Postsecondary Workforce Readiness

Performance Frameworks Indicator Overview

Overview

This resource describes the current postsecondary and workforce readiness indicator, including descriptions of sub-indicators (e.g., dropout, graduation, matriculation, SAT) and future sub-indicators (e.g., higher bar). This resource assumes knowledge about state accountability and performance frameworks. See the links for additional information.

Background

Postsecondary and Workforce Readiness Indicator

The Postsecondary and Workforce Readiness (PWR) indicator is included within the high school and district performance frameworks. The PWR indicator contributes 30% of the overall score in determining the high school and district plan type assignment. Currently, the PWR indicator consists of five sub-indicators: Dropout Rate, Graduation Rate, CO SAT - Reading and Writing (RW), CO SAT - Math, and Matriculation (detailed in the green sidebar). This fact sheet describes each sub-indicator and outlines the calculation methodology for two potential future sub-indicators.

PWR Sub-Indicators

Dropout Rate

Dropout rates reflect the percentage of students included in the membership base (i.e., students who were enrolled at any time during the school year) who leave school during a single year and do not re-enroll in a different Colorado school.
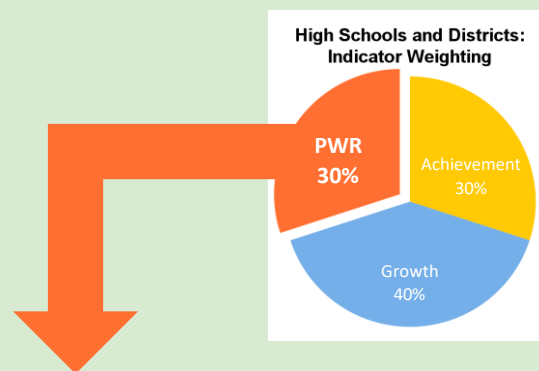
Dropout Rate Calculation

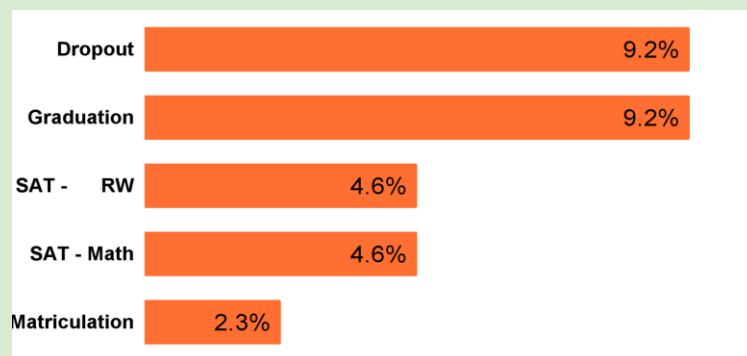$$2024\ Dropout\ Rate = \frac{\#\ of\ 2022/23\ dropouts}{2022/23\ membership\ base}$$

Dropout rates in the frameworks use data that is lagged by one-year (e.g., data from the 2022-23 school year is used for the 2024 performance frameworks). This is due to the timing of the End-of-Year data collection and the release of performance frameworks. In the performance frameworks, dropout rates are worth 16 points overall - the aggregate dropout rate (i.e., representing all high school students in a school) is worth 8 points while the disaggregated dropout rate for each student group (i.e., students with disabilities, multilingual learners, minority students, students eligible for free or reduced price lunch) are worth 2 points each. Dropout rates contribute around 9.2% toward a high school or district's overall rating. Using this measure, schools and districts can demonstrate their success at ensuring

Current PWR Weighting

High Schools and Districts: Indicator Weighting

PWR 30% · Achievement 30% · Growth 40%

How Much Do Each of the PWR Sub-Indicators Contribute to Overall Ratings?

Sub-Indicator	Contribution
Dropout	9.2%
Graduation	9.2%
SAT - RW	4.6%
SAT - Math	4.6%
Matriculation	2.3%

The above graph shows the weighted percent of points each PWR sub-indicator represents for high school and district framework ratings (with all sub-indicators/subgroups included). These percentages may vary based on the number of sub-indicators/ subgroups that are reported for individual schools/districts.

their students stay enrolled in high school throughout the school year. The scale scores used for scoring 2024 performance frameworks are listed below and in this guide.

Dropout Rate and Disaggregated Dropout Rate:		All Students	Each Disaggregated
• at or below 0.5%	Exceeds	8	2.0
• at or below 2.0% but above 0.5%	Meets	6	1.5
• at or below 5.0% but above 2.0%	Approaching	4	1.0
• above 5.0%	Does Not Meet	2	0.5

Graduation Rate

Colorado reports 4-year, 5-year, 6-year, and 7-year graduation rates, with each rate referring to the number of years that elapse between a student entering ninth grade and graduating. Like dropout rates, graduation rates in the frameworks always represent data that is lagged by one year due to the timing of the data release.

Graduation Rate Calculation (using the 4-year as the example)

$$2024\ 4yr\ Grad\ Rate = \frac{\#\ of\ students\ from\ anticipated\ 2022/23\ cohort\ receiving\ regular\ diploma\ in\ 4\ yrs}{(\#\ of\ students\ entering\ from\ 9th\ grade) + (transfers\ in - transfers\ out)}$$

In the performance frameworks, CDE uses the **Best-Of Rate** to calculate points earned. The Best-Of Rate selects the highest of the 4-year, 5-year, 6-year, or 7-year graduation rates. For example, if a school has a 4-year rate of 95%, a 5-year rate of 96%, a 6-year rate of 97%, and a 7-year rate of 98%, CDE would use the 7-year rate for performance framework scoring. All rates are reported on the performance framework for informational purposes. In the performance frameworks, graduation rates are worth 16 points overall. The aggregate graduation rate (i.e., representing all students from the Best-Of graduation cohort) is worth 8 points. While the disaggregated graduation rate for each student group (i.e., students with disabilities, multilingual learners, minority students, students eligible for free or reduced price lunch) is worth 2 points each. Graduation rates contribute around 9.2% toward a high school or district's overall rating. Using this measure, schools and districts can demonstrate their success at graduating their students. The scale scores used for scoring 2024 performance frameworks are listed below and in this guide.

Graduation Rate and Disaggregated Graduation Rate (Best-Of):		All Students	Each Disaggregated
• at or above 95.0%	Exceeds	8	2.0
• at or above 85.0% but below 95.0%	Meets	6	1.5
• at or above 75.0% but below 85.0%	Approaching	4	1.0
• below 75.0%	Does Not Meet	2	0.5

CO SAT - Reading and Writing and CO SAT - Math

SAT, an exam that demonstrates college-readiness, is reported in the PWR section of the performance frameworks. Both CO SAT - Reading and Writing (RW) and CO SAT - Math mean scale scores are reported. Mean scale scores represent the extent to which students have, on average, met the learning objectives described in the relevant academic content standards for a given content area and grade level.

Unlike the other PWR measures, SAT scores in the performance frameworks are not lagged and therefore represent students who took the SAT during the Spring of the most recent school year. In the performance frameworks, SAT - RW and SAT - Math are worth 8 points each. The aggregate student rate (i.e., representing all students who received a valid SAT score) is worth 4 points. Each of the disaggregated dropout rates for each student group (i.e., students with disabilities, multilingual learners, minority students, students eligible for free or reduced price lunch) are worth 1 point each. SAT scores contribute around 4.6% each (9.2% overall) toward a high school or district's overall rating. Using this

measure, schools and districts can demonstrate their students' college-readiness in reading/writing and math. The scale scores used for scoring 2024 performance frameworks are listed in this guide.

Note: Cut-scores for the PSAT/SAT metric will be re-normed based on 2024 results due to the transition to the new Digital PSAT/SAT assessments. The guide will be updated to reflect the new cut scores sometime in the summer.

Matriculation Rate

Matriculation rates reflect the percentage of high school graduates who either enlisted or received a credential/diploma (during high school) or those who enrolled (after high school) in a Career and Technical Education (CTE), 2-year, 4-year, military, or postsecondary program option. Other industry credentials are also incorporated into the rates based on data submitted by districts on an optional basis.

Matriculation Rate Calculation

$$2024\ Matriculation\ Rate = \frac{\#\ of\ 2022/23\ HS\ graduates\ with\ qualifying\ credential, enrollment, or\ enlistment\ status^*}{\#\ of\ 2022/23\ HS\ graduates}$$

Note: The numerator (graduates with qualifying credential or enrollment status) includes the number of 2022-23 High School Graduates who received a CTE credential, higher education diploma (e.g., associates, bachelors) enlisted in the military during high school, or those who enrolled in ASCENT, P-TECH, or TREP programs during their 5th year of high school **plus** 2022-23 High School Graduates who enrolled in a CTE program, enrolled in a 2-year or 4-year institution of higher education, or enlisted in the military during the summer or fall term immediately following graduation. A student is counted once in the numerator even if that student has multiple pathways.

Similar to dropout and graduation rates, matriculation rates represent data that is lagged by one-year due to the timing of the data release. In the performance frameworks, the aggregate matriculation rate (i.e., representing all high school students) is worth 4 points. While matriculation rates are disaggregated by pathway in the performance framework (i.e., 2-year, 4-year, CTE, military, postsecondary program), these disaggregations are for informational purposes only and do not contribute additional points to framework scores. Matriculation rates make up 2.3% of a high school or district's overall rating when all PWR sub-indicators and student groups are included. In assigning matriculation rate points, schools and districts can demonstrate success at having their high school students matriculate into postsecondary or workforce options. The scale scores used for scoring 2024 performance frameworks are listed below and in this guide.

Matriculation Rate:		All Students
• at or above the 75.8%	Exceeds	4
• at or above 61.1% but below 75.8%	Meets	3
• at or above 46.8% but below 61.1%	Approaching	2
• below 46.8%	Does Not Meet	1

Future Sub-Indicators: Higher Bar

Data from the Graduation Guidelines Student Interchange File (reported as part of the End-of-Year data collection), the Colorado Department of Higher Education, and vendor data sources are being used to determine a calculation methodology for two new sub-indicators for high school and district frameworks. These sub-indicators, called "Higher Bar" metrics, are described below.

- **Higher Bar for English Language Arts (ELA)/Math**: measures the proportion of students attaining a higher level of achievement (as defined by the state board) in both ELA and math on certain graduation guidelines measures, including Accuplacer, ACT, ACT Work Keys, Advanced Placement (AP), Armed Services Vocational Aptitude Battery (ASVAB), Concurrent Enrollment (CE), International Baccalaureate (IB), and SAT.

- **Higher Bar for Other Courses**: measures the proportion of students attaining similar high expectations in AP, IB, or CE for exams and/or courses other than ELA or Math.

For both measures, a student who has met the higher bar requirement in one or more exams or courses at any point during grades 9 through 12 is counted as a success. Based on initial weighting discussions and impact analyses, inclusion of these measures is unlikely to change the overall weighting of the PWR indicator (30%). The finalized framework points eligible for each of the new Higher Bar PWR sub-indicators will need to be recommended by the Technical Advisory Panel and approved by the state board. Currently, implementation of these measures is paused due to concerns about data quality. For additional details, including higher bar requirements for both sub-indicators, see the Higher Bar fact sheet.

If you have questions about the contents of this fact sheet or need further assistance: contact accountability@cde.state.co.us.