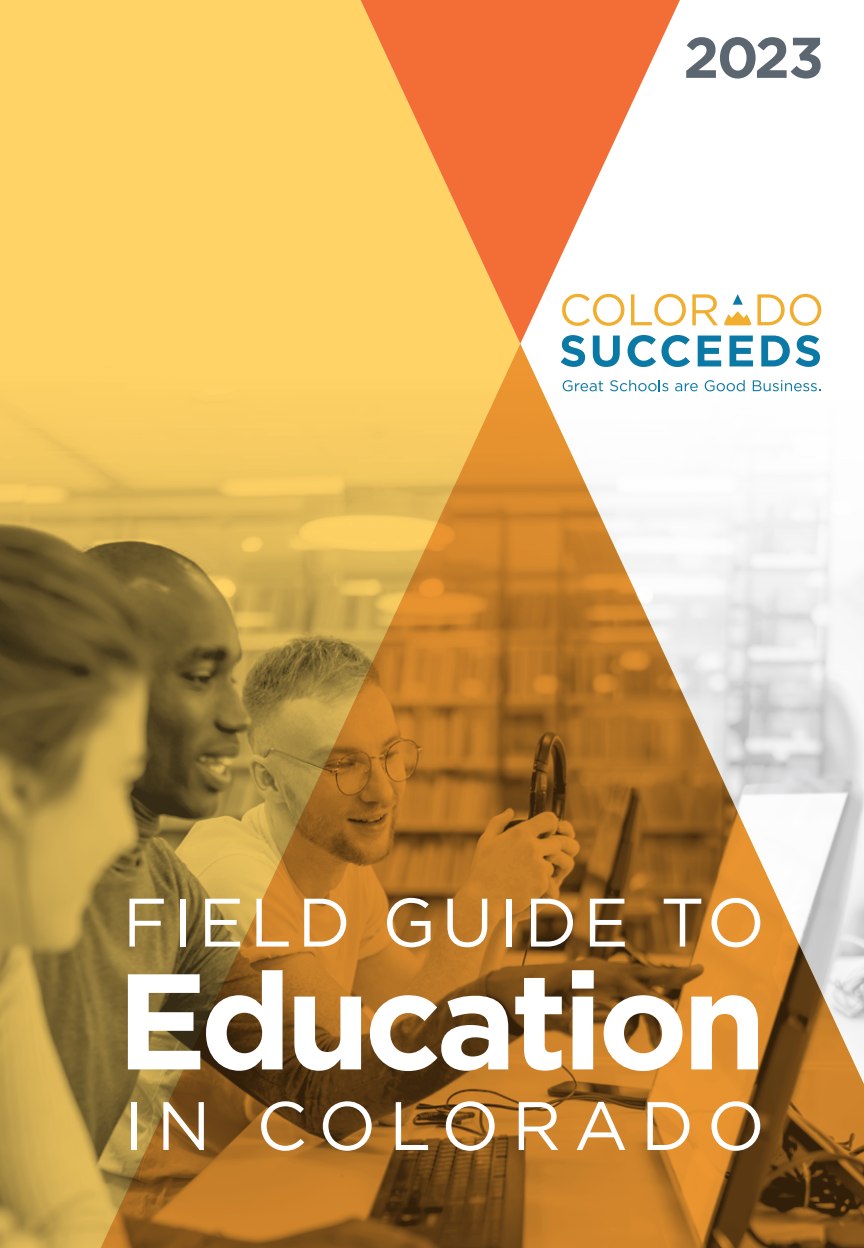


2023

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FIELD GUIDE TO
Education
IN COLORADO

About Colorado Succeeds

Colorado Succeeds is a nonprofit, nonpartisan organization that brings business leaders across the state together to ensure that all Coloradans are educated to their greatest potential, and all the state's businesses have the homegrown talent needed to thrive.

We harness the business community's expertise, influence, and capital to:






- **Create Change:** We work to remove policy barriers and consistently improve educational systems and experiences for all learners.
- **Invest in What's Working:** We identify and invest in promising initiatives and practices, focused on return on investment and sustainable impact.
- **Scale Success:** We expand access to relevant and responsive educational experiences to all learners.

And we're in good company. Our network represents companies and partners statewide, reaching Coloradans in all 64 counties. Join us.

For more information, contact:

Colorado Succeeds
info@coloradosucceeds.org

Connect Online:

-  coloradosucceeds.org
-  facebook.com/coloradosucceeds
-  [@cosucceeds](https://twitter.com/cosucceeds)
-  [Colorado Succeeds](https://www.linkedin.com/company/colorado-succeeds)
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Introduction

This handy Field Guide is designed to give you quick and easy access to key data that will support you in your work to improve education in Colorado. There's a common understanding in business that what gets measured gets done. Using data, we can continue to hold Colorado's education system accountable and ensure that limited resources are not only well spent, but also invested in the areas most needing improvement.

The Field Guide puts the education data that matters the most at Coloradan's fingertips. We hope you will use this tool in your efforts to bolster education outcomes and join our calls for continuous improvement.

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Vision 2030 Framework

THE FUTURE OF EDUCATION

Colorado's Challenge

Our current education system was built for a past era, when humans were manufacturing goods on assembly lines and computers didn't exist. This system has not kept pace with the changes to the economy and external environment. As a result, Colorado has a sizable skills gap and one of the largest opportunity gaps in the country.

The Next Revolution

Today's workforce is globally connected, network-based, knowledge-based, and where we're headed is rapidly evolving.

The Solution

Futurists agree that education needs to prepare students for jobs that don't exist yet, to work with tools that have yet to be created, and to solve problems that have yet to be identified. We are calling this new era the Age of Agility.

Colorado Succeeds believes in seven principles to help Colorado create an agile education system that supports agile learning providers and develops agile learners who are prepared to succeed in a rapidly changing environment.

Principles For Action

- Set expectations, get out of the way
- Focus on outcomes, not inputs
- Equip all families with information and access
- Empower local learning providers
- Fund students, not systems
- Eliminate silos, share everything
- Measure performance, continually improve



**Student
Competencies**

Student Experiences

Education Principles

*Learn more here:
coloradosucceeds.org/vision-2030-framework/*



Priorities

Priorities

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Priorities

Priorities

The need for careers that lead to economic mobility and create a strong workforce is not new, but coming out of the COVID-19 pandemic, there is a renewed sense of urgency to support our state's learners.

To that end, Colorado Succeeds works to strengthen systems and create conditions that develop more homegrown talent in Colorado. The following pages detail what we're focusing on and why.



NAEP and Learning Loss

Colorado Succeeds' Priority: Ensure adequate learning for all Coloradans to lead them to greater individual economic mobility and state-level economic stability

The release of the Nation's Report Card (also known as NAEP) in October 2022 provided evidence of the substantial learning loss as a result of the COVID-19 pandemic.

36% Only 36% of Colorado 4th graders are proficient in math - down from 44% in 2019.



28% 28% of Colorado 8th graders are proficient in math - down from 34% in 2019.



While this learning loss is alarming, the proficiency rates before COVID were also concerning.

Colorado received over \$120 million in Elementary and Secondary School Emergency Relief Funds (ESSER), at least 90% of which is required to go to local districts that receive Title I funding.

If no action is taken to address learning loss from the last few years, it will lead to \$17 trillion in economic loss across the world.

Colorado Succeeds' Priority: Ensure every Coloradan can access an industry-recognized credential, certificate, degree, or apprenticeship opportunity that leads to greater economic mobility

Credentials to Meet Industry Need

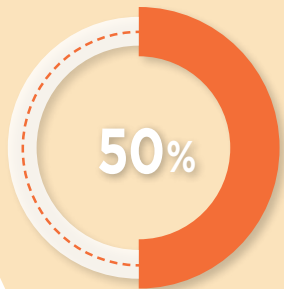
Education and training beyond a high school diploma is more important for our economy than ever. Attaining an industry-recognized credential through a traditional college certificate or degree, an apprenticeship, or another program is often a prerequisite for long-term economic success and mobility.

Colorado's Talent Pipeline Report shows 90% of jobs in Colorado that have a family living wage require education after high school. Estimates based on job demand data and current credential production suggest that by 2030 Colorado will still need more than 1 Million Credentials of Value to meet our economic needs.

Unfortunately, too few Coloradans are pursuing a credential, and we are not on-pace to fulfill this need.



Enrollment in the state's colleges dropped by 11% between 2020 and 2021



Only 50% of Colorado high school graduates went to college in 2020

Choice

Colorado Succeeds' Priority: Ensure student-centered pathways and choices beginning in Pre-K through higher education and the workforce

Colorado has a long history of leading the way to ensure that students and families have access to a learning environment that best suits their needs. Colorado has public charter and innovation schools, programs that prepare students for careers after high school, and more recently, the development of Universal Preschool, which will allow families to choose the best pre-K learning environment for their children.

We will ensure that the state is putting students first in the development and implementation of the numerous systems and supports available to all Coloradans.



Funding

Colorado Succeeds' Priority: Align funding with better outcomes and more equity for Coloradans in K-12 and higher education

K-12 Funding

Colorado's school funding formula has remained largely the same since 1994. While there have been major investments in funding K-12 education in recent years, with 32% of the state budget going towards K-12 education, and \$7.2 billion being allocated across the K-12 spectrum. The effects of this mean that per-pupil funding ranges dramatically from more than \$20,000 for some districts and only 9,000 for others. See pages 32-33 for more details on funding in Colorado.

It is time for the state to update this outdated formula and fund students based on their specific needs, and that funding should follow the student to their school of choice.

Postsecondary Funding

Almost ten percent of the state's budget goes to support the Postsecondary Education System, which received \$5.5 billion in total funds in 2022-23. Institutions also generate revenue through tuition, and total revenue for postsecondary education has increased steadily since the recession in 2009. Over the last decade, Colorado's higher education funding model has evolved from prioritizing enrollment to focusing more on student needs and outcomes. However, there is still work to do to ensure programs that meet workforce needs are prioritized and address historic inequities.

The state will review the funding model again in 2024. This is an opportunity to further evolve the state's funding approach to focus on the most needed credentials and programs that close equity gaps.

Accountability

Colorado Succeeds' Priority: Hold the education and workforce development system accountable through data systems and reports

Strong data and accountability systems are essential for ensuring programs, structures, and supports have their intended impact. Colorado Succeeds believes that in the K-12 system, rigorous measurements of student achievement will provide accessible, transparent, and actionable information to all stakeholders. It can guide continuous improvement, support local leaders in deciding where to target resources, and help parents choose learning providers for their children.

Colorado's higher education institutions are required by statute to align with the goals in the state's Master Plan and report on their progress. Unfortunately, the goals and outcomes on the state's dashboard are lagging indicators available through federal sources and don't leverage the state's robust postsecondary data system to track leading indicators and new measures of student success.

The 2022 Master Plan is an opportunity to make this accountability process more effective and transparent. It goes beyond just making sure students get a credential and focuses on ensuring postsecondary experiences yield value through increased wages and greater economic mobility. Additionally, 2022 legislation that requires more robust postsecondary outcomes measures and funded a state-wide dashboard should lead to more transparency and better information to inform future improvements.

Student Performance

Student Performance

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Student Performance

Student Performance

In Colorado, academic performance varies widely by demographic subgroup. This is most pronounced for Black and Hispanic students. These students' National Assessment of Educational Progress (NAEP) scores, high school graduation, and college completion rates are dramatically lower than those of their white peers.

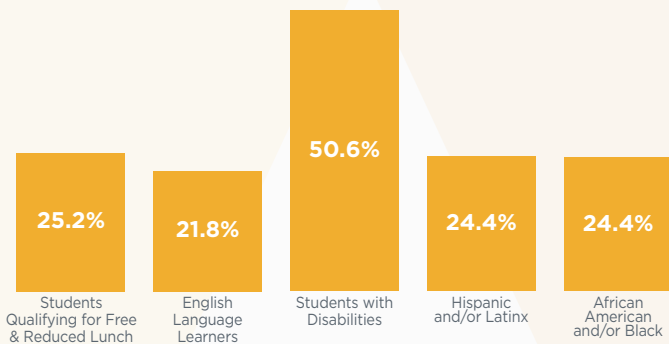
Identifying these gaps is just the first step in ensuring students across Colorado receive a quality education. The success of all our students will ensure a strong future for Colorado.



EARLY LITERACY

16.3% of Colorado K-3 students have a Significant Reading Deficiency.

SUBGROUP RESULTS:



PERCENTAGE OF STUDENTS WITH A SIGNIFICANT READING DEFICIENCY (SRD)

Source: Colorado Department of Education (2020)

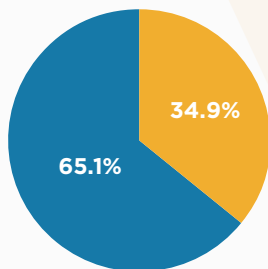


STUDENT PROFICIENCY IN MATH

**35% of 5th-grade students
and 32.4% of 8th-grade
students meet or exceed
Colorado's state standards
for math proficiency.**

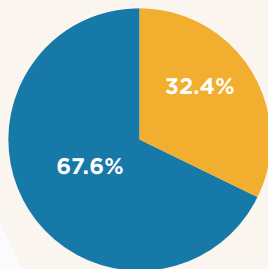
STUDENT PROFICIENCY IN MATH


Grade 5 (2022)



 % Students at Grade Level

Grade 8 (2022)



 % Students Below Grade Level

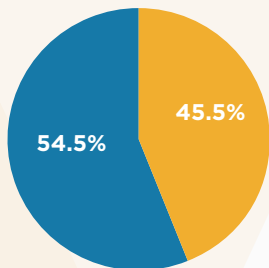


STUDENT PROFICIENCY IN LANGUAGE ARTS

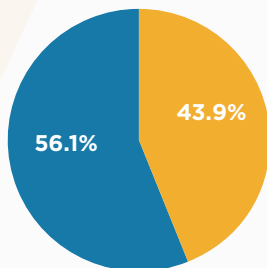
45.5% of 5th-grade students
and **43.9%** of 8th-grade
students meet or exceed
Colorado's state standards
for language arts proficiency.

STUDENT PROFICIENCY IN LANGUAGE ARTS

Grade 5 (2022)



Grade 8 (2022)



% Students at Grade Level



% Students Below Grade Level

Source: Colorado Department of Education (2022)

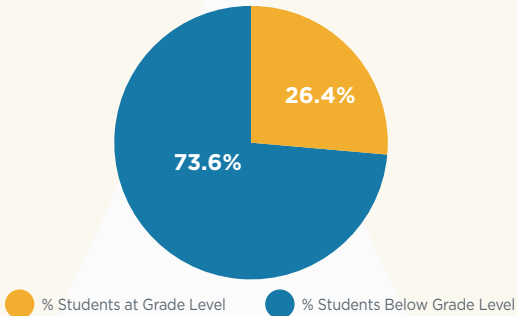


STUDENT PROFICIENCY IN SCIENCE

Nearly **26.4%** of 8th-grade students meet or exceed Colorado's state standards for science proficiency.

STUDENT PROFICIENCY IN SCIENCE

Grade 8 (2021)



Source: Colorado Department of Education (2021)

Colorado's National Opportunity Gap Rankings

Income, race, and ethnicity gaps in student performance are alarming. Colorado is in poor standing compared to other states, especially for the gap between White students and Hispanic/Latinx students. We will ensure that the state is putting students first in the development and implementation of the numerous systems and supports available to all Coloradans.

GAP	4th Grade		8th Grade	
	Math	Reading	Math	Reading
National School Lunch Eligibility: Eligible vs. Not Eligible	33rd LARGEST GAP	44th LARGEST GAP	46th LARGEST GAP	47th LARGEST GAP
Black vs. White students	38th LARGEST GAP	18th LARGEST GAP	18th LARGEST GAP	21st LARGEST GAP
Hispanic and/or Latinx vs. White students	7th LARGEST GAP	9th LARGEST GAP	4th LARGEST GAP	8th LARGEST GAP

Source: National Center for Education Statistics (2022)

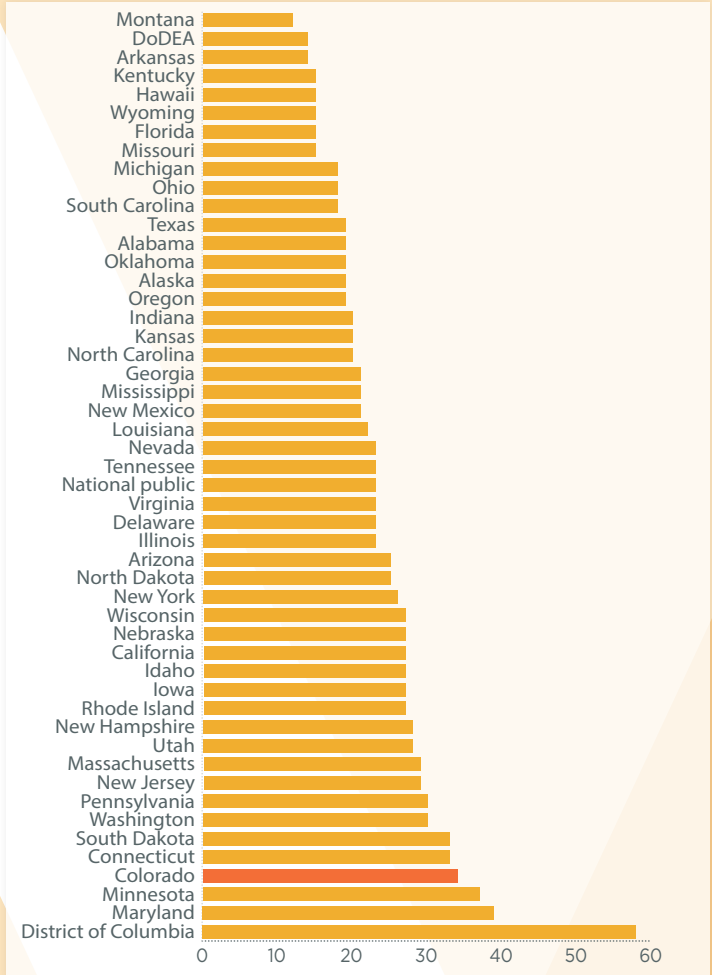
Nation's 4th-Largest Opportunity Gap

8th-Grade Mathematics Gap in Colorado Between Hispanic/Latinx and White Students

GAP	8th Grade
	Math
Colorado	4th Largest Gap

Source: National Center for Education Statistics (2022)

8th-Grade Mathematics Gap Between Hispanic/Latinx and White Students




Note: Maine, Puerto Rico, Vermont and West Virginia - no data available.

Source: National Center for Education Statistics (2022)

National Assessment of Educational Progress (NAEP) Colorado Scores Over Time

Grade Level / Subject	2007	2009	2011	2013	2015	2017	2019	2022
Grade 4 / Reading	36%	40%	39%	41%	39%	40%	40%	38%
Grade 4 / Math	41%	45%	47%	50%	43%	42%	44%	36%
Grade 8 / Reading	35%	32%	40%	40%	38%	41%	38%	34%
Grade 8 / Math	37%	40%	43%	42%	37%	38%	37%	28%

Source: National Center for Education Statistics (2022)



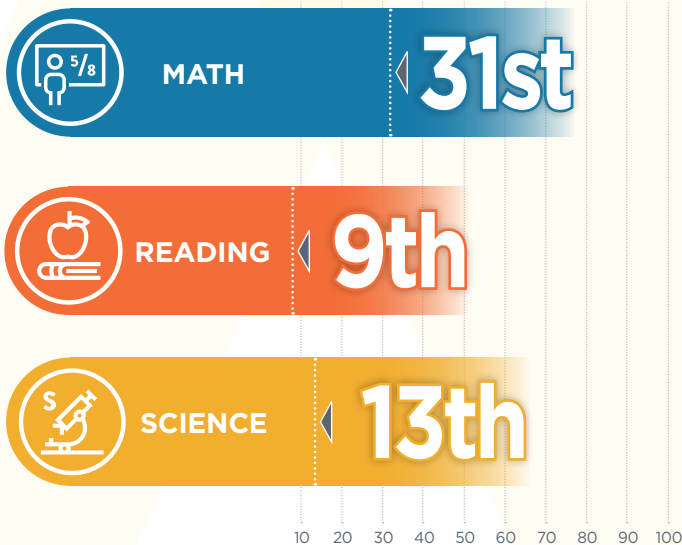
**Significantly
less than 50%**
of Colorado's
elementary and
middle school students
perform at grade level in
reading and math.

International PISA Results

PISA (Programme for International Student Assessment) is an ongoing international assessment program that measures 15-year-old students' reading, math, and science literacy every three years. The program is focused on providing insights for education policy and practice. PISA 2018 covered 35 OECD (Organisation for Economic Cooperation and Development) and 37 partner countries and economies.

The PISA logo consists of the letters 'P', 'I', 'S', and 'A' in a large, bold, sans-serif font. Each letter is filled with a different color: 'P' is blue, 'I' is red, 'S' is yellow, and 'A' is blue. The letters are slightly overlapping and have a subtle shadow effect.

Out of 35 OECD countries, the United States ranked:



Source: PISA, 2018

Colorado High School Graduation Rate

81.7% of the 2020-2021 graduating class graduated high school in 4 years.

86.0% of the 2019-2020 graduating class graduated high school in 5 years.

86.6% of the 2018-2019 graduating class graduated high school in 6 years.

87.0% of the 2017-2018 graduating class graduated high school in 7 years.

Source: Colorado Department of Education (2021)

Colorado ranks
14th in the nation
in high school graduation

Source: National Center for Education Statistics (2022)



Class of 2021 Four-Year Colorado Graduation Rates

Asian: **91.5%**

White: **86.6%**

All students: **81.7%**

African American and/or Black: **76.0%**

Hispanic and/or Latinx: **74.2%**

Economically Disadvantaged: **70.6%**

Limited English Proficiency: **67.5%**

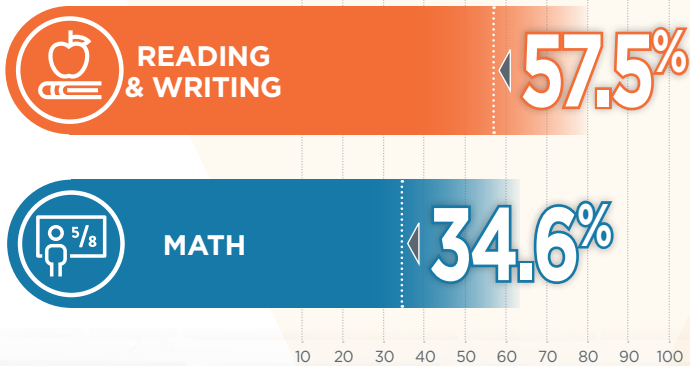
American Indian or Alaska Native: **64.5%**

Source: Colorado Department of Education (2021)

College Readiness

Many Colorado students are not properly prepared to enter college when they leave high school and enter college. In 2022, only **34.6%** of SAT-takers met or exceeded expectations for math, and only **57.5%** scored at the college-ready level on average for reading and writing, according to their SAT performance.

Percentage of Colorado High School Students Meeting SAT College Readiness Benchmarks by Subject



Source: Colorado Department of Education (2021)



College Remediation

30.2% of Colorado high school graduates who enrolled at an in-state postsecondary institution needed remedial support in 2020.

Percent of students statewide requiring remediation:

Math:

27.4%

Reading & Writing: **12%**

Percent of students that need remedial support:

Two-Year Institution:

34.6%

Four-Year Institution:

28.2%

Source: Colorado Department of Higher Education (2021)

Reforms to Watch

HB19-1206 transformed the way that Colorado offers developmental education. As a result, most students will be enrolled in Supplemental Academic Instruction (SAI) or tutoring at the same time as they are enrolled in college-level courses since this approach has been found in research to dramatically improve student success.

As of 2020, the number of students with developmental needs enrolling in any developmental education, including SAI, dropped dramatically, from 49% in 2017 to 22.8% in 2020. It will be important to ensure that those students are receiving the support they need to succeed as this legislation requires and not simply being left behind.

Colorado's Education Pipeline

According to Colorado's Annual Talent Pipeline Report, **90%** of jobs in Colorado that provide a family with sufficient wages to live on require a postsecondary credential of some sort.

Only 61% of Coloradans currently have a postsecondary credential.

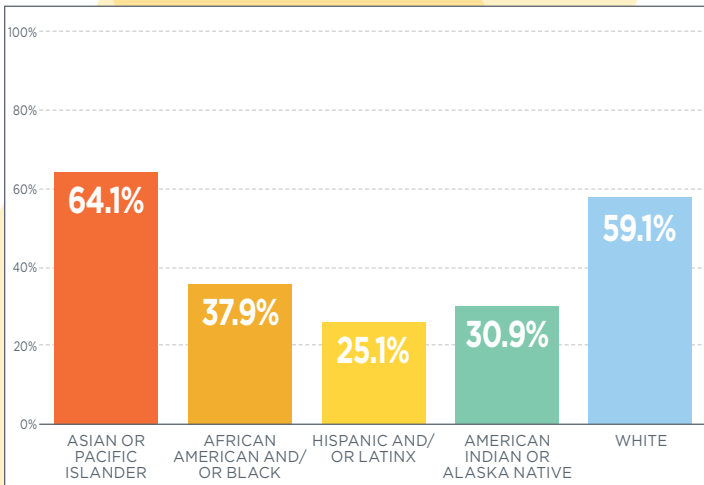
Colorado's Education Pipeline

For every 100 students who enter high school:



Higher Education Attainment Gap

Postsecondary Degree Attainment Rate Among Colorado Adults (ages 25-64)



Graduation Rates

Completion Rates

Below are the completion rates for first-time, entering students at Colorado institutions.

■ Two-Year Institutions

Three-year completion rates: **31.4%**

■ Four-Year Institutions

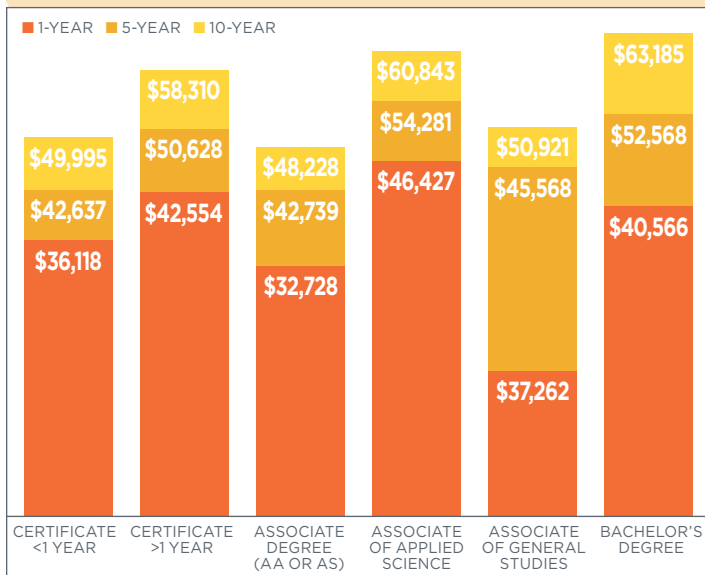
Four-year completion rates: **39%**

Six-year completion rates: **63.2%**

Source: Colorado Department of Higher Education Smart Act Report (2022)

Return on Investment

Wage outcomes for undergraduate students:



Source: Colorado Department of Higher Education ROI Report (2022)

The chart above illustrates the potential value of shorter-term credentials. On average, wages one year after completing both a one-year certificate and an Associate of Applied Science degree are higher than for those who complete a bachelor's degree despite schooling taking less than half the amount of time.

The types of degrees students pursue in these areas are likely responsible for part of this trend. There are significant differences in wage outcomes based on the individual programs, sometimes called majors, that students pursue. It's important for students and those who advise them to have access to wage outcomes at the program level, so they know the long-term implication of their education choices.

Return on Investment

Debt:

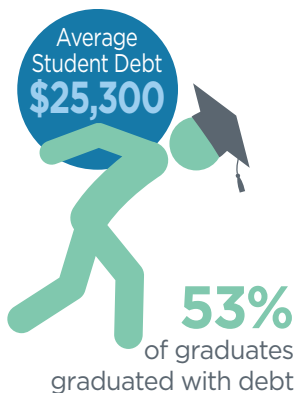
2021 ASSOCIATE DEGREE Graduates:

1.8% of
graduates accrued
debt greater than
\$30,000



36%
of graduates
graduated with debt

2021 BACHELOR'S DEGREE Graduates:



8% of
graduates accrued
debt greater than
\$40,000

53%
of graduates
graduated with debt

The Basics

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The Basics

The Basics

1. Introduction

2. Fundamentals

3. Core Concepts

4. Practical Applications

5. Advanced Topics

6. Case Studies

7. Future Trends

8. Conclusion

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The Basics

As a society, we expect constant improvement in all aspects of our lives – technology, healthcare, and consumer goods. There is no reason, therefore, why we shouldn't see continuous improvement in the education we deliver to our children. This section provides demographic information and important insights into Colorado's education system to help policymakers, business and civic leaders, students, parents, and the public effectively engage in improving it.

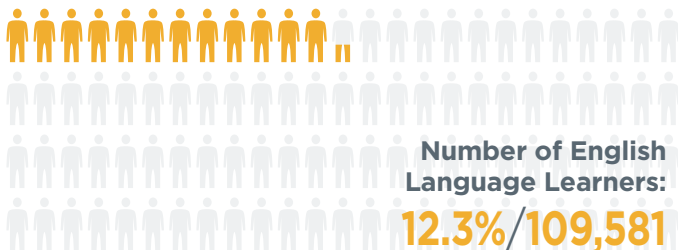


Who Attends Colorado Public Schools?



886,517 STUDENTS

a 0.4% increase over 2020,
but still far below the 2019 count:
913,223 (an all-time high for Colorado)



Who Attends Colorado Public Schools?



Racial/Ethnic Group	Pupil Count October 2021
African American and/or Black	40,229
American Indian or Alaska Native	5,742
Asian	28,214
Hispanic and/or Latinx	306,215
Native Hawaiian or Other Pacific Islander	2,578
Two or More Races	43,353
White	460,186
Total	886,517








Colorado Students by Specified Type of Instruction

Type of Instruction	Number of Students	%
Gifted and Talented	62,552	7.1%
Special Education	105,399	11.9%
Online	31,382	3.5%
English Language Learners	109,581	12.3%
Immigrant	9,876	1.1%
Migrant	2,203	.2%
Title I	220,648	24.9%

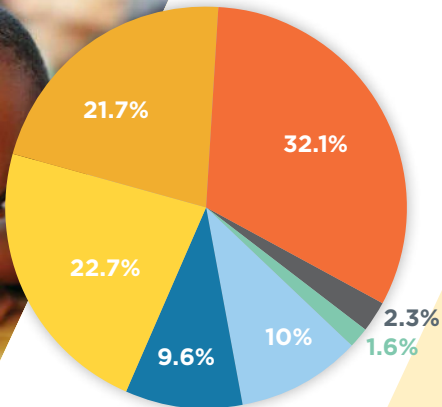
TITLE I is the largest K-12 federal education program. It provides additional funding to schools with high numbers of children from low-income families to ensure all students meet challenging academic standards, regardless of their background.

School Districts

There are 178 traditionally defined school districts in Colorado, and an additional eight that are special local education agencies, such as regional education service agencies (RESAs), supervisory unions, state operated agencies, federally operated agencies, and independent charter districts with student enrollment greater than zero.

District Size (Students)	Number of Students	Percentage	Number of Districts
 More than 50,000	284,796	32.1%	4
 25,000-49,999	192,287	21.7%	6
 10,000-24,999	201,275	22.7%	11
 5,000-9,999	85,054	9.6%	12
 1,000-4,999	88,351	10%	43
 500-999	14,177	1.6%	20
 Under 500	20,577	2.3%	90
Total	886,517	100%	186*

* Includes non-traditional districts



Source: Colorado Department of Education (2022)

10 Largest School Districts by Student Population

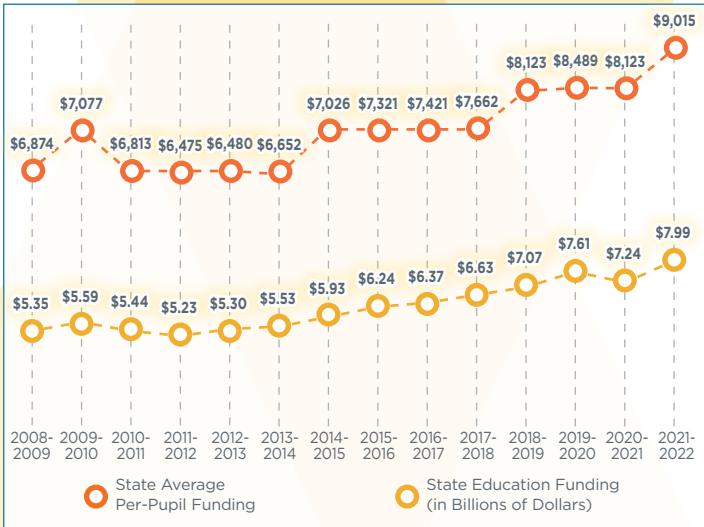
School District	Student Population (2017)	Student Population (2021)
Denver County 1	91,794	88,889
Jefferson County R-1	86,112	78,473
Douglas County RE 1	67,597	63,876
Cherry Creek 5	55,657	53,558
Aurora-Arapahoe 28J	40,920	38,451
Adams 12 Five Star Schools	38,870	36,078
St. Vrain Valley RE 1J	32,421	32,406
Poudre School R-1	30,019	29,941
Boulder Valley RE 2	31,282	29,011
Academy 20	25,831	26,400

Source: Colorado Department of Education (2022)

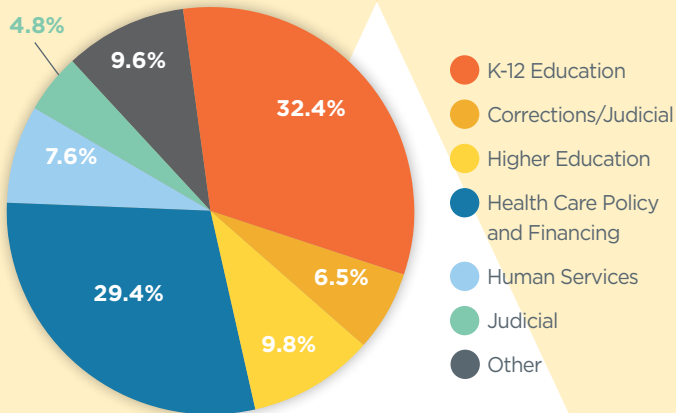
The largest 10 school districts (5.6% of the districts) represent 46.6% of the state's students.



State Spending on K-12 Public Education



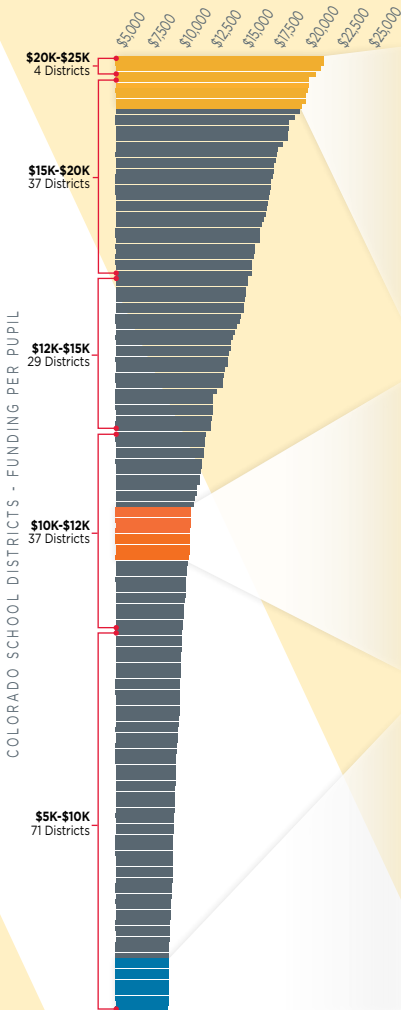
Colorado State Operating Budget General Fund 2022-2023 Appropriations



Source: Colorado General Assembly (2022)

Per-Pupil Funding by District

This information is based on all revenue (state, local and federal). Districts with fewer than 500 students were excluded.



TOP 10	Per-Pupil Spending
Liberty J-4	\$20,565.26
Pawnee RE-12	\$20,397.90
Hinsdale County RE 1	\$20,209.42
Agate 300	\$20,083.15
Pritchett RE-3	\$19,582.76
Karval RE-23	\$19,515.19
Silverton 1	\$19,376.12
Campo RE-6	\$19,221.62
Creede School District	\$19,070.82
Woodlin R-104	\$18,608.56

MIDDLE 10	Per-Pupil Spending
Peyton 23 JT	\$10,419.67
Garfield 16	\$10,441.09
Ignacio 11 JT	\$10,449.13
Trinidad 1	\$10,465.10
Limon RE-4J	\$10,535.10
Huerfano RE-1	\$10,567.30
Park County RE-2	\$10,678.94
Del Norte C-7	\$10,729.03
Rocky Ford R-2	\$10,743.14
Mancos RE-6	\$10,760.61

BOTTOM 10	Per-Pupil Spending
Branson Reorganized 82	\$9,004.43
Academy 20	\$9,026.82
Pueblo County 70	\$9,035.54
Poudre R-1	\$9,036.21
Canon City RE-1	\$9,042.52
Thompson R2-J	\$9,042.78
Mesa County Valley 51	\$9,043.05
Widefield 3	\$9,043.49
Cheyenne Mountain 12	\$9,043.64
Windsor RE-4	\$9,043.64

Source: Colorado Department of Education (2022)

Preschool in Colorado

Studies show preschool is one of the most effective ways to reduce disparities in academic achievement and ensure children of all backgrounds succeed in school and life.

The **Colorado Preschool Program (CPP)** is the state's public preschool initiative and serves children aged three to five years who risk being unprepared when starting grade school. Since its creation in 1988, it has served over **440,000** young children.


In 2021, Colorado took its first steps toward universal preschool with the passage of HB21-1304, which created the newly founded Department of Early Childhood (CDEC).

In 2022, HB22-1295 authorized the Universal Preschool Program. The Colorado Preschool Program will end when the Universal Preschool Program will launch on July 1, 2023.

The CDEC is expected to fund at least 10 hours of “high-quality, volunteer preschool for every Colorado child the year before they begin kindergarten” and will be offered in a variety of settings, allowing parents to choose the right setting for their child and family. Many children will also qualify for additional hours, and the CDEC is working on a universal application program to ensure ease of access for students who qualify.

The implementation of this program is expected to save families an average of \$4,300 per year on childcare, beginning in school year 2023-24.

Given the unique need that early childhood education fills in supporting both children's healthy development and the ability of parents to work, this new program is a benefit to Colorado learners and families.



More than 76% of children in this program were served by public schools.

Of the 176 school districts that participate in CPP, there are 80 school districts where the district is the ONLY option for early childhood education and 96 districts where community providers operate within the geographic school district.

Race/Ethnicity of Children Served by CPP

RACE/ETHNICITY	Percentage
American Indian or Alaska Native	0.7%
Asian	2.9%
African American and/or Black	9.0%
Hispanic and/or Latinx	54.0%
White	34.6%
Native Hawaiian/Pacific Islander	0.2%
Two or More Races	3.8%
Total Students Served	100%

Kindergarten in Colorado

Research proves that full-day kindergarten is an effective way of improving a child's academic performance. Children who have academic success are less likely to drop out of school and more likely to graduate high school and enter an institution of higher education, leading them to higher-paying jobs that provide for a strong economy in the state.

Prior to 2019, the Colorado school finance formula provided funding for half-day kindergarten plus a small amount of supplemental kindergarten funding.

In 2019, the Colorado General Assembly passed HB19-1262, which provided funding through the school finance formula for full-day kindergarten. However, one of the biggest Colorado K-12 COVID enrollment drops occurred in kindergarten, with a statewide decline of 7,000 students (9%) in kindergarten programs.

Colorado Charter Schools

Charter schools are tuition-free, public schools, open to all students. Each school's "charter" – or contract with their authorizer – allows these schools more flexibility on things like curriculum, school operations, hiring, and fiscal management.

Public charter schools are all held to the same accountability standards for student and operational performance as schools with different governance models.

More than 134,000 students attend Colorado's 265 charter schools, 15% of total public school enrollment in the state.

According to the National Alliance for Public Charter Schools, Colorado has the nation's second-best public charter school laws, based on the state's approach to autonomy, accountability, and authorization.

Charters Schools are more diverse on average than traditional public schools:

STUDENTS OF COLOR:

Charter Public Schools



Traditional Public Schools



SERVING MORE ENGLISH LANGUAGE LEARNERS:

Charter Public Schools



Traditional Public Schools



Public charter schools serve students of color better than district-managed schools

85% of charter school students attend a school with the highest rating on the State's Performance Framework while only **66%** of district-managed students attend a school with the highest rating.

Charter School Institute

The Colorado Charter School Institute (CSI) is the state's only non-district charter school authorizer. CSI can authorize charter schools in two circumstances: a school seeks to open in a district that has not retained exclusive charter authority or the district is allowing a school to apply through CSI. It accepts applications from those interested in starting a charter school, as well as those interested in transferring, expanding or replicating an existing charter school.

Governance

As an independent state agency, a nine-member Board of Directors governs CSI; seven members appointed by the Governor and two by the Commissioner of Education.

CSI schools serve more than **20,000** Pre-K-12 students across the state in **23** towns & cities through **40** schools using **16** educational models



Source: Charter School Institute (2022)

Why and how do we assess our students?

We assess our students to understand whether they are meeting the learning objectives, or assessments, established by the state of Colorado.

There are two main types of assessments we use in our K-12 system: formative and summative.

Formative assessments help teachers understand how their students are learning and allows teachers to pivot their instruction as needed.

Summative assessments are used at the end of each unit or course of study to measure how much a student has learned.

The Colorado Measures of Academic Success, (CMAS), is our state's summative assessment for language arts, math, and science. CMAS is aligned to the state standards and counts towards the state's accountability system.

When Do We Test Our Students?

SUBJECT	TESTING SCHEDULE		
Math & Language Arts	In 3rd grade through 8th grade annually		
Science	In 5th grade	In 8th grade	In 11th grade
Social Studies	Social studies will not be administered in 2023		
College Entrance Exam	PSAT in 9th and 10th grade	SAT in 11th grade	

Source: Colorado Department of Education (2022)

School & District Accountability

A rigorous accountability system that uses multiple measures is critical to ensuring districts and schools are providing students with a high-quality education. Senate Bill 09-163 (2009), The Education Accountability Act, established the framework that evaluates all schools and districts across the state using the same set of indicators and measures.

The framework includes:

- A review of individual school and district-wide achievement, growth, and post-secondary workforce readiness. Provides parents and policymakers with pertinent information about how schools and districts are performing.
- An Accountability Clock, which places chronically low-performing schools and districts on a timeline for improvement while providing additional support from the state.
- School improvement designed around unified improvement planning tailored to each school.
- District accreditation ratings are labeled, from lowest to highest, as Turnaround Plan, Priority Improvement Plan, Improvement Plan, Accredited, and Distinction. There is also an Insufficient State Data rating, given to districts where there is not enough student data to calculate an accreditation rating.

Given the impact of COVID-19 on schools and districts, Colorado paused the performance frameworks for two school years with the passage of SB22-137.



Accreditation*

Districts are evaluated based on several key performance indicators and assigned to one of five accreditation categories by the state. **The five categories are:**

DISTRICT PERFORMANCE RESULTS	Number of Districts	Percent of Districts
HIGHEST PERFORMING		
Accredited with Distinction	11	6%
Accredited	47	25.5%
Accredited with Improvement Plan	12	6.5%
Turnaround Plan	1	1%
LOWEST PERFORMING		
Insufficient Data	72	39%

Source: https://www.cde.state.co.us/accountability/2017_dpf_sbe

Performance Framework*

The **District and School Performance Framework (DPF/SPF)** is an annual evaluation of schools and districts that provides a more in depth analysis on growth among a number of indicators and measures.

The school categories are:

SCHOOL PERFORMANCE RESULTS	Number of Schools	Percent of Schools
HIGHEST PERFORMING		
Performance Plan	1,018	54.3%
Improvement Plan	323	17.2%
Priority Improvement Plan	132	7%
Turnaround Plan	42	2.2%
LOWEST PERFORMING		
Insufficient Data	320	17.1%

Source: https://www.cde.state.co.us/accountability/2017_spf_sbe_12_13_17

The results of the frameworks are used to indicate which schools are higher performing and lower performing, the latter of which are then assigned into different categories for state support, including more serious interventions after the Accountability Clock timeline passes without improvements.

*At the time of writing, the State Board of Education had not finalized the district or school performance results for 2022, but these are the preliminary ratings.

Colorado Graduation Requirements

In Colorado, high school graduation requirements are set by local school boards in compliance with Colorado Graduation Guidelines.

Local school boards and districts select from a menu of options that demonstrate Postsecondary & Workforce Readiness. School districts may offer some or all of the state menu options including completion and adequate scoring on Accuplacer or ACT/SAT exams, AP/IB, ASVAB, Concurrent Enrollment, District Capstone, and Industry Certificates.





Career Pathways

Career Pathways

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Career Pathways

Career awareness and exploration helps students build an understanding of the full landscape of careers by providing experiences that allow them to interact with industry professionals. This includes helping students explore and better understand their own passions throughout their time in the K-12 system, while supporting students in having a plan for life after high school.

Additionally, students who do decide to enter some sort of education or training after high school are more likely to succeed if they have a sense of where they are going and even a head start for getting there. Good planning and meaningful connections to workforce experiences, postsecondary coursework, and career-relevant training and credentials help ensure that students achieve their full potential and that Colorado employers have the trained workforce they need. It is also essential to ensure these experiences help inform students of which pathways and programs lead to the best academic outcomes.



Individual Career and Academic Plan (ICAP)

ICAP, created in 2010, is a multi-year process that intentionally guides students and families in the exploration of career, academic and postsecondary opportunities. With the support of adults, students develop the awareness, knowledge, attitudes, and skills to create their own meaningful and powerful pathways to Postsecondary and Workforce Readiness (PWR).

Postsecondary and Workforce Readiness (PWR)

ICAP is the vehicle by which Colorado students explore the world beyond high school and reflect their understanding, and plan for these next steps. ICAP is also a tool that reflects how a student's PWR is achieved, accomplished, and understood.

Career-Connected Learning (CCL)

Career-Connected Learning is an educational strategy that provides students with real-life work experiences where they can apply academic and technical skills and develop their employability.

CCL programs are instrumental in building quality career pathways that enable students and job seekers to secure industry-relevant skills, experiences, certifications, and credentials, as well as to advance to higher levels of education and employment.

CCL encompasses a variety of strategies to offer learners experiential opportunities to explore potential careers. Each of these strategies rely on developing industry relationships and learning opportunities outside of the classroom:



Career and Technical Education (CTE)

Career and Technical Education ensures a thriving Colorado economy by providing relevant, rigorous education that is responsive and aligned to workforce needs. The majority of CTE courses are offered at the middle and secondary levels but CTE is also offered at Community Colleges as well.

CTE is designed to help students connect with specific career pathways framework and one of Colorado's goals is increasing the number of students with career-connected learning experiences that meet one of the definitions.

21,615 CTE certificates and associate degrees were awarded in the 2017-18 school year.

49,935 postsecondary students completed 6 or more CTE credits.

Students participating in a CTE program graduate at a higher rate — 89% — than their non-CTE peers — 81%.



Accelerating the Path to a Credential

What is a credential?

A credential is a degree or certificate awarded by an institution of higher education or some other verification of an individual's qualification or competence issued by a third party. It encompasses educational certificates, degrees, certifications, and government-issued licenses.

Concurrent Enrollment (CE)

Colorado's concurrent enrollment allows any high school student to transferable college courses or CTE courses while they are in high school at no cost to them.

State-wide access and participation

- ▶ 98% of school districts and 91% of high schools offer concurrent enrollment programs in Colorado.
- ▶ 82% of CE students continued in their postsecondary education, as compared to 77% of non-CE students.

Impact

A study of Colorado's Concurrent Enrollment System that controls for demographic factors shows that students who participated in Concurrent enrollment:

- ▶ 25 percentage points more likely to attend college.
- ▶ 8 percentage points more likely to complete a two-year degree within two years.
- ▶ 10 percentage points more likely to complete a four-year degree within four years.
- ▶ Have 9.6% higher wages five years after graduation.

To achieve these outcomes, this program leverages existing K-12 and postsecondary funding to enable all students to participate, making it efficient, sustainable, and equitable.

In addition to Concurrent Enrollment, Colorado has a number of innovative approaches to prepare students to be workforce-ready and to reduce the time and costs to getting a credential. Including, but not limited to:

Accelerating Students through Concurrent Enrollment (ASCENT)

- ▶ ASCENT allows students who complete sufficient concurrent enrollment credits in high school to stay enrolled in high school for a fifth year to complete an Associates Degree. According to CDE, 33 Colorado school districts offer this program and that number is expected to rise as participation caps were removed in 2020-21.

Pathways in Technology Early College High Schools (P-TECH)

- ▶ P-TECH programs create public-private partnerships among high schools, community colleges, and employers to prepare students for high-skill jobs of the future. According to CDE, 922 students participated in P-TECH programs across the state in the 2020-2021 school year.

Early College High Schools (ECHS)

- ▶ Established in Colorado in 2009, requires students to enroll in and complete secondary and postsecondary courses while in high school, making college education more accessible and affordable. According to CDE, there are 18 early college high schools in Colorado, six of which are Title I schools.

Innovative Learning Opportunities Pilot (ILOP)

- ▶ The Innovative Learning Opportunities Pilot (ILOP) provides schools and districts with flexibility around seat time requirements, so students can participate in more out-of-school learning opportunities, such as internships. Established in 2019, this pilot has grown to include 25 districts and seven charter schools.

Path4Ward:

- ▶ Path4Ward rewards learners who complete high school graduation requirements early by providing those students a scholarship that can be used for postsecondary education or workforce training in what would have been their fourth year of high school. Passed in 2021 there are currently seven school districts or consortiums participating in the pilot year of this program.

Career Development Incentive Program (CDIP)

The Career Development Incentive Program, or Career Development Success Program Expansion in HB18-1266, provides financial incentives for school districts and charter schools that encourage high school students, grades 9-12, to complete:

TIER **1** **Qualified industry credential programs;**

TIER **2** **Workplace training programs; or**

TIER **3** **Computer Science Advanced Placement (AP) courses**

Participating districts or charter schools can receive up to \$1,000 for each completed credential, distributed in tiered order.

The bill limited the distribution for industry certificates for a single school district/charter school to 10% of the total number of completed industry certificates reported.

Since 2016 more than \$16 million have been distributed to school districts through CDIP, and 31,466 requests have been reported, 21,754 of which have been funded.

Source: Colorado Department of Education (2021)

Education & The Economy

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Education & The Economy

Colorado's business community understands that the relationship between our public education system and our state's economy is symbiotic, each one depends on the other for survival. Colorado's employers expect K-12 standards to align with the knowledge and skills that our young people need to be ready for college, career, or military service in an increasingly competitive global economy.

It's no secret that Colorado employers need more skilled workers. Thousands of Colorado jobs go unfulfilled every year because applicants often lack the knowledge and skills needed to fill them. This "skills gap" is unsustainable for our economy, and business leaders across the state are partnering with leaders from education, government, and the community to build a stronger education system for everyone.



Colorado's Education Pipeline

According to Colorado's Annual Talent Pipeline Report 90% of jobs in Colorado that provide a family with sufficient wages to live on require a postsecondary credential of some sort.

Unfortunately...

100 For every 100 students who enter high school.



82 Only 82 will earn a diploma.



40 Only 40 will enroll in college after one year



24 Only 24 will graduate within six years



Source: Colorado Department of Education/Colorado Commission on Higher Education (2022)

If Colorado Students Obtained The Levels of Education Needed to Compete in Today's Economy

Over the Span of 10 Years:

Colorado would **gain 57,600 additional graduates** with post-secondary education levels needed for Colorado's jobs



These graduates would **earn an additional \$8.5 billion**

This additional income means **more money flowing into the economy...**



\$1 billion
in new revenue
and public savings



**\$472 million
increase**
in auto spending



**\$1.4 billion
increase**
in home spending

Leading to **greater economic outcomes** for Colorado...



**14,600 new
jobs** created



Over \$12 billion
in increased
GDP growth

Education and Training Options in Colorado

Four-Year Colleges:

Adams State University, Colorado Mesa University, Colorado School of Mines, Colorado State University, Colorado State University Global, Colorado State University-Pueblo, Fort Lewis College, Metropolitan State University of Denver, University of Colorado Boulder, University of Colorado-Colorado Springs, University of Colorado Anschutz Medical Campus, University of Colorado Denver, University of Northern Colorado, Western Colorado University

Community Colleges:

Arapahoe Community College, Colorado Northwestern Community College, Community College of Aurora, Community College of Denver, Front Range Community College, Lamar Community College, Morgan Community College, Northeastern Junior College, Otero College, Pikes Peak Community College, Pueblo Community College, Red Rocks Community College, Trinidad State College, Western Colorado Community College

Local District Colleges (receive local funding):

Aims Community College, Colorado Mountain College

Technical Colleges:

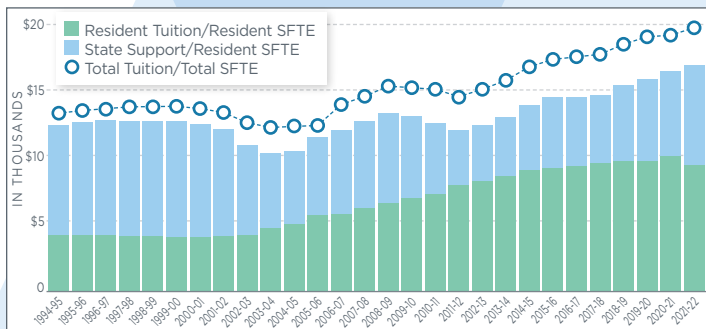
Emily Griffith Technical College, Pickens Technical College, Technical College of the Rockies

Additionally the state regulates almost 90 four-year private institutions and more than 200 Private and Occupational Schools who offer non-accredited programs

Higher Education Funding

Colorado's higher education system makes up approximately 10% of the total state budget and receives more than \$5.5 billion in funding. Public institutions receive operational funding from the state and collect tuition revenue from both in-state and out-of-state students.

Funding per student full-time equivalency (FTE) by source in constant dollars



Source: 2022-23 Joint Budget Committee Briefing (Appropriations include federal stimulus dollars)

To help students afford college the state allocates state aid to institutions and contributes to the **Colorado Opportunity Scholarship Initiative**, which provides matching grants to scholarship providers. Additionally, Colorado has created several short-term programs to reduce the cost burden for Coloradans.

Average Tuition and Fees 2019-2020

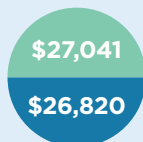
■ Colorado ■ USA



Public Two-year



Public Four-year
(in-state)



Public Four-year
(out-state)

Sources: 2019-20 Tuition and Fee Report (CO Data), 2020 College Board Trends in College Pricing Report (National Data)

College Enrollment in Colorado

- In fall of 2020 **362,267 students were enrolled** in Colorado colleges.
- Among students enrolled full time in Colorado postsecondary institutions, **68.7% are state residents** and **31.3% are nonresidents**.
- **Enrollment in Colorado declined 1.9%** between **2010** and **2020**.
- Between **1970** and **2010**, enrollment increased **199.4%**.
- **55%** of full-time students in Colorado **are female**.
- **77%** of students enrolled in Colorado postsecondary institutions **attend public schools**.
- Among all Colorado residents enrolled in college, **27.7% leave the state** to attend school.



Education Supply and Demand

90.7%

Percent of Tier 1 Top Jobs in Colorado that require a minimum of a postsecondary credential.

(Tier 1 jobs are those that receive a living hourly wage of \$31.19 that can support a family of three.)

73.4%

Percent of labor force participants in Colorado with a bachelor's degree or higher.

61.0%

Percent of residents in Colorado with a certificate, associate degree, bachelor's degree, and/or graduate or professional degree.

56.6%

Percent of labor force participants in Colorado with less than a high school diploma.

50.5%

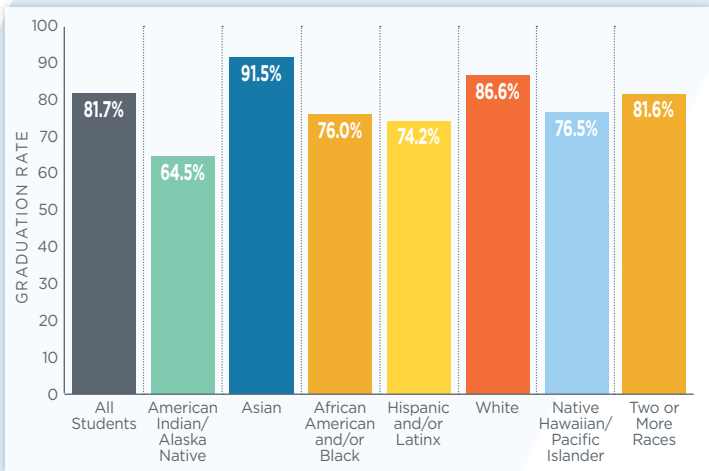
Percent of high school students who enrolled in postsecondary education the fall after high school.

39.2%

Percent of high school graduates who complete at least one certificate or degree within four years.

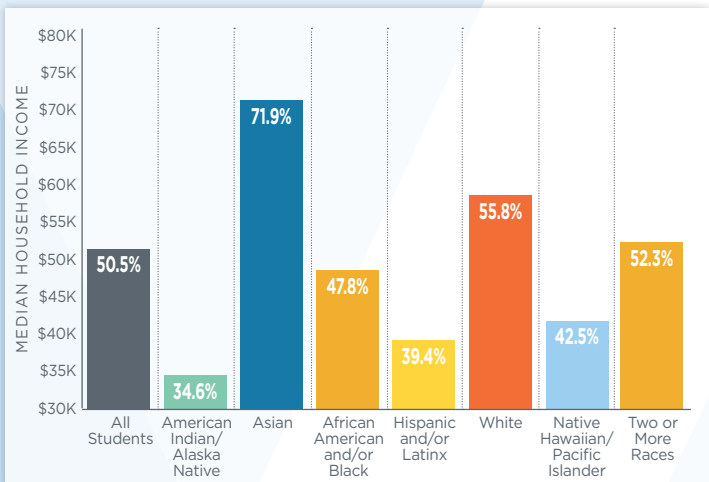
Achievement Gap = Earning Gap

Colorado High School Graduation Rate by Race/Ethnicity



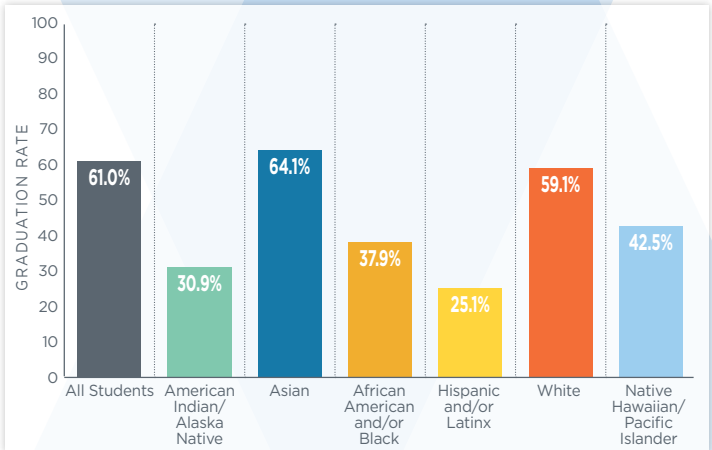
Source: Colorado Department of Education (2021)

Colorado College-Going Rate by Race/Ethnicity



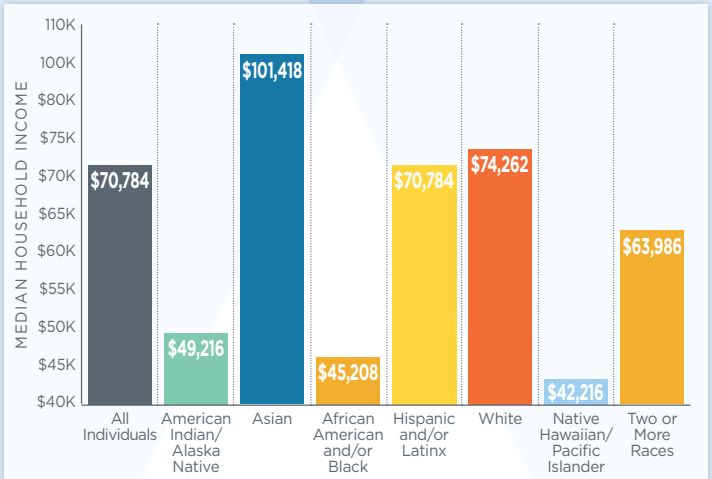
Source: Colorado Department of Education (2021)

Colorado College-Attainment Rate by Race/Ethnicity



Source: Lumina Foundation (2021)

Colorado Income Disparity Across Race/Ethnicity



Source: U.S. Census Bureau - American Community Survey (2017)

Fastest Growing Colorado Occupations

Rank	Occupational Group	Average 2020-2030 % change	Median Hourly Wage	Sum of Projected Annual Openings
1	Computer and Mathematical	42.2%	\$44.83	280
2	Personal Care and Service Occupations	32.7%	\$14.11	16,645
3	Healthcare Support	30.6%	\$17.75	6,128
4	Healthcare Practitioners and Technical	28.6%	\$34.65	10,326
5	Food Preparation and Serving Related	28.1%	\$12.24	29,814

Source: 2021 Talent Pipeline Report

Policy Progress

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Policy Progress



Policy Progress

Policy Progress

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It's no secret that Colorado employers need more skilled workers. Thousands of Colorado jobs go unfulfilled every year because applicants often lack the knowledge and skills needed to fill them. This "skills gap" is unsustainable for our economy, and business leaders across the state are partnering with leaders from education, government, and the community to build a stronger education system for everyone.



Policy Progress & Accomplishments

Many consider Colorado a national leader and model for education reform based on significant policies that have been implemented over the last 15 years, most notably:

Year	Policy	Description
2008	Senate Bill 08-212	Colorado's Achievement Plan for Kids (CAP4K) , created focused, coherent, and rigorous academic standards (preschool through post-secondary); informative assessments aligned to the new standards; school readiness definition, and plans; and a common definition of post-secondary and workforce readiness.
2008	Senate Bill 08-130	The Innovative Schools Act allows a public school or group of public schools to submit to its school district board of education an innovation plan to allow them to implement innovations within the school or group of schools, such as: delivery of educational services, personnel administration and decision-making, and budgeting.
2009	Senate Bill 09-163	School and District Accountability created shared accountability measures for districts and schools; placed significant value on student academic growth and post-secondary readiness; developed a cycle of support and intervention for struggling schools and districts; and emphasized school and district improvement efforts.
2010	Senate Bill 10-191	The Great Teachers and Leaders Act ensures that there are annual performance evaluations for all educators based on statewide standards. Evaluations are focused on meaningful feedback and continuous professional growth, non-probationary status is earned and retained based on demonstrated effectiveness, and school leaders are empowered to make staffing decisions for their building.

Year	Policy	Description
2010	State Board of Education Adopted Colorado Academic Standards	Colorado Academic Standards (CAS) were approved by the Colorado State Board of Education to update standards in all 10 content areas and incorporate the Common Core State Standards in math and english language arts. The standards set rigorous teaching and learning objectives, but specific curriculum and pedagogy remain the right and responsibility of local districts, schools, and educators.
2012	House Bill 12-1238	Colorado Reading to Ensure Academic Development (READ) Act focuses on early literacy development, assessment to identify struggling readers and diagnose the root cause of their reading difficulties, parent engagement in creating a customized READ plan - including research-proven interventions to bring their child up to grade level - and shared accountability for literacy growth and achievement.
2014	House Bill 14-1292	The Student Success Act establishes school-level financial reporting, providing school leaders a tool to measure return on investment, and allows taxpayers to evaluate how their money is being spent. The bill tripled charter school facilities funding and dedicated \$18 million annually to fund the early literacy reforms in the READ Act.
2015	House Bill 15-1323	Responsibly reduces testing while protecting key accountability and comparability measures. Requires districts to report on testing time and increases transparency for students and parents.
2016	House Bill 16-1289	Incentives To Complete Career Development Courses created the Career Development Success pilot program that provided districts a \$1,000 incentive for every career-relevant credential a student achieves.
2017	House Bill 17-1375	Requires school districts to provide public charter schools equitable access to locally-raised tax revenue.

Policy Progress & Accomplishments *(continued)*

Year	Policy	Description
2018	House Bill 18-1266	Expanded the Career Development Success Pilot to include apprenticeships and provided additional resources for the program that continues to encourage districts to expand career relevant training opportunities for students.
2019	My Colorado Journey	A public private partnership created an online planning tool to help Coloradans of all ages connect to the education and workforce system.
2020	House Bill 20-1022	College Credit for Work Experience created a framework that will allow learners to earn postsecondary credit at higher education institutions for prior work experience, including work-based learning occurring in high school.
2021	House Bill 21-106	Successful High School Transitions helped create the Path4Ward pilot program which blurs the lines between high school and college by allowing high school students who have completed high school requirements to use their per pupil funding to support postsecondary learning.
2022	Senate Bill 22-140	\$3 million for employer incentives to initiate and scale high quality work-based learning opportunities for adults and youth.
2022	House Bill 22-1350	\$90 million directed in regional grants that will bring industry and higher education together.
2022	House Bill 22-1350	\$3 million for the creation of a postsecondary student success data system, including workforce success measures, like employment outcomes and earnings.
2022	Senate Bill 22-192	\$1 million invested in the creation of postsecondary pathways in high-demand, high-wage fields to be informed by industry.
2022	House Bill 22-1215	Creation of a taskforce to study how more high school students can access postsecondary credit and high-quality work-based learning.

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Since 2006, we've connected the skills and expertise of business leaders to the education system and the legislative process. We're the only organization in Colorado to bring these three critical players together. And through these efforts, schools improve, government streamlines, and business strengthens.

We represent companies and partners across the state, employing Coloradans in all 64 counties and committed to all Colorado's districts, schools and students.



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