From Start to Finish: An overview of the implementation process for new pilot colleges

Multiple Measures Assessment Project
May, 2016

http://www.rpgroup.org/projects/multiple-measures-assessment-project
General Expectations

- Identification of local point person/persons/committee
  - Provide this information to newellmallory@fhda.edu
- Participation/communication with MMAP
- Local retrospective analysis (optional)
  - For files, contact: Dan Lamoree: dlamoree@edresults.org
- Implement cohort for Fall 2016
  - Upload cohort of applicants (supplemented by CCC Apply)
    - Receive recommended placements
General Expectations - Continued

- Help pilot measurement of non-cognitive variables (NCVs)

- Help test reliability of self-reported HS data
  - Unweighted cumulative HS GPA, last math course and grade, last English course and grade

- Upload student level data to Cal-Pass Plus
Fierce urgency of now

- Everyone on this call has a large cohort of students starting in Fall and another starting in Spring

- Two development tracks
  - Better than current method and easily executed
  - Long-term best/optimized

- What could be executed immediately & for which students
  - Existing cohorts of students where HS data already available - bridge programs, FYE programs, dedicated outreach programs
  - Self-report data in assessment/admissions
  - Statewide placement recommendations
Overview

- Initiation
- Program Development
- Planning
- Implementation/Execution
- Evaluation
Step 1: Initiation

- Develop decision-making group(s) appropriate to local context
- Identify & recruit key stakeholders/decision-makers
  - Discipline faculty in English and Math (as well as ESL and Reading)
  - Assessment committees/subcommittees
  - Counseling/Matriculation/Student Support Services Staff & Faculty
  - Student Success Staff and Faculty (Tutoring, Success Courses)
  - Academic Senate representation
  - Academic and Executive Administration
  - Students
Step 1: Initiation

- Develop regular meeting schedule
- Establish common ground
  - Introduction to & review of background research
  - Use of discussion activities/questions
  - Identification of local barriers/challenges and development of plans/strategies to address
- Set stretch goals for desired change at college
- Review/discuss statewide MMAP research & rule sets
Step 2: Program Development

- Eligibility guidelines (who/what conditions)
  - Convenience, size, impact/scale, rigor (RCT)
- Multiple measures rule sets/protocol*
  - Statewide default and/or local refinement
  - Integration with SIS/Assessment (use practice run on prospective file/data upload)
- Other program components
  - Piloting of noncognitive variables*
  - Collecting self-reported transcript data
- College responsibilities/commitments
- Contingency planning
  - student support services, scheduling buffers, late-starting classes, early alert
Step 2: Resource Planning and Development

- Enrollment management
  - Cohort baseline attendance
  - New enrollment expectations based on program (changes in demand by level using prospective file tool)
    Another excellent use for practice run using prospective file tool
- Staffing needs for program elements and/or changes in course level
- Exploration of external sources of funding
- Calendar development
  - Backwards mapping from significant dates
Step 3: Communication Planning

- **Internal**: students, faculty, staff, departments, committees
  - Overall summary
  - Additional/supporting information
  - Resources
  - Program elements
  - Schedules/Timelines
  - Key contacts
  - Ongoing information/updates
  - Progress summaries
  - Methods: Web home/portal; Campus listserv/mailing lists; Outreach events/activities
Step 3: Communication Planning
External/Outreach: K-12 students, parents, counselors, teachers, community, businesses/funders

Similar categories/methods but also

- Intersegmental relationship/trust development (esp. faculty)
- Introduce evidence based placement and what it means for students/districts
- Communication of needs to district

Work with Cal-PASS PLUS to verify and update MOUs and data uploads

- [https://www.calpassplus.org/calpass/join/members](https://www.calpassplus.org/calpass/join/members)

Identify primary outreach contact from college to work with CalPASS.
Name, college, role, contact info to Victoria Pluim, vpluim@edresults.org
Step 3: Professional Development Planning

• Unlearning & replacing previous narratives

• Discipline faculty:
  – Transfer level courses (e.g., first-year students in first year English again)
  – Developmental courses (e.g., best students at appropriate higher level)
  – Training support for faculty transitioning between levels

• Student support services faculty and staff
  – How to interpret and incorporate additional evidence of student capacity into education planning and other student contact

• Institutional research and IT skills and capacity
Step 4: Finalizing Implementation

- Local research and customization of rule sets
- Placement execution and communication
- Completing timeline with backward mapping
- Tracking execution
Step 4: Local research and rule set customization

• Complete local version of statewide retrospective analysis and rule set development (if desired)
• College and District specific versions of the statewide dataset are now available for local/district institutional research department including
  – DED
  – SPSS Variables
  – R

• Contact dlamoree@edresults.org
  • Provide name, institution, role, and contact information
Step 4: Placement execution & communication

• Method of execution of placement
  – CalPASS Plus using statewide model
  – CalPASS Plus using local customization
  – Local data-sharing & local customization
  – Other alternatives (also useful for backup plan for helping students with missing data) including self-report or transcript review
• Method of communication to students
• Process for setting/updating placements and clearing prerequisites
• Clear documentation/record of multiple measures rule sets & students to whom applied
Step 4: Placement recommendations using CalPASS Plus

- College staff creates a file of incoming student/applicants being assessed for placement in fall 2015
- Upload file to calpassplus.org
- Receive back a file or files with:
  - indicators showing recommended placements (CB21 levels) based on students’ high school data
  - additional recommendations for eligibility for different transfer-level courses in math
  - variables in dataset (parallel to retrospective data) to allow for local customization (if needed)*
- Translate to local courses/placements*
- Import/integration into:
  - assessment database/SIS*
  - student support services protocols

*Indicates places where there _may_ be opportunities for colleges to work closely with CalPASS Plus staff on local customization within reasonable limits
Welcome to Cal-PASS Plus, California's actionable system of data linking student performance from pre-K through 12, to college and the workplace.

Explore Data and Collaborate

Pre K-12 Schools

Community Colleges
- CTE LaunchBoard
- Helpful Reports
- Member List
- Join/Manage MOU
- Upload Data

Universities

Regional Learning Councils

Education-to-Work Pipeline

Select Your Region OR Select Your County

Early Childhood Education
- School Readiness

Elementary Education
- High School Readiness

High School
- College Readiness and Access

Community College
- Certificates AA Degrees Transfers

University
- Baccalaureate Completion

Labor Market
- Employment
- Living Wage Jobs

(If you haven't already, please complete the pilot college status survey: http://goo.gl/31UJnw)
File Submission

This page is for submitting your data files. We have created a new, simple process so you can upload your files without using the old "validator" system.

This file submission takes place over SSL-encrypted protocol and files are never stored on our web servers (not even temporarily). They are immediately deposited into the secure storage, not accessible via internet. It is more secure than FTP (SFTP, or FTSP).

File Purpose

| Select purpose | MMAP Student Cohort File |

Links to the data descriptions and definitions found under File Purpose:

- CALPADS: Submit all end of year files. Click link for more details. **Note:** For ODS Extracts made after July 2014, be sure to include the SELA file in your submission.

- Legacy K-12: (Pre-CALPADS) Submit Cal-PASS student, course and award extract files

- STAR: Submit all

- CAHSEE: Submit all

- University Level Data: All requested,
**MMAP Student Cohort Upload File**

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Step 4: Completing Timeline and Tracking Execution
• Develop/review institutional timeline working backward from key institutional dates & deadlines
• Target completion dates vs. must meet completion dates
• Build in flexibility, ability to respond on the ground, contingency planning
• Track execution and watch for opportunities
  – What worked
    • Celebrate milestones/successes!
  – What didn’t
  – What could have worked/will work next year
  – Document changes to plan
Step 5: Completing Evaluation Plan

- Evaluate implementation
  - Every semester and annually
  - Track any disproportionate impacts
  - Changes in success rates at all levels but also completion of sequences
  - Tracks students over multiple terms when possible
- Data Transparency
  - Share the data with the workgroup and college
  - Make adjustments based on findings
“All deliberate speed” may not be enough

- How many more cohorts of students should have to wait?
- What are the costs to those students? To the state?
- What are the costs to our institutions?

- Rather than focus on how hard it may be/seem, focus on what’s possible.
- What can be changed today? This week? This month?
- What could be done for students who’ve already mis-assessed?
Having trouble getting started?

- Please let us know

- Additional short-term opportunity for colleges that would be willing to commit to a randomized-control trial study to honor those expressing doubts by more powerfully and directly addressing those doubts head on with methodologically rigorous local study
  - Email me immediately (jhetts@edresults.org) and/or put your email address in chat
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