

Georgia's College- and Career-Ready Commitment

The Economic Imperative

Today, nearly every good job requires some postsecondary education and/or training (e.g., an associate's or bachelor's degree, certificate, or apprenticeship or significant on-the-job training). All students need to be academically prepared to compete for good jobs in the global economy.

In 1950, 60% of jobs were classified as unskilled, attainable by young people with high school diplomas or less. Today, less than 20% jobs are considered to be unskilled.ⁱ

- **81%** of U.S. jobs are middle or high skills (i.e., require some postsecondary education or training).
- **Only 36%** of Georgia's adults have some postsecondary degree (associate's or higher).ⁱⁱ

More education is associated with higher earnings and higher rates of employment in Georgia.ⁱⁱⁱ

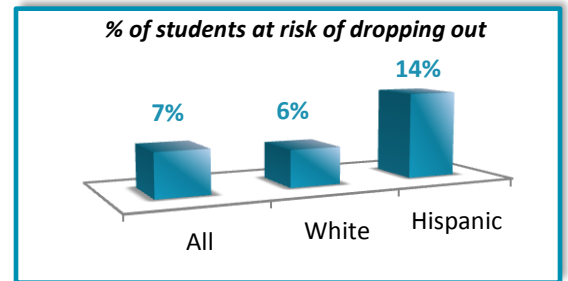
Mean Income	Education Level	Unemployment
\$9,272	HS Dropout	22%
\$21,640	HS Graduate	13%
\$27,517	Some College	9%
\$63,805	Bachelors & Above	5%

The Equity Imperative

Far too many students drop out or graduate from high school unprepared for success, closing doors and limiting their options and opportunities – in particular minority and low-income students.

Georgia's achievement gaps begin in the earliest grades and extend through college enrollment and admissions.^{iv}

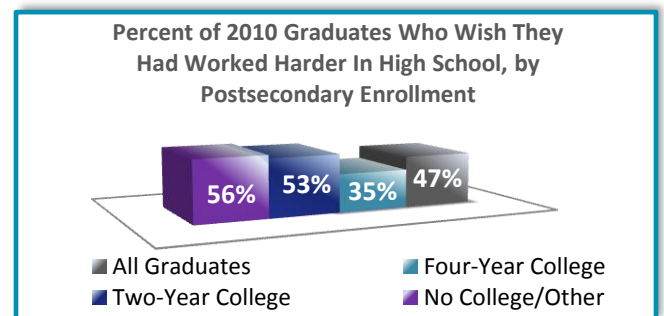
	All	White	Black	Hispanic	Low SES
4 th Grade Math Proficiency	37%	51%	18%	29%	21%
8 th Grade Reading Proficiency ^v	28%	38%	14%	21%	16%
HS Graduation Rate ^{vi}	63%	73%	55%	57%	N/A
College Completion Rate ^{vii}	48%	49%	43%	45%	N/A



The Expectations Gap

The bar has been set too low for too long, keeping students from reaching their full potential. If we want students to achieve more, we need to expect more.

- **24%** of Georgia's students in two-year colleges and four-year colleges require remediation.^{viii}
- About half (**48%**) of students who enter public colleges in Georgia earn their degrees.
- **34%** of employers deem the preparation of newly hired employees with only a high school diploma as "deficient," (and only 16% find their preparation "excellent.")^{ix}
- **49%** of employers surveyed noted they anticipate requiring higher levels of education for most jobs – and another **60%** noted more specific technical skills will be required – in the next 3-5 years.^x



All too often, students regret not working harder once they leave high school.^{xi}

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The College- and Career-Ready Agenda

Over the past five years, states have driven the college- and career-ready agenda – a policy agenda that seeks to ensure all students graduate high school, and graduate ready for their next steps.

Georgia is among the states that have made college and career readiness a priority for all students.^{xii}

- In 2007, Georgia adopted PK-12 academic standards aligned with college- and career-ready expectations. In July 2010, Georgia adopted the Common Core State Standards.
- Georgia is a Lead State Partner in the development of the Next Generation Science Standards.
- In 2007, Georgia passed the Graduation Rule, raising the state's high school graduation requirements to the college- and career-ready level.
- The University System of Georgia and the Technical College System of Georgia revised their admission requirements to align with the new Graduation Rule to ensure a seamless transition into higher education.

Georgia is one of only 24 states (including DC) with requirements at this level

- Georgia's High School Graduation Tests in English Language Arts, Mathematics, and Science have a college-ready cut score used to place students in first-year, credit-bearing college courses.

Georgia is one of 18 states with high school tests used by higher education for placement decisions letting students know if they are ready for college-level coursework while still in high school to give them time to address any readiness gaps

- Georgia is a Governing State in the Partnership for Assessment of Readiness for College and Careers (PARCC), a consortium of states working to develop a common assessment system using Race to the Top Common Assessment funds.
- Georgia has met seven of the ten State Actions identified by the Data Quality Campaign, providing a foundation for strong and sound student-level data collection and use.

Georgia is one of 26 states with a P-20 longitudinal data system that regularly matches student-level K-12 and postsecondary data

- Georgia tracks three major indicators of college and career readiness.

College- and Career-Ready Indicator	Publicly Reported	State Set Goal	Incentive to Improve	Accountability Formula
CCR Diploma	YES			YES
CCR Assessment	YES	YES		
Postsecondary Remediation	YES	YES		YES
Exceeding CCR				

How Georgia Can Further Advance the College- and Career-Ready Agenda

- ✓ ...Fully realize the promise of the CCSS by implementing them fully and successfully, taking into account the related curricular and policy changes.
- ✓ ...Closely monitor which students are completing the college- and career-ready curriculum, and which are opting out.
- ✓ ...Remain committed to the goals of PARCC and developing and administering a next-generation, computer-based assessment system anchored by college- and career-ready tests in high school that will let students know if they are ready for college-level coursework and measure the full range of the CCSS.
- ✓ ...Re-examine the state's K-12 accountability system to determine how it can further reward measures of college and career readiness, in alignment with the state's standards, course requirements and assessments.
- ✓ ...Focus efforts around increasing the state's graduation rate (and decreasing the dropout rate) through student support programs and partnerships with higher education.

ⁱ Carnevale, Anthony P. and Donna Desrochers (2003). *Standards for What? The Economic Roots of K-12 Reform*, Education Testing Services.

www.learndoearn.org/For-Educators/Standards-for-What.pdf

ⁱⁱ Skills to Compete <http://www.skills2compete.org>

ⁱⁱⁱ U.S. Census Bureau (2011). *Current Population Survey*. Figures are based on the total persons in the civilian labor force.

www.census.gov/hhes/www/cpstc/cps_table_creator.html

^{iv} Annie E. Casey Foundation. Kids Count Data Center. 2010,

<http://datacenter.kidscount.org/data/acrossstates/Rankings.aspx>

^v Analysis of NAEP data downloaded from nationsreportcard.gov

^{vi} Education Week (2009). *Graduation in the United States*.

www.edweek.org/ew/toc/2012/06/07/

^{vii} NCES. *IPEDS Graduation Rate Survey*, analyzed by National Center for Management of Higher Education Systems.

^{viii} Governor's Office of Student Achievement. <http://gaosa.org/Index.aspx>

^{ix} Corporate Voices for Working Families & Civic Enterprises (2011). *Across the Great Divide: Perspectives of CEOs and College Presidents on America's Higher Education and Skills Gap*. www.civicenterprises.net/pdfs/across-the-great-divide.pdf

^x Achieve/SHRM

^{xi} College Board (2011). *One Year Out: Findings From A National Survey Among Members Of The High School Graduating Class Of 2010*.

www.collegeboard.org/OneYearOut

^{xii} Achieve (2012). *Closing the Expectations Gap 2011: 50-State Progress Report on the Alignment of High School Policies with the Demands of College and Careers*.