

ATD Coaches Visit
Data Team Meeting
Thursday, December 03, 2015
2:30 p.m.

Laura Lee Room

Present: Dr. Andrew Kerins, Cindy Peck, Bob Mattson, Phillip Langley, Dr. Penny McConnell,
Dr. Ruth Lindemann, Jessica Miles, Marji Larson, Stacy Ehmen, and Rebecca Courchesne

Dr. Linda Watkins and Dr. Luzelma Canales

- I. Focusing on Outcomes
 - a. Sub-teams are struggling to move from a focus on strategies to a focus on outcomes
 - b. Our next step needs to be taking time to look at our measures and determine how our interventions can impact our main outcomes
 - c. We have created a culture of data, we look at the data, we follow up on the data, but we don't follow through with the data
 - d. This group needs to help determine the one or two data pieces that need to be an institutional priority and what can become departmental work
- II. Action-Oriented Meetings
 - a. Create meetings that have a goal and purpose and don't make them information only
 - b. This group can be really powerful to dictate how we move forward in terms of outcomes
 - i. Every summer, the Data Team should look at the updated KPI information and see what the focus should be for the year
 - c. Bob will be presenting the Noel-Levitz information soon, so this team could look more thoroughly at this information and focus on which questions we, as a college, should try to improve
 - d. Never cover more than two agenda items and work the entire time (not just updating on information)
 - i. Never leave a meeting without assignments and accountability
 - ii. Take deeper dives into the data instead of trying to cover more
 - e. How to take a Problem of Practice Framework and create more resolution-based meetings
 - f. Luzelma recommends creating an audit/inventory of campus committees and meeting groups to determine which groups are necessary and at what level (committee, task force, action group, etc.)
- III. Interpretation of Data
 - a. Help create an analysis of data to help those involved in some sub-teams who may not be as data savvy
 - b. Create a scope and sequence of when things need to be discussed

- c. Need to create an explicit connection between team member primary job duties and how these duties can directly affect the team in a positive way
 - i. Which ATD outcome or KPI data measure can you relate to most as an individual employee
- d. Challenge what people think they know about the data

IV. KPI Data

- a. Some KPI measures may have to be revisited, because some of the data is no longer available
 - i. Performance-based funding is not being offered currently, so that is information we no longer have access to
- b. We need to start writing how we are using data to make informed decisions (This will be necessary for HLC accreditation)