

|                                  |                                                                                                                                                                                                                                                              |                                                          |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| <b>Title</b>                     | Roadmap Update                                                                                                                                                                                                                                               |                                                          |
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| <b>Phone</b>                     | 360-753-7823                                                                                                                                                                                                                                                 | 360-753-7864                                             |
| <b>Synopsis</b>                  | Statute directs WSAC to provide an update to the 2013 Roadmap report every other year. Council members will learn about the progress to date. This agenda item, includes a presentation of graphs, data tables and analysis of results for the 2015 Roadmap. |                                                          |
| <b>Guiding questions</b>         | Does the Council agree with the data analysis and conclusions for the Roadmap update?                                                                                                                                                                        |                                                          |
| <b>Possible council action</b>   | <input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Approve/Adopt <input type="checkbox"/> Other                                                                                                                                   |                                                          |
| <b>Documents and attachments</b> | <input checked="" type="checkbox"/> Brief/Report <input checked="" type="checkbox"/> PowerPoint <input type="checkbox"/> Third-party materials <input type="checkbox"/> Other                                                                                |                                                          |

## Roadmap Update

### Council Action

Discussion

### Description

Council members will review the progress, initial findings and conclusions regarding statewide participation and attainment goals, system-wide core measures, and next steps for the 2015 Roadmap. Council and agency staff will provide background and a summary of the work completed to date for consideration by the Council.

### Overview

The 2013 Roadmap report specified long-term participation and attainment goals for the state's population through 2023. The report also identified specific policy and programmatic strategies endorsed by the Council to increase educational attainment. The Roadmap, which is required to be updated every other year, also serves as the basis for development and implementation of a Strategic Action Plan between each Roadmap cycle.

The 2015 update to the Roadmap includes core measures for Washington's secondary and postsecondary education systems that can be used to show annual progress toward the long-term goals: high school graduation, postsecondary enrollment, and postsecondary completion. Specific progress metrics were identified for each of these core measures.

For the 2015 Roadmap update, the Council agreed that the document should report on system-wide progress toward the participation and attainment goals. Council members also directed staff to examine the addition of select 'leading indicators' that relate to the core measures and represent areas where state policymakers can make an impact. Demographic breakdowns by age group, race/ethnicity, gender and income were also requested.

A Technical Work Group (TWG), comprising Council staff and representatives from OSPI and the two-year and four-year college systems, met four times between February and September to conduct extensive reviews of the data and design, data tables, and to review the initial results. Council staff also facilitated individual discussions and followed up with agencies and other stakeholders.

A summary table depicting the data analysis, initial results, and conclusions from the data and other sources that will be incorporated in the Roadmap, is provided below:

## Roadmap Update

### Draft High-Level Findings and Conclusions

| Core Measure                                              | Findings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Conclusions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Educational Attainment for Washington’s Population</b> | <ol style="list-style-type: none"> <li>1. High school attainment increased one percentage point to 90 percent.</li> <li>2. Postsecondary attainment increased 1.2 percentage points to 51.2 percent.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                      | <ol style="list-style-type: none"> <li>a. Gradual increase in individuals completing a high school diploma or equivalent.</li> <li>b. Postsecondary attainment has increased slightly (1.2 percent).</li> <li>c. Attainment by some populations (race/ethnicity, special groups) is disproportionately low.</li> </ol>                                                                                                                                                                                                                                     |
| <b>High School Completion</b>                             | <ol style="list-style-type: none"> <li>1. High school completion rates have risen slightly over the past three years, to 77.2 percent, yet Washington still ranks in the bottom 40 percent nationwide.</li> <li>2. Underrepresented groups—especially American Indian and Hispanic/Latino students, low income, and other special populations—show lower completion rates and higher drop-out rates compared to all students.</li> <li>3. Course failure rates: around 20 percent of 9<sup>th</sup> grade students fail at least one core academic course; these students have considerably lower GPAs than the average for all students.</li> </ol> | <ol style="list-style-type: none"> <li>a. Graduation rates have shown slight increases, but are too low overall to meet the state’s high school attainment goal by 2023.</li> <li>b. The greatest gaps in graduation rates include racial/ethnic groups (Hispanic/Latino) that represent the fastest growing populations. Ensuring that underrepresented groups succeed will boost high school completion rates and postsecondary participation.</li> <li>c. 9th grade GPA and academic course failures are important early warning indicators.</li> </ol> |

| Core Measure                           | Findings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Conclusions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Postsecondary Enrollment</b></p> | <ol style="list-style-type: none"> <li>1. Overall enrollments decreased slightly (-2.6 percent) between 2011 and 2013.                             <ul style="list-style-type: none"> <li>○ Two-year institutions saw the largest overall declines in enrollment.</li> <li>○ Declines among private, for-profit institutions (two and four-year) were largest among all institution types.</li> </ul> </li> <li>2. Apprenticeship enrollments have increased 83 percent over the past four years.</li> <li>3. <b>Age:</b> Students age 18-24 saw slight increases at the undergraduate and graduate levels, while private for-profit institutions saw a 12-15 percent decline. Enrollment for students age 25-39 declined by nearly 8 percent; those age 40 and older decreased by over 12 percent.</li> <li>4. <b>Race/Ethnicity:</b> Hispanic or Latino, Two or More Races, and International enrollments grew between 2011 and 2013. These trends held across institution type and program level. Some underrepresented groups (American Indian/Alaskan Native, African Americans) saw declines. Apprenticeship growth was led by Whites, who comprised 73 percent of enrollments in 2014.</li> <li>5. <b>Gender:</b> Women continue to enroll in greater numbers than men. Men accounted for 90 percent of Apprenticeship enrollments in 2014.</li> <li>6. <b>Financial aid:</b> Signups for federal and state financial aid for postsecondary education continue to be high.</li> </ol> | <ol style="list-style-type: none"> <li>a. Adults without a postsecondary credential are a large subgroup of the population (48 percent).</li> <li>b. Enrollment declines, especially among students over the age of 25, suggest that more students are returning to the workforce as the economy improves.</li> <li>c. Increases in apprenticeships are also related to the economic recovery; more employers are sponsoring and hiring apprentices.</li> <li>d. Enrollment gains for some underrepresented groups is encouraging, but not all groups saw increases.</li> <li>e. Requests for financial assistance to pursue postsecondary education continue to grow.</li> </ol> |

| Core Measure                           | Findings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Conclusions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Postsecondary Completion</b></p> | <ol style="list-style-type: none"> <li>1. Overall degree awards rose slightly (2.7 percent) between 2010-11 and 2012-13. Associate’s degrees led the increase, while certificates saw a 10 percent decline.</li> <li>2. Apprenticeship completions decreased 42 percent over the past four years.</li> <li>3. <b>Age:</b> Under 25 age group recipients saw greatest overall increase between 2011-12 and 2012-13 (7.9 percent); other age groups saw little change.</li> <li>4. <b>Race/Ethnicity:</b> Hispanic or Latino, Two or More Races, and International recipients grew slightly. This trend held generally across degree type and institutions. Whites comprised 85 percent of all Apprenticeship completions in 2014. Declines in Apprenticeship completions were proportional across most race/ethnic categories.</li> <li>5. <b>Gender:</b> Slight increase in number of Men and Women recipients. Less than 8 percent of Apprenticeship completions were women.</li> <li>6. <b>Retention:</b> Fall-to-fall rates for all four-year institutions remained steady at 84 percent between 2011 and 2013 (IPEDS). For all private two-year colleges, rates rose slightly to 73 percent. Public two-year colleges (non-IPEDS) saw a slight increase in students progressing toward a credential.</li> </ol> | <ol style="list-style-type: none"> <li>a. Postsecondary awards have increased slightly, especially among students age 18-25. Declines in certificates and apprenticeship completions are associated with the shifting economy.</li> <li>b. Despite an overall increase in awards, including for some underrepresented groups, the rate of growth in postsecondary completion needs to increase further to meet 2023 attainment goals.</li> <li>c. 700,000 adults have some college, but no degree. Two-thirds of those have one year or more of college credits.</li> </ol> |

# THE ROADMAP

A Plan to Increase Educational Attainment in Washington

Randy Spaulding | Alan Hardcastle

Roadmap Update and Technical Work Group Presentation

October 15, 2015



# Our work today

1. Background
2. Progress towards goals
3. Progress metrics and leading indicators
4. Technical Workgroup Panel



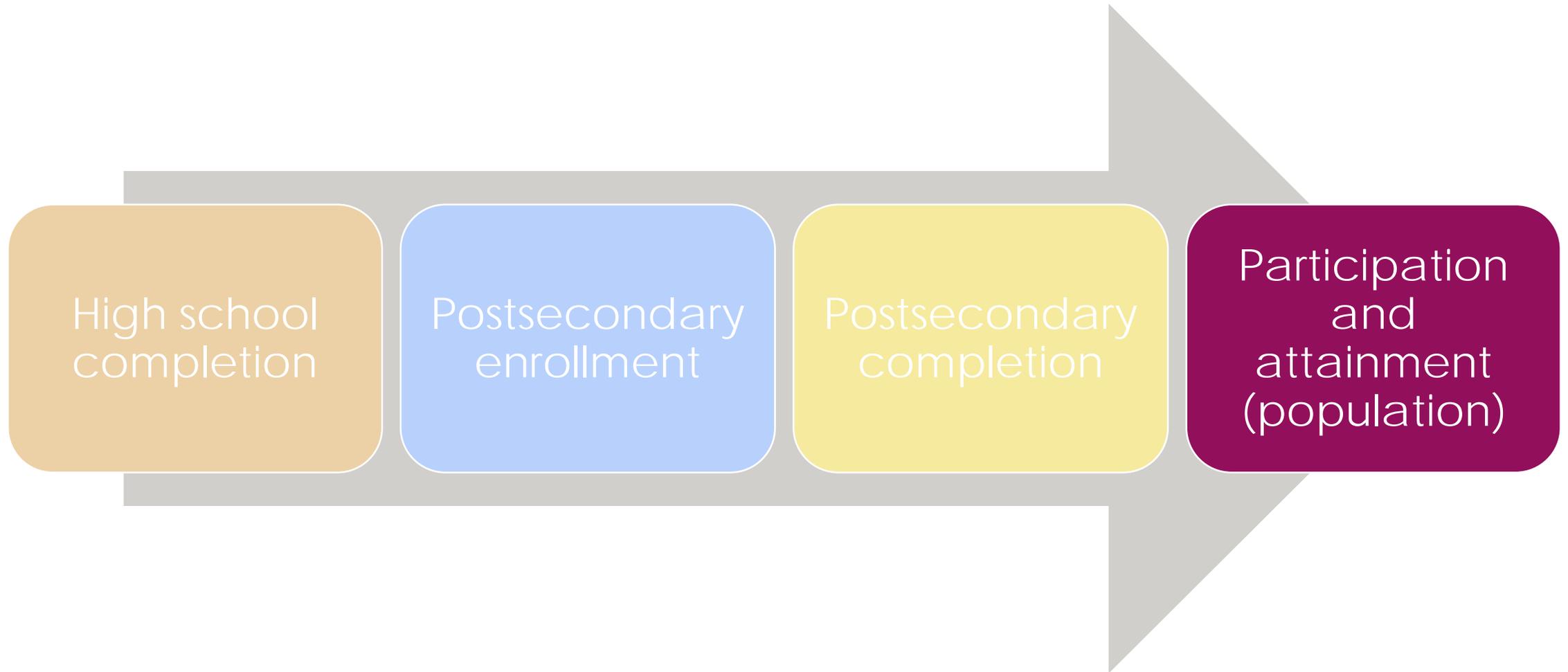
# Washington's educational attainment goals

## By 2023:

- All adults ages 25 – 44 in Washington will have a high school diploma or equivalent.
- At least 70 percent of adults ages 25 – 44 in Washington will have a postsecondary credential.

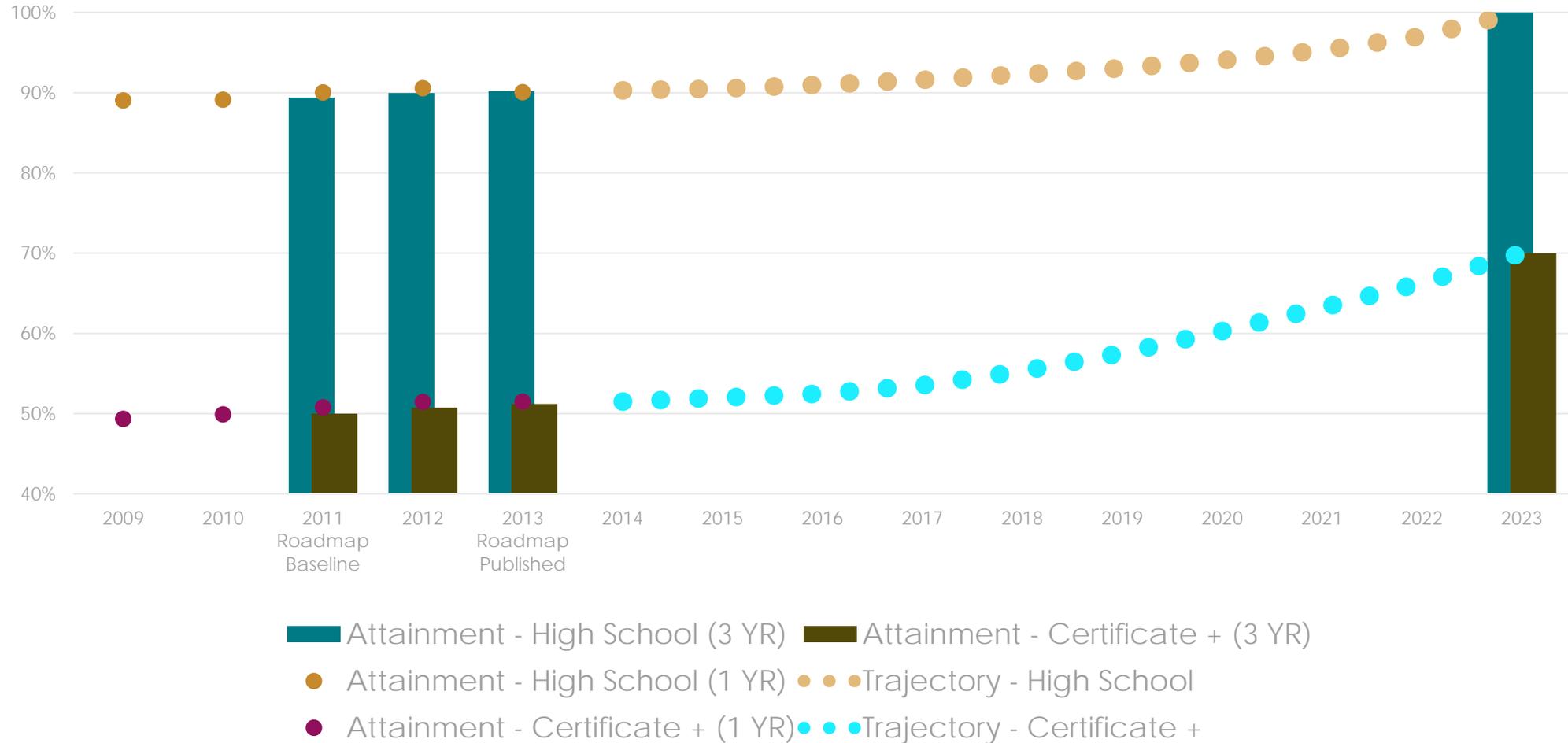


# 2013 Roadmap core measurement categories





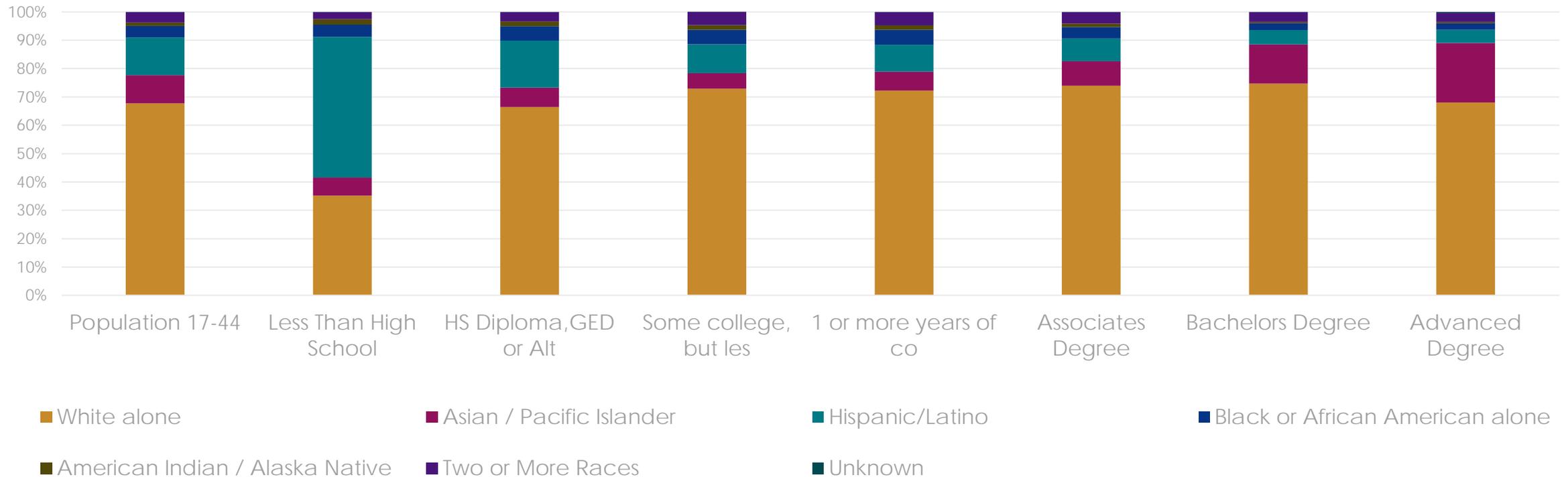
# Current and projected progress toward goals





# Racial/Ethnic disparities in educational attainment

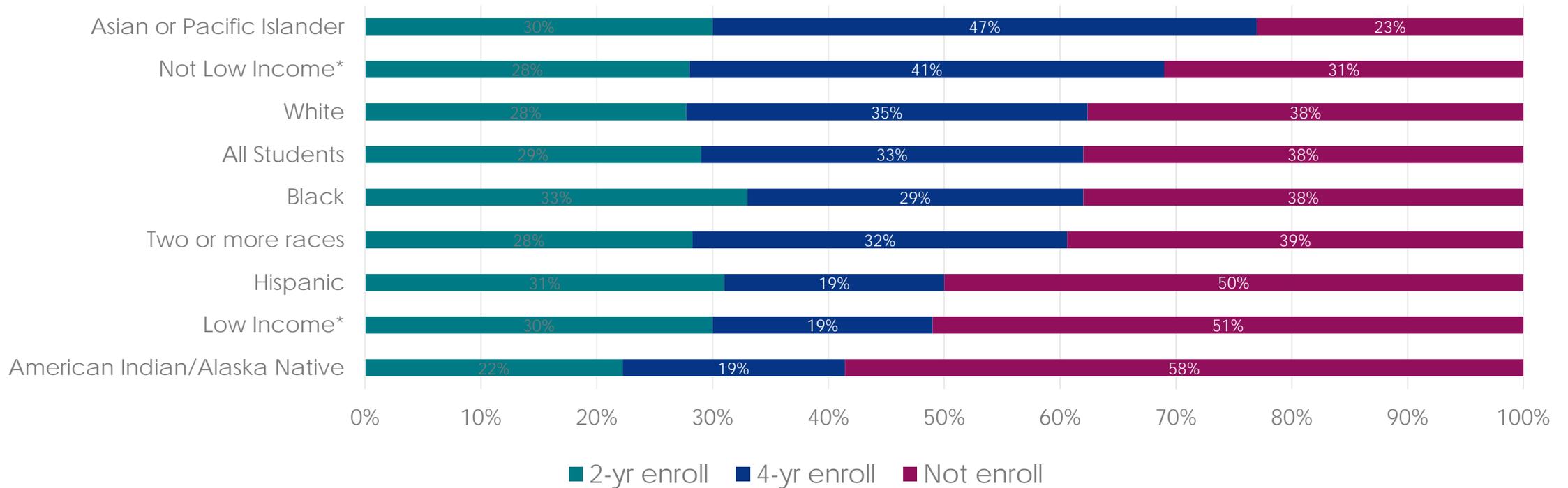
Educational Attainment, Population 25-44  
Source: ACS 3 Year -2011-2013





# Disparities in enrollment by race, ethnicity, and income

## Postsecondary Education Enrollment Patterns of High School Graduates in Washington

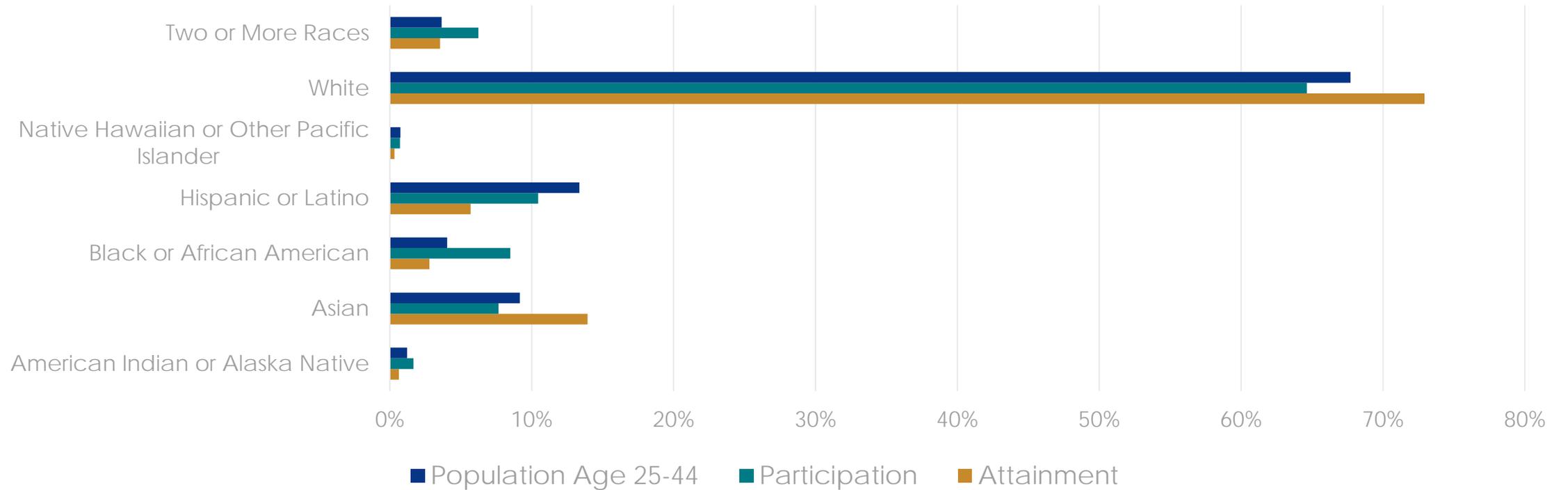


\* Low Income defined as eligible for free and reduced price meals in high school.



# Relative population share and participation rate

Enrollment and Attainment by Race or Ethnicity  
25-44 Year Olds





# Leading Indicators, Core Measures, and Progress

**Leading indicators** are associated with outcomes on core measures.

## Core measures

HS Completion

PS Enrollment

PS Completion

Annual Progress

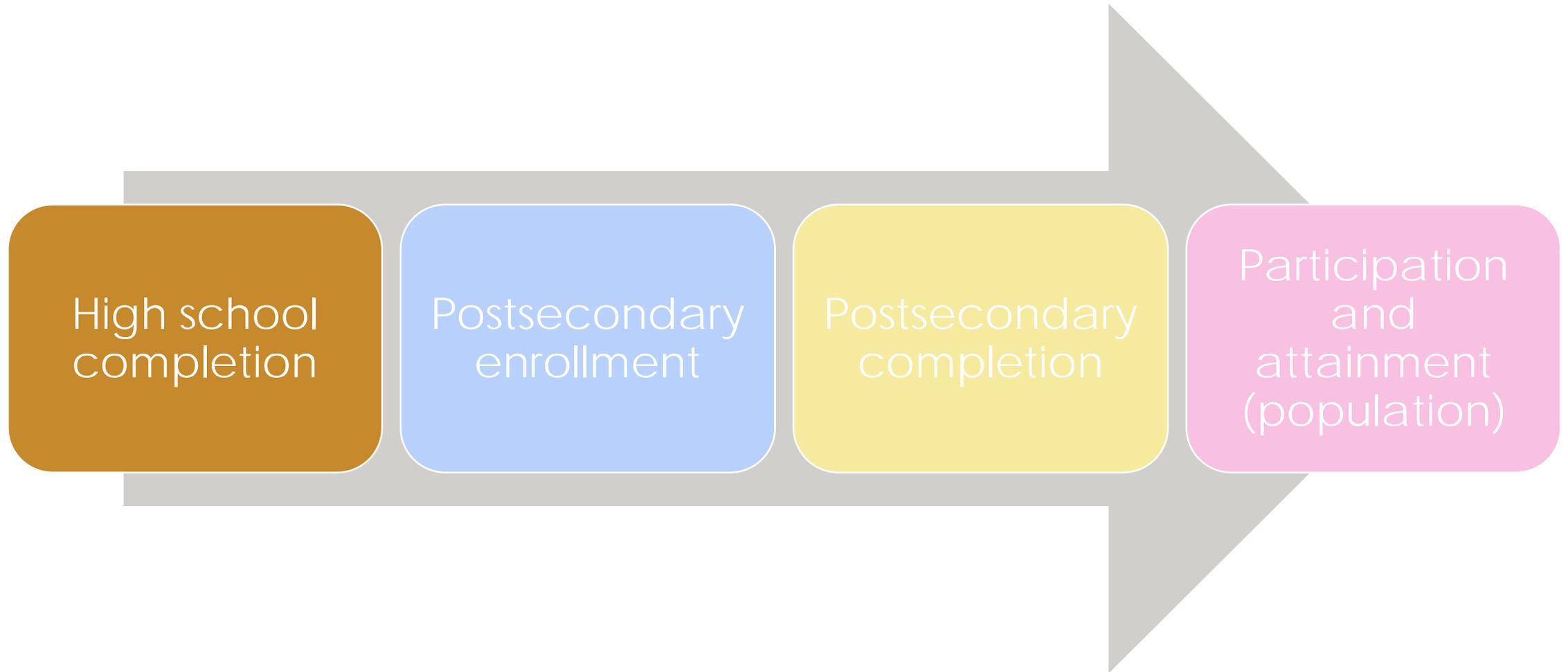


# Core Measures, Indicators and Metrics

| Core Measure             | Indicators                                                                                                                                                                                                                                                                    | Progress Metrics                                                                                                                                                                                                              |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| High School Completion   | <ol style="list-style-type: none"> <li>1. 9<sup>th</sup> Grade GPA</li> <li>2. 9<sup>th</sup> Grade Failure Rate</li> <li>3. Smarter Balanced Test Scores               <ul style="list-style-type: none"> <li>- Math, English</li> </ul> </li> </ol>                         | High School Graduation-4-Year & 5-Year: <ol style="list-style-type: none"> <li>a. Graduation Numbers and Rates</li> <li>b. Number of Alternate High School Diplomas</li> </ol>                                                |
| Postsecondary Enrollment | <ol style="list-style-type: none"> <li>1. Smarter Balanced Test Scores (as above)</li> <li>2. FAFSA completion (Federal financial aid)</li> <li>3. College Bound scholars (signups)</li> </ol>                                                                                | Enrollments: <ol style="list-style-type: none"> <li>a. Apprenticeship</li> <li>b. 2-year Colleges (Public, Private)</li> <li>c. 4-year Institutions (Public, Private)</li> </ol>                                              |
| Postsecondary Completion | Transition/Transfer (to 4-yr. College): <ol style="list-style-type: none"> <li>1. Students with and without a transfer degree</li> </ol> Persistence: <ol style="list-style-type: none"> <li>2. Progress toward a credential</li> <li>3. Retention rates, by level</li> </ol> | Postsecondary Completions by Award: <ol style="list-style-type: none"> <li>a. Apprenticeship</li> <li>b. Certificates</li> <li>c. 2-year Degree</li> <li>d. 4-year Degree</li> <li>e. Graduate/Professional Degree</li> </ol> |



# 2013 Roadmap Core Measurement Categories





# High school graduation rates remain stable

| Progress Metric                                       | High School Completion |        |        |
|-------------------------------------------------------|------------------------|--------|--------|
|                                                       | 2012                   | 2013   | 2014   |
| 4-year graduates                                      | 60,552                 | 60,475 | 60,680 |
| 4-year graduation rate                                | 77.2%                  | 76%    | 77.2%  |
| 5-year graduates                                      | 64,520                 | 63,955 | 64,083 |
| 5-year graduation rate                                | 78.9%                  | 78.8%  | 79.9%  |
| Alternate diplomas (High School Equivalent)*          | 14,845                 | 17,681 | 2,849  |
| High school diplomas from public two-year colleges    | 1,500                  | 1,683  | 2,008  |
| High school diplomas awarded after associate's degree | 707                    | 687    | 758    |
| Total alternate diplomas                              | 17,052                 | 20,051 | 5,615  |

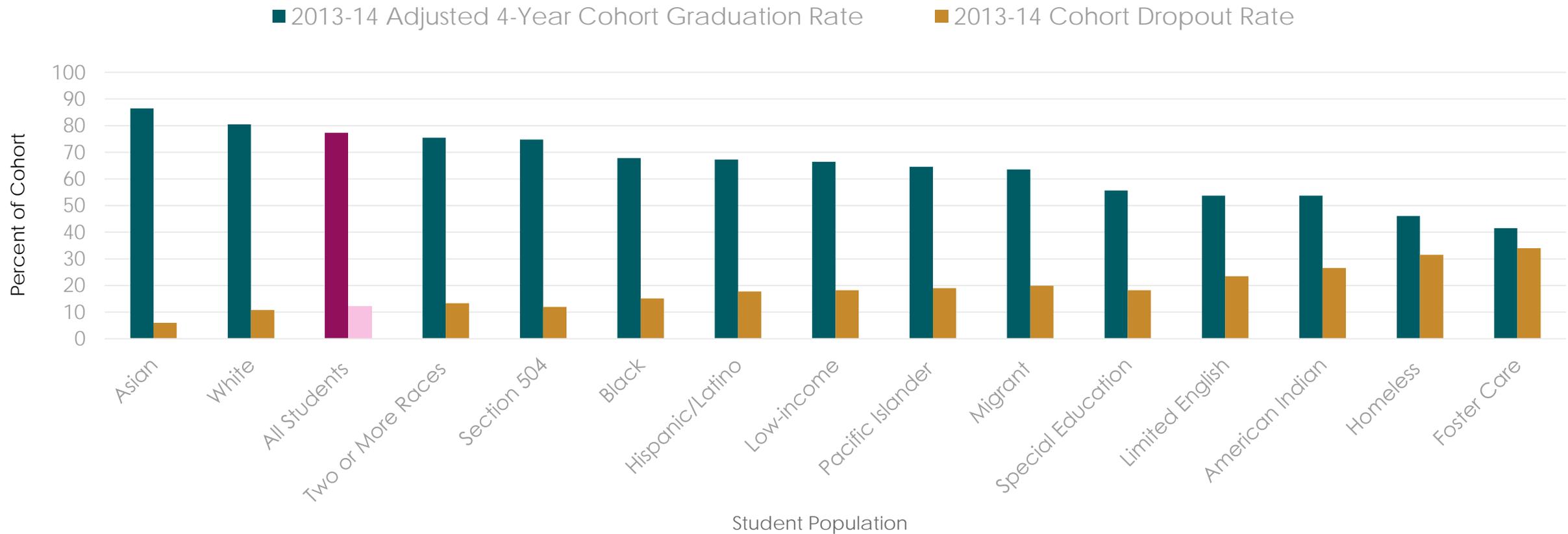
Source: OSPI. Grad rate based on adjusted cohorts.

\*Source: SBCTC. Includes CTCs and state testing centers.



# Challenges to completion for many groups

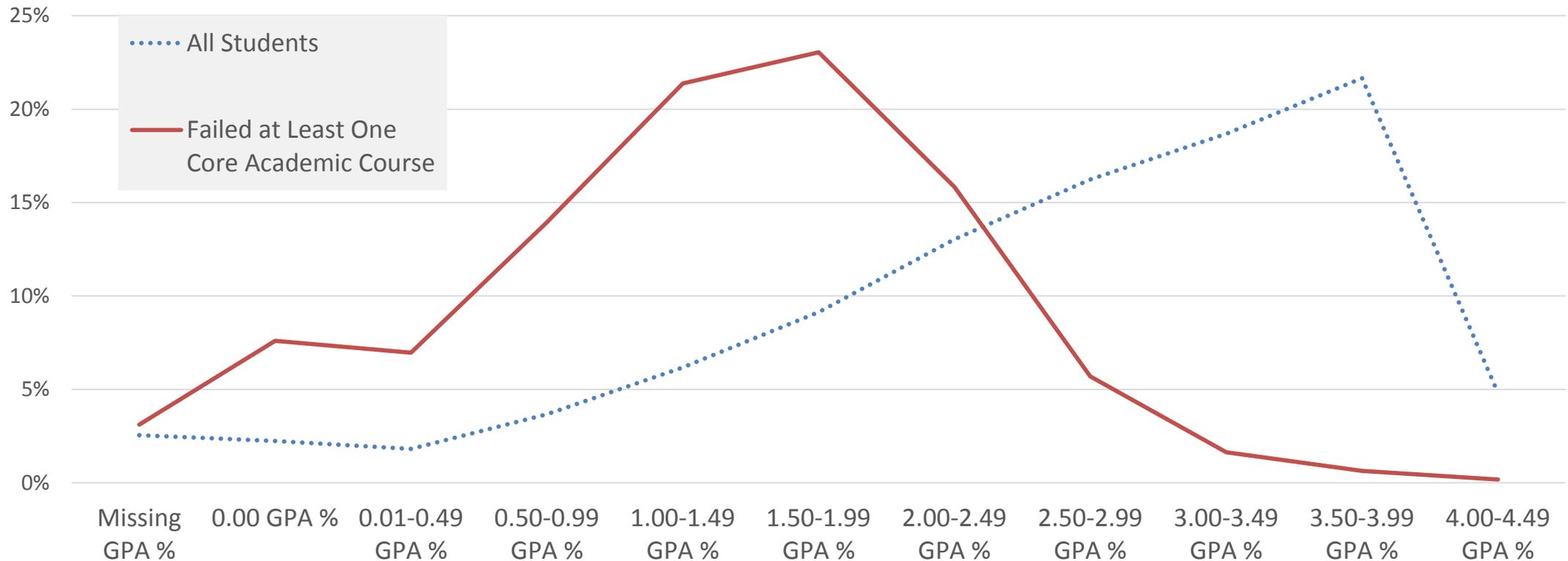
## 2013-14 Cohort Graduation and Dropout Rates by Student Demographic





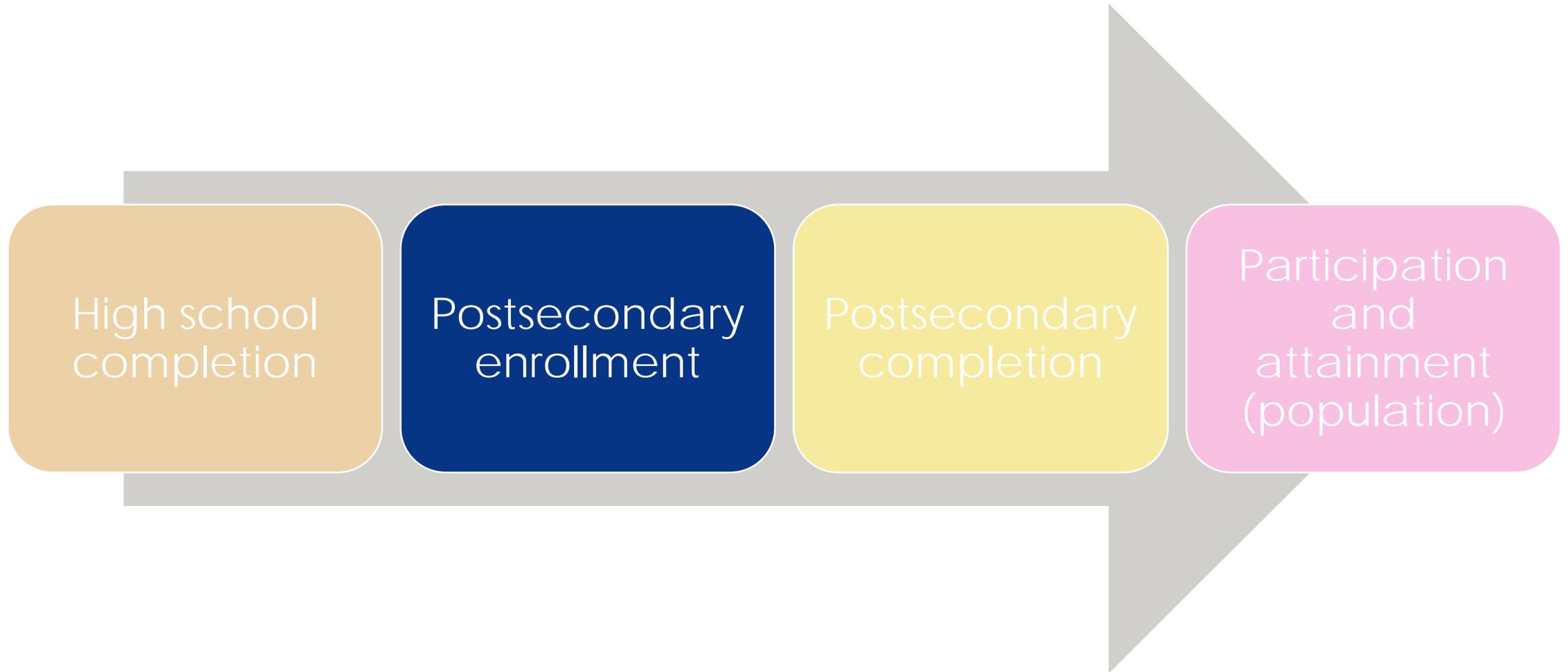
# 9<sup>th</sup> Grade GPA and Core Course Failure

GPA Distribution for students (21%) who failed one or more core academic courses, compared to all students





# 2013 Roadmap core measurement categories





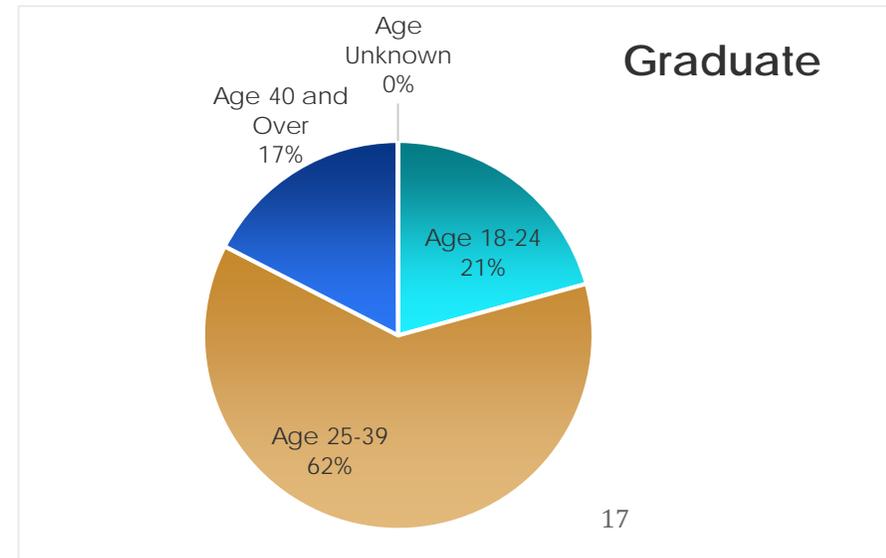
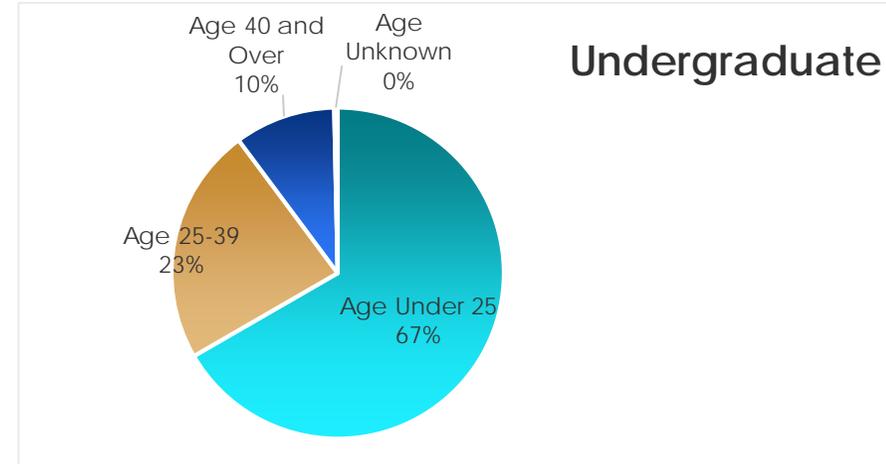
# Institutions losing older adult enrollments

| Postsecondary Enrollment<br>All Institutions – Grand Totals |                 | Fall 2013 |         |                        |
|-------------------------------------------------------------|-----------------|-----------|---------|------------------------|
|                                                             |                 | Number    | Percent | Percent Change 2011-13 |
| All students                                                | Grand total     | 369,182   | 100.0%  | -2.6%                  |
|                                                             | Age under 25    | 229,638   | 62.2%   | +2.0%                  |
|                                                             | Age 25 – 39     | 99,433    | 26.9%   | -7.8%                  |
|                                                             | Age 40 and over | 38,969    | 10.6%   | -12.3%                 |
|                                                             | Age unknown     | 1,142     | 0.3%    | -37.9%                 |



# Older adult enrollments declining at undergraduate and graduate levels

| Postsecondary Enrollments<br>All Institutions,<br>Student Level Totals |                        | Fall 2013     |                            |                           |
|------------------------------------------------------------------------|------------------------|---------------|----------------------------|---------------------------|
|                                                                        |                        | Number        | Percent of<br>Annual Total | Percent Change<br>2011-13 |
| Under-graduate                                                         | Total                  | 333,460       | 90.3%                      | -2.8%                     |
|                                                                        | Age Under 25           | 222,235       | 60.2%                      | 1.7%                      |
|                                                                        | <b>Age 25-39</b>       | <b>77,340</b> | <b>20.9%</b>               | <b>-8.9%</b>              |
|                                                                        | <b>Age 40 and Over</b> | <b>32,763</b> | <b>8.9%</b>                | <b>-13.8%</b>             |
|                                                                        | Age Unknown            | 1,122         | 0.3%                       | -35.6%                    |
|                                                                        | Total                  | 35,722        | 9.7%                       | -0.6%                     |
| Graduate                                                               | Age 18-24              | 7,403         | 2.0%                       | 13.0%                     |
|                                                                        | <b>Age 25-39</b>       | <b>22,093</b> | <b>6.0%</b>                | <b>-3.4%</b>              |
|                                                                        | <b>Age 40 and Over</b> | <b>6,206</b>  | <b>1.7%</b>                | <b>-3.3%</b>              |
|                                                                        | Age Unknown            | 20            | 0.0%                       | -79.4%                    |



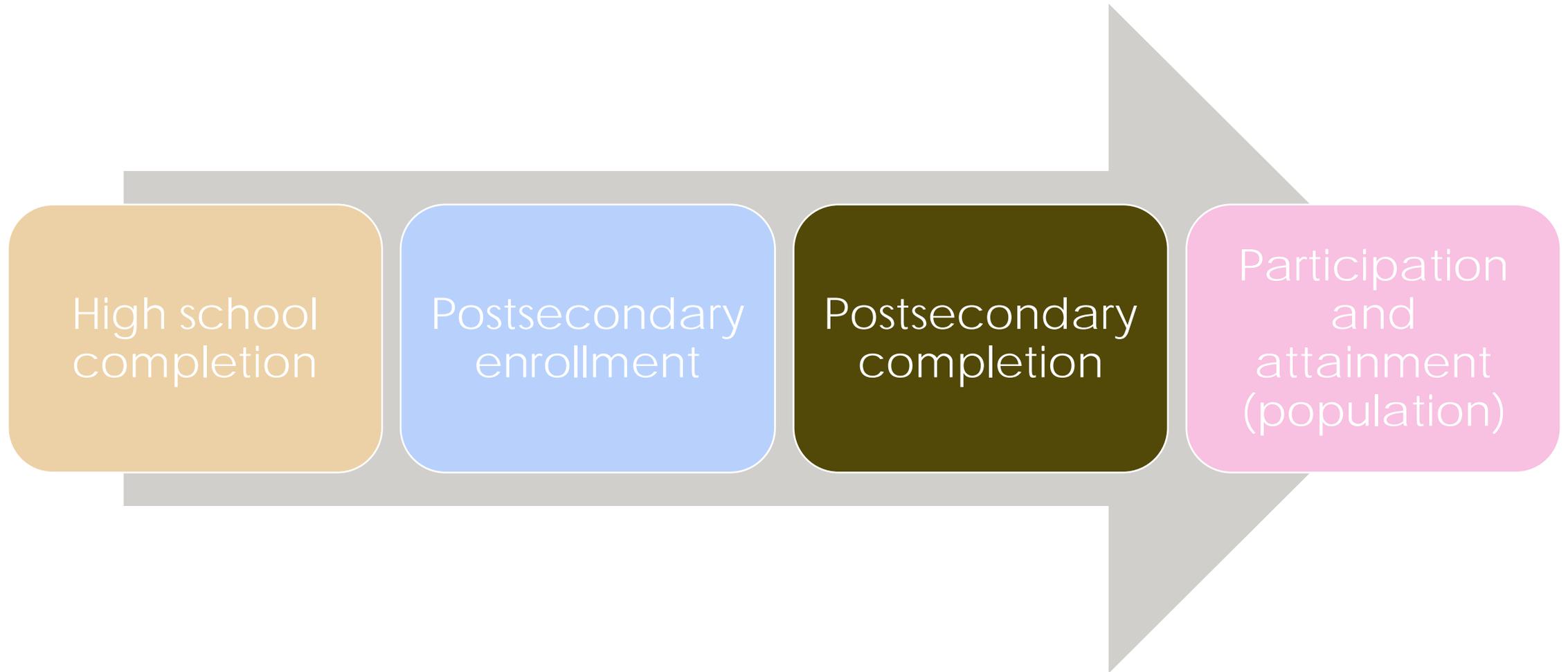


# Enrollment varies by race, ethnicity

| All students                              | Fall 2013 |        | Percent change 2011-13 |
|-------------------------------------------|-----------|--------|------------------------|
| Total                                     | 369,182   | 100.0% | -2.6%                  |
| American Indian or Alaska Native          | 4,133     | 1.1%   | -18.6%                 |
| Asian                                     | 29,954    | 8.1%   | -2.4%                  |
| Black or African American                 | 15,327    | 4.2%   | -7.2%                  |
| Hispanic or Latino                        | 34,407    | 9.3%   | +15.4%                 |
| Native Hawaiian or Other Pacific Islander | 2,011     | 0.5%   | -11.5%                 |
| White or Middle Eastern                   | 213,979   | 58.0%  | -7.4%                  |
| Two or More Races                         | 19,729    | 5.3%   | +41.2%                 |
| International                             | 20,191    | 5.5%   | +22.9%                 |
| Race/Ethnicity Unknown                    | 29,451    | 8.0%   | -11.8%                 |



# 2013 Roadmap Core Measurement Categories





# Postsecondary awards increased from 2011

| Postsecondary Completion<br>All Institutions, All Award Types | 2012-13 |         | % Change 2011-2013 |
|---------------------------------------------------------------|---------|---------|--------------------|
|                                                               | Number  | Percent |                    |
| Total                                                         | 85,527  | 100.0%  | +2.7%              |
| Certificates                                                  | 11,437  | 13.4%   | -10.0%             |
| Associate's Degrees                                           | 29,281  | 34.2%   | +8.3%              |
| Bachelor's Degrees                                            | 32,689  | 38.2%   | +4.5%              |
| Master's Degrees                                              | 9,519   | 11.1%   | -3.2%              |
| Doctoral Degrees                                              | 2,601   | 3.0%    | +8.1%              |



# Younger students experienced biggest increase in completions

| Postsecondary Completion 2011-13 | 2012-13 |         | Percent Change<br>2011-12 to 2012-13 |
|----------------------------------|---------|---------|--------------------------------------|
|                                  | Number  | Percent |                                      |
| All Students by Age              |         |         |                                      |
| All                              | 83,538  | 100.0%  | +0.9%                                |
| Under 25                         | 41,864  | 50.1%   | +7.9%                                |
| 25-39                            | 31,208  | 37.4%   | +2.9%                                |
| 40 or Over                       | 9,827   | 11.8%   | -1.3%                                |
| Age Unknown                      | 639     | 0.8%    | -82.7%                               |



# Award recipients vary by race, ethnicity

| Postsecondary Completion 2012-2013<br>All Award Recipients by Race/Ethnicity | 2012-13 |         | Percent change     |
|------------------------------------------------------------------------------|---------|---------|--------------------|
|                                                                              | Number  | Percent | 2011-12 to 2012-13 |
| All                                                                          | 83,538  | 100%    | +0.9%              |
| American Indian or Alaska Native                                             | 983     | 1.2%    | +1.9%              |
| Asian                                                                        | 7,002   | 8.4%    | +1.4%              |
| Black or African American                                                    | 2,963   | 2.5%    | -2.4%              |
| Hispanic or Latino                                                           | 5,926   | 7.1%    | +11.3%             |
| Native Hawaiian or Other Pacific Islander                                    | 477     | 0.6%    | -0.2%              |
| White or Middle-Eastern                                                      | 43,145  | 63.6%   | -1.0%              |
| Two or More Races                                                            | 3,001   | 3.6%    | +27.5%             |
| International                                                                | 4,439   | 5.3%    | +14.0%             |
| Race and Ethnicity Unknown                                                   | 5,602   | 6.7%    | +8.8%              |



# Retention rates remain stable across institution types

| Fall 2012 – Fall 2013  |                    |                 |                 |                  |
|------------------------|--------------------|-----------------|-----------------|------------------|
| Institution type       |                    | Adjusted cohort | Number retained | Percent retained |
| Two-year institutions  | Public*            | n/a             | n/a             | n/a              |
|                        | Private non-profit | 163             | 126             | 77.3%            |
|                        | Private for-profit | 1,179           | 859             | 72.9%            |
| Four-year institutions | Public             | 16,933          | 14,168          | 83.7%            |
|                        | Private non-profit | 6,208           | 5,335           | 85.9%            |
|                        | Private for-profit | 270             | 194             | 71.9%            |

\*IPEDS data unavailable



# Persistence at public two-year institutions

| Public two-year institutions                                                                                                                   | Persistence |        |        |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------|--------|
|                                                                                                                                                | 2012        | 2013   | 2014   |
| Award-seeking students, full-time, in the fall                                                                                                 | 27,550      | 26,117 | 25,153 |
| Award-seeking students who earned a credential or were retained and passed one or more college level milestones by their second year enrolled. | 16,890      | 15,874 | 15,663 |
| Percent of full-time, new students progressing toward a credential                                                                             | 61%         | 61%    | 62%    |



# Two-year transfer degree completion enhances transition to four-year colleges

| Transfers from public two-year to four-year colleges |                                 | Transition after first year |       |       | Percent change |
|------------------------------------------------------|---------------------------------|-----------------------------|-------|-------|----------------|
|                                                      |                                 | 2012                        | 2013  | 2014  | 2012-14        |
| Students who completed a transfer degree*            | Number of students transferring | 6,641                       | 6,838 | 6,855 | +3.2%          |
|                                                      | Percent who transferred         | 51%                         | 51%   | 51%   |                |
| Students who did not complete a transfer degree*     | Number of students transferring | 8,812                       | 8,984 | 8,400 | -4.7%          |
|                                                      | Percent who transferred         | 18%                         | 19%   | 19%   |                |

\*Direct Transfer Associate's (DTA) or Associate of Science-Transfer (AS-T)

Note: Transfer year shown is the next year after leaving college.



# Conclusions

- Slight gains in population participation and attainment
- High school graduation rates low for underrepresented groups
- Postsecondary enrollments declined slightly; with biggest declines for adults over 25
  - Increases in Hispanic/Latino students encouraging
- Postsecondary completions increased somewhat, mostly for adults 24 and under
  - Increases in Hispanic/Latino completions a positive sign
- **We need to see higher rates of growth in high school completion, postsecondary enrollment and postsecondary completion to meet 2023 attainment goals.**



# Next Steps

- Integrate Input into Report and review with TWG partners
- Present draft report to Council on November 18
- Integrate final input
- Council reviews report for final approval December 10