Focus on What Matters: It’s Better to Lead Than Lag
What Data Do You Pay Attention To?
Today’s Objectives

Upon completion of this workshop, participants will:

- Understand the concept of leading and lagging indicators
- Be able to identify leading and lagging indicators for your work
- Determine what leading indicators can be used in your work
Leading and Lagging Indicators: Introducing the Concept
Leading and Lagging in Your Life

- Weight loss
  - Fitbit
  - Points
- Having a good breakfast
  - Feel good
  - Able to focus
  - Likely lead to a good day
## What's in a Name?

<table>
<thead>
<tr>
<th>Leading</th>
<th>Lagging</th>
</tr>
</thead>
<tbody>
<tr>
<td>Predictive</td>
<td>What’s already happened</td>
</tr>
<tr>
<td>You can control</td>
<td>Little control</td>
</tr>
<tr>
<td>Proactive</td>
<td>Reactive</td>
</tr>
<tr>
<td>Sometimes hard to capture</td>
<td>Usual easy to capture</td>
</tr>
<tr>
<td>Formative</td>
<td>Summative</td>
</tr>
<tr>
<td>Many</td>
<td>Few</td>
</tr>
</tbody>
</table>
Leading and Lagging: Parallels to Linear Regression?

- Regression is used to identify the strength of the effect that the independent variable(s) — Leading Indicators — have on a dependent variable — Lagging Indicator.

- Typical questions are what is the strength of the relationship between, for example, dose and effect, marketing dollars spent and sales.
Observation

4% 30%
Possible Causes
Students

gender  ft/pt  ftic  web

standing  ethnicity  age  time
Instructor Interviews
Findings

different teaching methods

human relationships
Drop Rate Improvement Program

Odeessa College

What was the focus - Leading or Lagging?
Four Commitments

- interact with students by name
- closely monitor student progress
- one-on-one meetings
- masters of paradox
Results

28.1%  6.7%
20.7%  8.1%
18.4%  5.5%
Results

3.8%
Results

69%  79%  485  753
Sample Goal: Leading and Lagging Indicators

- Completion
- Milestones
  - 30 units, Core Curriculum
- Persistence
- Successful Course Grade (A, B, C)
- Retained in Class (All non-W’s)
Leading and Lagging Indicators

Academic Outcomes Data
- Completion
  - Milestones
    - 30 units, Core Curriculum
  - Persistence
  - Successful Course Grade
  - Retained in Class

Student Services Data
- Completion
  - Progress Monitoring
  - Student support Intervention outcomes
  - Monitoring course taking patterns
  - Determination of Goals
Leading & Lagging Indicators: Relationships
Leading & Lagging Indicators: Relationships

- Slept well
- Good breakfast
- Out of house on time

A Good Day
Leading & Lagging Indicators: Relationships
Leading & Lagging Indicators: Relationships

- Remedial Courses
- College Level Courses
- Complete Major Course Sequence
- Cert/Deg. Transfer
Leading & Lagging Indicators: Relationships
Leading & Lagging Indicators: Relationships

Show-up for class → Pass exams → Complete Course Successfully

Complete Capstone Project
Leading & Lagging Indicators: Role of Receiver

- What is leading and what is lagging depends on where your perspective
What are your key lagging indicators?

What are your key leading indicators—those indicators over which you have control and that influence your lagging indicators?
Q&A and Discussion

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