

Moving Beyond NRS to Program Improvement



Florida's Workforce Education Initiative

Tara Goodman
Brittany Ross
Michael Johnston





Introductions

-
- Tara Goodman, Vice Chancellor, FLDOE
 - Brittany C. Ross, Director, Research & Evaluation, FLDOE
 - Michael Johnston, AVP of Institutional Research and MIS, Pensacola State College

The Past, The Present and The Future



Florida's Vision for Adult Education

The vision of Florida's adult education system is to hold learners at the center and deliver outcomes that promote full participation in the workforce, resulting in high-quality credentials of value, and close equity and achievement gaps.

Florida's Strategic Priorities

- **Priority 1:** Promote regional partnerships to ensure comprehensive approaches that result in improved learner outcomes.
- **Priority 2:** Expand the state's talent pipeline through attainment of credentials of value and acquisition of postsecondary certifications, industry-recognized credentials and degrees.
- **Priority 3:** Ensure all learners receive high quality instruction that prioritizes measurable labor market needs and outcomes while working to eliminate equity and achievement gaps in the community.
- **Priority 4:** Incent, measure, and support enhanced program effectiveness.

Performance Based Funding Plans



Adult Education Working Group

- A group of school district and postsecondary program and accountability representatives from districts and colleges have been meeting this summer to develop guiding principles and recommendations for any new performance funding metrics.
- Report and recommendations are in final review.

Members

- Tara Goodman, FDOE
- Brittany Ross, FDOE
- Jon Manalo, FDOE
- Michael Johnston, Pensacola State College
- Rob Aguis, Pasco School District
- Jeffrey Adamson, Seminole State College
- Dan McGrew, CareerSource Florida
- Melanie Stefanowicz, Orange County School District
- Sheryl Weems, Daytona State College
- Robert Crawford, Broward County School District
- Shelly Bell, Leon County School District
- Marsan Carr, FACTE
- Christopher van der Kaay, South Florida State College
- Julie Falt, Santa Fe College
- Doug Wagner, Manatee County
- Luis Rodriguez, Miami-Dade College
- Luis Diaz, Miami-Dade School District
- Gwen Brock, Department of Corrections

Note: Additional representatives from above agencies also participated in the meetings.

Working Group Issues/Discussion

- Guiding Principles
 - **Focus on improving student outcomes**
 - PBF metrics aligned to AE's strategic priorities
 - PBF levels have a large enough incentive for change & should consider state and federal funding (whether braided or not)
 - PBF metrics should not create disincentives
 - Equity-based
 - Stakeholder voice in developing PBF outcomes
 - PBF metrics & data analyzed regularly
 - Consider cost of programs (IETs) & advancing students with the most skill-building needs
 - Targeted & sustained professional development

Working Group Issues/Discussion

- Focused on the what, how, and when questions
- Considerations include:
 - Valid and reliable data
 - Simplicity
 - Avoiding unintended consequences
 - Timing and re-evaluation cycle
 - Method (base percentage or separate allocation)

Performance Indicator Areas

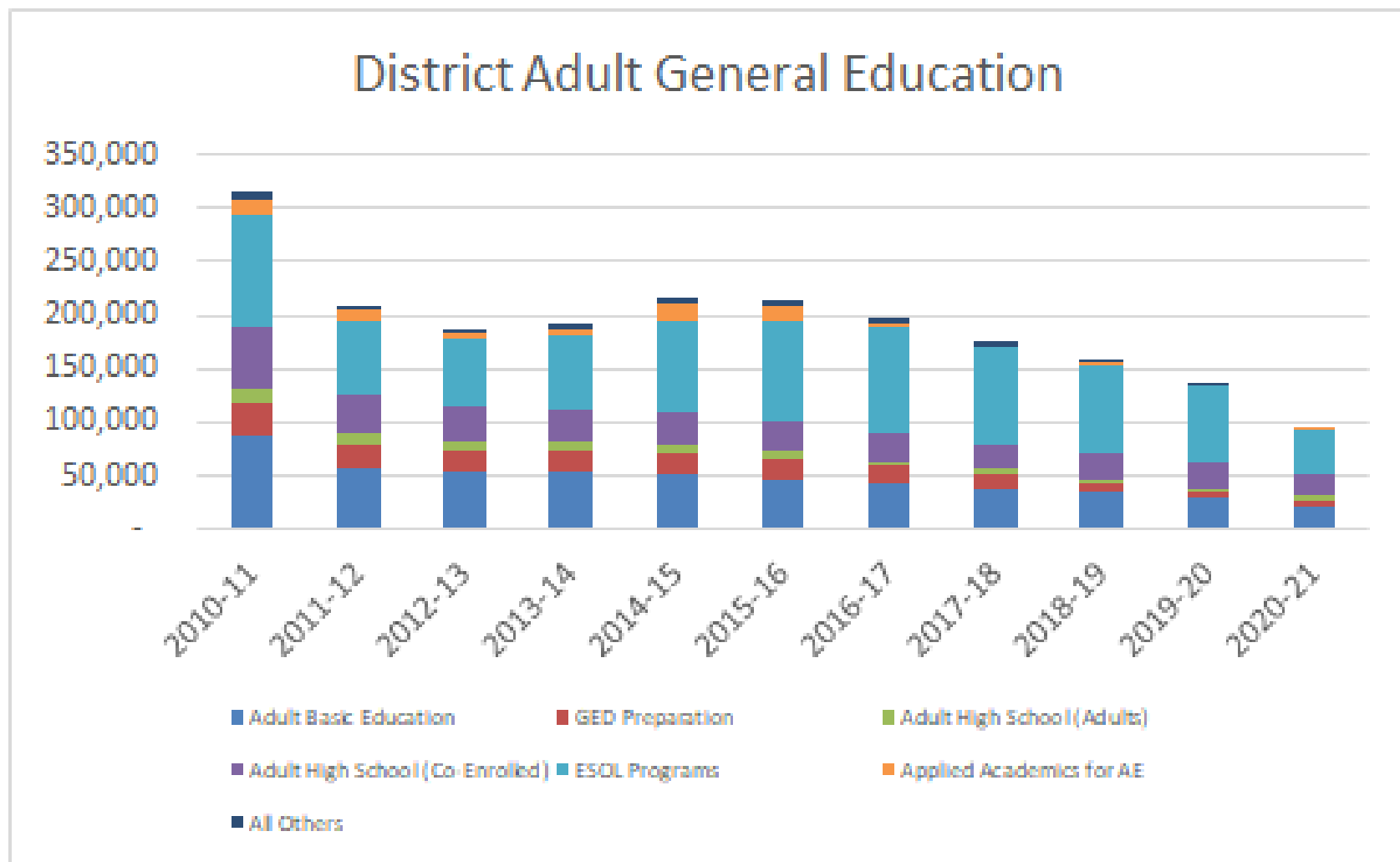
- Improved Literacy Skills
- High School Education/Diploma
- Student Transitions
- Placement into Jobs
- Postsecondary Outcomes
- Innovative Programming

Statewide Adult Education Data in Review

District Enrollment by Program 10-11 to 20-21

Program	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Adult Basic Education	86,610	57,465	54,504	53,738	52,624	46,589	42,174	37,512	34,608	28,900	22,032
GED Preparation	31,722	21,051	18,888	20,089	19,333	19,041	16,365	14,743	8,103	4,982	5,256
Adult High School (Adults)	13,074	10,545	8,023	7,628	8,230	6,877	5,243	4,511	4,469	4,654	4,421
Adult High School (Co-Enrolled)	57,070	36,134	32,352	31,938	29,760	27,292	25,468	22,865	24,103	23,014	20,955
ESOL Programs	106,215	70,392	63,810	66,584	84,239	93,630	100,309	89,161	83,204	72,885	41,416
Applied Academics for AE	11,973	8,817	7,411	7,244	16,468	16,319	2,692	2,150	1,416	714	549
All Others	8,245	994	479	4,230	4,876	5,291	4,950	4,193	4,084	45	0
TOTAL	314,909	205,398	185,467	191,451	215,530	215,039	197,201	175,135	159,987	135,194	94,629

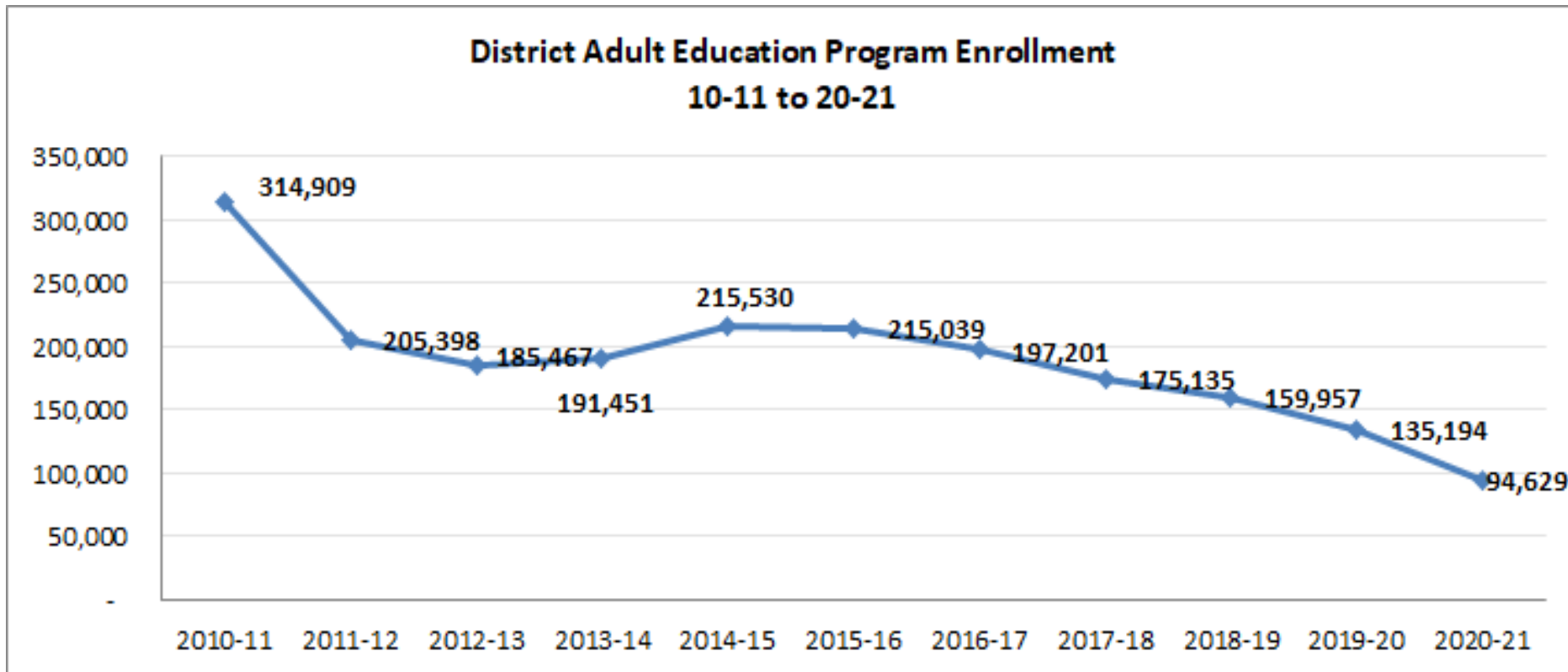
District Enrollment by Program 10-11 to 20-21



2020-21 At a Glance - District

Program	Percent Change Enrollment	Percent Change Inst Hours
Adult Basic Education (ABE)	-25.4%	-29.0%
Adult English for Speakers of Other Languages (ESOL)	-43.80%	-42.96%
Adult High School	-4.72%	-2.25%
Adult High School Co-Enrolled	-8.77%	-18.72
English Literacy for Career and Technical Education (ELCATE)	4.44%	-0.26%
General Education Development ® (GED ®)	2.74%	3.75%
Grand Total (Includes AAEE, ESOL-CCR, ESL-Literacy Skills)	-31.15%	-34.92%

District Adult Education Program Enrollment 10-11 to 20-21

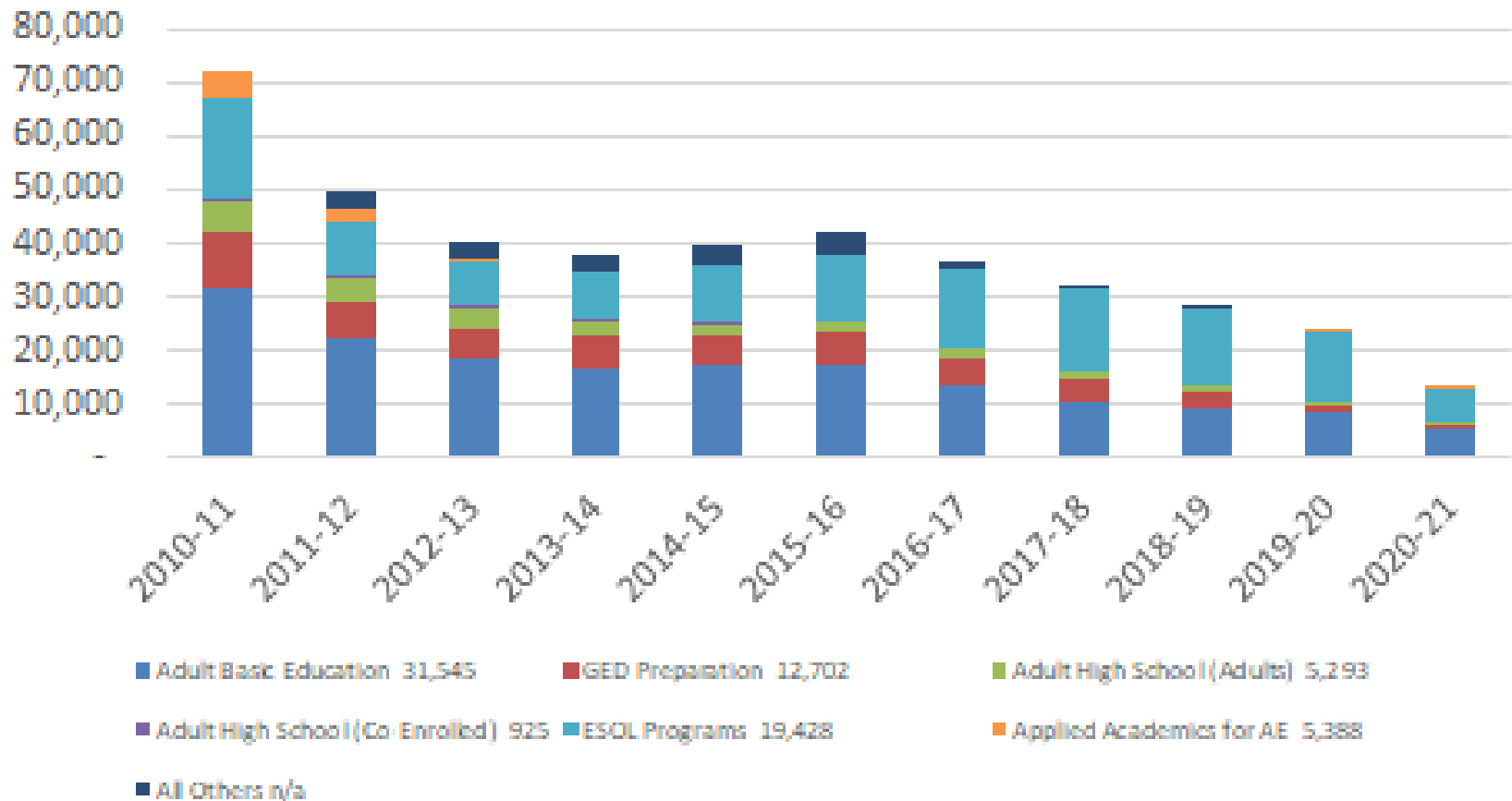


FCS Enrollment by Program 10-11 to 20-21

Program	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Adult Basic Education	31,396	22,123	18,215	16,883	17,248	17,175	13,580	10,546	9,175	8,349	5,165
GED Preparation	10,646	6,944	6,162	5,747	5,889	6,445	5,000	4,064	3,055	1,427	774
Adult High School (Adults)	5,511	4,312	3,572	2,958	1,780	1,444	1,536	1,396	1,146	701	547
Adult High School (Co-Enrolled)	925	696	471	543	225	125	50	29	32	-	-
ESOL Programs	18,799	10,070	8,240	8,437	10,619	12,370	15,341	15,406	14,460	13,139	6,291
Applied Academics for AE	5,018	2,398	415	248	74	43	65	41	37	-	9
All Others	N/A	3,333	2,954	3,176	3,667	4,463	1,112	49	3	24	-
TOTAL	72,295	49,876	40,029	37,992	39,502	42,065	36,684	31,531	27,908	23,640	

FCS Enrollment by Program 10-11 to 20-21

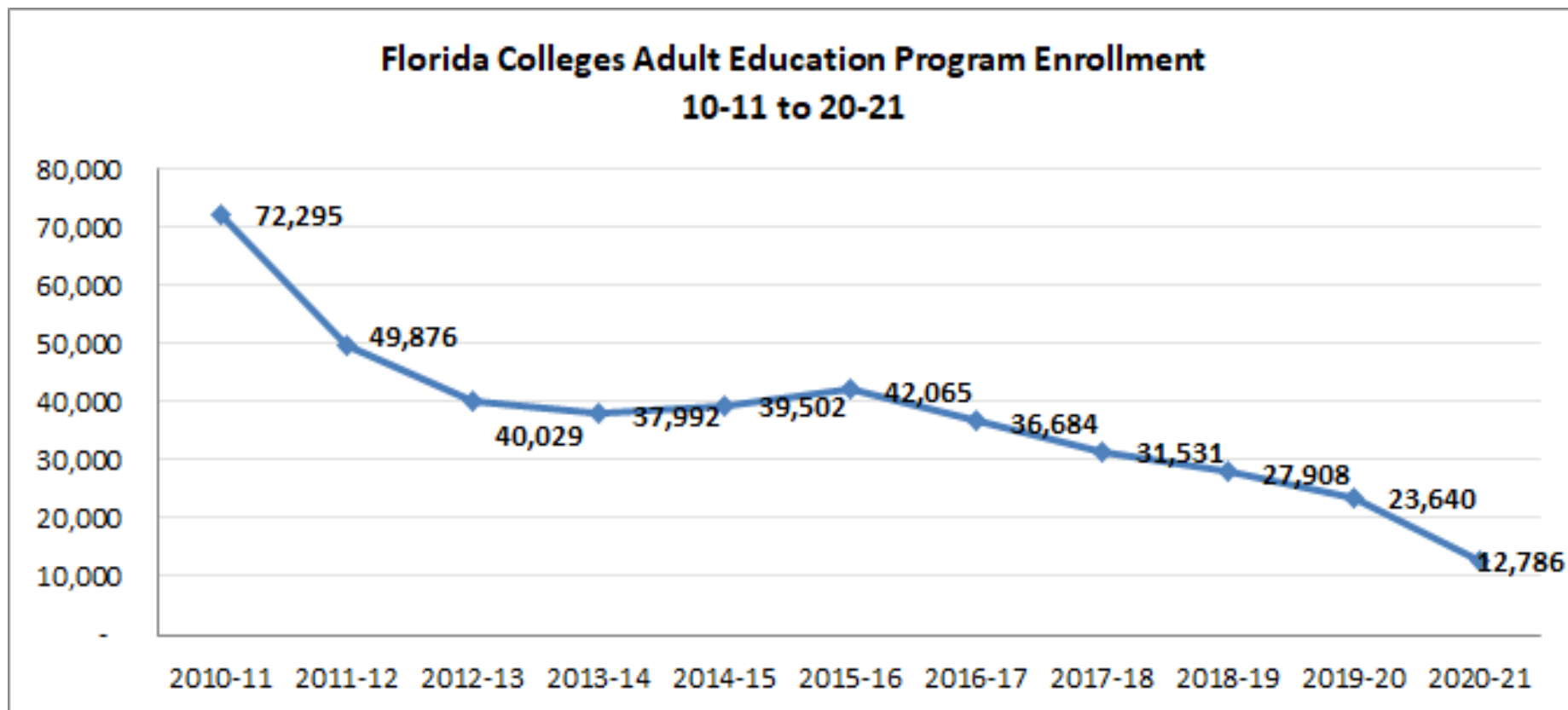
FCS Adult General Education



2020-21 At a Glance - Colleges

Program	Percent Change Enrollment	Percent Change Inst Hours
Adult Basic Education (ABE)	-38.21%	-46.91%
Adult English for Speakers of Other Languages (ESOL)	-52.34%	-61.70%
Adult High School	-21.97%	-24.68%
General Education Development ® (GED ®)	-45.76%	-50.04%
Grand Total	-45.91%	-54.97%

FCS Adult Education Program Enrollment 10-11 to 20-21

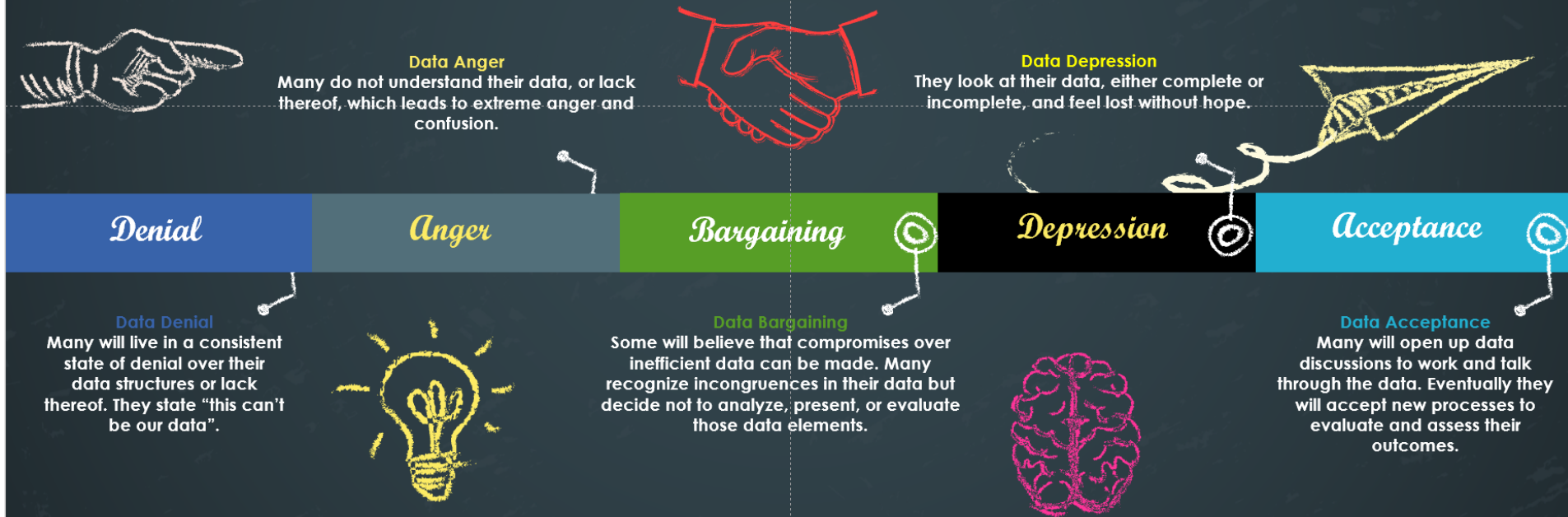


Practices to Move Beyond NRS

Michael Johnston

The 5 Stages of Data Grief (Contribution to Elizabeth Kubler-Ross)

"One Must Understand All Data Elements and Structures Before They Can Understand Measurable Impact And Assessment"

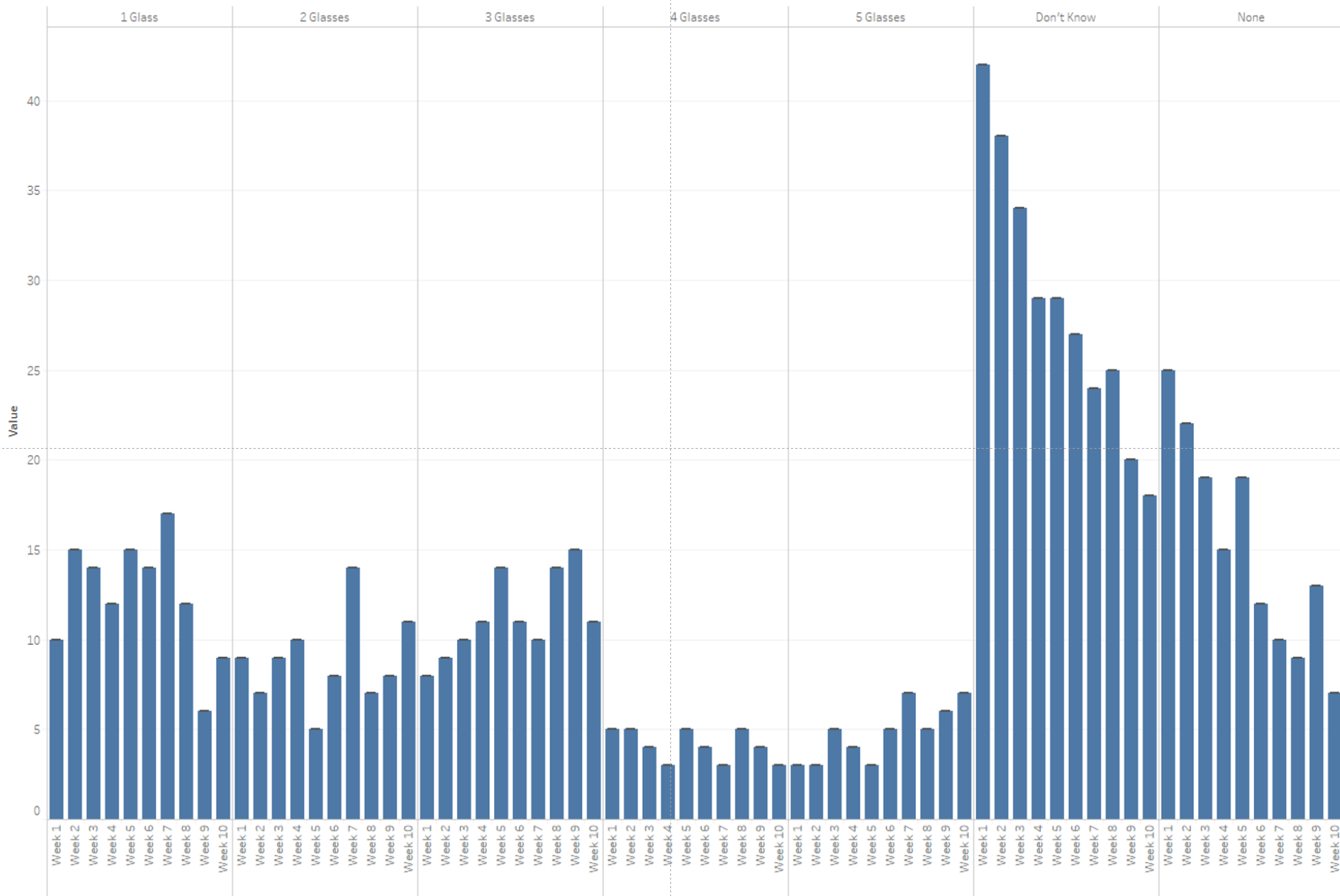




How Can We Display this Data?

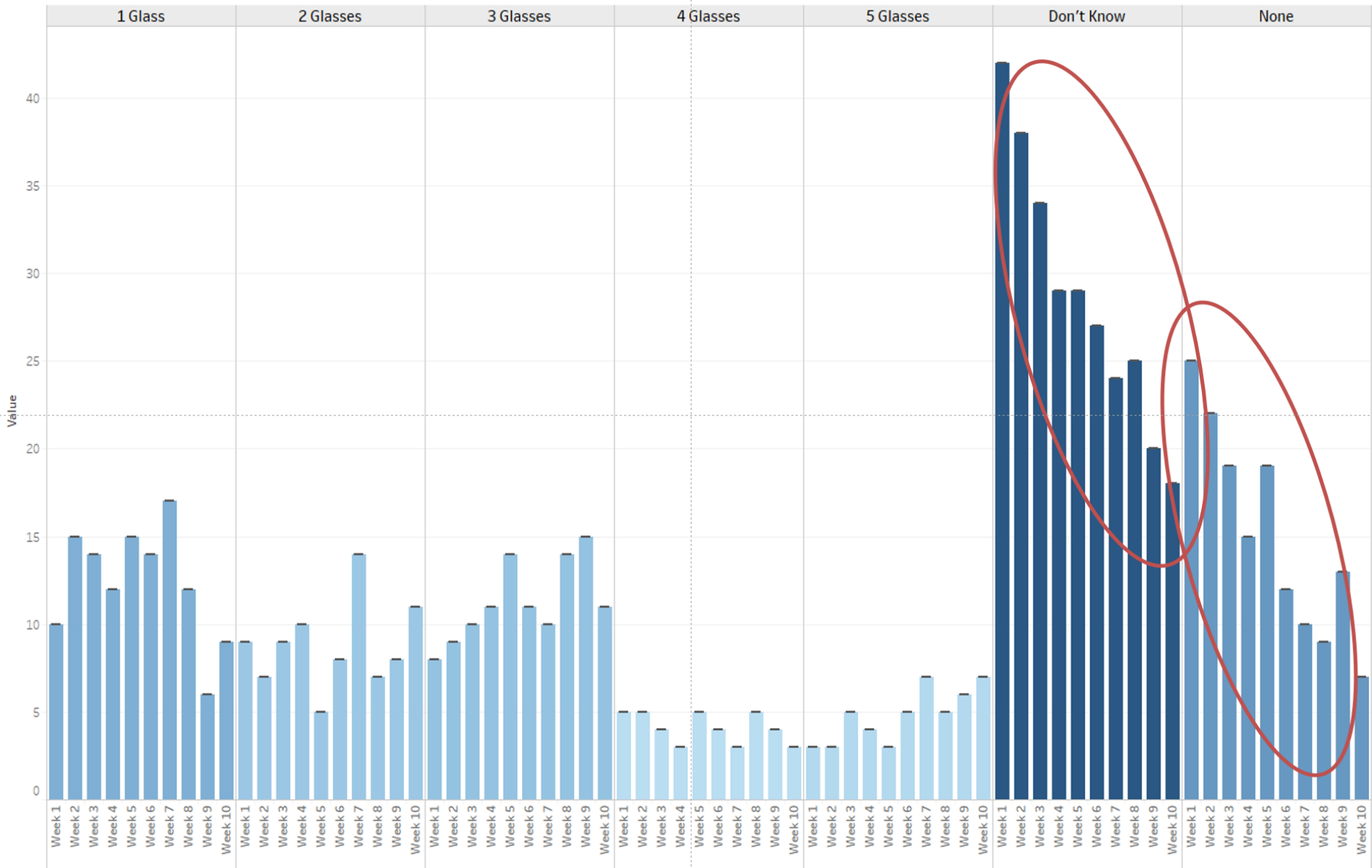
How Many Glasses of Water Did you Drink Yesterday?										
	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10
None	25	22	19	15	19	12	10	9	13	7
1 Glass	10	15	14	12	15	14	17	12	6	9
2 Glasses	9	7	9	10	5	8	14	7	8	11
3 Glasses	8	9	10	11	14	11	10	14	15	11
4 Glasses	5	5	4	3	5	4	3	5	4	3
5 Glasses	3	3	5	4	3	5	7	5	6	7
Don't Know	42	38	34	29	29	27	24	25	20	18
Total Glasses	87	91	103	97	102	104	122	113	113	111

Vertical Bar Chart ?



Add Color and Density ?

Do You See A Trend

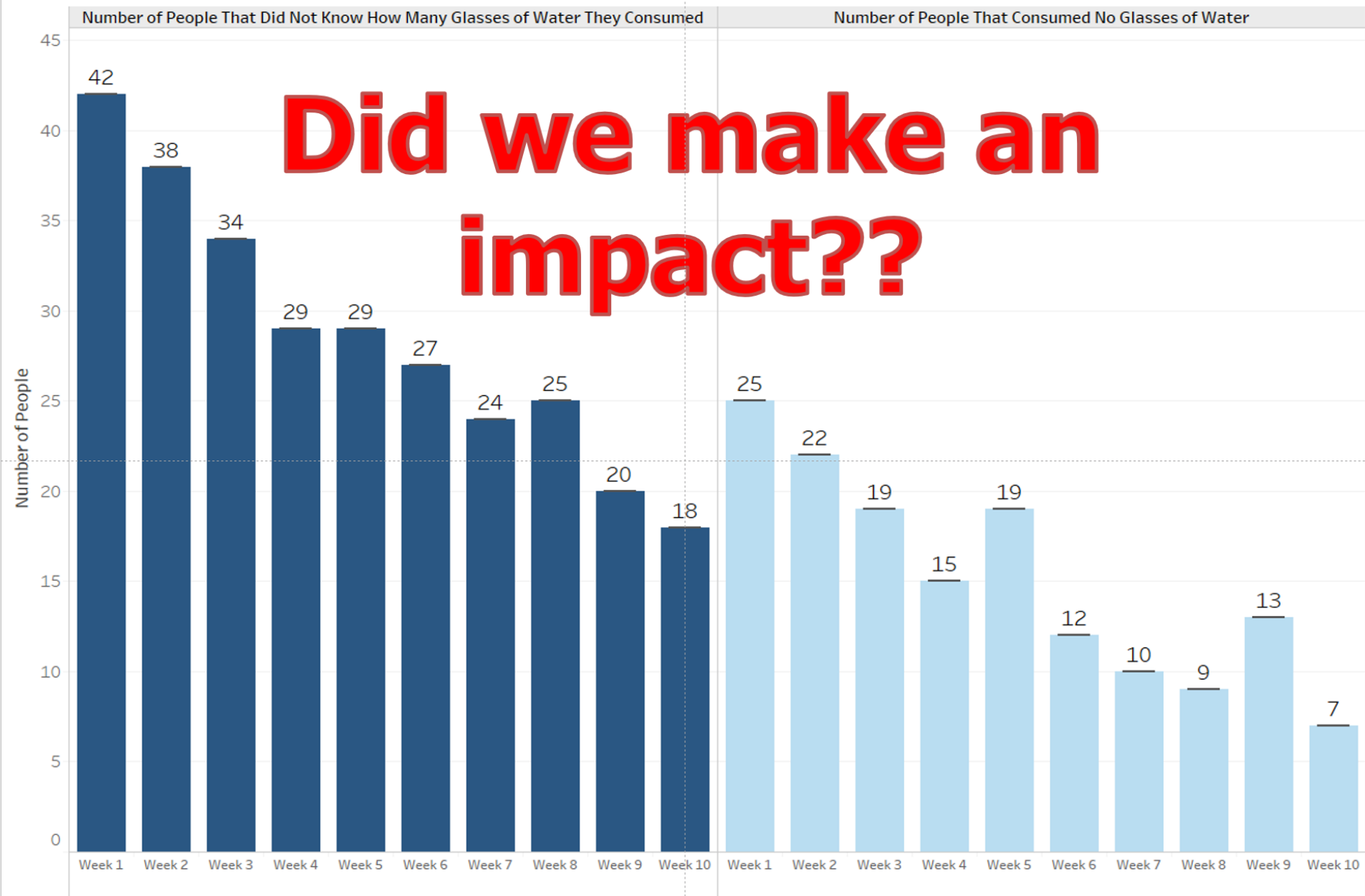


Highlight What Is Important!

Number of People That Did Not Know How Many Glasses of Water They Consumed

Number of People That Consumed No Glasses of Water

Did we make an impact??



27



Beyond NRS Reporting

- Below is a Sample Report used for LCP Review

YEAR	YEAR/TERM	STU ID	LAST NAME	FIRST NAME	MAJOR CODE	MAJOR TYPE	POINT TYPE	POINT	POINT SUBJECT	TEST DATE	CIP
2022	20213	ID 1	Name 1	Name 1	ABE-XX	ABE-LCPS	L	H	READING	20210721	1532010200
2022	20213	ID 2	Name 2	Name 2	ABE-XX	ABE-LCPS	L	F	READING	20210726	1532010200
2022	20213	ID 3	Name 3	Name 3	ABE-XX	GED	L	V	GED	20210730	1532010207
2022	20213	ID 4	Name 4	Name 4	ABE-XX	GED	L	W	GED	20210727	1532010207
2022	20213	ID 4	Name 4	Name 4	ABE-XX	GED	L	X	GED	20210801	1532010207
2022	20213	ID 4	Name 4	Name 4	ABE-XX	GED	L	Y	GED	20210723	1532010207
2022	20213	ID 5	Name 5	Name 5	ABE-XX	ABE-LCPS	L	A	MATH	20210719	1532010200

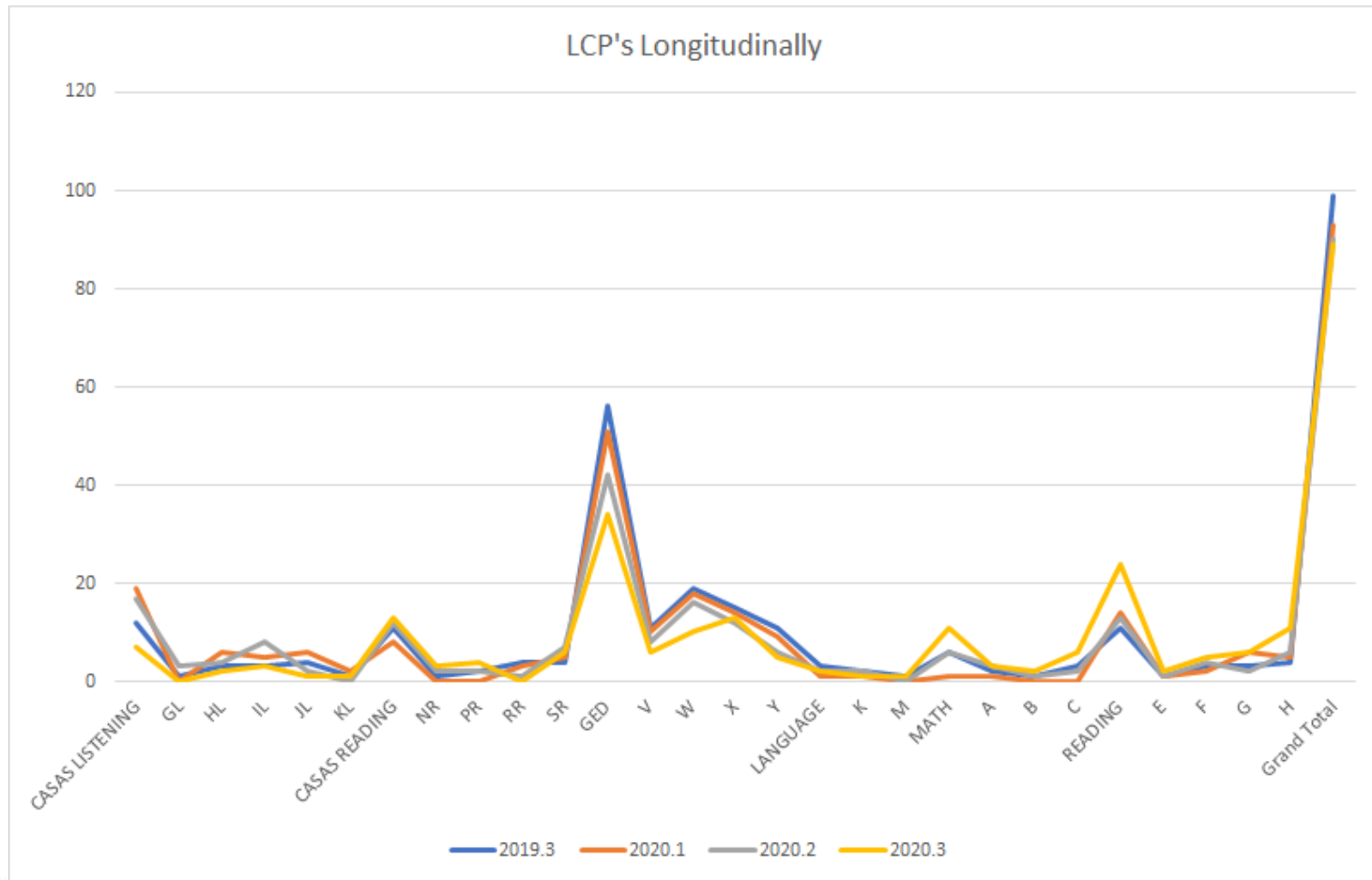
Beyond NRS Reporting Data Visualizations



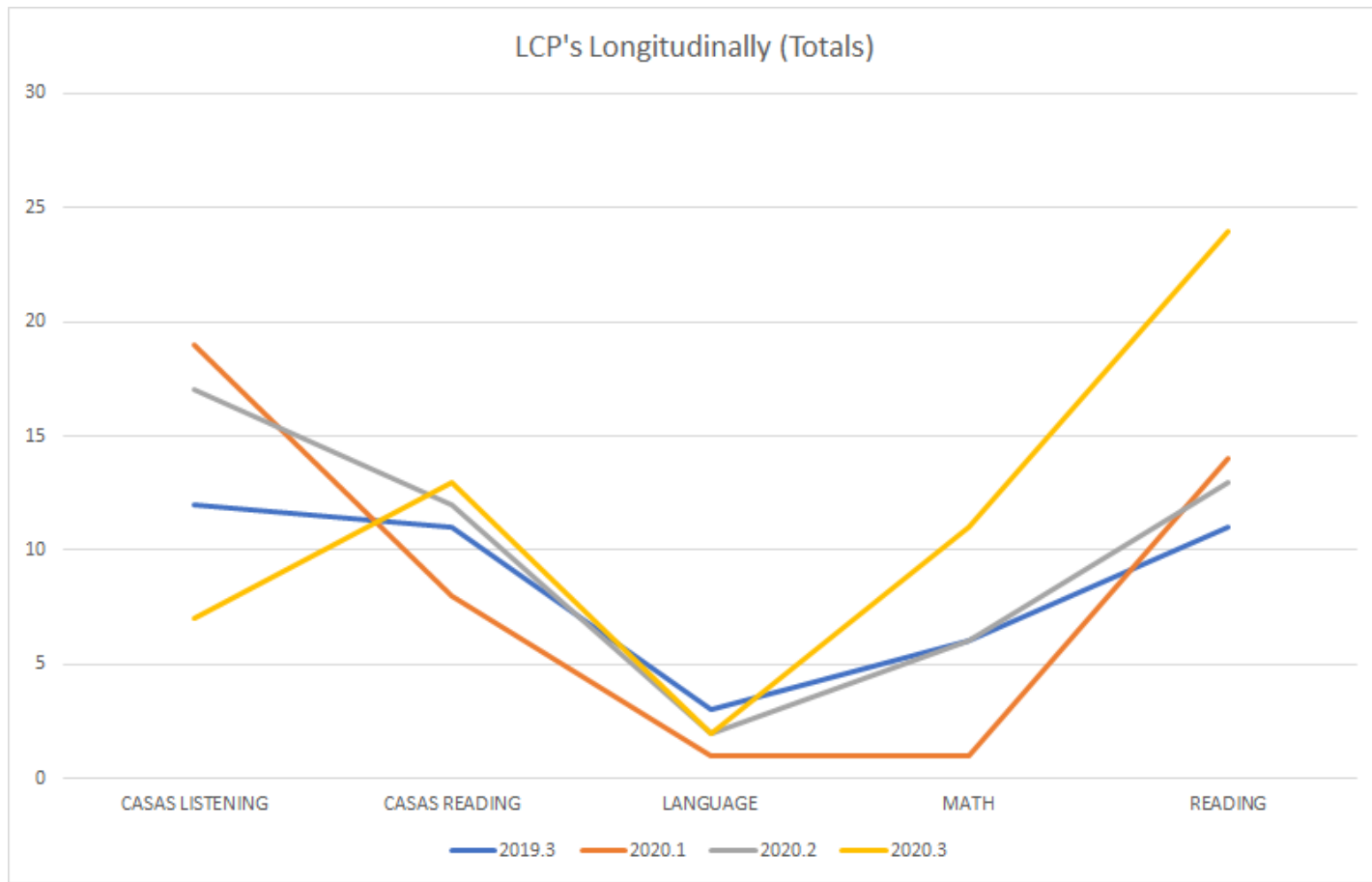
Remember data can be viewed in many forms, leverage the tools your research offices have develop tools to easily understand your trends.

LCP TYPE	TOTALS			
	2019.3	2020.1	2020.2	2020.3
CASAS LISTENING	12	19	17	7
GL	1	0	3	0
HL	3	6	4	2
IL	3	5	8	3
JL	4	6	2	1
KL	1	2	0	1
CASAS READING	11	8	12	13
NR	1	0	2	3
PR	2	0	2	4
RR	4	3	1	0
SR	4	5	7	6
GED	56	51	42	34
V	11	10	8	6
W	19	18	16	10
X	15	14	12	13
Y	11	9	6	5
LANGUAGE	3	1	2	2
K	2	1	2	1
M	1	0	0	1
MATH	6	1	6	11
A	2	1	3	3
B	1	0	1	2
C	3	0	2	6
READING	11	14	13	24
E	1	1	1	2
F	3	2	4	5
G	3	6	2	6
H	4	5	6	11
Grand Total	99	93	90	89

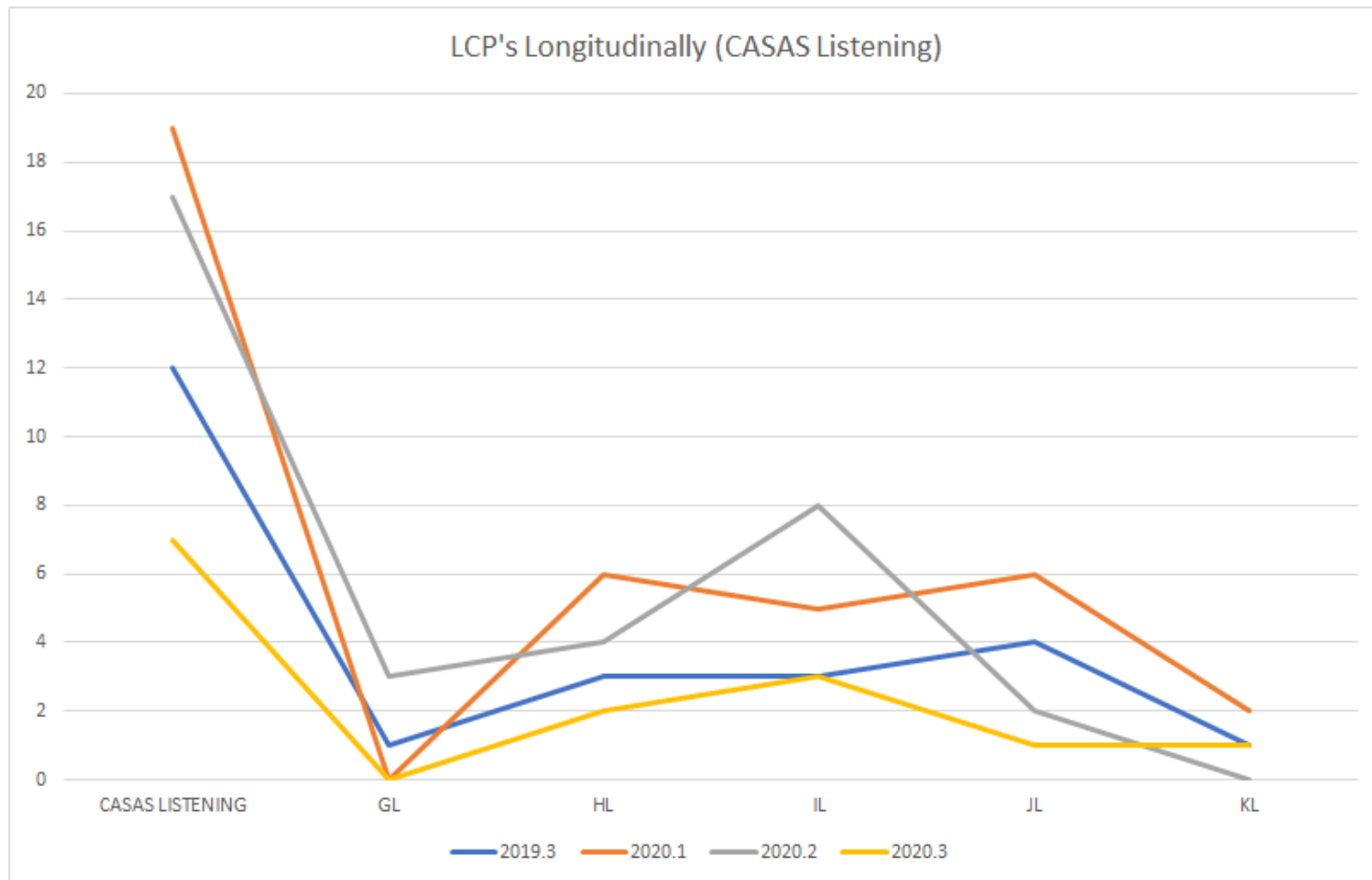
Beyond NRS Reporting Data Visualizations



Beyond NRS Reporting Data Visualizations



Beyond NRS Reporting Data Visualizations



Beyond NRS Reporting Attendance Reports



YEAR TERM	STU ID#	LAST NAME	FIRST NAME	SECTION	SESSION	GRADE	ROOM	TEACHER	TOTAL HOURS	POSSIBLE HOURS	FIRST DATE ATTENDED	LAST DATE ATTENDED
20221	Student 1	Student 1	Student 1	5906	A		1160	SOWA, MARGARET	2.5	15	20210823	20210823
20221	Student 1	Student 1	Student 1	5907	A		1160	SOWA, MARGARET	7.5	15	20210825	20210908
20221	Student 1	Student 1	Student 1	5908	A		1160	SOWA, MARGARET	15	15	20210819	20210909
20221	Student 2	Student 2	Student 2	5960	A		Online	ALVAREZ SANCHEZ,	5	5	20210816	20210823
20221	Student 2	Student 2	Student 2	5962	A		Online	MILSTEAD, HALEY	7.5	15	20210819	20210831
20221	Student 2	Student 2	Student 2	5966	A		Online	SOWA, MARGARET	5	15	20210913	20210920
20221	Student 2	Student 2	Student 2	5967	A		Online	LEWANDOWSKI, LIND	7.5	15	20210908	20210922
20221	Student 2	Student 2	Student 2	5968	A		Online	JERNIGAN, MELISSA	7.5	15	20210907	20210921

Beyond NRS Reporting Student Attendance



Always review total attendance by term.

Term	Student ID	LAST NAME	FIRST NAME	CourseID	Section	ICS	Grade	HourType	SectionHours	SectionLocation	AdultEdFunctionLevel	AdultEdCoursePostStatus
121	Student ID1	Student 1	Student 1	ABX0100	5914A	13201	W	C	2.5	10199	2	N
121	Student ID1	Student 1	Student 1	ABX0300	5913A	13201	PR	C	2.5	10199	2	N
121	Student ID2	Student 2	Student 2	ABX0100	6080A	13201	PR	C	22.5	20299	3	N
121	Student ID2	Student 2	Student 2	ABX0200	6078A	13201	PR	C	10	20299	3	N
121	Student ID2	Student 2	Student 2	ABX0300	6079A	13201	PR	C	10.8	20299	3	N
121	Student ID3	Student 3	Student 3	ABX0100	6090A	13201	P	C	25	20199	2	Y
121	Student ID3	Student 3	Student 3	ABX0100	5902A	13201	PR	C	30	20199	2	Y
121	Student ID3	Student 3	Student 3	ABX0200	6088A	13201	P	C	10	20199	2	Y
121	Student ID3	Student 3	Student 3	ABX0200	5900A	13201	PR	C	12.5	20199	2	Y
121	Student ID3	Student 3	Student 3	ABX0300	5901A	13201	PR	C	15	20199	3	Y
121	Student ID3	Student 3	Student 3	ABX0300	6089A	13201	PR	C	12.5	20199	3	Y

Beyond NRS Reporting Student Attendance



Always review total attendance by term.

ID	TOTAL HOURS 2021.3
Student ID 1	2.5
Student ID 2	2.5
Student ID 3	2.5
Student ID 4	2.5
Student ID 5	2.5
Student ID 6	2.5
Student ID 7	5
Student ID 8	5
Student ID 9	5
Student ID 10	5
Student ID 11	5
Student ID 12	7.5
Student ID 13	7.5
Student ID 14	7.5
Student ID 15	7.5

Beyond NRS Reporting NSCH



The National Student Clearinghouse has a tool that will allow you to determine where your students go after your program – Student Tracker!

Check all tabs in this document										
Student Information MICHAEL JOHNSTON										
Certified By School	Status	Status First Started Date	Term Begin date	Term End date	Anticipated Gradua	College Code	School Name	College State	2/4 Year	Public/Private
11/02/1998	L	08/24/1998	08/24/1998	12/15/1998		001493-00	INDIAN RIVER STATE COLLEG	FL	4	P
12/20/2001	F	08/18/1999	08/21/2001	12/19/2001	05/19/2002	001536-00	UNIVERSITY OF MIAMI	FL	4	V
11/27/2001	F	08/18/1999	08/21/2001	12/19/2001	05/08/2003	001536-00	UNIVERSITY OF MIAMI	FL	4	V
10/15/2001	F	08/18/1999	08/21/2001	12/19/2001	05/08/2003	001536-00	UNIVERSITY OF MIAMI	FL	4	V
09/12/2001	F	08/18/1999	08/21/2001	12/19/2001	05/10/2003	001536-00	UNIVERSITY OF MIAMI	FL	4	V
08/15/2001	F	08/18/1999	08/21/2001	12/19/2001	05/10/2003	001536-00	UNIVERSITY OF MIAMI	FL	4	V
06/07/2001	F	08/18/1999	01/08/2001	05/18/2001	05/09/2002	001536-00	UNIVERSITY OF MIAMI	FL	4	V

Beyond NRS Reporting NSCH



The National Student Clearinghouse has a tool that will allow you to determine where your students go after your program – Student Tracker!

FirstName	LastName	Graduate Date	Degree Title	BirthDate	College Name	2-year / 4-year	Enrollment Begin	Enrollment End	Enrollment Status
Student 1	Student 1			MMDDYYYY	LONE STAR COLLEGE SYSTEM DISTRICT	2	2013-06-03	2013-08-18	L
Student 2	Student 2				UNIVERSITY OF WEST FLORIDA	4	2019-08-26	2019-10-09	W
Student 3	Student 3	2017-03-07	SHORT CERTIFICATE		BISHOP STATE COMMUNITY COLLEGE	2			
Student 4	Student 4				COASTAL ALABAMA COMMUNITY COLLEGE	2	2011-05-19	2011-07-29	H
Student 5	Student 5				BISHOP STATE COMMUNITY COLLEGE	2	2017-01-09	2017-05-12	
Student 6	Student 6				UNIVERSITY OF SOUTH ALABAMA	4	2019-08-20	2019-12-12	F
Student 7	Student 7				UNIVERSITY OF WEST FLORIDA	4	2021-08-23	2021-12-11	F
Student 8	Student 8				BLUEGRASS COMMUNITY AND TECHNICAL COLLEGE	2	2019-01-14	2019-04-08	W
Student 9	Student 9				SADDLEBACK COLLEGE	2	2012-08-20	2012-12-19	H
Student 10	Student 10				SADDLEBACK COLLEGE	2	2013-01-22	2013-05-23	H
Student 11	Student 11				SAN DIEGO MESA COLLEGE	2	2014-01-27	2014-05-24	
Student 12	Student 12				SAN DIEGO MESA COLLEGE	2	2014-08-18	2014-12-16	
Student 13	Student 13				SAN DIEGO MESA COLLEGE	2	2015-01-26	2015-05-23	
Student 14	Student 14				SAN DIEGO MESA COLLEGE	2	2015-08-24	2015-12-19	
Student 15	Student 15				SAN DIEGO MIRAMAR COLLEGE	2	2016-01-25	2016-04-08	
Student 16	Student 16				SAN DIEGO MESA COLLEGE	2	2017-01-30	2017-04-03	
Student 17	Student 17	2014-05-09	BACHELOR OF SCIENCE		FLORIDA STATE COLLEGE AT JACKSONVILLE	4			
Student 18	Student 18				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2011-01-10	2011-05-06	F
Student 19	Student 19				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2011-08-29	2011-12-16	F
Student 20	Student 20				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2012-01-09	2012-05-04	F
Student 21	Student 21				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2012-08-27	2012-12-14	F
Student 22	Student 22				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2013-01-07	2013-05-03	H
Student 23	Student 23				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2013-08-26	2013-12-13	F
Student 24	Student 24				FLORIDA STATE COLLEGE AT JACKSONVILLE	4	2014-01-13	2014-05-09	H
Student 25	Student 25				CENTRAL TEXAS COLLEGE-TRADITIONAL	2	2016-08-22	2016-12-09	L
Student 26	Student 26				CENTRAL TEXAS COLLEGE-TRADITIONAL	2	2017-01-17	2017-04-30	H

Final Wrap-Up and Questions



Key Contacts

- Tara Goodman, Vice Chancellor
 - Tara.Goodman@fldoe.org
- Brittany C. Ross, Director, Research & Evaluation
 - Brittany.Ross@fldoe.org
 - 850-245-9005
- Audrey Kervin, Program Specialist IV
 - Audrey.Kervin@fldoe.org
 - 850-245-9540
- Jessi Maddox, Program Specialist IV
 - Jessica.Maddox@fldoe.org
 - 850-245-9463

Scan to visit:
www.gettherefl.com

