

# **Hawai'i Graduates Ready for Careers and College**

Briefing on Rationale for Board Policy 4540

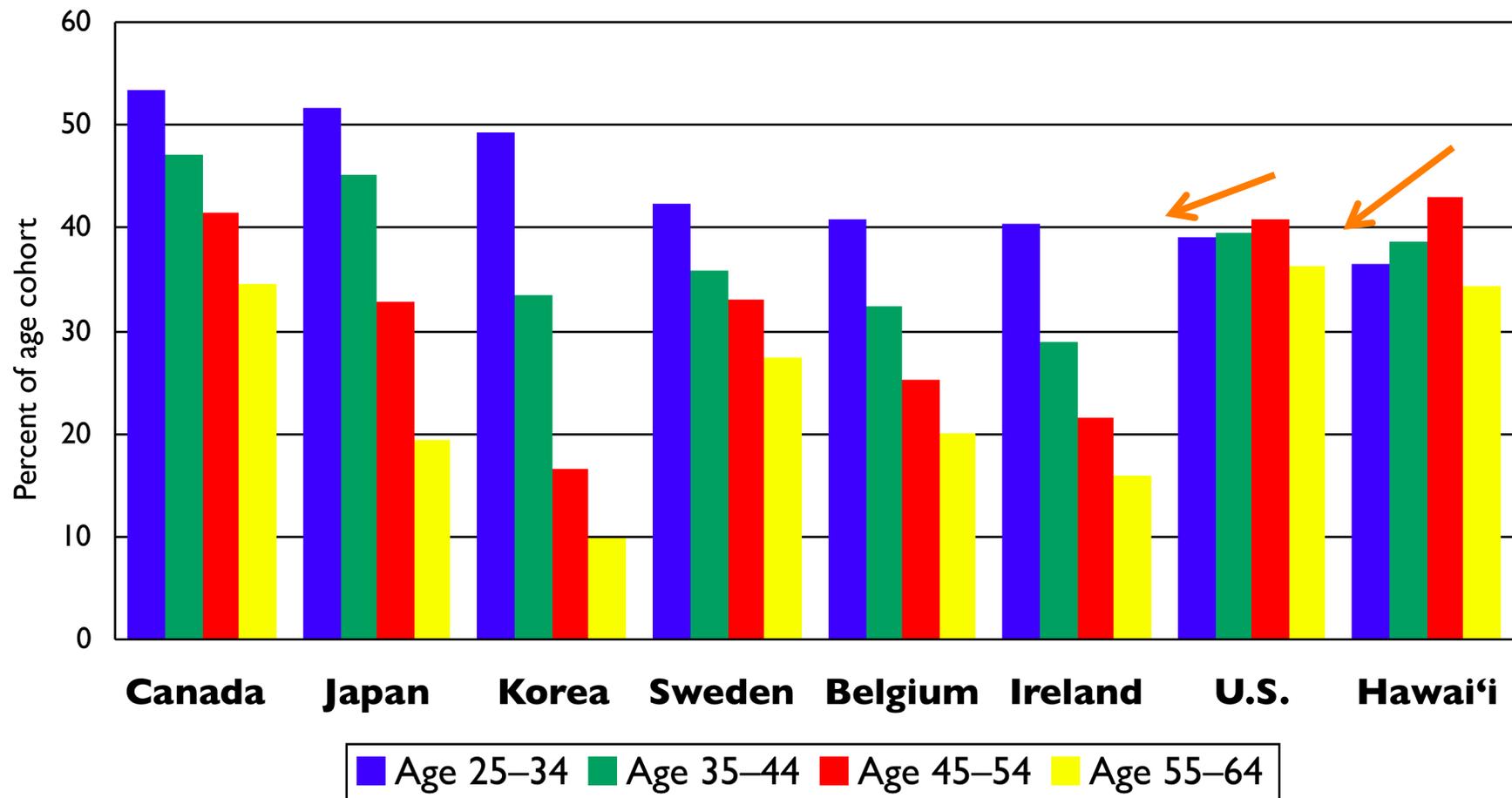


State of Hawaii Board of Education  
Student Achievement Committee

May 17, 2011

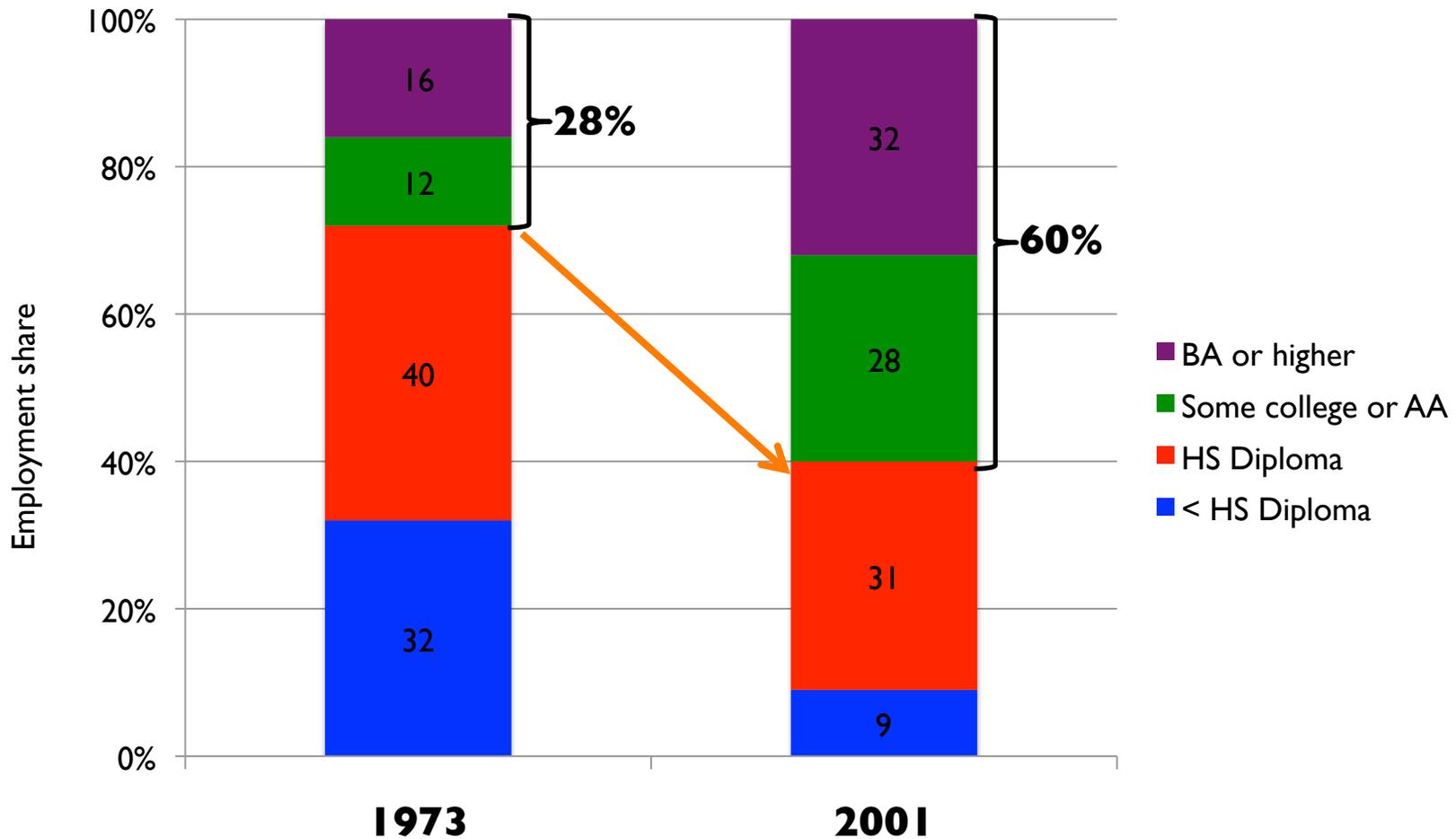
# U.S. & HI are losing ground on global competitiveness

Differences in College Attainment (Associate and Higher) by Age Group—U.S. and Leading OECD Countries, 2004



Source: OECD, *Education at a Glance 2005*

# Today's jobs require more education and training



Source: Carnevale, A. and Desrochers, D. (2003). *Standards for what? The economic roots of K-16 reforms*. New Jersey: Educational Testing Service.

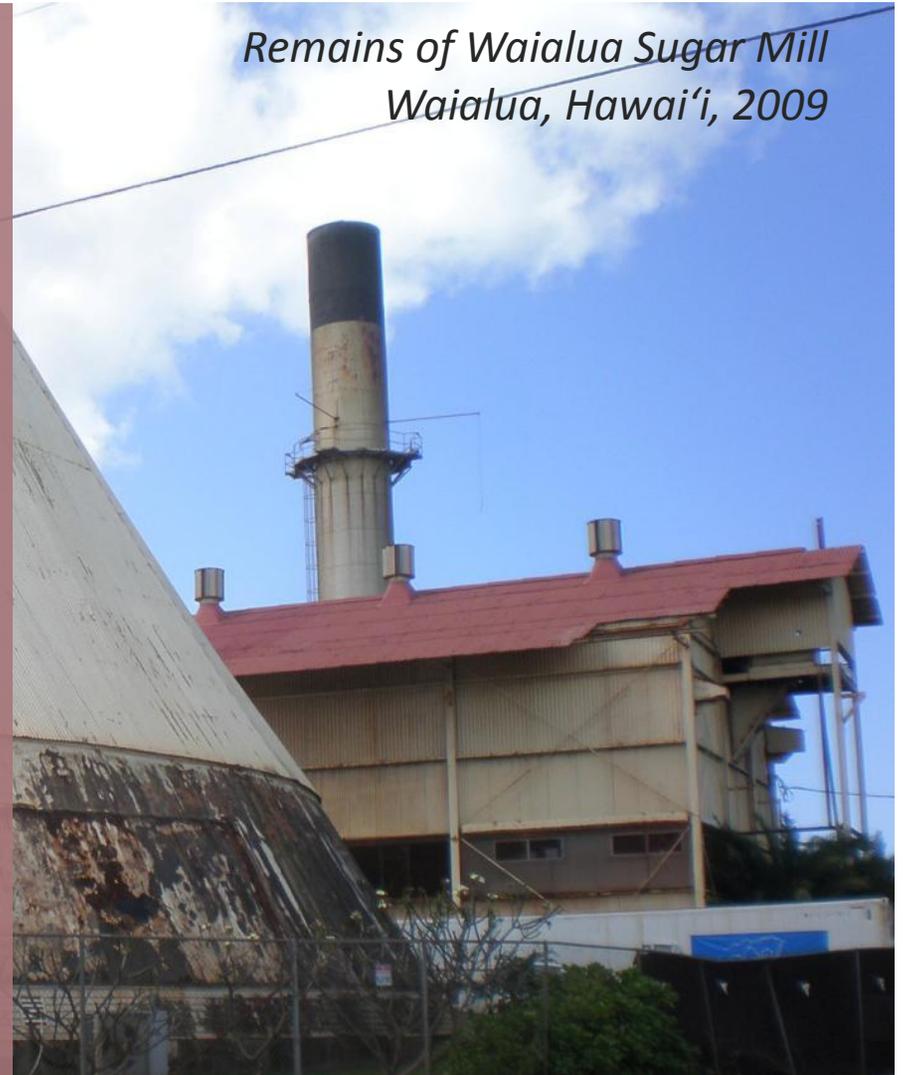
# Why We Must Transform, Now

In under a generation, the Hawai'i economy has left behind its agricultural base and become a knowledge economy.

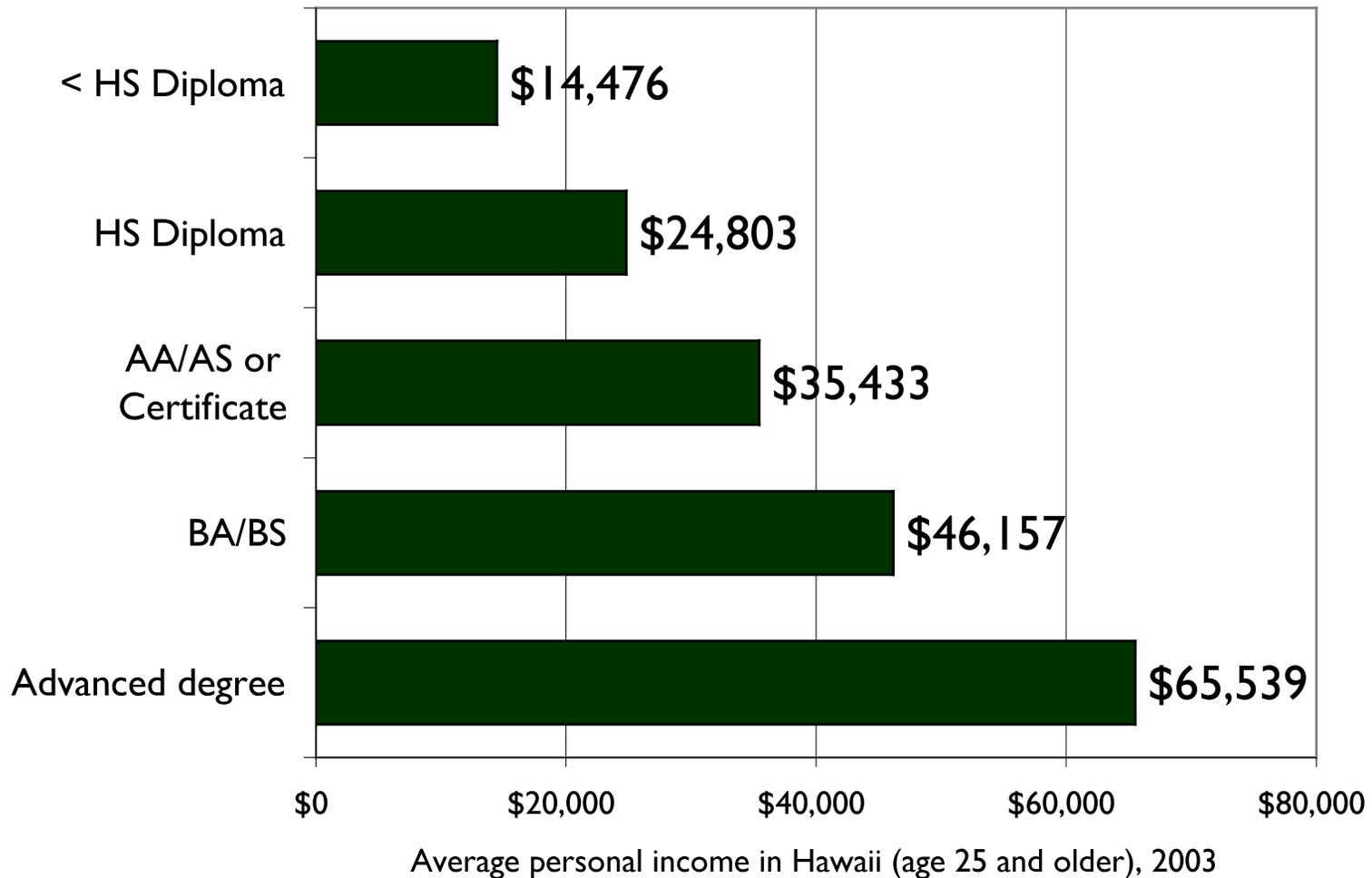
By 2018:

- Hawai'i will rank 10<sup>th</sup> in the nation in jobs requiring postsecondary degrees.
- 65% of Hawaii's jobs will require postsecondary education and/or training.

*Remains of Waialua Sugar Mill  
Waialua, Hawai'i, 2009*

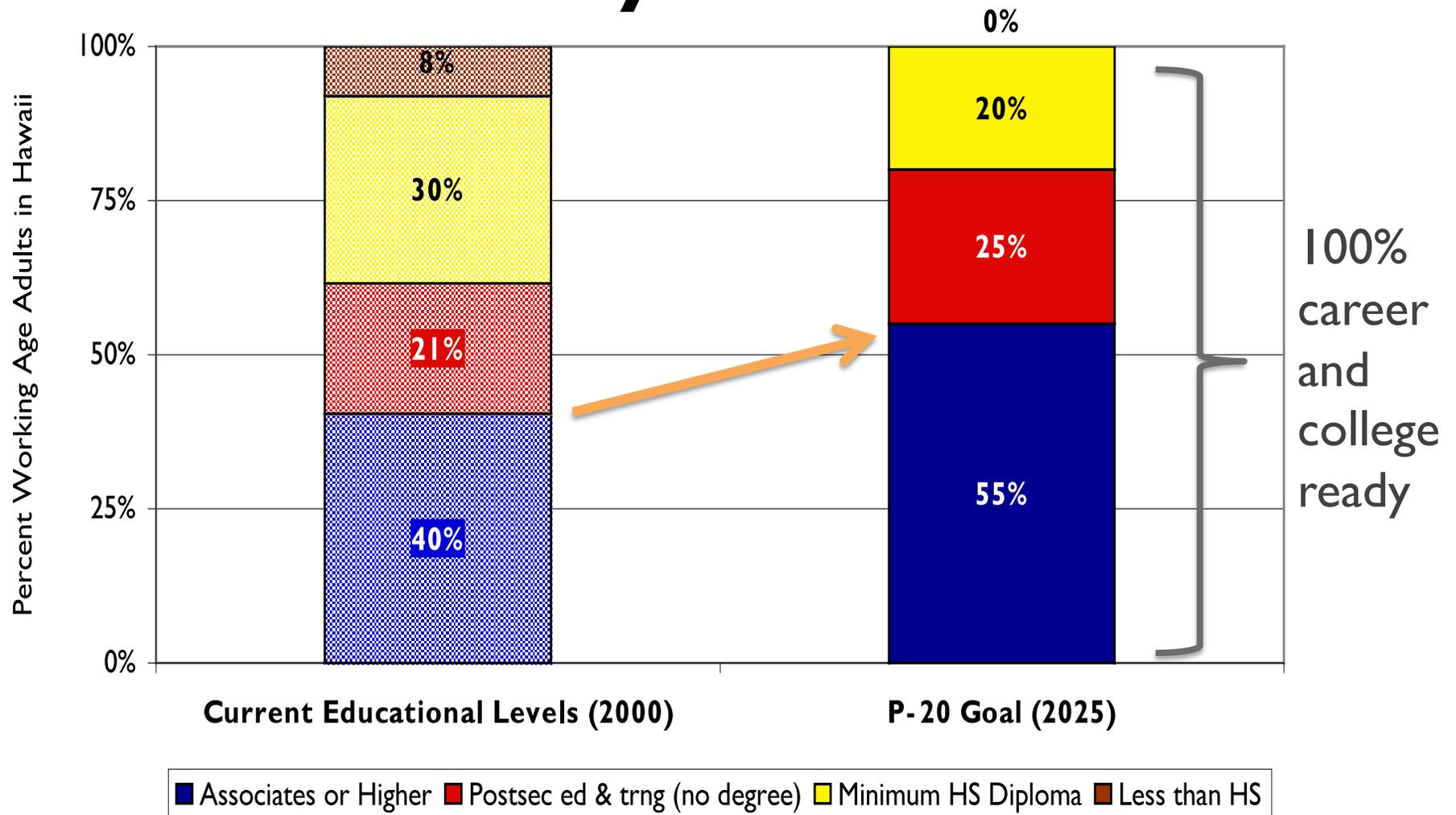


# More education = greater likelihood of being able to earn a family sustaining income



Source: Institute for Higher Education (2005). *The Investment Payoff: A 50 State Analysis of Public and Private Benefits of Higher Education*.

# State Goal: 55% of working age adults will have a 2- or 4-year degree by 2025



# Hawai'i's Ambitious Goals for 2018

100% proficient in reading and math by 2018

90% career- and college-ready  
high school graduation rate by 2018

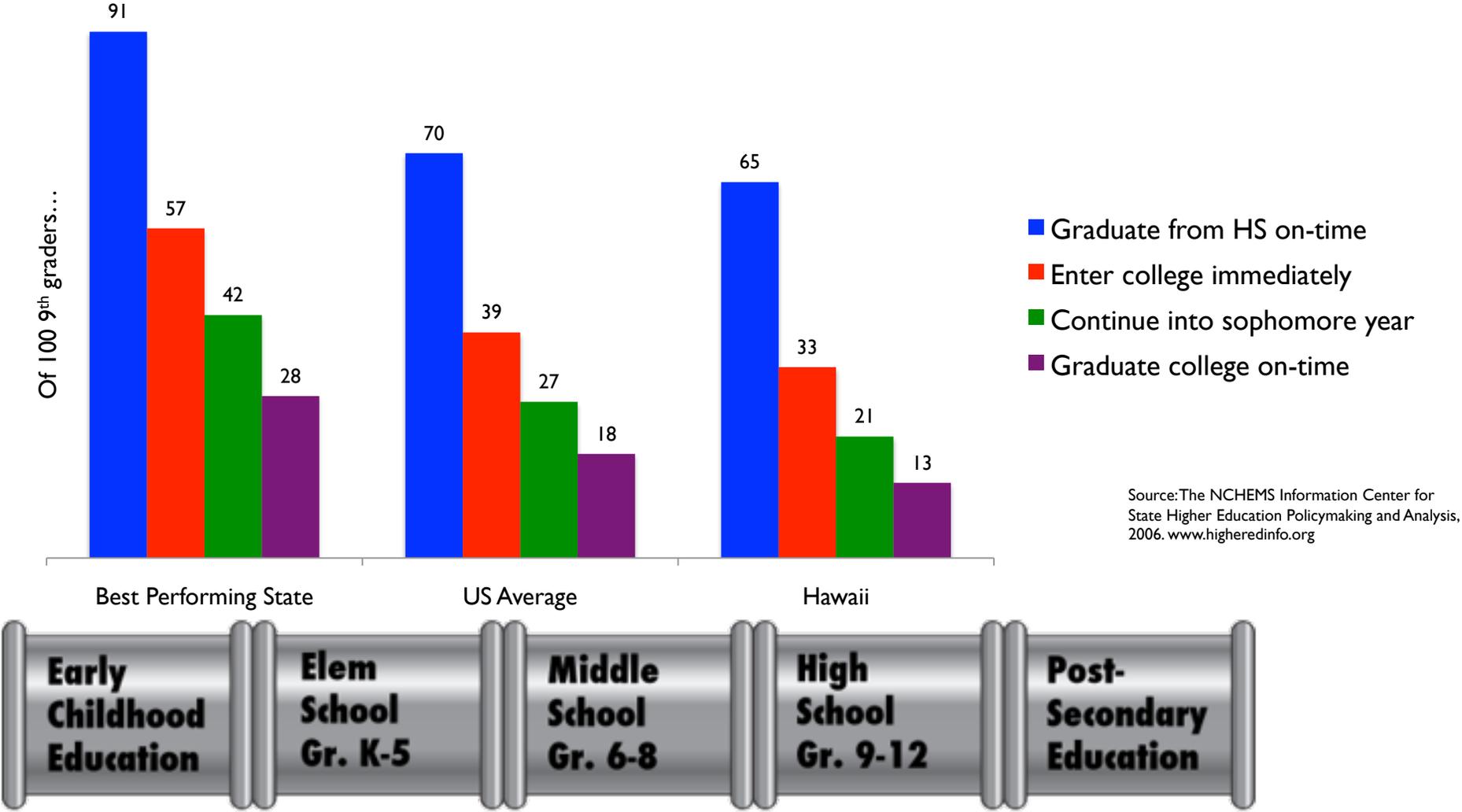
62% college-going rate, with 25% more two- and  
four-year college degrees earned by 2014

Eliminate gaps in proficiency, graduation rate and  
college-going by 2018, especially for Native  
Hawaiians and Pacific Islanders

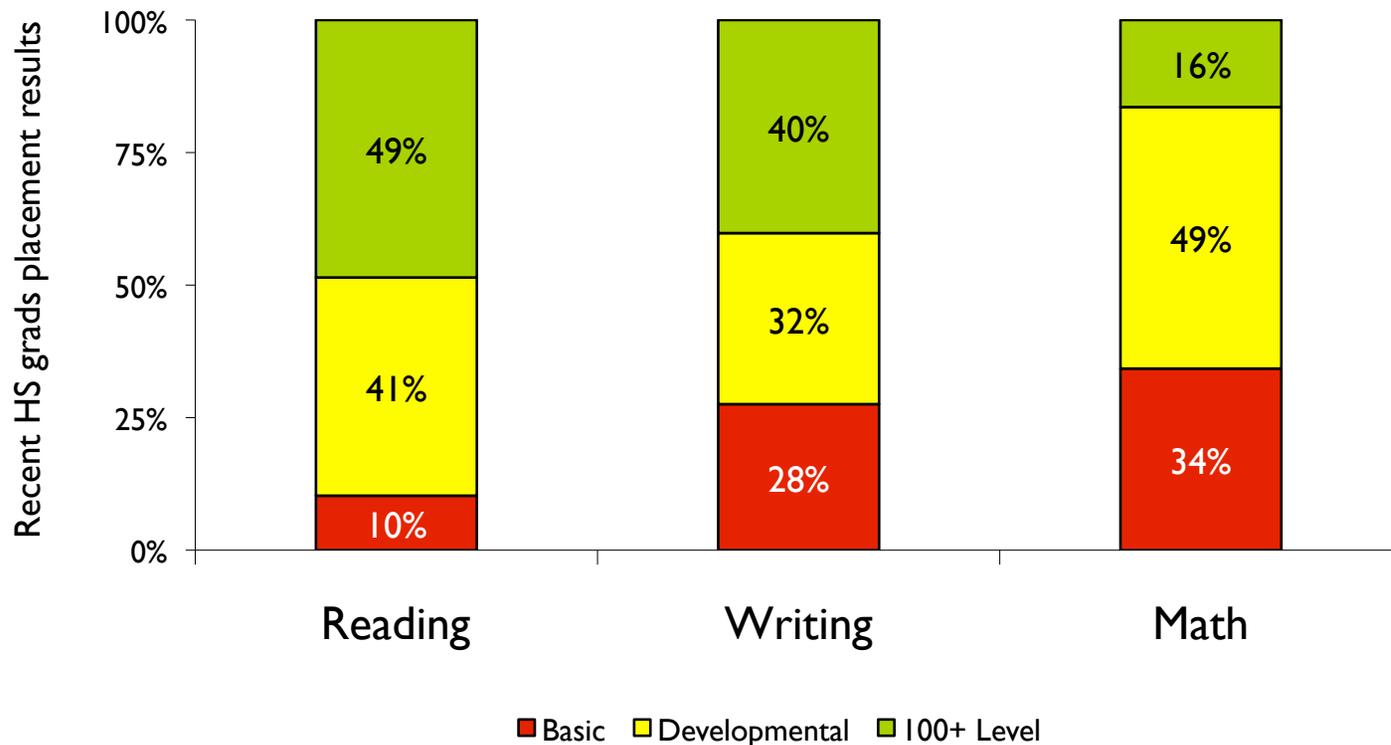
# **Evidence shows that not enough of Hawaii's graduates are not prepared to succeed after high school**

- For those who go to college:
  - Poor persistence and completion rates
  - High need for remediation
- For those pursuing work:
  - Many are denied military enlistment
  - Many are not meeting entry requirements for apprenticeship programs
  - Employers are dissatisfied

# Hawai'i's educational pipeline is "leaky"



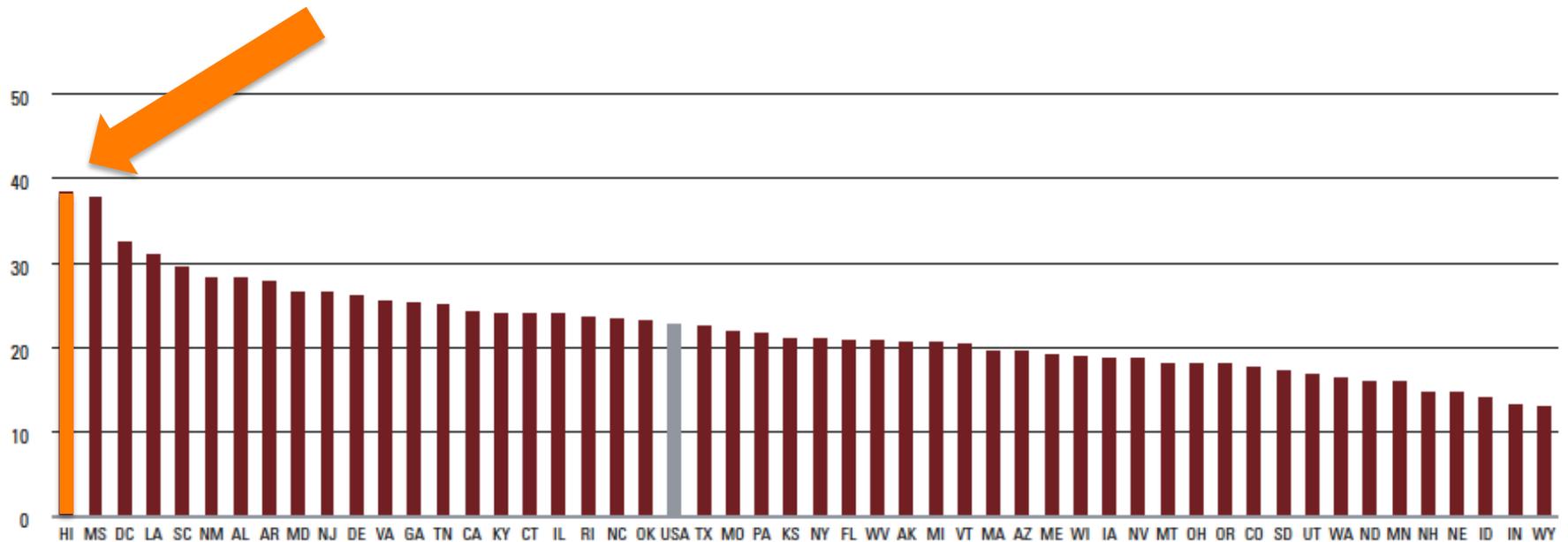
# Many HS grads are not prepared for college-level work



UH Community College Placement Test Results, Fall 2007

# Hawaii ranks 1<sup>st</sup> in recent graduates denied military enlistment based on academic readiness

Armed Forces Qualifying Test Ineligibility Rates of Recent High School Graduates, by State



\*The number of applicants across states varies and may not be representative of recent high school graduates. Source: Education Trust analysis of U.S. Army ASVAB data.

# Employers find many graduates under-prepared

“About 40% to 50% of (carpentry) apprentices fail the (entry) math test. And, pass rates for the Plumbers and Fitters were so low that they lowered the questions to basic algebra, and then conduct their own math course once someone enters.” (carpenters union)

“We administer the ACT ASSETS test to screen for shipyard apprentices. You have to pass in order to be considered. The test is pretty basic, but the pass rate is terrible—just 27%.” (Navy Shipyard)

# Hawai'i's Common Destination: A Clear Theory of Change

College & Career Readiness  
for Every Student



Effective Teacher in Every Classroom and  
Effective Principal in Every School, Statewide



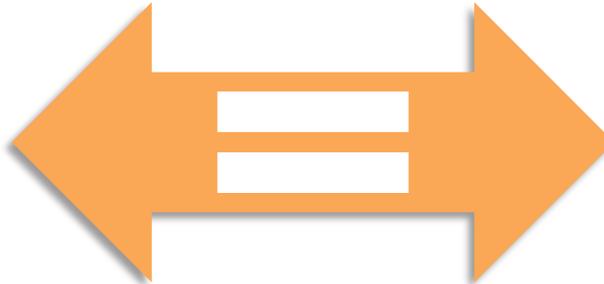
Realigning People, Information, Resources & Authority



Expecting More & Supporting More

# Expecting More: Career- and College-Ready Diploma

Common Core-  
based High School  
Graduation  
Requirements



Aligned Career &  
College Entry  
Requirements

**Aligned  
Graduation and  
Entry  
Requirements**

**All students will complete:**

- 4 credits English including Expository Writing; 4 credits math including Algebra 1, Geometry, Algebra 2 (or Common Core equivalent)
- 3 credits science include 2 lab courses
- 4 credits social studies
- Senior project

*Recommended for Classes of 2013-17  
To be adopted as default for Class of 2018  
in September 2010 by State Board of Education  
**Cornerstone of the Common Education Agenda***

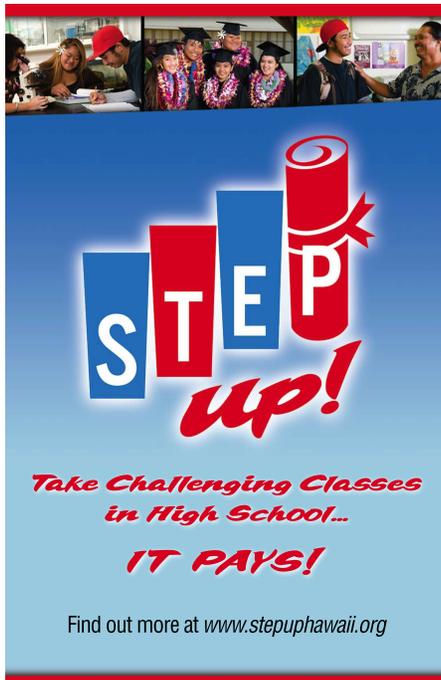
# Hawai‘i students can “opt in” for rigorous diploma

*Revised Board Policy 4540 beginning Class of 2013*

<b>Course Requirements</b>	<b>Board of Education Recognition Diploma (Recommended)</b>	<b>High School Diploma</b>
<b>English</b>	4.0 credits including ELA I (1 credit), ELA 2 (1 credit), and <b>Expository Writing or AP English (.5 credit)</b>	4.0 credits including ELA I (1 credit) and ELA 2 (1 credit)
<b>Social Studies</b>	4.0 credits including Modern History of Hawaii (.5 credit) and Participation in a Democracy (.5 credit)	4.0 credits including Modern History of Hawaii (.5 credit) and Participation in a Democracy (.5 credit)
<b>Mathematics</b>	<b>4.0 credits including Alg I, Geometry, and Alg II or the equivalent</b>	3.0 credits
<b>Science</b>	<b>3.0 credits including 2.0 credits in Chemistry, Biology and/or Physics</b>	3.0 credits
<b>World Language/ Fine Arts/CTE</b>	2.0 credits in one of the specified courses	2.0 credits in one of the specified courses
<b>Senior Project</b>	1.0 credit	Not required
<b>Physical Education</b>	1.0 credit	1.0 credit
<b>Health</b>	0.5 credit	0.5 credit
<b>Personal/Transition Plan</b>	0.5 credit	0.5 credit
<b>Electives</b>	<b>5.0 credits</b>	6.0 credits
<b>Total</b>	<b>25.0 credits</b>	<b>24.0 credits</b>
<b>Other</b>	<b>Meet standard on Alg II End of Course Exam With Honors: Also requires 3.0 GPA</b>	

Revisions to Board Policy 4540 adopted March 2008 and amended January 2009

# Step Up Communication Campaign promotes students' opting-in



- **Support DOE's implementation of BOE Policy 4540**
- Encourage students to “Step Up” to the challenge of career and college readiness upon high school graduation
- Generate community-wide awareness and action to support students' educational attainment, particularly at the high school level

# 105 businesses and community organizations have pledged their support

- Newsletter articles
- Payroll stuffers
- Website link
- Internships
- Speakers bureau
- Sign up students for Step Up Pledge
- Incentives for earning BOE Recognition Diploma



# Class of 2013 Step Up Pledge

*as of 7/20/10*

## More than 75% freshmen pledged

- Anuenue
- Ehunuikamalino
- Mililani
- Paauilo
- Roosevelt

## Less than 10% pledged

- Baldwin
- Kealakehe
- Konawaena
- Moanalua
- Radford

## More than 50% pledged

- Hana
- Kahuku
- Kailua
- Kaiser
- Laupahoehoe
- Molokai
- Nanakuli
- Paho
- Waialua

**4,083**  
**sophomores**

For list by school:

<http://www.stepuphawaii.org/educators.html>

# **Incentives for students earning BOE “Step Up” diploma communicate that colleges and employers value rigorous HS curriculum**

- **Scholarships:** State of Hawai'i B Plus Scholarship, Boys and Girls Club, Fukunaga Scholarship, Kamehameha Scholars Recognition Diploma Incentive
- **College admissions** for students earning BOE Recognition Diploma with Honors: Chaminade University, Hawai'i Pacific University, UH-Hilo, UH-West Oahu, and UH-Manoa (with minimum SAT/ACT scores)
- **Employment application advancement:** Carpenters' and Drywall apprenticeship program, City Mill, Island Movers, HECO, MECO, HELCO

# **Support is needed for all students to succeed in rigorous HS curriculum**

- Access to adequate facilities and equipment (e.g., science labs)
- Curriculum alignment within and between DOE and UH
- Administration of Algebra 2 End of Course test
- Improved preparation of students prior to high school
- Parent, student and community demand for rigorous curriculum
- Curriculum, instruction and support for students who have not traditionally succeeded in rigorous courses (e.g., tutoring, summer programs)
- Opportunities for students to earn credits
- Access to courses taught by effective teachers