



## Monthly Report for October 2013

Submitted November 1, 2013

### Meeting - Early Childhood Development

Several MLDS Center staff met with Phil Koshkin who is with the Research and Evaluation Branch of the Division of Early Childhood Development at MSDE. The meeting primarily focused on early childhood data that is collected by MSDE. The 2012 State Longitudinal Data System Grant issued by the U.S. Department of Education to the Maryland State Department of Education (MSDE), requires research to assess training and retention of early childhood workforce in Maryland. The MLDS Center will be conducting this research and gaining an understanding of the available data on the early childhood workforce is a critical first step.

### Meeting - Maryland Association for Institutional Research (MdIAIR)

Ross Goldstein and Jon Enriquez attended the Fall conference of MdAIR and gave a presentation to the members about the MLDS Center and how it will use higher education data. Specifically, Mr. Goldstein provided an overview of the Center and how it is organization, a summary of the security and privacy requirements that Center will comply with, and a synopsis of the research agenda (based on the Governing Board's 15 policy questions). Mr. Enriquez spoke specifically about the MAC2 data collection conducted by MHEC and how the Center will utilize the information in its research and analysis. The participants expressed considerable interest in how results would be reported and in the possibility of using Center data to examine questions relating to their institutions

### Meeting - Indiana Workforce Intelligence System (IWIS)

Ross Goldstein and Ben Passmore participated in a conference call with the members of the IWIS Task Force. IWIS is in the process of establishing a P-20-W longitudinal data system and is interested in understanding the process and approach Maryland took to develop the MLDS Center and system. Specifically, the Task Force was interested in the legislative framework, the role and make-up of the Governing Board, lessons learned, and the State's decision to build the system in-house as opposed to hiring a vendor build and host a solution.

### National Governors' Association

Chandra Haislet was asked to make a presentation at a National Governors Association meeting on the Chair's Initiative - *America Works: Education and Training for Tomorrow's Jobs*. The session was focused on preparing for the emerging workforce and how state longitudinal data systems can answer these questions. Chandra's presentation focused on the process of engaging stakeholders to develop policy questions and the time and information products necessary to answer those questions.

### Administration - Recruitment

Interviews for the two senior information technology positions (Application and Security Manager and Senior Database Engineer) took place on October 28th. After several weeks of advertising, a significant number of resumes were received. However, after reviewing the resumes only six individuals were deemed to have the required skills and experience (three for each position). Interviews were offered to all six, but only four responded, of which only two actually showed up for the interviews. Based on this selection, a determination was made to re-advertise the positions. To ensure we are only getting applicants who are truly interested in the positions, a questionnaire along with the other application materials will be required. The questionnaire will result in an applicant pool that has a serious interest in and understanding of the positions. While this does represent a setback, the Center does have access to Race to the Top IT contractors at MSDE who can, within the scope of their existing contracts, provide technical assistance with



certain immediate tasks. Funding through the MLDS Center is available to exercise this option.

While the preference was to have the senior IT positions in place before hiring other IT staff, given the delays in filling those positions, we are starting the process of recruiting for a webcenter developer, an OBIEE analyst, an OBIEE developer, and an ETL/IT analyst. Also, recruitment for the executive associate position is underway.

#### IT and Data Management Branch

The IT and Data Management Branch continues working with DLLR, MHEC and MSDE data stewards and custodians to finalize organization and person identification data collection files. Next steps include identification of specific data to answer research and policy questions and the development of data collection file layouts and a collection schedule. An updated data inventory has been completed and will be reviewed at the iTech meeting in November and available at the upcoming MLDS Governing Board meeting.

Over the past month staff, funded by the FY'12 SLDS grant, has built out the core of the Master Data Management (MDM) system. Workflows for data validation, standardization and identity resolution are completed. Activities over the next month will include implementing the MDM in the Center's data system and testing of data files that are to be provided by the agencies.

#### Reporting and Portal Services Branch

The Reporting and Portal Services Branch has identified items on the website that will be part of a priority update to be completed in November. In addition, a change management process has been established to allow identification and control of revisions and updates to the website.

#### Research and Policy Branch

The first MLDS Center Research Series presentation was held on November 1<sup>st</sup> and was attended by over 28 people from a broad range of educational and workforce backgrounds. The presentation was made by Dr. Michael Woolley, Professor of Social Work at the University of Maryland, Baltimore. Dr. Woolley discussed the inclusion of student group membership in analyses (Question 15) including, gender, race/ethnicity, socioeconomic status, or special education eligibility. The goal was to work toward shared understandings of the methods, meaning, and interpretation of such analyses. Dr. Woolley used examples from his research to illustrate such points and stressed the commitment to examine these issues in all analyses done by the Center. The session generated good questions and discussion among the participants.

Other activities included reviewing the literature and formulating analytic plans to answer the three research questions specified in the federal 2012 State Longitudinal Data System grant. White papers have been drafted related to two of the questions. Planning for the research series talks have started regarding the topics of causal inference, financial aid and college retention, and early childhood labor force and universal pre-school.