

Excelencia broadens the scope of knowledge about what works for Latino student success in higher education and brings attention to programs that may be overlooked by traditional best-practices model. This requires an ability to tell the story of what works to multiple audiences. Evidence-based practices use data and storytelling to show student success in ways unique to each program.

Role and Importance of Metrics: When telling the story of your program, clear and compelling metrics can demonstrate its effectiveness to decision makers. The metrics shared should include an alignment between the goals of the program and the practices delivered to students to meet the overall mission. Reflect upon the metrics your program uses to provide evidence of student success and consider using the framework below to organize your data.

Developing Strong Metrics

Set a Baseline

Provide the need analysis and context for the population your program serves.

- What measures of success come to mind when comparing how students in your program perform compared to students not in your program?
- What measures could improve or have improved through the implementation of your program?



Show Change Over Time

Show how your program's participants perform compared to the baseline you established.

- Show how your current cohort compares to another similar cohort
- Show how a cohort performs over time (semester to semester, year to year, etc.)
- Show a comparison of performance between current students and similar students before your program was implemented
- Disaggregate data outcomes by year to provide insight into program impact and growth



Highlight Latino Participant Impact

Disaggregate data by race/ethnicity for a better understanding of your student population and facilitate a focus on Latino students. Consider framing your program data around:

- How Latino students in your program perform compared to other students in your program of different race/ethnicity
- How Latino students in your program perform compared to their program peers as a whole



Using this tool: This document is designed for program leaders beginning to craft evidence of effectiveness for their program. Need some ideas on metrics? See *Excelencia's Potential Metrics by Program Issue Area* found here: <https://bit.ly/Examples-Possible-Metrics>