

PSO Survey Companion Document

This document is intended to provide technical assistance for the 2021 PSO Survey data collection.

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What are Post School Outcomes (PSO)?

Post-school outcome (PSO) data provide a picture of life after high school for former special education students in relation to postsecondary education and employment. It's a measurement of a student's post-school engagement.

Individuals with Disabilities Education Act (IDEA) Part B Indicator 14:

Percentage of youth who are no longer in secondary school had IEPs in effect at the time they left school and were:

1. enrolled in *higher education*
2. *competitively employed*
3. enrolled in *postsecondary education or training*
4. *Some other employment*

within one year of leaving high school

[20 U.S.C. § 1416\(a\)\(3\)\(B\)](#)

Example PSO Survey Talking Points:

If former students or families are unfamiliar with the PSO Survey, here's a suggestion for an introduction:

The Post School Outcomes or PSO survey gathers and reports information about what students are doing one year after leaving high school. It gives us the opportunity to reconnect with you and see how you are doing. It also helps us know how we can better prepare students for the future. We will ask you questions about education/training, work, agency linkages, and other school-related information. All questions are voluntary.

If former students or families are concerned about confidentiality, here's a suggestion for a response:

Your answers are kept confidential—they are summarized into reports about the post-school outcomes of students throughout Colorado, your former district, or school. You can see the statewide reports on the CDE website. The only people who will have access to your information include your former teachers, administrators from your school district, and CDE/ESS staff. Your answers help schools learn how they can better prepare students for life after high school.

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PSO Category of Engagement Definitions (Current Definitions for 2021)

Category of Engagement	Definition
Higher Education	<ul style="list-style-type: none"> · Enrolled full- or part-time · Community College (2-year program) · College/University (4- or more year program) · 1 complete term
Employment	<ul style="list-style-type: none"> · Average 20 hours a week · 90 days (cumulative) at any time since leaving high school · Includes military employment · Worked for pay at or above the minimum wage · In a Setting with others who are non-disabled
Other Postsecondary Education or Training	<ul style="list-style-type: none"> · Enrolled full- or part-time · Education or training program (e.g., adult education, a vocational-technical school, that is less than a 2-year program) · 1 complete term
Other Employment	<ul style="list-style-type: none"> · Worked for pay or been self-employed · 90 days at any time since leaving high school · Includes working in a family business (e.g., farm, store, fishing, ranching, catering services, etc.)

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Postsecondary Education/Training Questions			
PSO Survey Question	Categories of Engagement Definition & Components	Example Follow Up Questions	Boost the Conversation
<p>1. In the 12 months after leaving high school, were you ever enrolled in any type of school, job training, or education program?</p> <ul style="list-style-type: none"> • Yes - Go to questions 1a-1b • No - Go to question 2 	<p>Higher Education AND Other Postsecondary Education/Training</p> <p><u>Component:</u> General Enrollment</p> <p><u>Response:</u> Y = Higher Education and Other Postsecondary Education/Training N = Not Engaged in postsecondary education/training</p>	<p>What have you been doing with your time since you left high school?</p>	<p>Always follow-up if the former student responds with “No”, does not know the answer to the question, or similar response</p>

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<p>1a. What type of training, program, or school was it?</p> <ul style="list-style-type: none"> ● A four-year college or university ● A two-year community or technical college ● High school completion program (e.g., Adult Basic Education, GED) ● Short-term education or employment training program ● Short-term education or employment training program (e.g., Job Corps, short-term job training, or apprenticeship program) ● On a mission, AmeriCorps, in the Peace Corp, etc.) ● Vocation/Technical School-less than 2-year program ● Other (Specify) _____ 	<p>Higher Education OR Other Postsecondary Education/Training</p> <p><u>Component:</u> Type of Training</p> <p><u>Response:</u> 2- or 4-year college or university = Higher Education All Others = Other Education/ Training</p>	<p>Use options directly from the PSO Survey:</p> <ul style="list-style-type: none"> ● Is that a community college? Or a university? [higher education (HE)] ● Did you attend an employment training program? ● What type of training program did you attend? [Other] 	<p>Follow-up questions may only be needed in specific situations. (E.g., the student moved out-of- state or the interviewer is unfamiliar with the training facility).</p> <p>Are they participating in unconventional training programs, like online certificate courses, CPR/First Aid training, volunteer or new hire orientation and training, etc.?</p> <p>Use the “Other” option only when the student’s situation does not fit something listed.</p> <p>Record the response in the blank space provided.</p>
<p>1b. Did you complete an entire term/program? [NOTE: Term is individualized to the institution. This can be any complete term including quarter, semester, intersession, summer, or online.]</p>	<p>Higher Education AND Other Postsecondary Education/Training</p> <p><u>Component:</u></p>	<ul style="list-style-type: none"> ● When was your first day of training? ● How long was your training? ● When did you finish the training? 	<p>Always follow-up if the former student responds with “No”, does not know the answer to the question, or similar response</p>

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<p>This could be an entire course.]</p> <ul style="list-style-type: none"> ● Yes ● No 	<p>Completion of a Term:</p> <ul style="list-style-type: none"> ● Start & end date ● Student completed an entire term <p><u>Response:</u> Y = Higher Education and Other Postsecondary Education/Training N = Not Engaged in postsecondary education/training</p>	<ul style="list-style-type: none"> ● Did you complete the training? 	<p>Knowledge about specific programs or training can be beneficial (e.g., knowing if an institution uses semester or quarter hours, length of training, etc.).</p>
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Employment Questions			
PSO Survey Question	Categories of Engagement Definition & Components	Example Follow Up Questions	Boost the Conversation
<p>2. In the last 12 months since leaving high school have you ever worked?</p> <ul style="list-style-type: none"> ● Yes - Go to questions 2a-2e ● No - Go to question 3 	<p>Competitive Employment AND Other Employment</p> <p><u>Component:</u> Employment</p> <p><u>Response:</u> Y = Competitive Employment and Other Employment N = Not Engaged in employment</p>	<ul style="list-style-type: none"> ● What have you been doing with your time since you left high school? <p>Clarifying “Other Employment” Options:</p> <ul style="list-style-type: none"> ● Have you ever had a job? ● Have you ever received money to do something for someone? ● Have you ever been paid for a service? ● Have you ever been paid for your time? 	<p>Always follow-up if the former student responds with “No”, does not know the answer to the question, or similar response</p>
<p>2A. Did you work for a total of 3 months (about 90 days)?</p> <p>[NOTE: Days do not need to be in a row and can include multiple jobs.]</p> <ul style="list-style-type: none"> ● Yes ● No ● I don’t know 	<p>Competitive Employment AND Other Employment</p> <p><u>Component:</u> 90-days</p> <p><u>Response:</u> Y = Competitive Employment and Other Employment</p>	<ul style="list-style-type: none"> ● Have you had more than one job? ● How long did you work in those jobs? 	<p>Always follow-up if the former student responds with “No” or “I don’t know.”</p>

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N = Not Engaged in employment

Employment Questions

PSO Survey Question	Categories of Engagement Definition & Components	Example Follow Up Questions	Boost the Conversation
<p>2B. Did you work, on average, 20 or more hours per week while you were employed? [NOTE: Hours may vary week to week and can include multiple jobs. E.g., student may have worked 10 hours one week and 30 hours the following week, this is an average of 20 hours per week]</p> <ul style="list-style-type: none"> ● Yes ● No ● I don't know 	<p>Competitive Employment OR Other Employment</p> <p>Component: 20 hours/week</p> <p><u>Response:</u> Competitive Employment if they report the following options: 30 hours or more 20-29 hours Other Employment if they responded with one of these: 11-19 hours 10 hours or less</p>	<ul style="list-style-type: none"> ● How many hours a week did you work? <ul style="list-style-type: none"> ○ 30 or more hours ○ 20-29 hours ○ 11-19 hours ○ 10 hours or less ● Did you work the same number of hours every week? 	<p>Always follow-up if the former student responds with “No” or “I don’t know” answer.”</p> <p>20 hours/week is the <u>average</u>; a student’s work hours may vary.</p>

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<p>2C. Were/are you paid at least minimum wage (Note: 2020-2021: \$12.32, Denver County \$14.77)?</p> <ul style="list-style-type: none"> ● Yes ● No ● I don't know 	<p>Competitive Employment OR Other Employment</p> <p><u>Component:</u> Minimum Wage</p> <p><u>Response:</u> Y = Competitive Employment N = Other Employment</p>	<ul style="list-style-type: none"> ● How much do you make an hour? 	<p>Always follow-up if the former student responds with “No” or “I don’t know” answer.”</p> <p>Ask clarifying questions to assist you to determine whether the student earns minimum wage.</p> <p>Minimum wage for tipped employees: 2020 - \$8.98 2021 - \$9.30</p> <p style="text-align: center;"><u>Colorado Minimum Wage and Labor Laws</u></p>
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Employment Questions			
PSO Survey Question	Categories of Engagement Definition & Components	Example Follow Up Questions	Boost the Conversation
<p>2D. Where is/was your job? (Read all choices) (Note: if more than one job, ask about the job they held the longest)</p> <ul style="list-style-type: none"> ● In a company or business in your community that employs people with and without disabilities ● In a supported employment site (e.g., paid work for people with disabilities that includes services such as a job coach or specialized job training to assist you with your job) ● In a work site that includes only employees with disabilities 	<p>Competitive Employment OR Other Employment</p> <p><u>Response:</u> Competitive Employment if they report the following options as their work setting:</p> <ul style="list-style-type: none"> ● In a company, business, or service IN YOUR COMMUNITY with people with and without disabilities ● In supported employment (paid work with services, like a job coach, that assists you individually in your job) * ● Self-employed * ● In your family’s business (e.g., farm, store, fishing, ranching, catering) * ● In centered-based employment (where most workers have disabilities) ● Employed while in jail or prison ● Other 	<p>If inconsistencies across responses are noted:</p> <ul style="list-style-type: none"> ● What do you do at (insert name of company)? ● What’s your job title? <p>Use options directly from the PSO Survey:</p> <ul style="list-style-type: none"> ● Did you work in a company, business, or service in your community with people with and without disabilities? ● Did you work in a family business? ● Did you work for your own business? 	<p>Has the former student worked multiple jobs with multiple companies?</p> <p>Use multiple-choice options as a checklist to identify the setting.</p> <p>Use the “Other” option only when the student’s situation does not fit something listed (e.g., Group Supported Employment). Record the response in the blank space provided.</p> <p>The response to this question connects to most other employment questions.</p>

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<ul style="list-style-type: none"> ● In your family's business (farm, family store, daycare, etc.) ● In the military ● Self-employed (making/selling jewelry, artwork/crafts, essential oils, t-shirts, etc.) ● Employed while in jail or prison ● Other _____ ● No response 	<p>If former students worked in these environments, competitive employment also includes:</p> <ul style="list-style-type: none"> ● Working at or above minimum wage ● In a setting with others who are nondisabled ● An average of 20 hours per week ● 90 days at any time in the year since leaving high school ● Includes military employment 		
<p>2E. What is/was the name of the business or company you work/worked for? (proceed to question 4)</p>	<p>Additional information:</p> <ul style="list-style-type: none"> ● Where are your students working? ● What is their job? ● Does the work align with post-school goals? ● Were students prepared for post-school success? 	<p>Tell me about your job:</p> <ul style="list-style-type: none"> ● What is/was your job title? ● What type of responsibilities do/did you have at work? (What do you do at work?) 	<p>Note: Large companies are required to offer minimum wage.</p> <p>Name of the company may provide insight into the setting of the company.</p>
<p>3. Why haven't you worked since leaving school? (Read options, wait for answer, then check all that apply)</p> <ul style="list-style-type: none"> ● Currently working with agency on workforce development 	<p>Additional information:</p> <ul style="list-style-type: none"> ● This information will help the interviewer to determine whether the student needs 	<ul style="list-style-type: none"> ● Would you like the contact information for the Division of Vocational Rehabilitation, the 	<p>The student may need information regarding connection to agencies such as the Division of Vocational Rehabilitation, the Community-Centered Board, or the local</p>

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<ul style="list-style-type: none"> • Have not found a job • Need help with employment process • Laid off/lost job • Don't want or need to work • Transportation issues • Medical reason • Drugs/Alcohol • Disability • Incarceration • Legal issues • In School • Baby/Family • Other: (volunteering, church/missions) • Don't Know/No Answer 	<p>assistance connecting with adult agencies.</p>	<p>community-centered board (provide the name of your local agency), or workforce center for assistance finding a job?</p>	<p>workforce center.</p>
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Agency Linkages			
<p>4. Which community agency are/were you working with? (check all that apply)</p> <ul style="list-style-type: none"> • Division of Vocational Rehabilitation/School to Work Alliance Program (SWAP) • Community-Centered Board (The Resource Exchange, Developmental Pathways, RMHS, etc.) • Independent Living Center (Atlantis, The Independence Center, etc.) • Workforce Center • Other (e.g., volunteering: meals on wheels, foodbank, mowing lawns; recreation/leisure program, community participation program, etc.) • I am/was not working with any community agency 	<p>Additional information:</p> <ul style="list-style-type: none"> • <u>Division of Vocational Rehabilitation/School to Work Alliance Program (SWAP)</u> • <u>Community-Centered Board (The Resource Exchange, Developmental Pathways, RMHS, etc.)</u> (Typically for students with developmental disabilities) • <u>Independent Living Center (Atlantis, The Independence Center, etc.)</u> • <u>Workforce Centers</u> • Other (e.g., volunteering: meals on wheels, foodbank, mowing lawns; recreation/leisure program, community participation program, etc.) • I am/was not working with any community agency 	<p>Would you like any information about community agencies to:</p> <ul style="list-style-type: none"> • Assist with employment • Assist with life/social skills development • Assist with accessing the community • Assist with recreation/leisure activities (i.e., <u>special Olympics</u>, therapeutic recreation, YMCA) • Additional living options • Additional information regarding guardianship 	<p>The student/family may need specific information about the types of assistance/connections available.</p> <p>Check families' understanding of each community agency option.</p>

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School-Related Information			
PSO Survey Question	Categories of Engagement Definition & Components	Example Follow Up Questions	Boost the Conversation
<p>5. Did you participate in services for students ages 18-21 in your district (receive services after your senior year)?</p> <ul style="list-style-type: none"> • Yes • No 	<p>Additional information:</p> <p>This information is used to assist districts to determine if all students who needed this service used it.</p>	<ul style="list-style-type: none"> • Did you receive school services after your senior year? (i.e., CT program/CT House, Bridge Program, Elevates Program, etc.) 	<p>Check the student/family understanding of what 18-21 services.</p> <p>Connect families to local community resources, if needed.</p>
<p>5A. Why didn't you participate in 18-21 services in your district?</p> <ul style="list-style-type: none"> • The special education team decided that I did not need these services • I thought I was prepared and did not think that I needed these services • I was not aware that these services were available/they did not exist • Those services would have been helpful 	<p>Additional information:</p> <p>This information is used to assist districts to determine if all students who needed this service used it.</p>	<ul style="list-style-type: none"> • Was the district transition coordinator invited to your senior meeting? • Did the IEP team discuss 18-21 services in your meetings? • Did the IEP team feel that DVR/CCB would best meet your needs? 	<p>If the family says they were not aware of these services, consider how to use this information for future programming.</p> <p>Connect families to local community resources, if needed.</p>
<p>6. Did the student leave before graduating or reaching maximum age? (If the exit code in the demographic</p>	<p>Additional information:</p> <ul style="list-style-type: none"> • This question clarifies 	<ul style="list-style-type: none"> • Did the student graduate with a regular diploma? 	<p>Check the family's understanding of the implications of a student graduating or reaching maximum</p>

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<p>information above is any code other than "90 - Graduated with Regular Diploma" or "01 - Reached Maximum" the student did leave before graduating or reaching maximum age</p> <ul style="list-style-type: none"> • Yes (the student left before graduating or reaching maximum age) – If student left before • reaching maximum age, answer questions 6a-6b. • NO (the student did not leave before graduating or reaching maximum age): (go to Q7) 	<p>whether the student graduated with a regular diploma, aged out, or dropped out.</p> <ul style="list-style-type: none"> • Maximum age is the semester in which the student turns 21 • If the student turns 21 in the summer, services end and the student is not eligible for services in the fall. 	<ul style="list-style-type: none"> • Did the student receive services until age 21? • Did the student leave before receiving their diploma/drop out of school early? 	<p>age (age of majority).</p> <p>Make sure the family understands transfer of rights at maximum age (age of majority).</p> <p>The family may need information about supported decision making and/or guardianship.</p>
<p>6A. According to our information, you left school before graduating or reaching maximum age. Did you leave school because: (Check all that apply)</p> <ul style="list-style-type: none"> • You felt/thought that classes were boring • You missed too many school days and could not catch up • You spent time with people who were not interested in school • You had too much freedom and not enough rules in school 	<p>Additional information:</p> <p>This question clarifies reasons students left school before graduation or reaching maximum age.</p>	<ul style="list-style-type: none"> • Is there any additional information that you would like to share about why you dropped out of school? 	<p>If the student offers additional reasons as to why they left early, you may make a note on the interview as an additional data point for your district.</p>
<p>6B. Would you have stayed in school</p>	<p>Additional information:</p>	<ul style="list-style-type: none"> • Are you sure that 	<p>Does the student need information</p>

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<p>if: (Check all that apply.)</p> <ul style="list-style-type: none"> • You had more support from school personnel • You had more support from family • If different classes were offered • Nothing would have kept me in school 	<p>This question clarifies support that would have been helpful to the student to keep them in school.</p>	<p>there is nothing that could have been done to keep you in school?</p> <ul style="list-style-type: none"> • Are you interested in earning your GED? 	<p>about how to earn their <u>GED</u>?</p> <p>Note any support the student might need.</p>
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Recommendations and Resources

General PSO Recommendations

- "No Answer" responses can lead to the wrong Category of Engagement
 - Ask follow-up questions
 - Use context clues
 - Use the hard copy during conversation
 - Reach out to CDE for support

General PSO Resources

- **Colorado Resources**
 - CDE [PSO Website](#)
 - [Definitions of PSO Engagement Categories](#)
 - [PSO Summary](#)
 - [Colorado SPP/APR](#)
- **National Resources**
 - [NTACT-The Collaborative \(NTACT-C\)](#)
 - [GRADS 360](#)

Recommendations for Postsecondary Education/Training Questions

- Definitions of Higher Education & Other Postsecondary Education or Training
- Always Follow-Up after Q1 & Q1B if the answer is "No"

Confirm the former student completed an entire term (i.e., there is a start and end date for the training he/she completed)

- Research programs (online, phone, visit)
- If using "Other" option for Q1A, ensure the response doesn't already fit something listed and include a description in the blank provided
- Consider unconventional training programs that may align with the "Other Postsecondary Education/Training" category of engagement (first-aid certificate, baby-sitting course, American

Resources for Postsecondary Education/Training Questions

- [Categories of Engagement Definitions](#)
- [Post-Secondary Education Resources](#)
 - [My Colorado Journey](#)
- [Center on Technology and Disability](#)
- [Skills to Pay the Bills](#)
- [Transition Guide to Post-Secondary Education and Employment for Students and Youth with Disabilities](#)
- [Integrating Employability Skills into Everyday Instruction](#)
- [College Map](#)
- [GED](#)
- [Training Services for WIOA](#)
- Vocational Programs
 - [Apprenticeships](#)
 - [Job Corps](#)

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<p>Red Cross basic life support course)</p>	<ul style="list-style-type: none"> • Unconventional Training Examples <ul style="list-style-type: none"> ○ American Red Cross Training Services ○ Online certificate programs (e.g., Coursera, edX, LinkedIn Learning, Khan Academy, Udemy, etc.)

<p><u>Recommendations for Employment Questions</u></p> <ul style="list-style-type: none"> • Knowledge of: <ul style="list-style-type: none"> ○ Definitions of Competitive Employment & Other Employment ○ State & National Minimum Wage ○ Local employers • Always Follow-Up after Q2 & 2A if the answer is “No” or “No Answer” • If using “Other” option for Q2D, ensure the response doesn’t already fit something listed and include a description in the blank provided 	<p><u>Resources for Employment Questions</u></p> <ul style="list-style-type: none"> • Categories of Engagement Definitions • Minimum Wage in CO • Colorado Developmental Disabilities Council • Colorado Chambers of Commerce • Colorado Labor Laws
<p><u>General Transition Resources</u></p> <ul style="list-style-type: none"> • Vocational Rehabilitation • Connecting Colorado • Workforce Centers 	<p><u>PSO Contact Information</u></p> <p>Colorado Department of Education Exceptional Student Services, Secondary Transition Team 1560 Broadway St., Ste. 1100, Denver, CO 80203 Phone: 303-501-0347</p>



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<ul style="list-style-type: none">• <u>Colorado Labor Market Information</u>• <u>O*NET</u>• <u>Career One Stop</u>• <u>Job Accommodation Network</u>	PSO Email: lott_g@cde.state.co.us <u>Transition Webpage</u> <ul style="list-style-type: none">• <u>Indicator 14</u>