



Listening. Learning. Leading.

NEW FOUNDATIONS:

Building a Culture of Evidence from the Ground Up

A CULTURE OF EVIDENCE: What Is It? How Do You Build One?

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Community College Survey
of Student Engagement

A Culture of Evidence

*Institutional and individual
reflection and action
are typically
prompted and supported
by data
about student persistence,
student learning, and
institutional performance.*

Indicators of a Culture of Evidence

- ***Institutional research and information systems***
- ***Support for rigorous examination and open discussion of institutional performance***

Indicators of a Culture of Evidence

- ***Student cohort tracking***
- ***Systematic collection, analysis, and reporting of key data on student progress, learning, and success***

Student Cohort Tracking

- Successful completion of remedial/ developmental courses***
- Progress from remedial/ developmental courses to college-level courses***
- Successful completion of selected gatekeeper courses (e.g., College Algebra, Anatomy & Physiology, etc.)***

Student Cohort Tracking

- Rate of successful course completion for all courses (grade of C or better)***
- Student persistence – re-enrollment term-to-term***
- Completion of certificates and associate degrees***

Student Learning Outcomes

- ***Defined at the course, program and degree level***
- ***Assessed through an array of appropriate measures***

Student Learning Outcomes

ETS “Dimensions of Student Learning”

- Workplace Readiness and General Skills***
- Domain-Specific Knowledge and Skills***
- Soft Skills (e.g., Teamwork, Communication)***

Indicators of a Culture of Evidence

- *Routine disaggregation and reporting of data by age, race/ethnicity, gender, and income level*
- *Regular assessment of educational practices “behind the outcomes.”*

Indicators of a Culture of Evidence

- *Routine use of assessment results to inform institutional decisions (e.g., priority-setting, resource allocation, professional development, improvements in programs and services for students)*

Indicators of a Culture of Evidence

- Evidence-based *assertions and beliefs about “what works” in promoting student learning and attainment*

The Culture of Evidence At Work

Community College of Baltimore County

**Commitment to close the attainment gap
between white and African American
students**

The Culture of Evidence At Work

Community College of Denver

Over a multi-year period, erased the gap in graduation and transfer rates across all sub-groups of students.

The Culture of Evidence At Work

Sinclair Community College

Instituted changes in advising and created the Passport to Learning to improve student success in distance learning courses.

The Culture of Evidence At Work

Zane State College

Following implementation of first-year experience and required orientation course, documented over 2 years a 10% increase in fall-to-fall retention.

The Culture of Evidence At Work

Skagit Valley College

Requires student participation in learning communities. Data indicate that fall-to-spring persistence for students in learning communities is 70%, compared to 62% for other students.

Provocative Questions

- How do you know?
- What is something that people in your college may *believe* but which is factually untrue?

Provocative Questions

- **What is an important unspoken truth about the student experience in your college?**
- **In your college, what gets in the way of building a culture of evidence?**

The Culture of Evidence: Making it Real

- **Courageous Leadership**
- **Integrity and the Spin-Free Zone**
- **Strategic Focus**
- **Fail-safe Environments**
- **Physically Conducive Environments**
- **Collective Responsibility for Student Learning and Success**