Role of Metrics

Examples of *Excelencia* is the only national effort to identify and promote evidence-based practices that help accelerate Latino student success in higher education. Through a year-long process, we identify, review, and promote programs at colleges, universities, and community-based organizations who are effectively serving Latino students. To identify programs who are doing well by Latino students, *Excelencia* seeks to receive program data exemplifying effectiveness of practice for the students they are serving.

As a program practitioner, you can use data to present your program's effectiveness. Data and metrics are tools that help paint a measurable picture of the impact your program's practices are having. The following are some steps you can take to effectively share data that highlights your work:

Set a Baseline: Start by providing context for the population your program is serving. What are some metrics your program uses to provide evidence of student success? In other words, what success measures come to mind when comparing how students in your program perform compared to students that are not in your program?
Some common metrics used are: graduation rate, GPA, transfer rate, retention rate, time to completion, course pass rate, and percent college-ready. These are just some of the many baseline metrics programs can use to identify student success.

Show Change Over Time: Show how your program's participants perform for the baseline you established (i.e. average program graduation rate, average program GPA, average program retention rate). You can also share how your participants have improved since your program's inception. For example, you could highlight changes from year-to-year or semester-to-semester. Additionally, you may use comparison groups to highlight change over time. Consider sharing how your current cohort compares to another similar cohort. You could also share how your students are performing now compared to similar students before your program's implementation.

Highlight Latinos: Your program should disaggregate baseline metrics by race/ethnicity. Disaggregation allows for a better understanding of your student population and facilitates a focus on Latino students. To assess program effectiveness for the Latino students you serve, it is important to compare how Latino students in your program's service area perform compare to other students. Consider framing your use of program data around 1) how Latino students in your program perform compared to other students in your program of different race/ethnicity, and 2) how Latino students in your program perform compared to their program peers as a whole.