



California Rural Partnerships Alliance

Data for Action: A Framework for Facilitated Conversations on Career Pathways Data

The following framework provides rural data teams with reflection questions to guide conversations about cross-sector data that has been gathered to improve career pathways programming. The guiding questions for data discussions are separated into four steps: analysis, interpretation, application, and recommendations.¹

Facilitation Steps	Guiding Questions
STEP 1: Analysis <i>What are effective ways to organize and display the data?</i>	<ul style="list-style-type: none"> • How can we aggregate and display the data to show variation and correlation and help us understand its meaning? (e.g., tables, charts, other graphics) • What patterns and themes emerge from the data that we can organize into a set of findings?
STEP 2: Interpretation <i>What do the analyzed data mean?</i>	<ul style="list-style-type: none"> • What do we individually and collectively think the data suggest in relation to our research questions? What remains unanswered by the data? • What inferences or assumptions are we making about the data elements and findings? • In what ways do our previous experiences influence our interpretations?
STEP 3: Application <i>When we apply the findings to our programming, what do they tell us about the ways that the programming is achieving its goals?</i>	<ul style="list-style-type: none"> • Do our interpretations of the data suggest that program changes need to be made, based on the career pathways program goals? If so, in what ways? • To what extent do the data team members share the same perspectives about the changes that the findings suggest?
STEP 4: Recommendations <i>What data-driven recommendations do we make to the regional collaborative to enhance the effectiveness of our career pathway programming?</i>	<ul style="list-style-type: none"> • What broad data-driven recommendations should we make to the collaborative to enhance, amplify, change, adapt, or improve our career pathways programming? What associated data should be shared with the collaborative and in what forms? • What specific and measurable action steps should we recommend to the collaborative? • What roles do we recommend that each collaborative partner play in making program improvements? • What data do we recommend that the collaborative share with each partner and in what forms? • What timeline should we recommend for each action step?

¹ This framework is informed by Preskill, H., Parkhurst, M., & Juster, J. S. (2014). *Learning and evaluation in the collective impact context*. Report from the Collective Impact Collaborative. Retrieved from <http://www.fsg.org/publications/guide-evaluating-collective-impact>.