

Performance Funding

Presentation to
CAPSEE Conference
The Value of Higher Education – And How to
Further Strengthen It

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Aspen College Excellence Program

The Aspen College Excellence Program works to advance higher education practices, policies, and leadership that significantly improve student outcomes in four areas:

- **Completion.** *Do students earn degrees and other meaningful credentials while in college?*
- **Equity.** *Do colleges work to ensure equitable outcomes for minority and low-income students, and others often underserved?*
- **Labor market.** *Do graduates get well-paying jobs?*
- **Learning.** *Do colleges and their faculty set expectations for what students should learn, measure whether they are doing so, and use that information to improve?*



Four Measures of Community College Excellence

**High absolute
performance**

Learning outcomes
Completion outcomes
Labor market outcomes
Equity in outcomes

**Improvement
over time**



Themes characterizing the institutions that achieve exceptional outcomes for students:

- 1** Strong leadership and vision
- 2** Clear pathways to credentials and other intentional structures to support students
- 3** Intentional focus on improving teaching and learning
- 4** Consistent, systematic, and strategic use of data to improve practice
- 5** Integrated structures that link the college to the broader community for the benefit of students

Role of Performance Funding in Institutional Excellence

- Lessons from Perkins/program accreditation
- Importance of limiting incentives
- Start with the end in mind
- Unintended consequences of narrow definitions



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