Energy Check
Energy Check
On average, our rope is 2 cm thick!

That's good to know!
Our plan for this session
Purpose and Outcomes

★ Explore the Appreciative Inquiry framework and the 4D model
★ Explore the key themes within adult education services
★ Explore the value of data and identify the metrics that you care about and that build evidence for the effectiveness of adult education
Introduction and Context
Data is the universal language of informed decisions.
Why Appreciative Inquiry?

“Appreciative Inquiry (AI) is a strength-based, capacity building approach to transforming human systems toward a shared image of their most positive potential by first discovering the very best in their shared experience”

Frank Barrett, Appreciative Inquiry - A Positive Approach to Building Cooperative Capacity
4 D Cycle

Discovery
appreciating
“The Best of What is”

Dream
envisioning
“What Could Be”

Design
co-constructing
“What Should Be”

Destiny
sustaining
“What Will Be”

What Data Tells the Story of AE Success in Your State?

Attributed to David Cooperrider and Diana Whitney in their 1987 publication: A Positive Revolution in Change: Appreciative Inquiry
Data at its best!

- What makes data valuable?
- What positive feedback have you heard from peers, programs or funders about the data we provide?
- How have you used data to tell a compelling story about our organization's impact or progress? What was the story, and how did you frame it? What data did you use?
THE GOLDEN RULES OF DATA!

• NO MEASUREMENT WITHOUT RECORDING
• NO RECORDING WITHOUT ANALYSIS
• NO ANALYSIS WITHOUT ACTION
Dream
Envisioning
1) LEARNER CENTERED SERVICES
Learners experience fulfilling, trauma-aware services that recognize and center their needs, preferences, realities, and aspirations.

2) TECH-ENABLED LEARNING OPTIONS
Adults use technology to more easily access learning, or better fit learning into their daily life.

3) NETWORKED, MULTI-SECTOR PARTNERSHIPS
Partners from sectors beyond Adult Ed — business, healthcare, social services, government, etc. — come together to design connected, learner-centered services.

4) TRANSITION-AWARE, CONNECTED PROGRAMS
Organizations from across the Adult Ed system collaborate to produce a holistic, person-centered set of programs that account for where learners are coming from — and where they'll likely transition to next.

5) EMPATHETIC MEASUREMENT & REPORTING
Measurement and reporting approaches that center learners' experiences and constraints, while delivering the data required by our current testing/funding mechanisms.

6) BRAIDED & COORDINATED FUNDING
Funders promote and accept requests by consortia. Potential grantees braid their programs and advocate for funding mechanisms that support connected, person-centered services.

7) APPRECIATING & PROMOTING ADULT ED
Campaigns that boost understanding of Adult Ed's profound and far-reaching contributions — bringing in new learners, professionals, partners, and funders.

8) ADVANCING ADULT ED
Efforts to advance Adult Ed as a respected profession and a career path — improving recruiting numbers, increasing quality job opportunities, and boosting standards.

9) CHANGE MANAGEMENT
Intentionally Manage Change grounded in a clear vision that ensures stakeholder engagement, clear communication, and effective planning for implementation, reducing initiative burn-out and securing desired outcomes and impacts.
Design
Co-constructing
Design

Using the key themes in AE

- What do you want to know about adult education to convey its value? What do we care about?
- What data informs, could inform, or showcase these themes?
- What data sets will be helpful to build or have access to?
Design

Expanding the impact, access, partnerships and availability of AE!

- Awareness building
- Influencing program delivery, access and design
- Expanding networks (shared mission with other partners like public health, human services, immigrant serving institutions, etc)
Connect with partners who share our mission to expand our impact.
I can’t learn.

With over 30 Adult Education Centers across New Hampshire, you can!

- Learn and speak English
- Improve your basic literacy skills
- Earn your high school diploma
- Earn your high school equivalency certificate (HiSET)

NHAdultEd.org

Proud partner in America’s Job Center Network

Dalia got unstuck!

Dalia A.,
ESL Student,
Dover Adult Learning Center

Start at: NHAdultEd.org
$9,620
more per year is earned by people with a high school diploma or equivalent¹

53%
increase in income over 10 years for those who have a high school diploma or equivalent²

365,347
working age-adults in MA who could benefit from high school credentials³

what people are saying about Public Adult Education of MA

“I started my English class in November and found a full time job by February.”
— E&O Adult Education Student

“You can take your class at any time that works for you and your schedule.”
— E&O Adult Education Student

“You sign up for a year, but the benefits last a lifetime.”
— Public Adult Education Advisory Council Member

“I used to be very insecure. But now I have a ton of confidence.”
— E&O Adult Education Student
28.4% of adults in California have low literacy.

How does low literacy affect equity and quality of life?

In countries where at least 10% of the population have below basic literacy, we see that many health, economic, and educational outcomes fall short.

2 in 5 counties in California have populations where 25% or more of the residents have below basic literacy.

Unemployment
- Black: 9.9%
- Latino/Hispanic: 7.5%
- White: 4.7%

Median Income
- $55,114 low literacy counties
- $64,295 other counties

Adults Without a High School Degree
- Black: 20.8%
- Latino/Hispanic: 11.7%
- White: 8.0%

Income by Race
- White: 20.9%
- Latino/Hispanic: 45.6%
- Black: 6.4%
- Asian: 11.7%

Residents Below the Poverty Line
- Black: 18.4%
- Latino/Hispanic: 12.6%
- White: 12.7%

Demographics

Los Angeles

Unemployment
- Single Mother Households: 14.3%
- 6,836 households in Los Angeles are single mother households.

Median Household Income
- $69,138

Data for the Los Angeles-Long Beach-Anaheim Metro Area

Households Where Limited English is Spoken
- The percentage of households where no adult speaks English "very well."

State Average
- 32%
$106-238 Billion
It is estimated between $106-$238 billion in health care costs a year are linked to low adult literacy skills.

Family Literacy
A mother’s reading skill is the greatest determinant of her children’s future academic success, outweighing other factors, such as neighborhood and family income.

Incarceration
75% of state incarcerated individuals did not complete high school or can be classified as low literate.

Incarcerated individuals who participate in correctional education programs are 43% less likely to recidivate than inmates who do not.
Data for an Inclusive Economic Recovery

By Rachel Vilsack, Jeannine LaPrad

May 25, 2022
college-educated immigrants)
- **Income** (median incomes, income distributions, poverty rates)

Click on a state or the country map to begin your search through the data tables >>
KEY POINTS FROM DATA FEMINISM:

• Weave data into a compelling and relatable story.
• Help audiences understand the significance of the information being presented.
• Connect data to people's lives and experiences.
• Make it accessible to a broader audience.
• Evoke empathy to motivate action.
Deliver - Sustainability

How does the field continue learning, to share its impact?

What new data sets can we explore?
What additional training/data is needed?

What are some actionable next steps?
Thank you!