

Indiana State Board of Education

Meeting

Graduation Pathways

December 6, 2017



INDIANA STATE BOARD OF EDUCATION

Statutory Authority

IC 20-32-4-1.5 Pathway requirements

(a) This section applies after June 30, 2018.

(b) Except as provided in sections 4, 5, 6, 7, 8, 9, and 10 of this chapter, each student shall:

- (1) demonstrate college or career readiness through a pathway established by the state board, in consultation with the department of workforce development and the commission for higher education;
- (2) meet the Core 40 course and credit requirements adopted by the state board under IC 20-30-10; and
- (3) meet any additional requirements established by the governing body;

to be eligible to graduate.

(c) The state board shall establish graduation pathway requirements under subsection (b)(1) in consultation with the department of workforce development and the commission for higher education. A graduation pathway requirement may include the following options approved by the state board:

- (1) End of course assessments measuring academic standards in subjects determined by the state board.
- (2) International baccalaureate exams.
- (3) Nationally recognized college entrance assessments.
- (4) Advanced placement exams.
- (5) Assessments necessary to receive college credit for dual credit courses.
- (6) Industry recognized certificates.
- (7) The Armed Services Vocational Aptitude Battery.
- (8) Any other pathway approved by the state board.

(d) If the state board establishes a nationally recognized college entrance exam as a graduation pathway requirement, the nationally recognized college entrance exam must be offered to a student at the school in which the student is enrolled and during the normal school day.



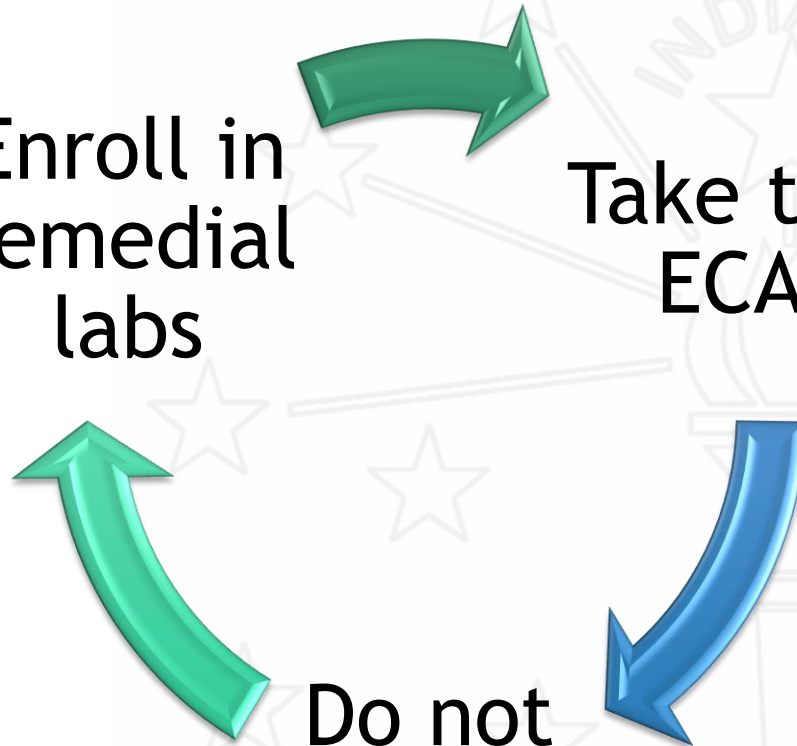
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ECA Remedial Loop

Enroll in
remedial
labs

Take the
ECA

Do not
pass ECA



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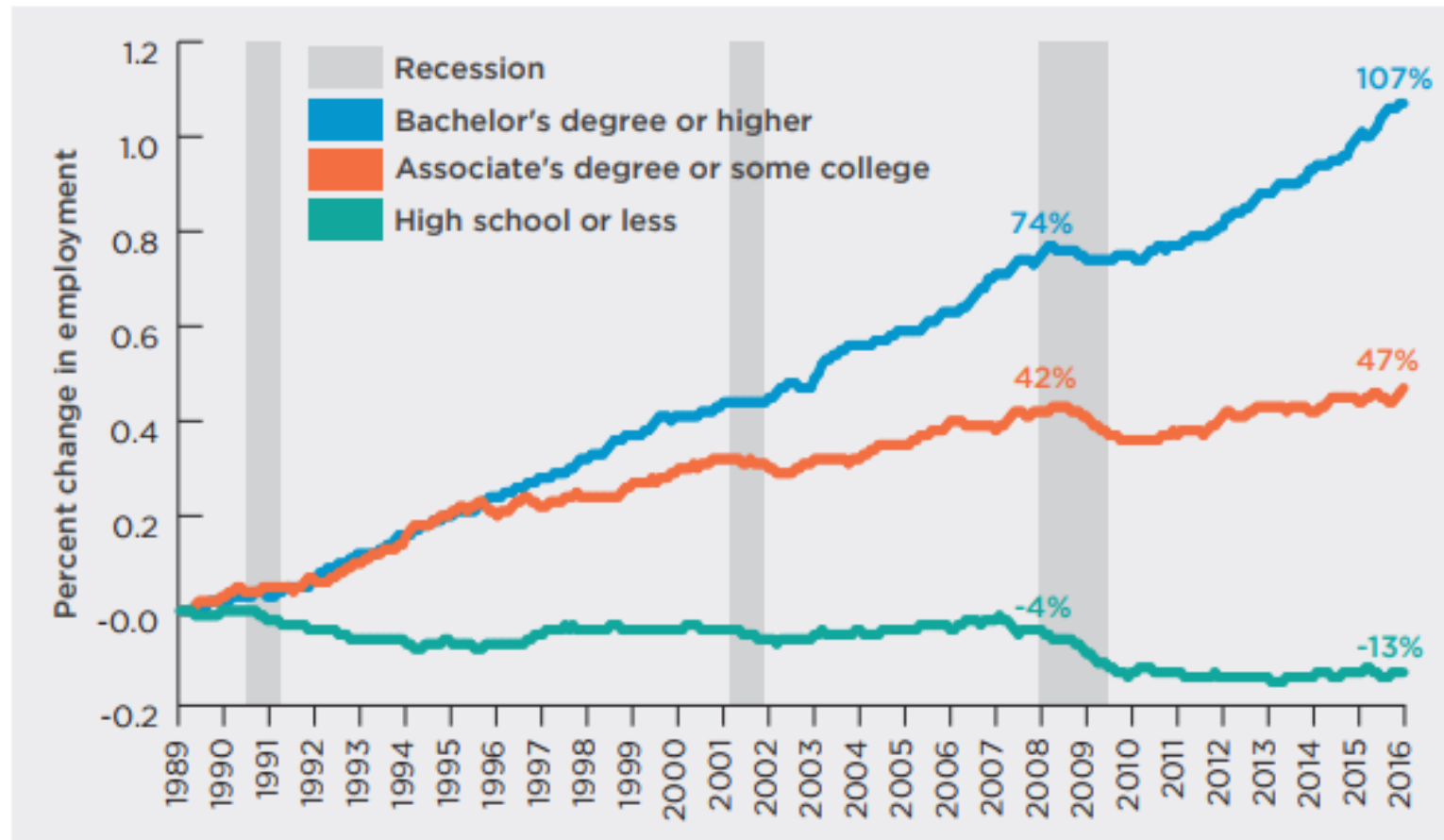
Changing Economy

- Over 95 percent of jobs created during the recovery have gone to workers with at least some college education, while those with a high school diploma or less are being left behind.
- The Great Recession decimated low-skill blue-collar and clerical jobs, whereas the recovery added primarily high-skill managerial and professional jobs.
- Good jobs have shifted toward associate's degree holders and away from workers with a high school diploma or less.
- Between 1991 and 2015, Indiana lost 31,000 blue-collar non-BA good jobs, but gained 128,000 skilled-services good jobs for workers without BAs.



Changing Economy cont.

Figure 2.1. The number of workers with a Bachelor's degree or higher has more than doubled (107%) since 1989.



Significant growth in middle-skills jobs

NON-BA GOOD JOBS

Top five industries

| Industry | Number of non-BA good jobs | Share of non-BA good jobs | Share of non-BA workers with good jobs | Median earnings |
|------------------------------|----------------------------|---------------------------|--|-----------------|
| Manufacturing | 203,000 | 32% | 48% | \$57,000 |
| Construction | 63,000 | 10% | 48% | \$57,000 |
| Health services | 62,000 | 10% | 26% | \$51,000 |
| Transportation and utilities | 60,000 | 10% | 52% | \$60,000 |
| Retail trade | 46,000 | 7% | 22% | \$52,000 |

Top five occupations

| Occupation | Number of non-BA good jobs | Share of non-BA good jobs | Share of non-BA workers with good jobs | Median earnings |
|------------------------------------|----------------------------|---------------------------|--|-----------------|
| Production | 117,000 | 19% | 42% | \$53,000 |
| Management | 70,000 | 11% | 62% | \$63,000 |
| Transportation and material moving | 68,000 | 11% | 35% | \$53,000 |
| Office and administrative support | 61,000 | 10% | 23% | \$51,000 |
| Construction and extraction | 56,000 | 9% | 49% | \$58,000 |

Source: Georgetown University Center on Education and the Workforce analysis of Bureau of the Census, *American Community Survey* microdata 2013-2015.

Note: Figures in charts and tables may not sum due to rounding.

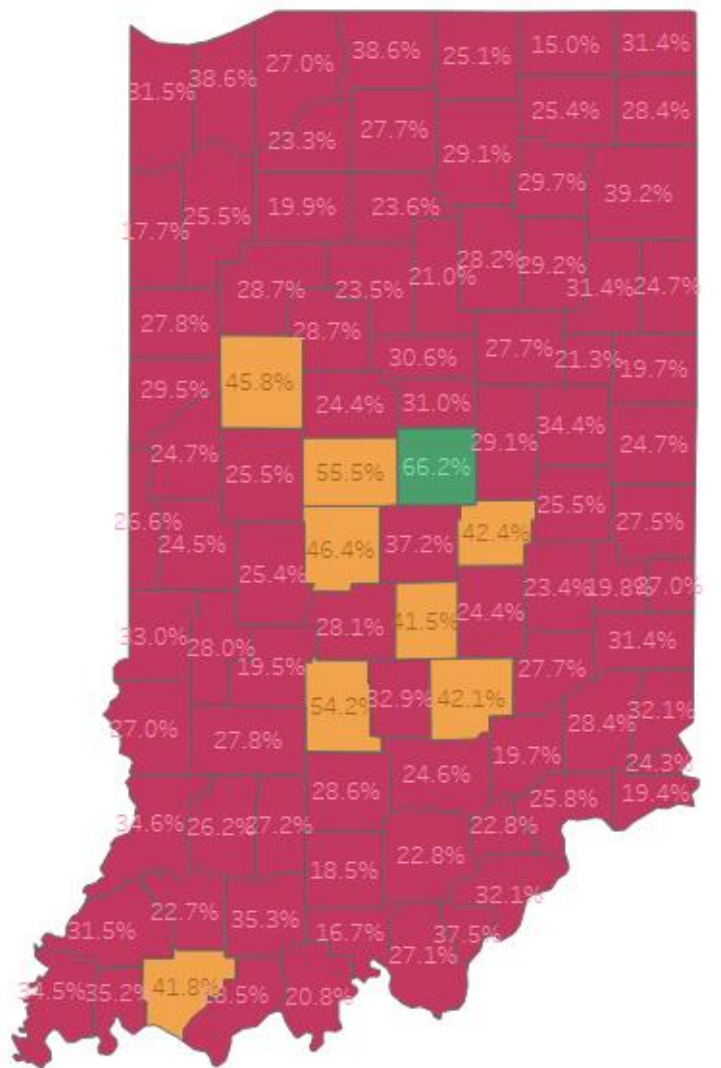


Gaps in talent

- According to the Department of Workforce Development, over the next ten years, Indiana will have 1 million vacant jobs.
- Over half of the 1 million projected vacant jobs will require postsecondary attainment.
- By 2020, between 62-65% of all Hoosier jobs will require postsecondary attainment.
- Currently, Indiana has an approximately 41% postsecondary attainment, including certificates, associate, bachelor, and graduate degrees.



Gaps in talent cont.



- meets 60% goal
- at or above national average
- below national average



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Gaps in talent cont.

- 47% of jobs have been left unfilled this year due to under-qualified applicants.
- Employers report that the filling the workforce is the biggest or next biggest challenge facing our businesses.
- Those employers expecting an increase in workforce size in the next one to two years have even bigger workforce challenges.
- Two-thirds of our current job vacancies are middle skilled jobs.

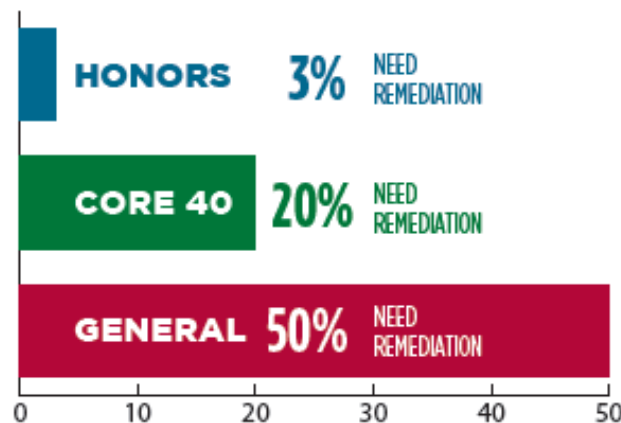


Examining postsecondary attainment

- Of the 72,187 graduates, currently 65% (46,750) go on to any type of postsecondary education or training after high school.
- 14% (4,687) of those students require remediation in their freshman year - with the majority needing remediation in math.

Remediation by Diploma Type

There is significant disparity in college readiness by high school diploma type in Indiana.



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Examining postsecondary attainment cont.

- Average GPA for Hoosier freshmen in postsecondary education is a 2.6.
- General Diploma students earn an average 1.9 GPA
- Core 40 earn an average 2.2 GPA
- Honors Diploma earn an average 3.1 GPA

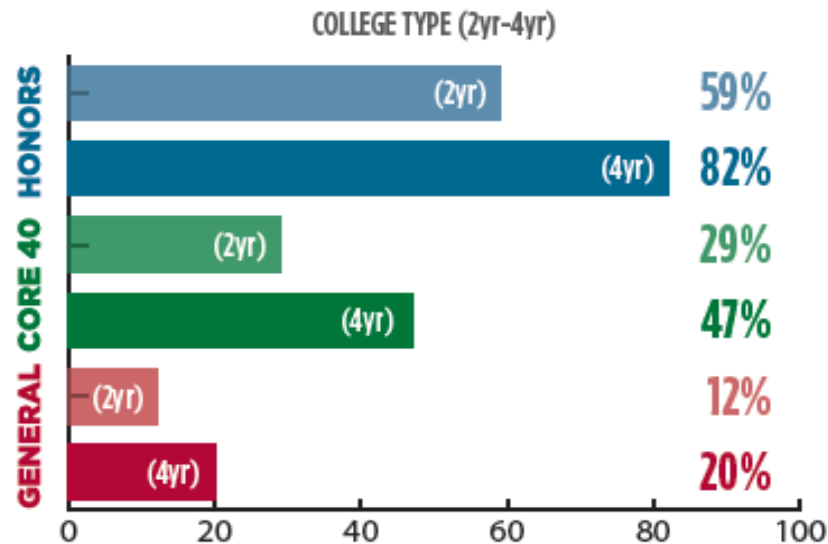


Examining postsecondary attainment cont.

- Of the 46,750 students that enroll in postsecondary, 34.5% (16,129) of students complete in 4 years; 54.2% (25,339) complete in 6 years

College Completion by Diploma

College graduation rates also vary significantly by high school diploma type in Indiana.



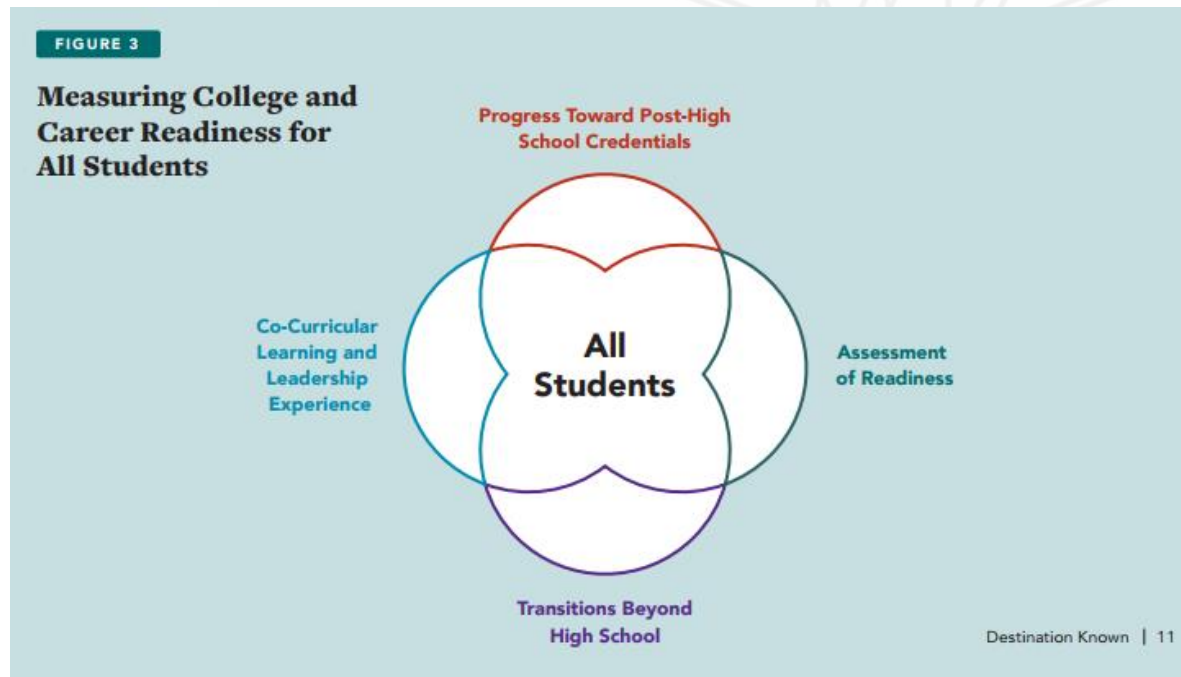
Reflects Hoosier students who graduated at any Indiana campus (two- or four-year) or degree level within six years.



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Panel recommendation

- 10 meetings
- Over 30 hours of discussion
- Over 100 collaborators (including 15 national organizations)



Pathway recommendation

| Graduation Requirements | Graduation Pathway Options |
|---|--|
| 1. High School Diploma | Meet the statutorily defined diploma credit and curricular requirements. |
| 2. Learn and Demonstrate Employability Skills (Students must complete <u>at least one</u> of the following.) | Learn employability skills standards through locally developed programs. Employability skills are demonstrated by <u>one</u> the following: <ul style="list-style-type: none"> • Project-Based Learning Experience; OR • Service-Based Learning Experience; OR • Work-Based Learning Experience. |
| 3. Postsecondary-Ready Competencies (Students must complete <u>at least one</u> of the following.) | <ul style="list-style-type: none"> • Honors Diploma: Fulfill all requirements of either the Academic or Technical Honors diploma; OR • ACT: College-ready benchmarks; OR • SAT: College-ready benchmarks; OR • ASVAB: Earn at least a minimum AFQT score to qualify for placement into one of the branches of the US military; OR • State- and Industry-recognized Credential or Certification; OR • State-, Federal-, or Industry-recognized Apprenticeship; OR • Career-Technical Education Concentrator: Must earn a C <u>average</u> or higher in at least 6 high school credits in a career sequence; OR • AP/IB/Dual Credit/Cambridge International courses or CLEP Exams: Must earn a C <u>average</u> or higher in at least three courses; OR • Locally created pathway that meets the framework from and earns the approval of the State Board of Education. |

