

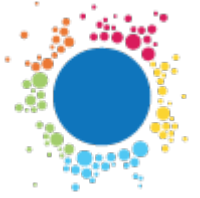
Collective Improvement through Common Measurement

Tim Podkul

Director, NSF INCLUDES Coordination Hub

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NSF INCLUDES

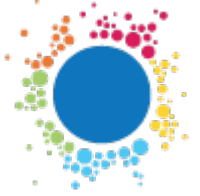


NSF INCLUDES has two primary tenants:

- 1) broaden participation in STEM**
- 2) build collaborative infrastructure**

NSF seeks to support the creation of infrastructure to allow for the improvement of systems by which organizations and institutions come together with a shared goal or vision, where they map out mutually reinforcing activities, where they develop goals, objectives, and measures to map their progress, where they engage in constant communication and advance the potential for expansion and scaling that would not be possible otherwise.

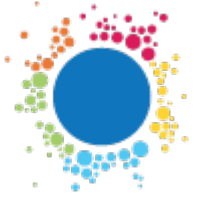
The NSF INCLUDES Coordination Hub



*The Coordination Hub facilitates activities needed to build and maintain a strong **NSF INCLUDES National Network**, including communications, technical assistance and efforts aimed at increasing visibility at both the project and network level.*

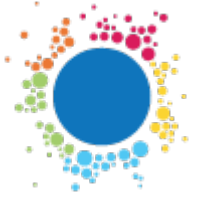
The Hub itself is a collaboration of multiple institutions.

NSF INCLUDES Elements of Collaborative Change



-  **Vision** Engage the community in a shared vision
-  **Partnerships** Provide a platform for collaborative action
-  **Goals & Metrics** Allow for evidence-based decision-making
-  **Leadership & Communication** Increase communication & visibility
-  **Expansion, Sustainability, & Scale** Establish the capacity to grow and sustain

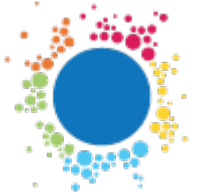
Continuous Improvement Model for Implementation



Core principles for sustainable change:

1. Collaborative: Change takes time and involves collective effort
2. Adaptive: Change is context-specific and therefore requires constant adaptation, data collection, and learning
3. Iterative: Focusing on a series of small changes, combined with ongoing evidence collection and review, can lead to large-scale change

Two conditions for understanding continuous improvement effort



Continuous Improvement (iterative and incremental improvement efforts) cannot exist without the establishment of measures to gauge whether a change is an improvement.

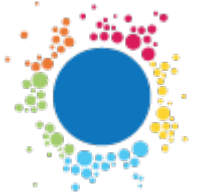
In order for changes that lead to improvement to happen at scale, shared, or common, measures across actors in the network must be established.

Shared Measures

“If you can’t measure it, you can’t improve it.”

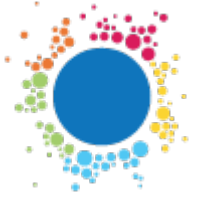
– Peter Drucker

Shared measurement is a critical component of Collective Impact



- **Definition:** *Identifying common metrics for tracking progress toward a common agenda across organizations, and providing scalable platforms to share data, discuss learnings, and improve strategy and action* (FSG, 2011)
 - Shared measures can help us move beyond fragmented and disconnected efforts... by creating a new degree of coordination and learning that can magnify the impact of funders and grantees alike
- **Benefits**
 - Improved data quality
 - Tracking progress toward a shared goal
 - Enabling coordination and collaboration
 - Learning and course correction
 - Catalyzing action

What shared measures are not



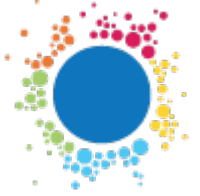
- **Shared measures ≠ causality**
 - Progress on a given measure does not represent definitive evidence that a project or approach was primarily responsible for an observed outcome
- **Shared measures ≠ mandatory reporting**
 - We are NOT talking about *compliance* reporting for grant requirements
- **Shared measures ≠ replacing any of your current or proposed practices or metrics**
- **Shared measures ≠ programs/projects reporting on *every* measure being tracked across the National Network**
 - Programs/projects will only be asked to contribute data for those measures that are closely aligned with their goals and strategies

Creating Shared Measures

“What gets measured gets done.”

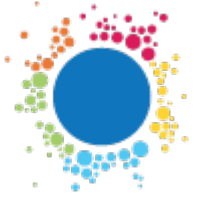
– Tom Peters

Shared measurement for...



- Communicating the vision
- Case-making
- Continuous improvement
- Understanding your priority population
- Partner accountability
- Facilitating coordination and collaboration
- Assessing partnership health
- Catalyzing action

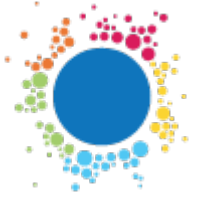
Shared Measurement Readiness



Shared measures requires preparation that is different from the process of typical project evaluation data collection or implementation measures in non-collaborative or networked situations.

Three questions to review with your teams before launching your shared measures journey

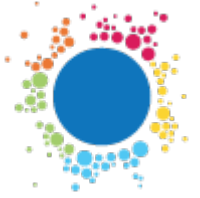
1) Acknowledge the larger goals of your work, and what you hope shared measures will help you accomplish



Shared Vision:

- **Improve the college enrollment rate and success of undergraduate STEM students, with emphasis on rural first-generation students through their first 2 years of college.**
- **Shared measures will help individual work groups and overall network...**

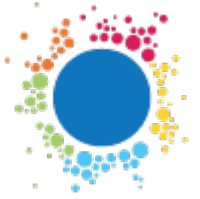
2) Understand the systems established to complete the work in service of that goal.



How the work is organized?

- Within our network we have 4 working groups
 - Goal of each working group
 - How are they organized internally
 - What are the goals of each working group
 - What is the schedule for completing different parts of the work

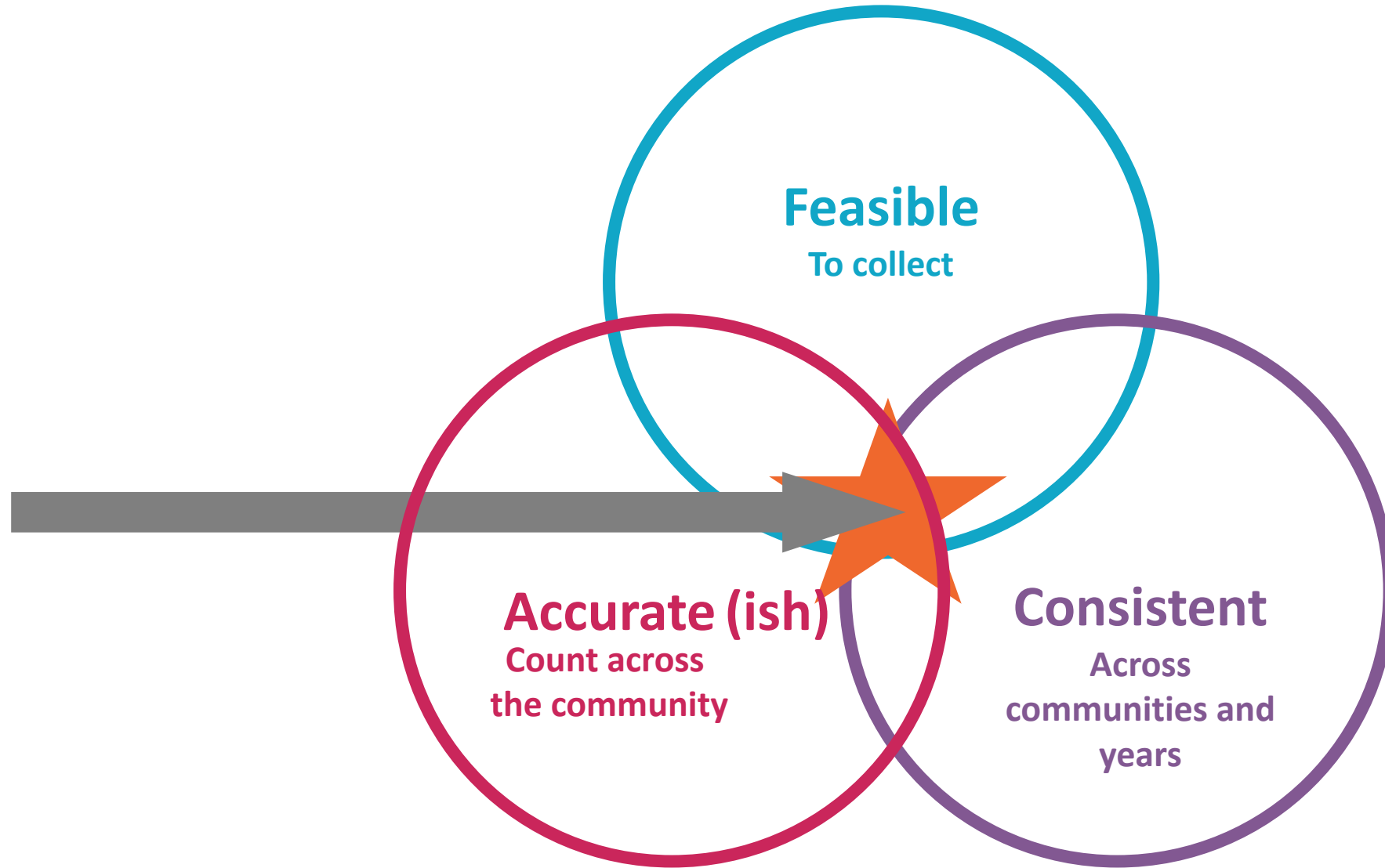
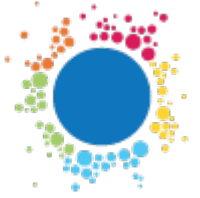
3) What is the context for the work being completed?



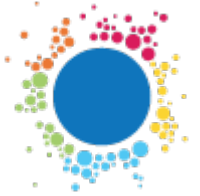
Who is part of this work, and where is it happening?

- Community size
- Demographic makeup and disparities between groups
- Strategies they are focusing on and parts of the continuum they are most focused on
- Partner capacity and expertise to collect and analyze data

What data will you collect?



Key features and guiding principles



- **Collaboration**: Workgroups, F2N leadership, data collectors and analysts work together to design measures that have meaning to all
- **Ease**: Wherever possible, build on what already exists
 - Access existing administrative data (e.g., HEPC) to minimize burden
 - Adapt nationally-recognized protocols (or collection tools in use by individual programs) when existing administrative data are not available
 - Create new instruments that are low-burden on respondents and flexible to use across settings or contexts
- **Alignment**: workgroups should only be asked to contribute data for measures directly aligned with their vision, activities and outcomes
- **Support**: Network-serving subgroup can provide assistance to support F2N members' capacity to collect, analyze, interpret, and use data



NSF INCLUDES
Coordination Hub

Have Questions? Contact us

nsfincludeshub@sri.com

Want resources? Join us!

<https://www.includesnetwork.org>



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