

# Hawaii'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.<sup>i</sup>

- **81%** of U.S.'s jobs are middle or high skills (i.e., require some postsecondary education or training).
- Yet only **42%** of Hawaii's adults have some postsecondary degree (associate's or higher).<sup>ii</sup>

More education is associated with higher earnings and higher rates of employment in the Hawaii.<sup>iii</sup>

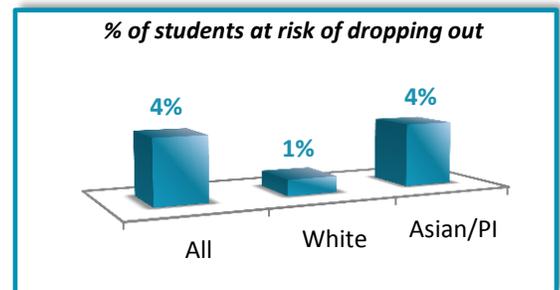
Mean Income	Education Level	Unemployment
\$7,901	HS Dropout	15%
\$25,227	HS Graduate	8%
\$29,717	Some College	7%
\$52,783	Bachelors & Above	5%

## 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.

Hawaii's achievement gaps begin in the earliest grades and extend through college enrollment and admissions.<sup>iv</sup>

	All	White	Hispanic	Asian/PI	Low SES
4 <sup>th</sup> Grade Math Proficiency	40%	53%	39%	37%	26%
8 <sup>th</sup> Grade Reading Proficiency <sup>v</sup>	26%	41%	17%	23%	16%
HS Graduation Rate <sup>vi</sup>	69%	67%	62%	71%	N/A
College Completion Rate <sup>vii</sup>	46%	37%	42%	52%	N/A

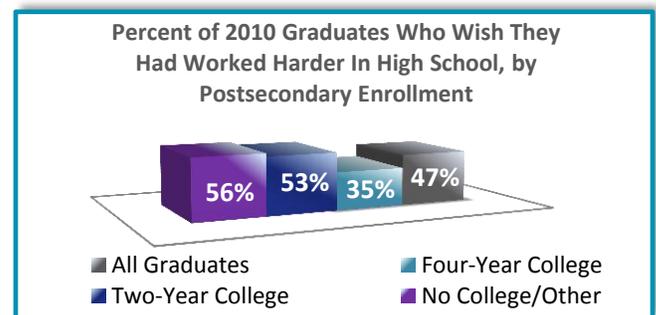


## The Expectations Gap

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.

- **38%** of Hawaii's students in two-year and four-year colleges require remediation in mathematics and **34%** Hawaii's students in two-year and four-year colleges require remediation in English.<sup>viii</sup>
- **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.")<sup>ix</sup>
- **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.<sup>x</sup>

All too often, students regret not working harder once they leave high school.<sup>xi</sup>



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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.

Hawaii is among the systems that have made college and career readiness a priority for all students.<sup>xii</sup>

- Hawaii adopted the Common Core State Standards in May 2010.
- In 2011, Hawaii adopted graduation requirements aligned to the Common Core State Standards for all students beginning with the Class of 2016.

*Hawaii is one of 24 states (including Washington DC) with graduation requirements at this level*

- Hawaii administers an Algebra II end-of-course exam that includes a college-ready cut score, used by higher education for admissions and placement decisions, as well as eligibility for certain state scholarships and apprenticeships.

*Hawaii 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*

- Hawaii is a governing state in the Smarter Balanced Assessment Consortium (SBAC), a group of states working to develop a common assessment system using Race to the Top Common Assessment funds.
- Hawaii has met five of the ten State Actions identified by the Data Quality Campaign.

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

- Hawaii collects and uses only two indicators of college and career readiness, and will need to expand its range of indicators to get a more complete picture of how their students are faring in K-12 and beyond.

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

## How Hawaii Can Further Advance the College- and Career-Ready Agenda

- ✓ ...Fully realize the promise of the Common Core State Standards by implementing them fully and successfully, taking into account the related curricular, professional development, 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 SBAC 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.
- ✓ ...Continue to make progress on the state's data collection efforts, particularly making student data available to relevant stakeholders, such as teachers, parents and counselors.
- ✓ ...Re-examine the state's K-12 accountability system to determine how it can reward measures of college and career readiness in alignment with the state's standards, graduation requirements, and assessments.

<sup>i</sup> Carnevale, Anthony P. and Donna Desrochers (2003). *Standards for What? The Economic Roots of K-12 Reform*, Education Testing Services. [www.learnandearn.org/For-Educators/Standards-for-What.pdf](http://www.learnandearn.org/For-Educators/Standards-for-What.pdf)

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

<sup>iii</sup> 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/cpssc/cps\\_table\\_creator.html](http://www.census.gov/hhes/www/cpssc/cps_table_creator.html)

<sup>iv</sup> Annie E. Casey Foundation. Kids Count Data Center. 2010, <http://datacenter.kidscount.org/data/acrossstates/Rankings.aspx>

<sup>v</sup> Analysis of NAEP data downloaded from [nationsreportcard.gov](http://nationsreportcard.gov)

<sup>vi</sup> Education Week (2009). *Graduation in the United States*.

[www.edweek.org/ew/toc/2012/06/07/](http://www.edweek.org/ew/toc/2012/06/07/)

<sup>vii</sup> NCES. *IPEDS Graduation Rate Survey*, analyzed by National Center for Management of Higher Education Systems.

<sup>viii</sup> Hawaii's 2011 College- and Career-Ready Indicator Reports.

[www.p20hawaii.org/node/122](http://www.p20hawaii.org/node/122)

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

<sup>x</sup> Achieve/SHRM

<sup>xi</sup> 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](http://www.collegeboard.org/OneYearOut)

<sup>xii</sup> 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*.