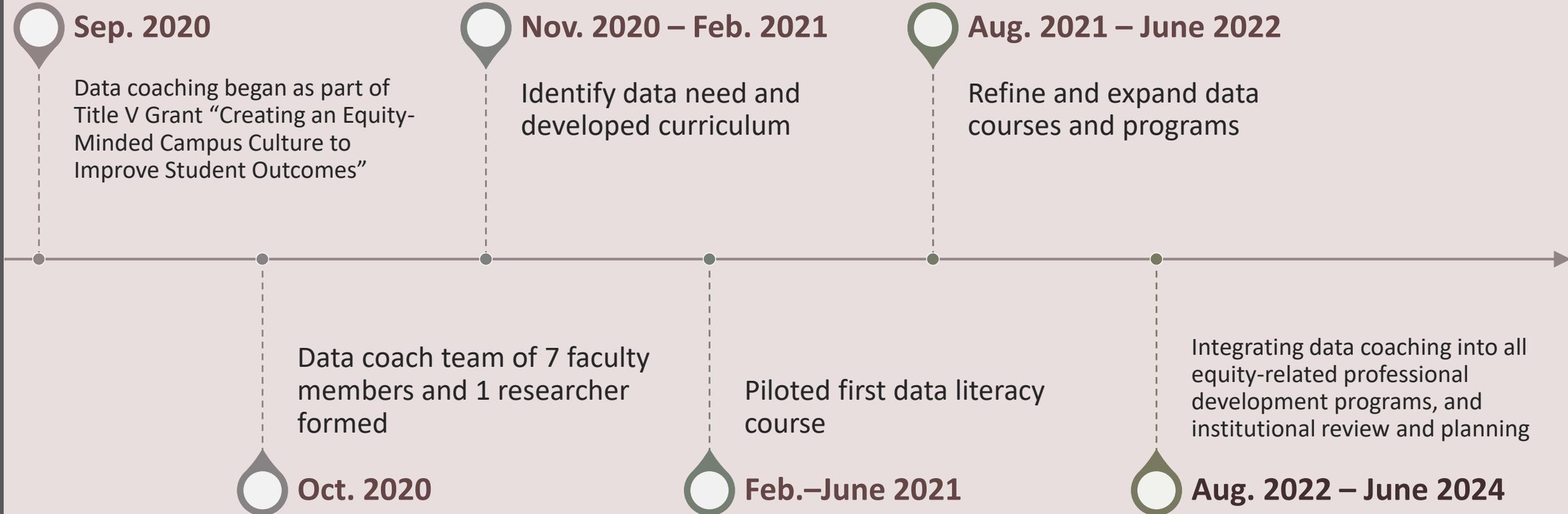
4 years

1 data coach coordinator: 60% release time

6 data coaches: 20% release time

1 designated research analyst

# Timeline of Mt. SAC's Data-Coaching Program



# Framework for Data Literacy\*



Ensuring Access to Data



Making Meaning from Data



Clarifying Expectations for Data Use



Building Knowledge and Skills to Use Data



Leading a Culture of Data Use

# \*Source for Framework

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Wisconsin Department of Public Instruction's [Data Literacy Module](#)

Gerzon, N., and Guckenburg, S. 2015. "Toolkit for a Workshop on Building a Culture of Data Use." *Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Northeast & Islands*, REL 2015–063. [https://ies.ed.gov/ncee/edlabs/regions/northeast/pdf/REL\\_2015063.pdf](https://ies.ed.gov/ncee/edlabs/regions/northeast/pdf/REL_2015063.pdf)

# Current Data Coaching Programs

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- One-on-one weekly office hours
- Self-paced Canvas Data Basics: data literacy, data access, data inquiry
- Integrated data module with equity-focused professional development courses: individual faculty's course-level disaggregated data provided, followed by discussion (e.g. ACUE, curriculum, communities of practice, TPI)
- Department equity data presentations, followed by equity program presentation (~40 departments)
- Division equity data presentations, followed by equity discussion (7 divisions)
- College-wide presentations: flex day, equity summit, power of our data conference, master planning
- Other campus-wide communication: 4 newsletters, videos, podcast



# Institutional Impact

**RFP:** request for faculty position

Question on disaggregated data and how the department/program has addressed the equity gap

**Outcomes assessment:** integration of course-level disaggregated data with assessing outcomes (curriculum)

**Committee membership and governance:** IEC [institutional effectiveness committee], FA-DEI workgroup, persistence and retention, faculty hiring workgroup, professional development, guided pathway, social justice taskforce, distance learning

**Foster collaboration between RIE and faculty**

# Important Revelations

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Accessing data and reflecting on data requires behavioral change



An equity mindset is an open and growth mindset



Cultural shifts are difficult and uncomfortable; requires vulnerability

# Challenges

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Preaching to the  
choir

Battle fatigue

Fear of data

Fear of change

“Tell me what to  
do”

Equity is beyond  
my classroom,  
the college

Diversion  
[more data]



## DATA COACHING TESTIMONIALS FROM PARTICIPANTS

# TESTIMONIALS

WHY IS KNOWING DATA IMPORTANT?	CHANGING MINDSETS	IMPLEMENTING CHANGE	REFLECTIONS	IDEAS FOR FUTURE OF DATA COACHING
<p>Gain knowledge Broaden perspectives Understand context in the larger setting</p> <p>Data: Illuminates breadth of issues Identifies gaps Is the starting point of discussions Is empowering</p> 	<p>Data connects themes of equity and validates work being done</p> <p>Interdisciplinary approach adds context for better insight</p> 	<p>Curriculum development</p> <p>Ensuring representation in discipline</p> <p>Increased student contact and response time</p> <p>In depth conversations about the academic journey</p> 	<p>Data doesn't tell you what to do; it's a reflection of work/change needed.</p> <p>How to share knowledge with students &amp; colleagues</p> <p>How to humanize data to better implement the work</p> 	<p>Embed data coach in each department as resource</p> <p>Provide students access to data coaching</p> <p>Allow release time for improvement implementation</p> <p>Shift resources to certain groups within next 10 years</p> 

# Takeaway Thoughts

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- Closing the equity gap is ongoing
- Be open to unknown unknowns
- Stay focused on the objective[s]
- Listen to all voices, collaborate with everyone



Tell us your challenges



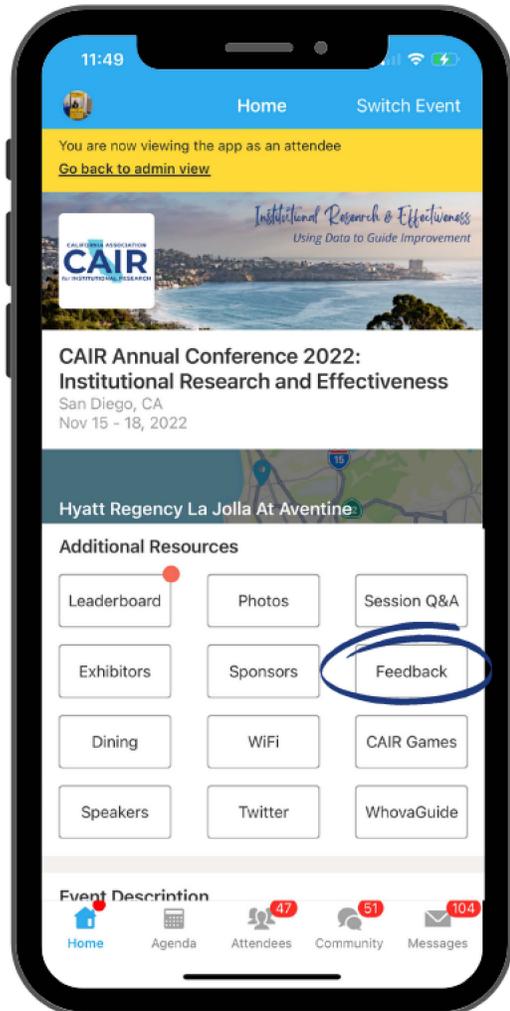
Tiffany Kuo, [tiffany.kuo@mtsac.edu](mailto:tiffany.kuo@mtsac.edu)

Cathy Stute, [cstute@mtsac.edu](mailto:cstute@mtsac.edu)

Cara Tan, [ctan51@mtsac.edu](mailto:ctan51@mtsac.edu)

Q&A

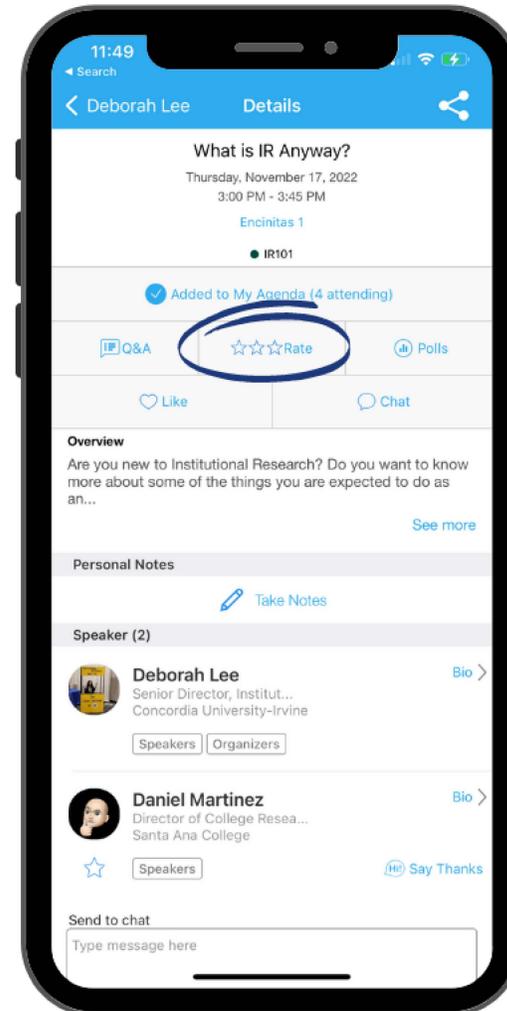
# REMINDER: COMPLETE YOUR SESSION EVALUATIONS



## OPTION 01

### Home - Feedback

- Navigate to the **Home** page
- Click on **Feedback**
- Select **Session Feedback**
- Select the name of the session that you attended



## OPTION 02

### Agenda - Session

- Navigate to **Agenda** on the bottom menu
- Select session name
- Click **☆☆☆ Rate**



# Mt. SAC Title V Grant Year Three: Data Coaching

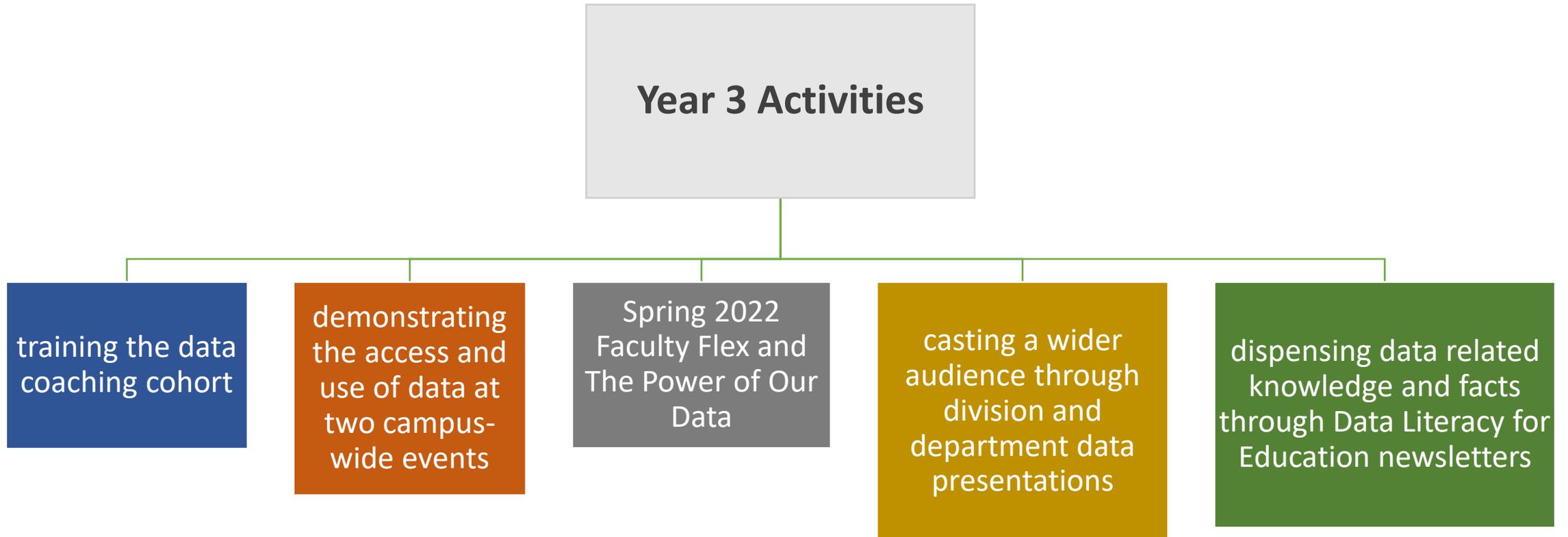
*“Creating an Equity-Minded Campus  
Culture to Improve Student Outcomes”*

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Wednesday, March 22, 2023

# Objectives

The grant funded a cohort of faculty data coaches who provided direct support to peers in the areas of data literacy, data access, and data use.



# Flex Day Presentation Spring 2022

- The purpose of Flex Day is to provide faculty with training opportunities just prior to the start of a primary term.
- The data coaching team delivered a thirty-minute presentation to 201 faculty and staff on use of the Mt. SAC data dashboards, available to all employees.
- The dashboards provide enrollment and student outcome data to the college community.

Do you know how to access the Mt. SAC Student Success data dashboards?	Pre-training Response Rate (n=137)	Post-training Response Rate (n=97)
No, I do not know how	67.9%	3.1%
Somewhat, but I would need a refresher	23.4%	30.9%
Yes, I do know how	8.8%	66.0%

# Poll Results Regarding Racial Equity

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To what extent do you agree or disagree that there are racial equity disparities in student achievement at Mt. SAC? (n=146)

	Percentage
Strongly agree	43.8%
Agree	36.3%
Neither disagree or agree	4.8%
Disagree	2.1%
Strongly disagree	13.0%
Grand Total	100.0%



# Generating Interest

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I am curious to see disaggregated data on student success for my classes. (n=122)

Percentage

Strongly agree

37.7%

Agree

57.4%

Disagree

4.1%

Strongly disagree

.8%

Grand Total

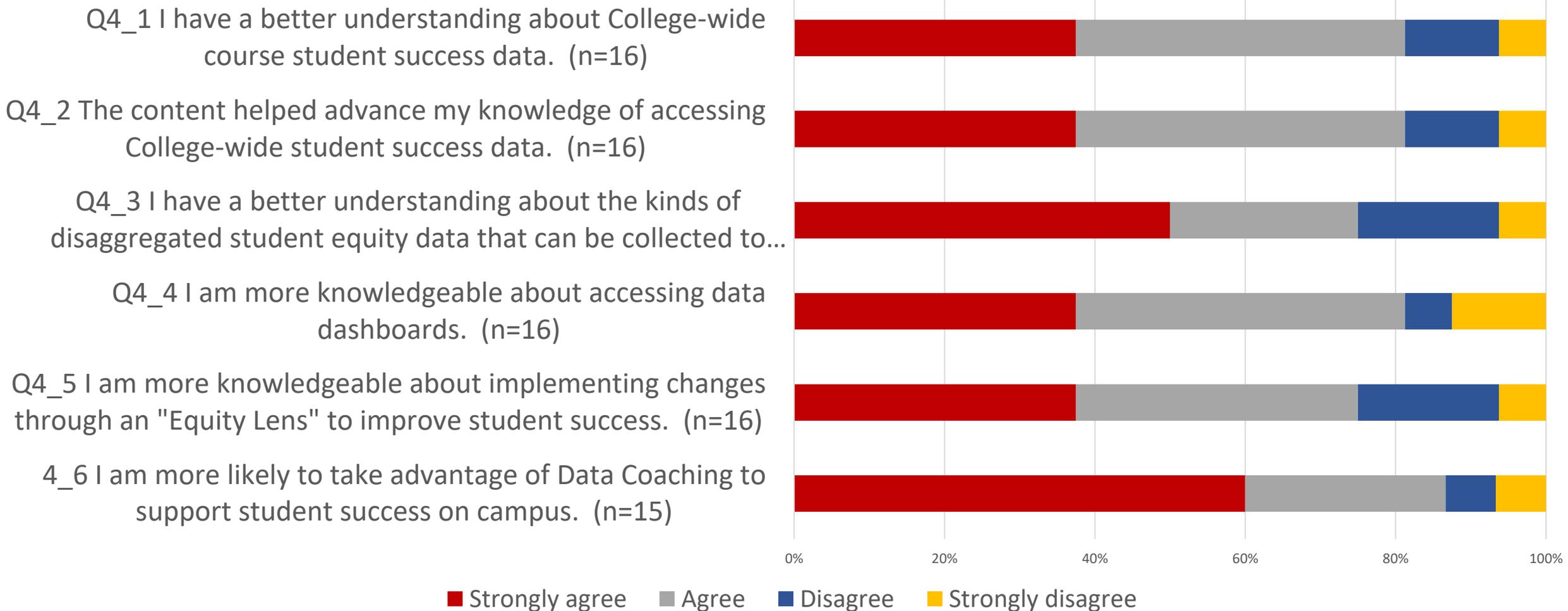
100.0%

# Power of Our Data: April 2022

- Participants who attended the virtual event learned how Mt. SAC uses research and data to improve student learning.
- Outcomes included: knowing how to access our data, discovering baselines, and making meaningful changes.
- Outcomes were achieved by presenting on five key steps:
  - ensure access to data
  - make meaning from data
  - clarify expectations for data use
  - build knowledge and skills to use data
  - lead a culture of data use

# Power of Our Data: Post-Session Feedback

Please rate your level of agreement with these statements:





# Data Coaching Spring 2023 Updates

Friday, March 24, 2023

## DATA COACH TEAM MEMBERS

Cara Tan

Cathy Stute

\*Chris Jackson

Dan Garcia

Hong Guo

\*Mike Hood

Ned Weidner

Tiffany Kuo

# Presentation Outline

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Data Coaching 4-Year Plan

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2022-23 Objectives

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Updates

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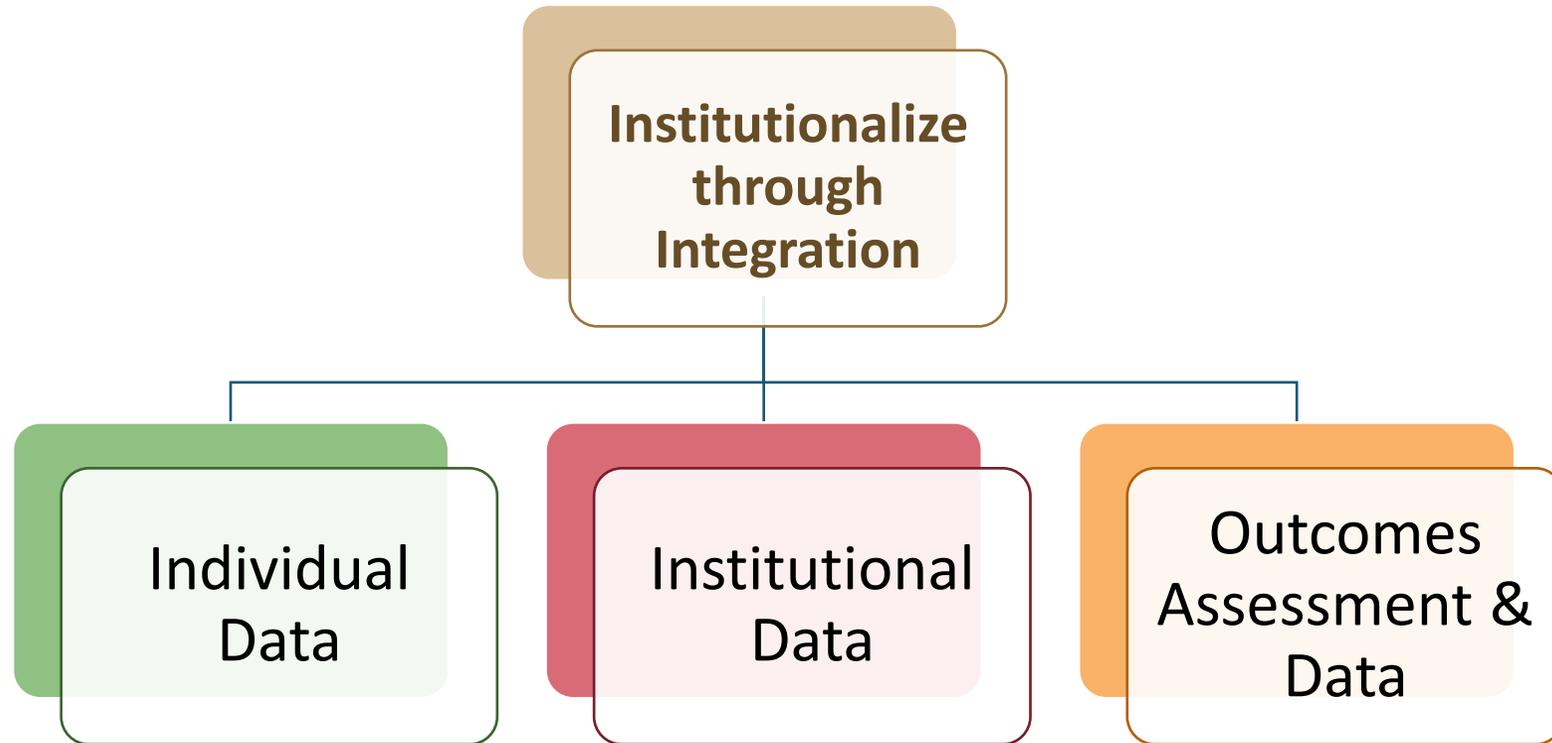
Projection

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# DATA COACHING PLAN

PHASE 1	PHASE 2	PHASE 3	PHASE 4
Identify need and develop curriculum	Pilot curriculum	Refine and expand offerings	Scale-up
			

# 2022-23 OBJECTIVES



# Individual Data

**Data Coaches uploaded course-level data for DEISA program participants**

## Data:

- 5-Years
- Success and Retention Rates
- Disaggregated by Gender
- Disaggregated by Race/Ethnicity

Program	No. of Participants [Fall 2022+ Spring 2023]
EMCC [Equity-Minded Curriculum Convening]	16 + 15
ACUE ITTEL [Inclusive Teaching for Equitable Learning]	28 + 30
ACUE Effective Teaching Practices	20
Winter Faculty Curriculum Retreat	80+

# Institutional Data: Completed

Department	Division
Business Administration	Business
Computer Information Systems	Business
Sociology & Philosophy	Humanities & Social Sciences
Chemistry	Natural Sciences
Math & Computer Science	Natural Sciences
Aeronautics, Aircraft Maintenance	ATHS
Nursing	ATHS
Radiologic Technology	ATHS
Respiratory Therapy	ATHS

## Campus-Wide

ILT [Instruction Learning Team]

Accreditation and Institutional Set Standard Form

## Off-Campus

California Association for Institutional Research [CAIR] Conference



# Department Data to be Delivered by May

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Departments	Division
CEA	Arts
Fine Arts	Arts
Music	Arts
Accounting & Management	Business
Child Development	Business
American Language	HSS
Art History	HSS
Geography & Political Science	HSS
History	HSS
Sign Language	HSS
World Languages	HSS
Dance	Kin/Ath/Dance
Agricultural Sciences	NS
Air Con/Welding	ATHS
Architecture, IDE & Manufacturing	ATHS
Electronics & Comp Tch	ATHS
Mental Health	ATHS

# How to institutionalize data coaching?

## Outcomes Assessment & Data

- Close the loop in PIE with data
- Disaggregate outcomes assessment
- Connect student learning outcomes to course-level data
- Connect Canvas Outcomes to Nuventive
- Connect SLOs to assignments



Comments,  
Suggestions,  
Questions?

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Image by Yoshitomo Nara, "Patch of the Earth," 2001