# Updated CoBro Consulting Website Text

**Current Pages:**

* Home (General Info)
* Services (Outlines Services)
* COMPASS (Info on COMPASS)
* COMPASS Benefits (Benefits of COMPASS)
* COMPASS Match (Info on COMPASS Match)
* Team (Staff)
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**Proposed Pages:**

* Home
* Services
  + Research and Evaluation Services
  + Data Management Services
* Data Systems
  + COMPASS
  + COMPASSMatch
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* Resources
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# Home

CoBro Consulting is a research and consulting firm that provides evaluation services and data management systems within the education field, nationwide. We specialize in development and support of large scale data management systems, and comprehensive program evaluation, including survey services, data analysis, and professional results reporting. Our senior staff has extensive experience providing data management and evaluation services for education reform programs across the country.

One of CoBro Consulting’s core products is the COMPASS system, created especially for education programs to facilitate data management, student tracking, statistical analysis, and progress reporting. Our programmers customize COMPASS to meet each client’s needs and to maximize the efficiency and evaluation capacity of each program.

We are confident that CoBro Consulting services and systems offer an ideal solution to educational program data management and evaluation needs. As such, are continually looking to establish successful partnerships with new programs and clients. Please contact us for more information and a request a quote today!

# Services

## Research and Evaluation Services

CoBro Consulting's senior staff have extensive experience conducting broad-scale research projects, including program evaluation, statistical analyses, relational database design, survey services, focus group facilitation, structured interviews, and development of professional results reports. CoBro consultants have a deep and extensive understanding of educational program evaluation needs. The following details research and evaluation services provided by CoBro Consulting.

**Needs Assessment -** CoBro Consulting conducts assessments of organization and community needs to provide information necessary for strategic planning. Methods employed include surveying, conducting focus groups, comparing historical and geographical data, and researching current industry standards and practices to ensure planning is based on informed decisions.

**Collecting and Analyzing Baseline Data** -CoBro Consulting assists your program in determining necessary baseline data elements for helping assess future program progress, and obtaining and securely maintaining the data. Data collection methods and decisions result in the type of analyses possible, so we will engage in discussions of feasibility, benefits, and challenges with program leadership. Data collection of these elements will then allow multiple options for analyses to determine programming effects.

**Establishing Program Performance Measures and Targets** - To gauge progress toward established program goals, we work with program leadership teams in determining appropriate performance measures and reasonable quantitative targets for program objectives and goals.

**Data Analysis *-*** CoBro consultants have extensive statistical knowledge and expertise in education reform programs. We work with clients to clarify research needs and determine the appropriate statistical analyses to examine program processes and outcomes. In addition, CoBro consultants present statistical findings in an easy-to-understand format for clients.

**Survey Design -**Surveys can be valuable in providing information on participant opinions, attitudes, and knowledge. CoBro Consulting staff have designed, administered, and analyzed hundreds of unique surveys. We produce both online and paper-based, scannable surveys and guarantee a quick turnaround time for results. Survey services also include processing, analysis of resulting data, and development of multilevel survey results reports.

**Facilitation of Focus Groups and Structured Interviews -** CoBro Consulting carefully constructs topics and questions for focus group sessions in collaboration with our clients. CoBro Consultants synthesize information from all sessions, extract themes and comments related to similar topics, and provide a summary of findings report.

**Assessing Impact of Educational Interventions** - Using college awareness outcomes such as those obtained through survey data, educational achievement outcomes such as those on national and state standardized tests or evident through course completion rates, and program participation measures, CoBro Consulting will analyze data from a variety of perspectives to understand program impact and effectiveness.

**Results Reporting** - CoBro Consulting develops a variety of evaluation results reports for our clients. These reports can be used for internal program development, or sharing program progress and outcomes with stakeholders. These documents may include qualitative and quantitative findings, or may focus more narrowly on a particular evaluation topic. Examples of such reports that we routinely develop for clients include required annual and/or biennial performance reporting, annual survey reports, focus group summaries, and one-page data summary reports.

## Data Management Services

CoBro Consulting created an online student tracking system to assist with the extensive data collection and reporting tasks required of educational programs. COMPASS (Comprehensive Program Assessment System) serves to expedite manual data entry of program services, generates pre-formatted reports, and allows users to conduct statistical analyses to demonstrate program impact. The following details data management services provided by CoBro Consulting.

\*Include Links to COMPASS and COMPASSMatch Pages Here

**System Formatting and Upload** - CoBro Consulting provides services related to directly obtaining, formatting, processing, merging, and uploading student- and course-level data needed to abide by federal regulations and fulfill required reporting into the COMPASS system.

**Program Service Participation Documentation** - CoBro Consulting will customize, implement, and manage the online web-based COMPASS data management system for program service participation data collection. The customized data entry screens allow for expedited entry of service participation data by program staff. Ease-of-use and automatic prompt functions reduce manual entry errors and increase data accuracy.

**Reporting and Analyses** - COMPASS facilitates collection and reporting of all documentation and data required for ongoing internal and external program evaluation, as well as required federal reporting.

**Data Back-up Procedures** - CoBro Consulting currently maintains and manages student- and course-level data on state-of-the-art, secure, SSL certificated servers. CoBro technicians strictly adhere to data maintenance procedures that include daily system backups and established data integrity processes.

**Data Security** - Our technicians strictly adhere to FERPA guidelines and standard security regulations to upload and download data using data encryption, password protection, and secure data transmission processes.

**User Training** - CoBro technicians will deliver comprehensive onsite and online training sessions employing a hands-on approach to training so program staff can experience the system as they learn about it.

**Technical Support** - CoBro Consulting offers unlimited, online (via email, instant messaging, and Remote Desktop Connection) and telephone technical assistance to all COMPASS System users 24 hours per day, five days per week.

# Data Systems

\*Pictures or links or something that separate COMPASS and COMPASSMatch. COMPASS Info bigger than CM.

## COMPASS

\*Link to download flyer

CoBro Consulting created the Comprehensive Program Assessment System (COMPASS) specifically to facilitate educational program data management, student tracking, statistical analysis, and progress reporting. COMPASS is a secure database management and evaluation tool that expedites data entry, organizes program participant data, generates reports, and conducts statistical analyses to evaluate program success.

COMPASS is not a generic, one-size-fits-all system. Our technicians customize the COMPASS system to meet each client’s needs and to maximize the efficiency and evaluation capacity of each program. Beyond customization and implementation of COMPASS, CoBro Consulting offers additional system support services including onsite system user training, ongoing technical support, monthly online training, secure server data hosting and maintenance, and data analysis.

COMPASS includes the following key features and functions:

**Accessibility** - COMPASS is available in a web-based format to ensure access to practitioners from multiple settings and accessible through multiple web browsers and tablets (e.g., Internet Explorer, Safari, Firefox, Chrome, iPad.) The system provides separate accounts for each participating user and allows for varying levels of access. With all user access, data within COMPASS is accessible and available in real-time.

**Data Entry Screens** - COMPASS includes easy to navigate data entry screens that facilitate data entry of program services and activities information. These user-friendly screens include error messaging to prevent duplication of entries and ensure data accuracy. The screens also include drop-down menu options and batch entry features.

**Database Integration** - CoBro data specialists coordinate secure electronic transmission of student demographic and academic (such as course grades, GPA, and standardized test scores) data directly into the COMPASS system. Data from a variety of sources, formats, and structural designs can be integrated. Our technicians have substantial experience converting data into a consistent format while maintaining the validity of the original files. The system then integrates the program participation data with academic outcomes information for reporting and analysis.

**Automated Reports** - COMPASS provides user-defined, pre-formatted reports that are available on-demand to users. Reports are downloadable and allow the user to save, print, and send via email. In addition, users can export raw data into Excel format, on demand.

**Statistical Analysis** - COMPASS provides a series of advanced statistics options in a user-friendly drop-down menu format. Both descriptive statistics (e.g., means and frequencies) and inferential statistics (e.g., correlations, chi-squares, t-tests) are available. This enables users to examine the effects of individual program elements, determine overall program impact and strengthen evaluation capacity.

**Security** - CoBro Consulting currently maintains our systems on state-of-the-art, secure, SSL certificated servers. CoBro technicians strictly adhere to data maintenance procedures that include daily system backups and established data integrity processes. In addition, CoBro Consulting maintains security protocols to ensure all data is protected under the Family Educational Rights and Privacy Act (FERPA).

\* I am also thinking Benefits of Compass here, or in a sidebar or something....but maybe we can update this language?

## COMPASSMatch

\*Link to download flyer

Many federal programs experience challenges in collecting, calculating, and reporting matching fund contributions from the wide variety of contributing grant partners. To address this challenge, CoBro Consulting designed the COMPASSMatch System to manage in-kind contributions (i.e., matching funds).

COMPASSMatch is available online for easy access by multiple users across wide-area programs. Through the system, employees and program partners can enter and verify their own donated time. Matching funds are automatically computed based on stored salary and benefits information. This allows grant administrators to track real-time progress toward meeting contribution goals, and dramatically reduces time and effort on match documentation tasks.

COMPASSMatch System Features:

* Customizable system options that conform to meet unique program needs.
* Pre-existing data can be formatted and integrated into the system for you.
* User-friendly data entry screens with customized drop-down menus for easy data entry.
* Batch entry functions to record service contributions of multiple staff in one step.
* A variety of pre-formatted reports generated on demand, providing timely information about matching fund contributions.
* Batch email functions to send staff automated reminders and notices.

COMPASSMatch is hosted on CoBro Consulting's state-of-the-art, secure, SSL certificated servers, and includes monthly online training and unlimited technical support.

# Our Clients

CoBro Consulting has provided evaluation services and data management systems primarily for GEAR UP programs, but also for other educational programs, such as Smaller Learning Communities, TRIO, and College Access Challenge Grants, since 2005.

The following represents a list of clients for whom CoBro Consulting currently provides, or has provided, evaluation and/or data management services since 2005.

| Program | Administering Institution |
| --- | --- |
| Amarillo College GEAR UP Program, TX | Amarillo College |
| Anaheim GEAR UP, CA | California State University, Fullerton |
| Bellflower GEAR UP, CA\* | Bellflower Unified School District |
| California Community College Academic Senate, CA\* | California Community Colleges |
| Catalina Island Outreach Grant, CA\* | Catalina Island Medical Center |
| CPSD Smaller Learning Communities Project, WA\*\* | Clover Park School District |
| CUNY Middle Grades Initiative/GEAR UP, NY\*\* | City University of New York |
| CSU Dominguez Hills GEAR UP, CA | California State University, Dominguez Hills |
| CSU-Fullerton GEAR UP, CA | California State University, Fullerton |
| DePaul TRIO, IL\* | DePaul University |
| East Texas GEAR UP, TX | Stephen F. Austin State University |
| Eastern Arizona College GEAR UP Program, AZ | Eastern Arizona College |
| Eastern Oklahoma State College GEAR UP, OK | Eastern Oklahoma State College |
| ENMU-Roswell GEAR UP, NM | Eastern New Mexico University, Roswell |
| Exagen Diagnostics, CA\* | Exagen Diagnostics |
| GEAR UP 4 LA, CA | Los Angeles Unified School District |
| **GEAR UP Idaho, ID** (2 programs)\*\* | **Idaho State Department of Education** |
| **GEAR UP Tennessee, TN** (2 programs)\*\* | **Tennessee Higher Education Commission** |
| Hennepin Technical College GEAR UP, MN | Hennepin Technical College |
| Imperial County TEAM GEAR UP, CA\* | Imperial County Office of Education |
| In Full Motion, TN | In Full Motion, Inc. |
| **Iowa GEAR UP, IA** | **Iowa College Student Aid Commission** |
| **Kansas Kids GEAR UP, KS\*** | **Wichita State University** |
| Kenai Peninsula GEAR UP, AK (2 programs) | Kenai Peninsula Borough School District |
| LAUSD GEAR UP South Gate Partnership, CA\* | Los Angeles Unified School District |
| LBUSD GEAR UP, CA | Long Beach Unified School District |
| Lorain GEAR UP, OH\* | Lorain City Schools |
| Lorain Project Grad GEAR UP, OH\* | Lorain City Schools |
| Lakes Smaller Learning Communities, WA\* | Clover Park School District |
| MiraCosta/Oceanside GEAR UP, CA | Mira Costa College |
| CWU MOSAIC2 GEAR UP, WA | Central Washington University |
| **New Mexico GEAR UP State Program, NM\*** | **State of New Mexico Higher Ed Department** |
| Okanogan Valley GEAR UP Program, WA\* | Central Washington University |
| **Oklahoma GEAR UP, OK** (2 programs)\*\* | **Oklahoma State Regents for Higher Education** |
| Palomar GEAR UP, CA (2 Programs)\*\* | Palomar Community College |
| Pasadena GEAR UP for Success, TX | Pasadena Independent School District |
| Pauma Valley GEAR UP, CA\* | University of California, San Diego |
| Project Lasso GEAR UP, CA\* | Los Angeles Unified School District |
| Project SOAR II, GEAR UP, CA\* | California State East Bay Foundation |
| Project STEPS GEAR UP, CA | Los Angeles Unified School District |
| RTI, International, NC\* | Research Triangle International |
| Riverside PassportPlus GEAR UP, CA\* | Riverside Community College District |
| Roosevelt GEAR UP, OR\* | Portland Public Schools |
| Rural Northern New Mexico GEAR UP, NM | New Mexico Highlands University |
| East Salinas GEAR UP, CA\* | Hartnell Community College District |
| Santa Ana GEAR UP, CA\* | Santa Ana Unified School District |
| SDSU Educational Opportunity Program, CA\* | California State University, San Diego |
| Seminole State College GEAR UP, OK | Seminole State College |
| South County Economic Development Council, CA\* | South County Economic Dev. Council |
| Southwestern Community College District, CA\* | Southwestern Community College District |
| **Tennessee College Access Challenge Grant, TN** | Tennessee Higher Education Commission |
| **Tennessee Latino Student Success Initiative Grant, TN** | Tennessee Higher Education Commission |
| TAMIU GEAR UP IV, TX | Texas A&M International University |
| Tucson GEAR UP, AZ\* | University of Arizona |
| **Utah’s Statewide GEAR UP, UT** (2 programs)\*\* | **Utah Valley State College** |
| Utica GEAR UP, NY | Mohawk Valley Community College |
| Wenatchee GEAR UP Program, WA | Wenatchee Public Schools |
| Wenatchee 21st Century Learning Center, WA | Wenatchee Public Schools |
| Wenatchee CACG\* | Wenatchee Public Schools |
| Yakima GEAR UP, WA\* | Yakima Valley Community College |
| Yale-Bridgeport GEAR UP, CT (2 programs) | The Consultation Center, Yale University |

# Our Team

Meet the CoBro Consulting Team.

Administrative Team

*Darlene Cole, Chief Executive Officer / Director of Research*

Darlene Cole has an M.S. degree in Industrial-Organizational Psychology and over 20 years of experience supervising broad-scale research projects. Over the past nine years, she has worked extensively with more than 50 education reform programs, including over 30 GEAR UP programs, to optimize their evaluation and data systems management capacity. Ms. Cole created the COMPASS online data management system to facilitate GEAR UP program evaluation processes. She has directed the CoBro Consulting team for over eight years. Moreover, Ms. Cole had served as co-chair for the CCREC Research & Evaluation Committee for 18 months and has just been re-elected to serve another year in this capacity.

*Carina Davio, Director of Client Relations*

Carina Davio has extensive knowledge and experience with the GEAR UP program, including serving as Director of the GEAR UP statewide program in Idaho. As Director, she obtained firsthand experience using the COMPASS System and CoBro evaluation services in a GEAR UP setting. Ms. Davio has completed six Annual Performance Reports submitted to the US Department of Education, and in 2011 independently wrote, and was awarded, a $22 million Statewide GEAR UP grant. Ms. Davio also has experience in partner development, external and internal communication, and training on GEAR UP and college access related topics.

Evaluation Team

*Keren Brooks, Chief Research Analyst and Principal Investigator*

Over the past 16 years, Keren Brooks has conducted program evaluation and statistical data analysis in the areas of education reform and academic institutional research. Ms. Brooks has an M.S. degree in Industrial-Organizational Psychology and extensive experience managing and analyzing large-scale databases, conducting comprehensive academic program evaluations, and assisting with the design of software systems for optimal data management and evaluation functionality.  For more than eight years, she has developed and supervised GEAR UP program research design, survey projects, statistical data analyses, and outcomes reporting for CoBro Consulting. She has been a member of the American Evaluation Association since 2007.

*Sofia Andrade, Research Analyst*

Sofia Andrade has conducted large-scale jobs and organizational analyses, statistical data analysis, test development and validation, and organizational development for large public and private organizations over the last 13 years. Ms. Andrade has an M.S. degree in Industrial-Organizational Psychology and has managed personnel research, test development and validation, and organizational development initiatives in the government, transportation, and energy industries. Her responsibilities for CoBro Consulting include performing survey data analysis and reporting, and assisting with other statistical data analyses and outcomes reporting for client projects.

*Jamie Killam, Survey Coordinator*

Jamie Killam coordinates and processes incoming survey data for CoBro Consulting clients. Her responsibilities include tracking and logging all incoming paper surveys (>35,000/year), creating scanning templates of paper surveys, scanning all paper surveys into electronic format, and validating electronic survey data. Ms. Killam also assists with reporting survey data as needed.

Data Management / IT Team

*Urban Pelicon, Chief Information Officer*

Urban Pelicon has extensive experience supervising teams of programmers in designing and developing database systems to deliver maximum utility. Over the past eight years, he has specialized in developing and managing large-scale data management and reporting systems for a variety of GEAR UP statewide and partnership programs. Mr. Pelicon has designed and developed such systems in both web-based and stand-alone modalities, based on particular client needs and capacities. Currently, he manages the development and technical support for the online COMPASS and COMPASSMatch data management systems, and oversees all aspects of data management, integrity, and security.

*Dhruv Malhotra, Senior Programmer*

Dhruv Malhotra brings many years of experience in the design and development of web based business applications to the CoBro Consulting team. Mr. Malhotra excels in using client/server technologies and specializations in database development and integration, administrating user permissions, and managing systems architecture. Mr. Malhotra has vast experience in .Net, iOS development, Android development, Php, Python, Java, PERL, SQL, and other various programming languages. He has consulted with clients from Fortune 100 companies, the public sector including the Department of Defense, along with small companies trying to make their mark. His passion lies in service to the clients, understanding their needs, and using technology to solve business problems while creating new products and services. As CoBro Consulting's Lead Programmer, Mr. Malhotra is responsible for all aspects of programming, and troubleshooting and maintenance of the COMPASS and COMPASSMatch Systems, including development and integrity of all reporting features. He also manages and implements all system updates, and upgrades of the SQL server.

*Craig Saiz, Data Specialist*

Craig Saiz brings over 10 years of experience in IT to CoBro Consulting team. He specializes in computer programming, computer repair, office application training, and software solutions analysis for business. He is an integral part of the CoBro Consulting team, and is responsible for a variety of IT tasks and projects for our GEAR UP clients. Specifically, Mr. Saiz performs monthly quality assurance measures to validate client data, designs and implements Microsoft Access database with Visual Basic enhancements to record new client data files, and prepares school district data for reporting.

*Oscar Morales, Quality Control Specialist*

Oscar Morales has worked in customer service and support for more than 10 years. Mr. Morales works regularly with CoBro Consulting clients to obtain and verify data. He also provides quality control over data processes and transfers, and is the main contact for CoBro Consulting Technical Support. Mr. Morales is a key factor in the implementation of quality control procedures including review of all incoming data in detail for accuracy and completeness, continuously determining modifications to optimize the functionality of the COMPASS and COMPASSMatch systems, and working with the Data Management / IT team to implement processes to ensure efficient and effective data transfer.

# Resources

**Expert Papers** - List publications here.

**Recent Conference Presentations** - Post recent presentation materials here.

**Additional Resources** - post anything else that would be helpful!

**Download Brochure**

# Contact Us

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## Links

**Potential Clients:**

* Request a quote link
* Program information Link
* Request a demo link

**Current Clients:**

* Request a training
* Contact support