H.B 22-1215: Secondary, Postsecondary, and Work-based Learning Integration Task Force

August 25h 2023 Task Force Meeting Notes

Task Force Attendees:

- **Lee Wheeler-Berliner** – Colorado Workforce Development Council, Managing Director, Colorado Workforce Development Council
- **Dr. Sarah Heath** – Career and Technical Education, Associate Vice Chancellor of Academic Affairs & State Career and Technical Education Director, Colorado Community College System
- **Kim Poast** – Colorado Department of Higher Education, Chief Student Success & Academic Affairs Officer, Colorado Department of Higher Education
- **Jenise Rosa** – Career Advising, Career Advisor, Pickens Technical College
- **Carl Einhaus** – Colorado Department of Higher Education, Senior Director of Student Success & P20 Alignment and GEAR UP Project Director at Colorado Department of Higher Education
- **Marty Goldberg** – Director of Concurrent Enrollment, Colorado Community College System
- **Angelika Schroeder** – Education Leadership Council, 2nd Congressional District, State Board of Education
- **Becky Dancer** – School District Administration, Director of Teaching & Learning, Clear Creek School District
- **Erin Silver** – Strategy and Policy Consultant, CareerWise
- **Lauren Jones** – Career and Technical Education Program Director for Special Populations, Counseling & Middle School, Colorado Community College System
- **Danielle Ongart** – Executive Director, Student Pathways Unit, Colorado Department of Education
- **Violeta Apodaca** – Parents, Concurrent Enrollment Advisory Board parent representative
- **Amadou Dieng** – Students, Communications Manager, Colorado Succeeds
- **Raymond Chard** – Local District Colleges, Interim Vice President of Academic Affairs & Director of High School Programs, Aims Community College
- **Bill Summers** – Principals, Principal, Canon City High School
- **Joe Kuntner** – Business Community, Managing Director of Public Sector, Slalom
- **Mike Pintaric** – Teachers, CTE Instructor, Thompson School District
- **Therese Ivancovich** – Postsecondary Education Advocacy Groups, Chief Executive Officer, Attainment Network
- **Susana Córdova –** Commissioner**,** Colorado Department of Education
- **Dr. Angie Paccione,** Executive Director, Colorado Department of Higher Education
- **Michelle Romero –** Director, Office of Postsecondary and Workforce Readiness, Colorado Department of Education
- **Lexie Wilson –** Principal, Slalom, Workshop Facilitator
- **Hannah Toloui –** Sr Consultant, Slalom, Workshop Facilitator

Agenda

Welcome & Introductions	9:00 am – 9:15 am
Group Activity: What is a Credential?	9:15 am – 10:00 am
Accountability Workshop (Working Lunch)	10:00 am – 12:45 pm
Human Centered Design Workshop Overview & Update	12:45 pm – 1:45 pm
Next Steps & Close	1:45 pm – 2:00 pm

Meeting Notes

Introductions

Team members went around the room and introduced themselves with which organization they represent and shared what credential they would get.

Group Activity: What is a Credential?

- We conducted a 'Four corners' activity that got the group up to move to the corner of the room that aligned with their response to the below prompts, on a scale of totally agree, agree, somewhat disagree, and totally disagree. Task Force members engaged in conversation during the activity.
    - I can define what a credential is to a student and family.
    - A credential is needed along with a high school diploma.
    - Some credentials hold more value than others.
    - Employers value credentials.

Stackable credential pathways Presentation by Ruthanne Orihuela

Presentation about the legislative journey and implementation progress of Senate Bill 22-192.

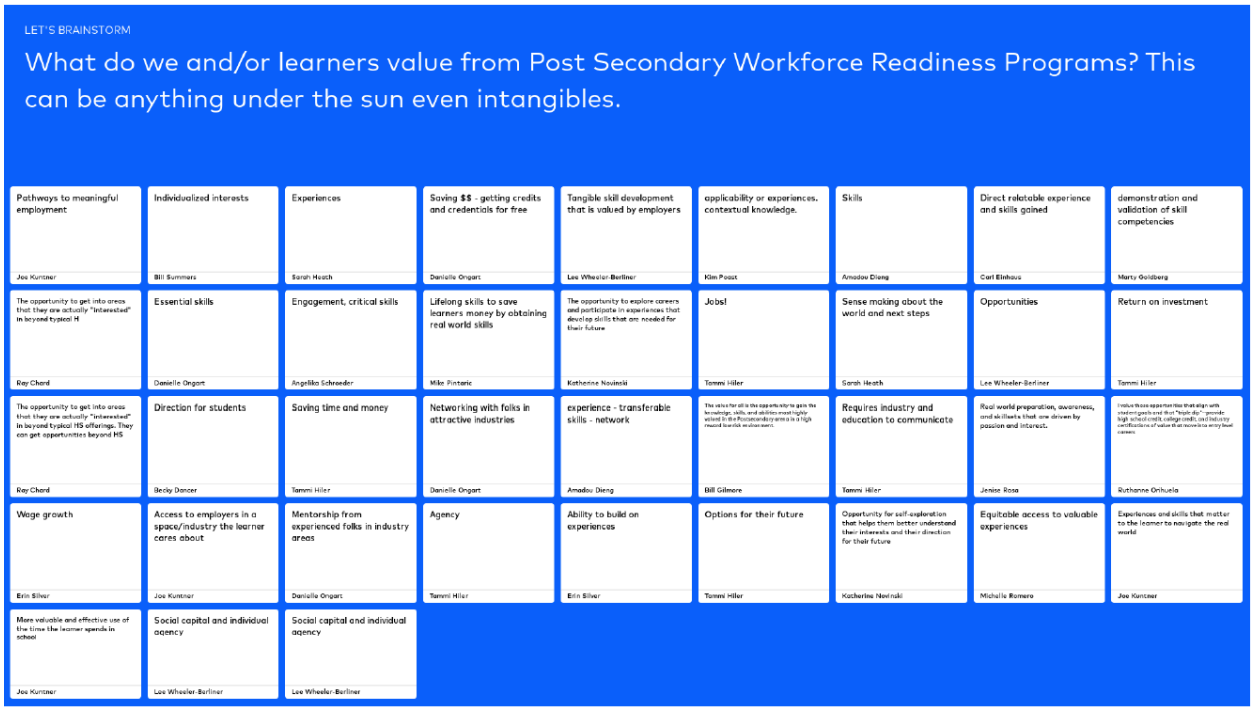
- 10 stackable credential pathways across 5 high-value Colorado industries by 2025
    - Behavioral Health (entry-level micro-credentials)
    - Education (apprenticeship to alternative licensure)
    - Healthcare (career lattice for direct care worker advancement)
    - Cybersecurity (industry certification to college credit for prior learning (CPL) matrices)
    - Software Development (essential durable and tech skills guidance)
- Develop a quality credential framework for Colorado
- Defining quality non-degree credentials
- Rubric for quality credential evaluation

We discussed building equitable pathways:

- Access—K-12 (early exploration, career and technical education opportunities that provide work-based learning, industry certifications, and college credit) and adults (on-ramps that validate prior learning, short term non-degree credentials of value, clear communication of outcomes along the path)
- Stackability to next level education and next level career opportunities
- Portability—across employers, across intuitions of higher education and training providers
- Learner/earner agency—learner owned Comprehensive Learner Records and Learning and Employment Records; understanding of skills and competencies attained.
- Employer validated—credentials that have value in the workplace and that employers will hire for

Accountability Workshop

Slalom facilitated a brainstorming session about the value of Post Secondary Workforce Readiness, included below.



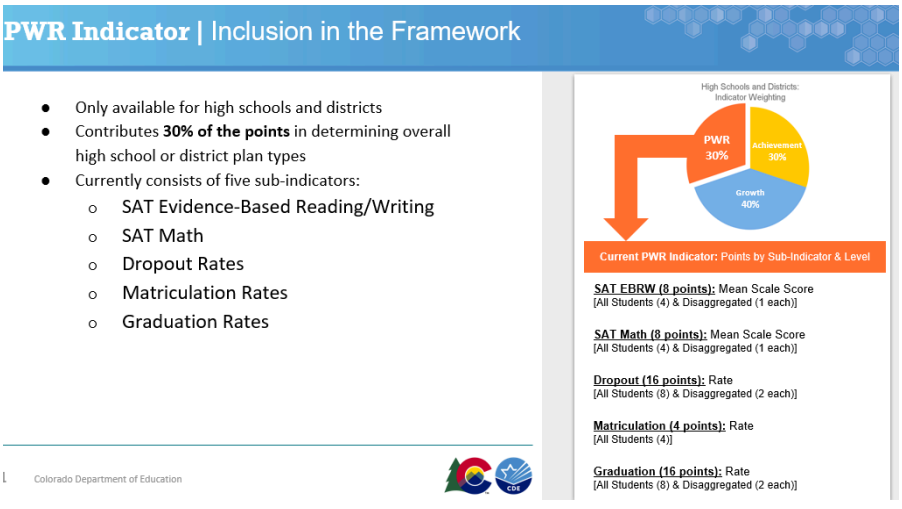
Slalom grouped ideas from the brainstorm by theme and we voted based on importance. The most valuable concepts, by vote of the Task Force, were: skills, experience & opportunities, exploration of interest/ career pathways, and jobs & employment.



State Accountability Presentation and Discussion

1. State Accountability Overview
2. Elements of the State Accountability System
    a. Frameworks with special in-depth section on Postsecondary & Workforce Readiness Indicator
    b. Public Reporting
    c. Improvement Planning
    d. Public Engagement
    e. Supports and Interventions
    f. Accreditation
    g. Awards
3. Future of Accountability
4. Resources and Other Bonus Content

There was discussion around what accountability metrics and accountabilities were appropriate for postsecondary workforce readiness indicators. Today, they are:



The group discussed the early perspectives to make the below changes:

1. Remove SAT from PWR sub indicators
2. Graduation and matriculation should be equally weighted

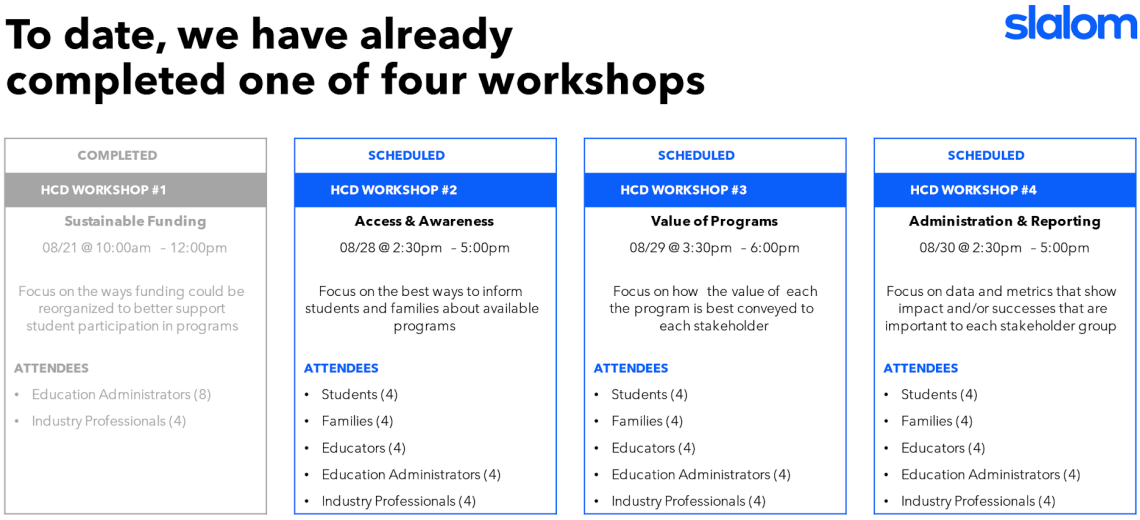
Other notable requirements discussed:

1. Must need flexible system that updates with what is important
2. Limit the reporting burden on districts
3. Figure out how to consider industry partners within the industry frameworks
4. Needs to incentivize teachers and counselors, not just principals. It needs to be incorporated into the financial incentives framework

Human Centered Design Overview and Update

Human Centered Design (HCD) is both an approach and a mindset that asks us to be inclusive, to be open, and to reach for solutions that truly meet human needs. The goal is to land upon solutions at the intersection of human desires, technical realities and business viability.

Slalom is conducting four design thinking workshops with our key stakeholders to understand their core needs. The outcomes of this work will be shared in our next task force meeting on Thurs., Sept. 7 and Fri., Sept. 8, 2023. Slalom solicited interested and selected participants to invite to balance diverse perspectives and the need for small groups.



Next Steps:

We are revising the proposed agendas for subsequent task force meetings to address the strong desire of the task force to make concrete, specific recommendations.

1. Host remaining HCD workshops
2. Prepare for the upcoming task force meetings to make recommendations based on the task force charges
3. Distribute a public feedback survey to inform recommendations