

Summary of the
Recommendation Made by the
Commission on Education
Improvement Impacting
Higher Education

Presentation for The
Legislative Management's
Interim Higher Education Committee
September 13, 2010

ND Commission on Education Improvement
CASTT Committee

- ◆ Curriculum, Assessments , Scholarships,
Technology, Transition Committee (**CASTT**)
 - Doug Johnson– Coordinator
 - Representative RaeAnn Kelsch
 - Wayne Sanstead
 - Bill Goetz
 - Joe Rothschilder
 - Fr. James Shea
 - Wayne Kutzer
 - Bev Neilson - NDSBA

Formula Committee

“State Payment for ACT/WorkKeys Recommendations”

- Appropriate \$618,400 to the assessments line in the DPI budget to pay the entire cost of the ACT or WorkKeys test.
 - Includes writing section of ACT
 - Taken once by every public and non-public 11th grade student
 - Districts will report number of students who took the test
 - Districts will report those students not taking the test and explanation of circumstances and accommodations made

REA's, Pre-K, Student Support

“Pre-K Recommendations”

- Support “Gearing Up for Kindergarten” program
 - Currently offered by ND Dakota State Extension Service
 - Provides 15 weekly classes for 4 year olds and their parents
 - Taught by a certified Kindergarten teacher
 - Classes during hours after regular school day
- “Gearing Up for Kindergarten” should be made available across state
 - Fund program at \$280,000 for the 2011-13 biennium to support administrative and organizational costs to expand program the statewide
 - Provide \$500,000 to fund 1/3 the cost of 15 weekly classes (est. at \$2,000/class)
 - Remaining costs (est. @ \$4,000/class) covered by fees, grants and other fund sources

**REA's, Pre-K, Student Support
"Pre-K Recommendations"**

- Appropriate \$150,000 to Continuing Education Grants for pre-school teachers wishing to up-grade their credentials
- Provide \$150,000 to fund 125 scholarship grants (\$1,200/person) for those wishing to obtain a Child Development Associate of Arts Degree
- Authorize Dept of Commerce to contract with an organization to distribute and administer grants

**CASTT Committee
"Common Core Standards & Assessments &
HS/College Language Arts Alignment
Recommendations"**

- North Dakota continue to cooperate with other states in development of common core standards and assessments
 - Will be helpful to compare ND student progress with progress of students in other states
 - North Dakota has already signed on to this agreement
- Provide grants to fund two pilot projects to improve language arts alignment between high schools and institutions of higher education
 - Consider pilots at one two year and one four year institution of higher learning
 - Include \$100,000 in line item for grants in DPI budget

CASTT Committee
“Center for Distance Education
Recommendations”

- ◆ Fund the reorganizational plan as proposed by NDCDE with recommended changes for funding and delivery of Distance Education Classes
 - \$780,000 tuition subsidy for ND students enrolling in online courses
 - \$318,000 in increased funding for enhancing customer service for school districts
 - \$290,000 for increased salaries and benefits
 - (\$155,00) budget reduction for staff reorganization
- ◆ Require all distant education curricula offered in North Dakota to meet state standards
- ◆ Expand offerings of Advance Placement and Dual Credit courses from CDE

CASTT Committee

“Academic and Technical Scholarships Recommendations”

- ◆ Maintain current ACT (24) and WorkKeys (5 in three required assessment areas) cut scores
- ◆ Allow all graduates with transcripts showing a 3.0 GPA or higher and no D's and F's and meeting ACT/WorkKeys cut scores automatically qualify for the scholarship
- ◆ Allow any student not qualifying in the initial scholarship analysis to file a scholarship appeal with the board office showing 22 credits of high school work qualifying the student for a ND high school diploma that average 3.0 or better and contain no D's or F's
- ◆ Provide the DPI with \$5,000 to purchase Registrar Tracking software to help track eligible students
- ◆ Add “sign language as a substitute for foreign language” in NDCC for scholarship eligibility
- ◆ DPI will develop “Priority Order” for scholarship funding in case of short fall of funding (on-going student, new awardees, stop-gap student, deferral student)

CASTT Committee
ACT/WorkKeys Statewide Testing & Scholarship
"Results 2010"

- 7393 Juniors tested in April 2010
 - 7018 took ACT
 - 375 took WorkKeys
- ACT 2010 Score Comparisons

	<u>Jrs.</u>	<u>Srs.</u>	<u>Nat Avg.</u>	<u>Bench Mark</u>
▪ Mathematics	20.5	21.4	21.0	22
▪ Reading 20.2	21.7	21.3	21.0	
▪ English 19.1	20.7	20.5	18.0	
▪ Science 20.4	21.6	20.9	24.0	
▪ Composite	20.1	21.5	21.0	
- ACT Composite Score Results 2010 Juniors
 - 1743 (24.8%) scored 24 or greater composite ACT Score
 - 2758 (39.3%) scored 22 or greater composite ACT Score
 - 2758 (39.3%) scored 22 or greater composite ACT Score
 - 5025 (68.0%) scored 18 or greater composite ACT Score
- Score Categories

	<u>Jrs % 2010</u>	<u>Srs. % 2010</u>
▪ 1-15	16%	8%
▪ 16-19	32%	26%
▪ 20-23	29%	33%
▪ 24-27	16%	23%
▪ 28-36	7%	10%

CASTT Committee
ACT/WorkKeys Statewide Testing & Scholarship
"Results 2010"

- WorkKeys Assessment Data
 - 2010 WorkKeys Score Summary
 - 2010 WorkKeys School Summary
- WorkKeys Score Summary (375 took WorkKeys)

<u>Score</u>	<u>Reading for Info</u>	<u>Applied Math</u>	<u>Locating Info</u>
0	34	44	45
3	44	97	79
4	126	100	169
5	126	81	81
6	42	10	
7	3	10	
- Scholarship Requirements (need 3 5's for ND Scholarship)

▪ Students with minimum of three 5's	52/375	14%
▪ Students with minimum of two 5's & one 4	61/375	16%
▪ Students with minimum of one 5 & two 4's	53/375	16%
▪ Students with minimum of three 4's	52/375	7%

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“Developmental Course Cut-Score Recommendations”

- ◉ NDUS adopt and continuously monitor the following uniform standards for placement in 1st year college courses:

	<u>2 Yr College</u>	<u>4 Yr College</u>
▪ Language Arts – English 110	ACT 18 COMPASS 77	ACT 18 COMPASS 77
▪ Mathematics– English 103	ACT 21 COMPASS 47	ACT 22 COMPASS 52
▪ Social Sciences– 50% chance of B or higher in introductory course	ACT 21	ACT 21
▪ Physical Sciences– 50% chance of B or higher in introductory course	ACT 24	ACT 24

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“Academic and Technical Scholarships Recommendations”

- ◉ Fund future North Dakota Scholarships from a stable source to ensure long term sustainability of the ND Scholarships
 - Identify an “on-going” funding source to allow revenue to flow automatically into the ND Scholarship fund
 - Provide \$9,000,000 to be transferred to the fund by August 1st in the first year of each biennium
 - Consider portion of General Fund transfers from the Land and Minerals Trust Fund as “on-going” funding source
- ◉ University Systems office will monitor all students receiving a scholarship for future distribution once the student has entered into college
 - Students must maintain 2.75 GPA
 - Students not maintaining 2.75 GPA permanently ineligible for scholarship
 - NDUS responsible for scholarship fund transfers to colleges’ Financial office

CASTT Committee
“Longitudinal Data Systems Recommendations”

- ❖ Replace .002 Technology factor be replaced with a .005 "Data Collection Factor" for each student tracked by the Power School student information system currently required for every school district
 - Districts starting training and/or implementing Power School at the beginning of the school year are eligible for the .005 weighting factor
 - Funds withheld by DPI and distributed directly to ITD for purchasing, installing and supporting services related to the cost of Power School.
 - Two full-time positions should be authorized at ITD for the 2011 - 2013 biennium (\$330,000)
 - Power School requirement can be waived for certain small school districts and reservation districts. DPI will determines the general requirement for a compatible reporting system for these districts
- ❖ Continue support for State Longitudinal Data System
 - Add one full-time position to ITD for second year of biennium (\$145,000)
 - ❖ Will analyze data and answer queries from schools and policy maker
 - ❖ Will develop strategies to give added value to data analysis provided by state LDS

CASTT Committee
“Career/School Planning Recommendations”

- ❖ Support ND Youth Council recommendation for Career and School Planning
 - in 7th or 8th grade experience either a class or one-on-one career consultation Every middle school student at least once for career and school planning
 - Districts may meet compliance by:
 - ❖ Offering a 9 weeks career and school planning course in 7th or 8th grade or
 - ❖ Commit to individual discussions/conferences with students about results of their career interest survey, appropriate HS courses for their interests,
 - ❖ Districts will verify courses or that conferences have taken place
 - ❖ Students may request review of individual education plan at least once during HS
- ❖ Support ND Youth Council recommendation for Career and School Planning
 - NDUS develop a plan for "Advising Centers" on each campus to provide trained academic and career advisors
 - NDUS move to a online Degree Audit Report System
- ❖ Investigate feasibility of a work-ready certificate from technical colleges to ensure ND workers have the best skills, access to training, and world-class job opportunities

CASTT Committee

“North Dakota Work-Ready Possibilities”

- Purpose would be to improve the job training and marketability of ND's workforce and drive future economic growth for the state
 - Work Ready is based on a skills assessment and certification for job seekers and a job profiling system for businesses.
 - Would use ACT's WorkKeys to identifying both the needs of business and the available skills of North Dakota's workforce
- ND Work-Ready planning would include at a minimum:
 - ND Department of Commerce & Economic Development
 - ND Chamber of Commerce
 - NDUS/State Board of Higher Ed – with focus on technical colleges
 - ◆ Certificates (6mo – 1yr)
 - ◆ Diploma (1-2yr)
 - ◆ Associate Degree (2 years)
 - ◆ Continuing Education Programs
 - NDCTE – with focus on
 - ◆ Career Cluster Programs of study
 - ◆ Placement of HS students to work
 - ◆ Placement of HS students to ND colleges (2yr and 4yr)
 - ND Job Service – with focus on
 - ◆ Transitioning underemployed, unemployed and veterans
 - ◆ Emerging youth
 - ◆ Currently employed and seeking promotion

CASTT Committee

“North Dakota Work-Ready Possibilities”

- ND Work-Ready program would provide:
 - Students with a Work Ready Certificate based on ACT WorkKeys which measures both core skills and work habits
 - ◆ Platinum – 6s and above - energy management, electronics
 - ◆ Gold – 5s and above –pharmacy technician, precision work
 - ◆ Silver – 4s and above – truck driver
 - ◆ Bronze – 3s and above – home health aides
 - “Job Profiling” for participating ND businesses which would identify the required job tasks and skill levels for each position
 - ND businesses with employee information to make reliable decisions about hiring, training and program development
 - Work Ready Certificate which verifies job seekers work readiness skill levels to potential employers and demonstrates their commitment to success.
 - Identified ND Strategic Industries
 - ◆ Energy
 - ◆ Agribusiness
 - ◆ Tourism
 - ◆ Health Care
 - ◆ Others?
 - Certified Work Ready Communities and Regions

Georgia Work Ready

What is Georgia Work Ready?

Georgia Work Ready is transforming our state's workforce into our number one competitive advantage. By ensuring Georgia workers have the best skills and training opportunities, we can guarantee businesses have the talent they need to succeed today and the resources they need to meet future challenges.

Georgia Work Ready

Georgia Work Ready was launched in August 2006 by Governor Sonny Perdue and the Georgia Chamber of Commerce to improve the job training and marketability of Georgia's workforce and drive future economic growth for the state. It is the only initiative of its kind to be conducted through a partnership between a state government and state chamber of commerce, ensuring that companies can more reliably match the right people with the right jobs. Work Ready is based on a skills assessment and certification for job seekers and a job profiling system for businesses. By identifying both the needs of business and the available skills of Georgia's workforce, the state can more effectively generate the right talent for the right jobs.

Governor's Office of Workforce Development

The Governor's Office of Workforce Development (GOWD) was created by Governor Sonny Perdue in August 2006 to improve the job training and marketability of Georgia's workforce and drive future economic growth for the state. The office administers Work Ready, a voluntary workforce assessment system measuring "real world" skills that employers believe are critical to job success.

Community Partners

Overview

Work Ready is helping Georgia's communities design economic development strategies to attract new business and preserve the health of their existing economic base. This voluntary initiative shows a community's commitment to life-long education and improving high school graduation rates, important factors for driving businesses to an area. To accomplish this, it takes our community leaders coming together with those in education, business and industry sectors to help their communities reach their goals.

Core Work Ready partners include:

- State Workforce Investment Board (SWIB) - oversee Georgia Work Ready and make policy recommendations to the Governor
- Local Workforce Investment Boards (LWIBs) - interface between Work Ready and WIA directors who serve dislocated workers, under-employed workers, at-risk youth and high school dropouts (out-of-school youth) in their service delivery areas
- Technical Colleges - service delivery provider of Work Ready Certificates, job profiles and gap training
 - Work Ready Job Profilers - provide job profiling services
 - Work Ready Administrators - administer Work Ready assessments and provide access to skills gap training
- Work Ready Community partners - local chambers, development authorities, education community leaders, workforce agencies, economic developers, businesses and others who comprise Work Ready Community teams at county level to accomplish community Work Ready Certificate and high school graduation rate goals
- Work Ready Regions partners - regional teams guided by the Work Ready project industry leader and comprised of project leadership teams, core teams, home teams and industry networks to develop and implement the Work Ready Regional work plan
- Work Ready Regions industry networks - regional association of like industry members organized and led by Work Ready Region industry leader to ensure Work Ready Region workforce development strategies are aligned to needs of their industry.

Job Seekers

What is Georgia Work Ready?

Georgia Work Ready was created to ensure that Georgia's workers have the best skills, easy access to training and world-class job opportunities. The backbone of the initiative is the Work Ready Certificate, which assesses the real world skills of Georgia's workers. Georgians can use their Work Ready Certificate to prove their work readiness to potential employers. Georgia also offers gap training aimed at helping to improve Certificate scores, enabling career growth and continued on-the-job success. This, combined with an innovative job profiling process that accurately identifies the exact skills required for specific jobs is helping create the perfect match between Georgia workers and jobs.

Benefits of Work Ready

Earning a Work Ready Certificate can be your ticket to the job you've always wanted. And it's free and easy to access. The Certificate verifies your work readiness skill level to potential employers and demonstrates your commitment to success. If you want to improve your skills, Georgia also offers free and easy-to-access training programs. All of this adds up to a competitive advantage, better job opportunities and a brighter future.

Additional benefits include:

- Confidence that core skills and work habits meet the needs of local employers
- Ranking above other job applicants lacking a Work Ready Certificate
- Better understanding of employers' requirements for job performance
- Determining skill improvements and training opportunities
- Realizing opportunities for career advancement and promotions
- Demonstrating on your resume an understanding of the skills employers want

Employers

What Does Georgia Work Ready Mean for Business?

To successfully compete in a global economy, companies must have access to long-term, qualified labor pools. Georgia Work Ready was designed to build the nation's best workforce and ensure Georgia companies have the talent they need to stay ahead of the competition.

Benefits of Work Ready

Georgia Work Ready can help you hire the best people and boost your bottom line. It's available at no cost for companies meeting minimum hiring requirements and is easy to access through the state's network of technical colleges. Georgia companies can implement Work Ready two ways - through job profiling and Work Ready Certificates. Work Ready job profiles identify the job tasks and skill levels necessary to be successful in any job. Companies match those profiles to employees' Work Ready Certificates - which measure core skills - to ensure the right person is placed in the right job every time.

Companies implementing Work Ready make an investment of their employees' time to develop strong job profiles. This initial investment can reap great rewards for years to come including:

- Improved hiring procedures
- Reduced turnover
- Reduced training costs
- Increased productivity and profitability
- High employee morale

In fact, a recent survey among companies that are using Work Ready found that 90 percent would recommend the initiative to others and 78 percent said that Work Ready helps them "find higher quality employees."

What are the key elements of Work Ready?

Georgia has made a commitment to creating the best-possible environment for business. The unique design of Work Ready provides a thorough understanding of the skills of a company's current workforce, a roadmap for developing training programs and reliable hiring criteria to ensure they find the best talent for their specific needs.

Work Ready Certificate

Based on ACT's nationally accredited WorkKeys® system, the Work Ready Certificate measures both core skills and work habits.

- Core skills assessment measures skills in applied mathematics, reading for information and locating information, three skills that are highly important to the majority of jobs in the workplace
- Work habits assessment measures work-related attitudes and behaviors in areas that are trainable and coachable, such as carefulness, cooperation, discipline and drive

Most of the state's technical colleges offer additional assessments based on companies' needs for a small fee. These assessments include applied technology, business writing, listening, observation and teamwork.

Employers can easily verify an applicant or employee's Work Ready Certificate through the link to the right. You will be prompted to input the Work Ready Certificate number provided by the individual.

Job profiling

Designed to help Georgia employers build the right workforces, Work Ready job profiling allows companies to work with an authorized job profiler to identify the required job tasks and skill levels for each position. By comparing job profiles with individuals' Work Ready Certificates, companies can make reliable decisions about hiring, training and program development. Normally a \$2,000 value, profiling is conducted at no cost for employers that meet minimum hiring criteria.

Businesses of any size can take advantage of Work Ready to improve their hiring processes. While larger companies should have a job profile completed before listing the Work Ready Certificate as a part of their hiring criteria; small companies can use occupational profiles (available via the link to the right) and request job candidates complete the Work Ready assessment as part of the job application process.