



# Data Use at Oklahoma City Community College

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## Background

- Program started in 2008
- Performance Based Funding
- Complete College America
  - Complete College OCCC
- Honest Look at Data
  - Achievements
  - Post-Assessments
  - Gains



# Why We Look at Data Consistently

- Part-Time Teachers
- Populations Served (Needs Changing)
- Managed Enrollment
- Deadlines for teachers
- Monthly Attendance (Student Hours)
- Consistent Way to Monitor Student Hours/Achievements
- Model Teachers
- Student Support Services



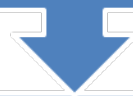
## Evaluation Tool

- Based on State Funding Formula
- Points System
- Rewards retention
- Rewards meeting deadlines
- Rewards teachers for helping students make level gains
- Incentive Pay at end of each semester



# Teacher Incentive Based on Performance

Monthly Attendance Forms Turned In On Time (25%)



Total Students with 12 hours (20%)



Percent of students with 12 hours and one assessment (30%)

12 Hours

Assessment



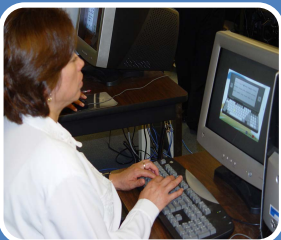
Students with Post-tests and Improved EFL (25%)

# Getting Data to Teachers



## Used in Addition to Tables 4 and 4b

- Great to Supplement Teacher Observations
- Fall and Spring In-service
- Review Entire ALC Performance at Fall In-Service (Great for new Teachers)



## Reward System for Teachers

- Receive additional Pay for “Checkout”
- Documentation



## Evaluating Strengths and Areas of Improvement

- Review Teacher & Student Performance
- Monthly Checks (Now Weekly)

## Teacher Buy-In

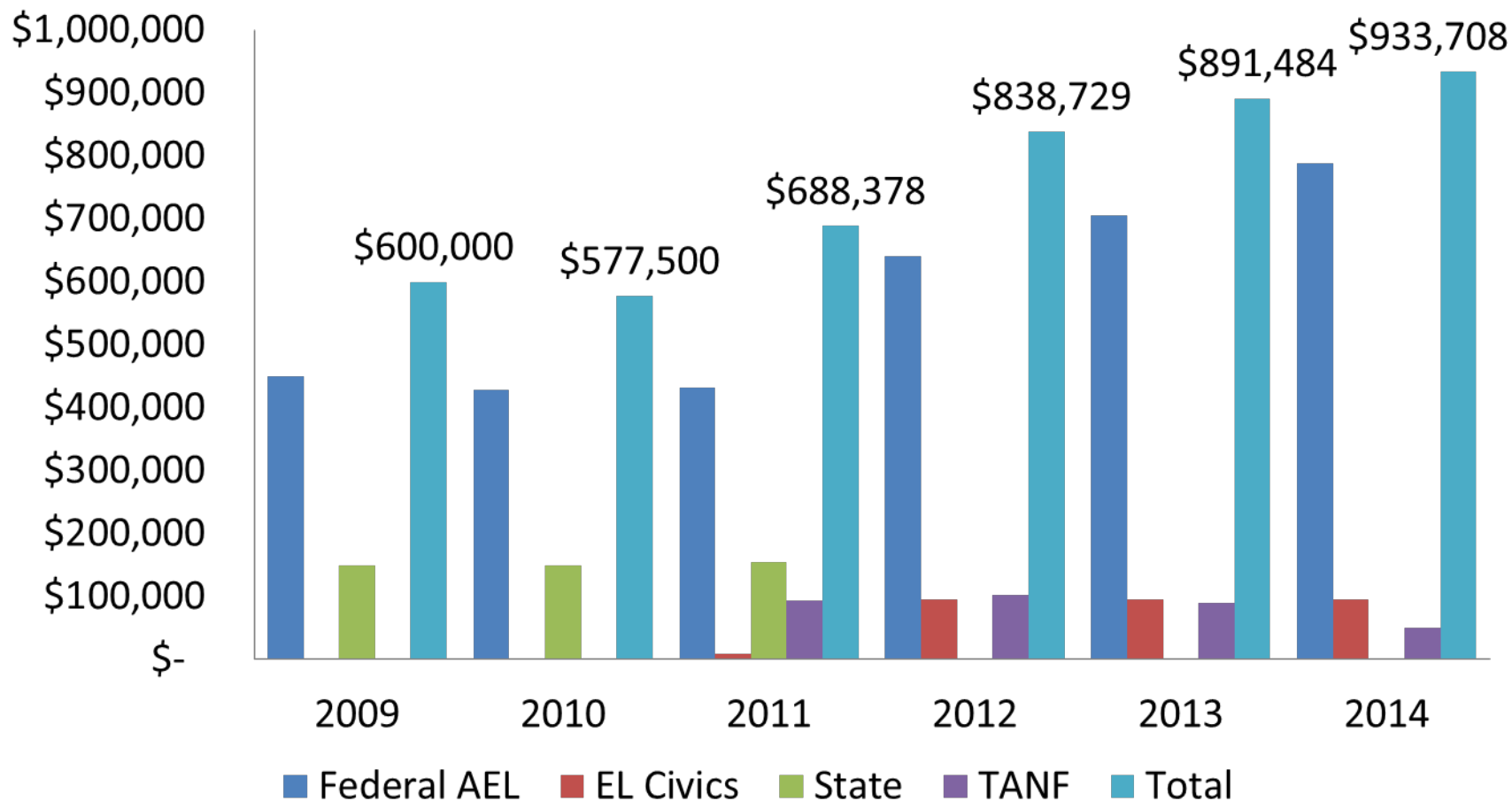
- Consistent, Timely Feedback from Lead Teachers and Coordinator
- Areas for Improvement are brought to teacher early
- Professional Development Needs Addressed
- Monitor Level Gains (4b)
- Probationary Period to Make Improvements

# How Successful We've Been – According to the Data

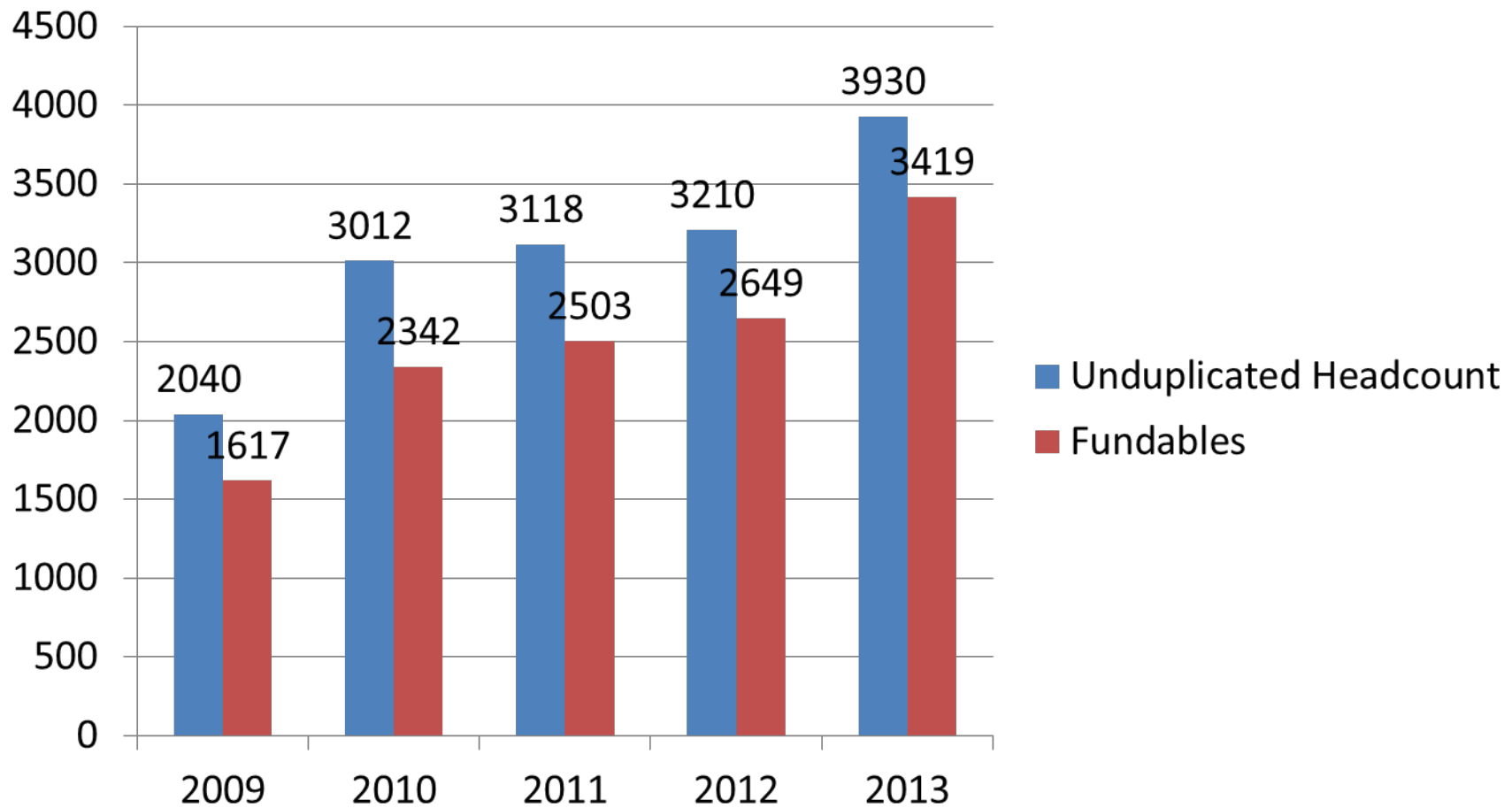
- Orientations Full
- Waiting Lists (1,000 on ESL)
- Attendance Policy
- Effective Teaching (Level Gains)



# Funding

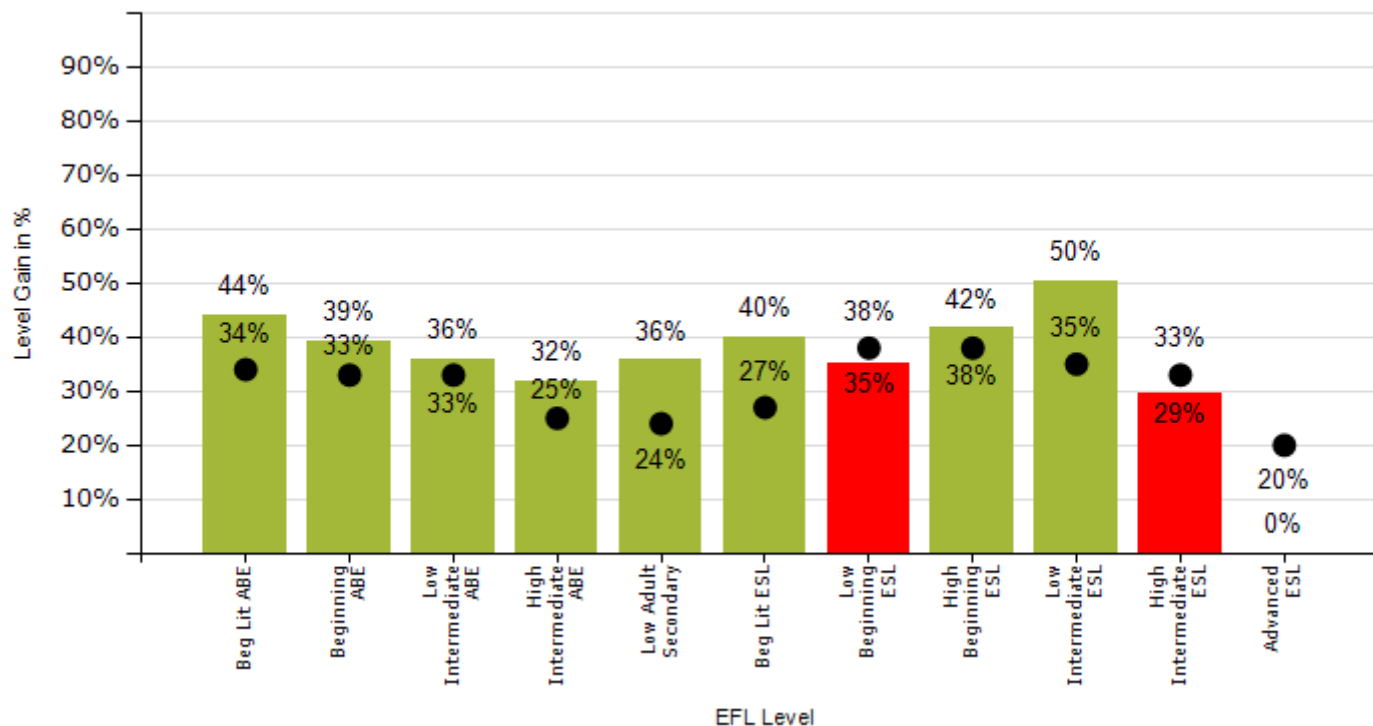


# Enrollment



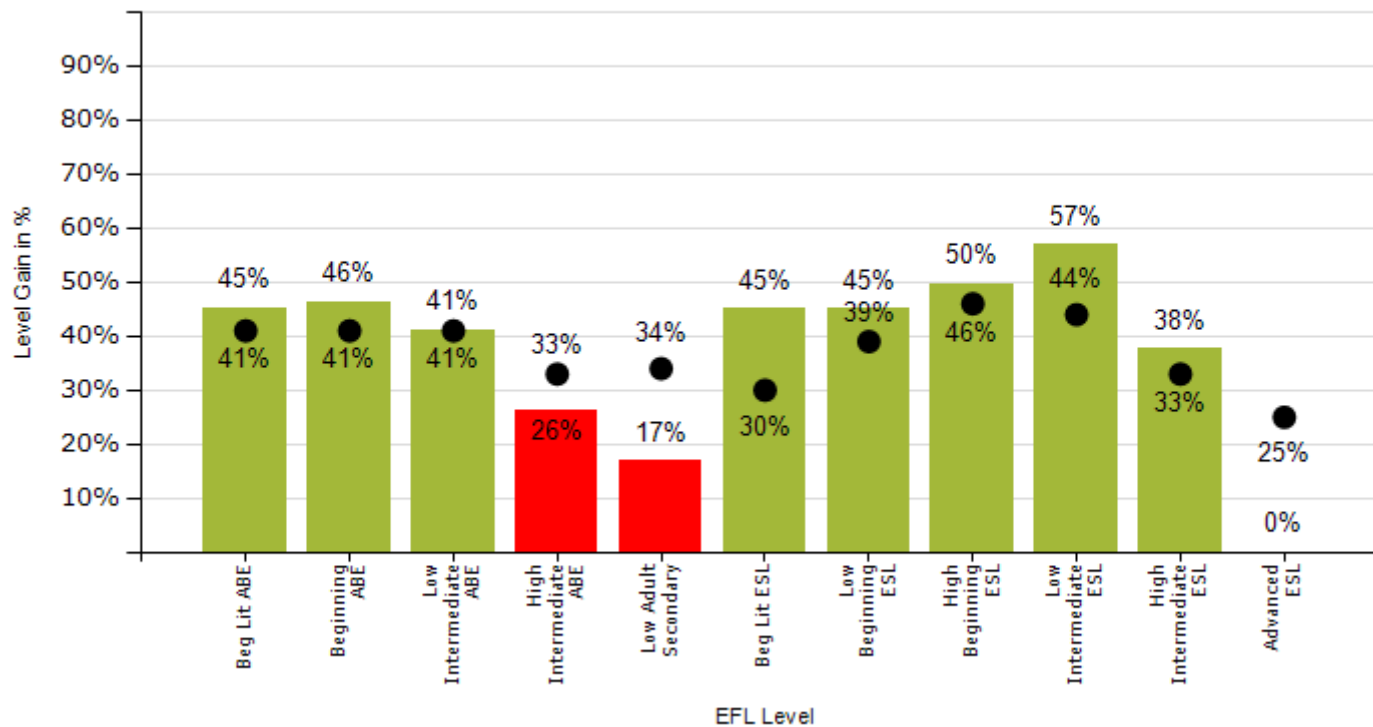
# Goal Achievements FY12

Assessment - Level Completion



# Goal Achievements FY13

Assessment - Level Completion



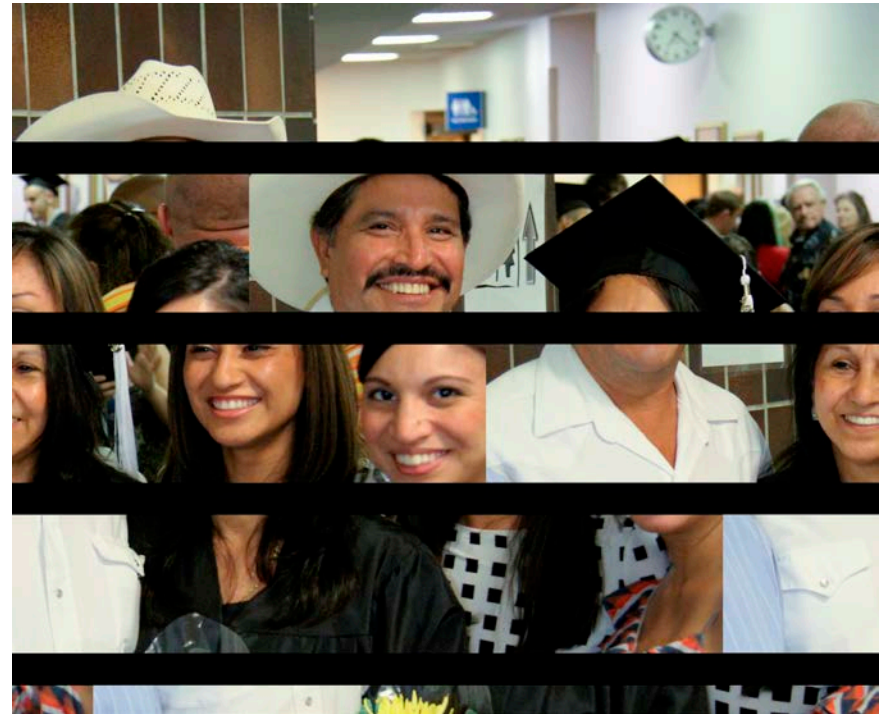
## Challenges

- Data Errors
- Retention
- Off-sites (Student Support Services)
- Funding for Data Entry Staff/Teachers/Testers



# Our Best Tips

- Involve Teachers in Planning Process
- Consistently Evaluate Processes and Procedures
- Show Benefits
- Reward and Recognize Quality Teaching



# Contact Information

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