

CivEx Advancing Equity Series

Arizona Education Progress Meter How Data Drives Policy



Expect More Arizona brings diverse groups of people together to find and implement solutions to Arizona's most pressing education issues



Education Strengthens Communities

- Education is a determinant of public health
- Education reduces reliance on social safety nets
- Increasing education levels reduces crime rates.



- \$7 ROI for every \$1 invested in pre-kindergarten
- Lifetime economic impact of AZ high school students who did not graduate with their class = \$9.3 billion
- Economic loss due to individuals age 16-24 not working or in school = \$96 billion
- Meeting future labor market needs would triple our current economic growth rate. Economic and social impact = \$7.6 billion

Education is an Economic Driver



Arizona Education Progress Meter

CENTER FOR THE
FUTURE OF ARIZONA



Expect More Arizona®
THE MOVEMENT FOR WORLD-CLASS EDUCATION

Where We Stand Today

QUALITY EARLY LEARNING



Percent of 3- and 4-year old children that are in quality early learning settings.

3RD GRADE READING



Percent of 3rd grade students who scored proficient or highly proficient on the AzMERIT English language arts assessment.

8TH GRADE MATH



Percent of 8th grade students who are prepared to be successful in high school math.

HIGH SCHOOL GRADUATION



Percent of high school students who graduate in 4 years.

OPPORTUNITY YOUTH



Percent of 16-24 year olds NOT going to school or working.

POST HIGH SCHOOL ENROLLMENT



Percent of high school graduates enrolled in postsecondary education the semester after graduating high school.

ATTAINMENT



Percent of Arizona residents age 25-64 who have completed a 2- or 4-year degree or received an industry certificate.

MEDIAN ELEMENTARY TEACHER PAY

Arizona ranks

49TH

GOAL—REACH
NATIONAL MEDIAN
BY 2022

Arizona's ranking compared to other states for median elementary teacher pay, adjusted for cost of living.*

Progress to Goals

Arizona Education Progress Meter

Quality Early
Learning

2016

21%

Today

22%

Progress

1%

Third Grade
Reading

40%

46%

6%

Eighth Grade
Math

36%

41%

5%

High School
Graduation

76%

78%

2%

Opportunity
Youth

15%

13%

2%

Post High School
Enrollment

55%

55%

0%

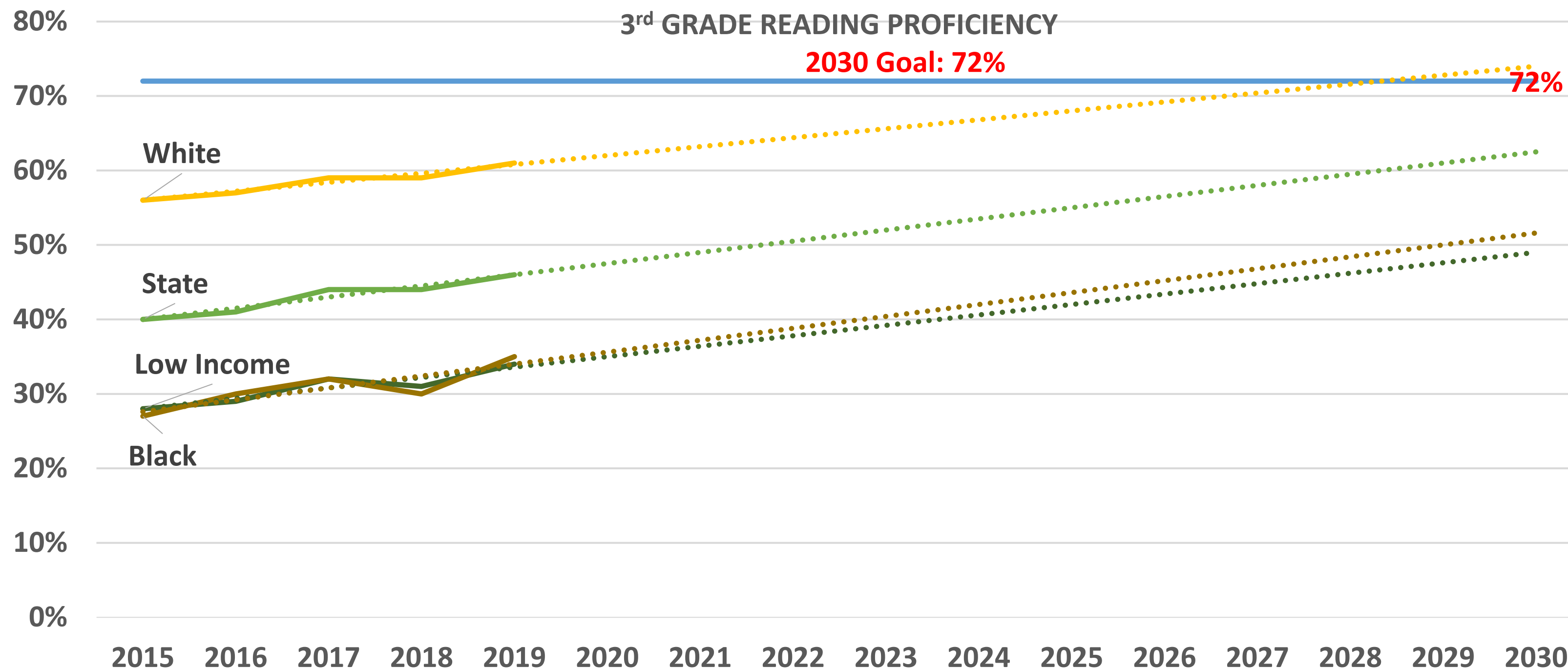
Postsecondary
Attainment

42%

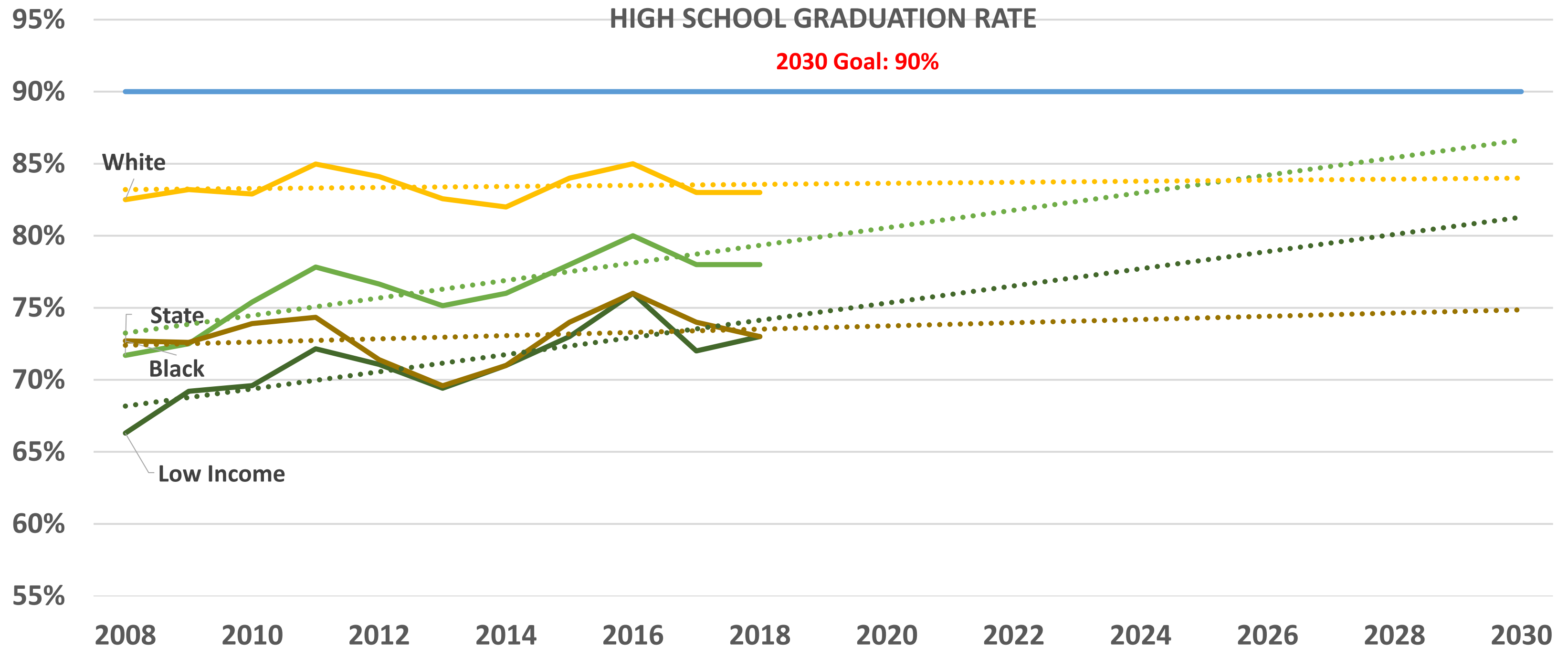
46%

4%

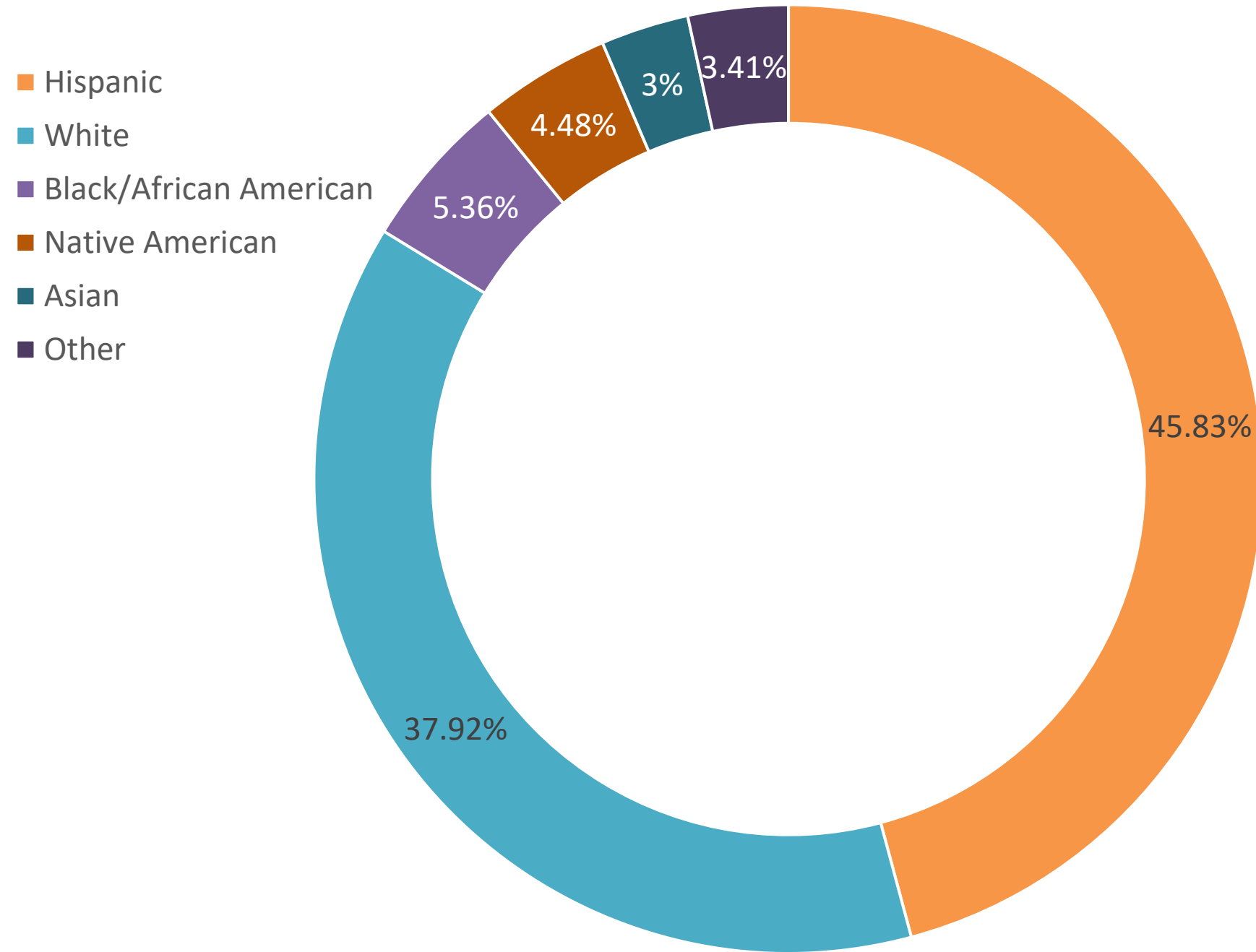
We aren't doing enough to meet the goals or support the success of ALL students



We aren't doing enough to meet the goals or support the success of ALL students



We can't ignore the diverse needs of our students



Arizona K-12 Student Population

- 3 in 5 students in Arizona's public K-12 schools are students of color.
- 50% of Arizona children live at or below 200% of the poverty line ($\geq \$48,600$ for a family of 4)

Feel free to reach out!

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– @CMTAZED





EDUCATION
ADVANCES
EVERYONE

CivEx Advancing Equity Series

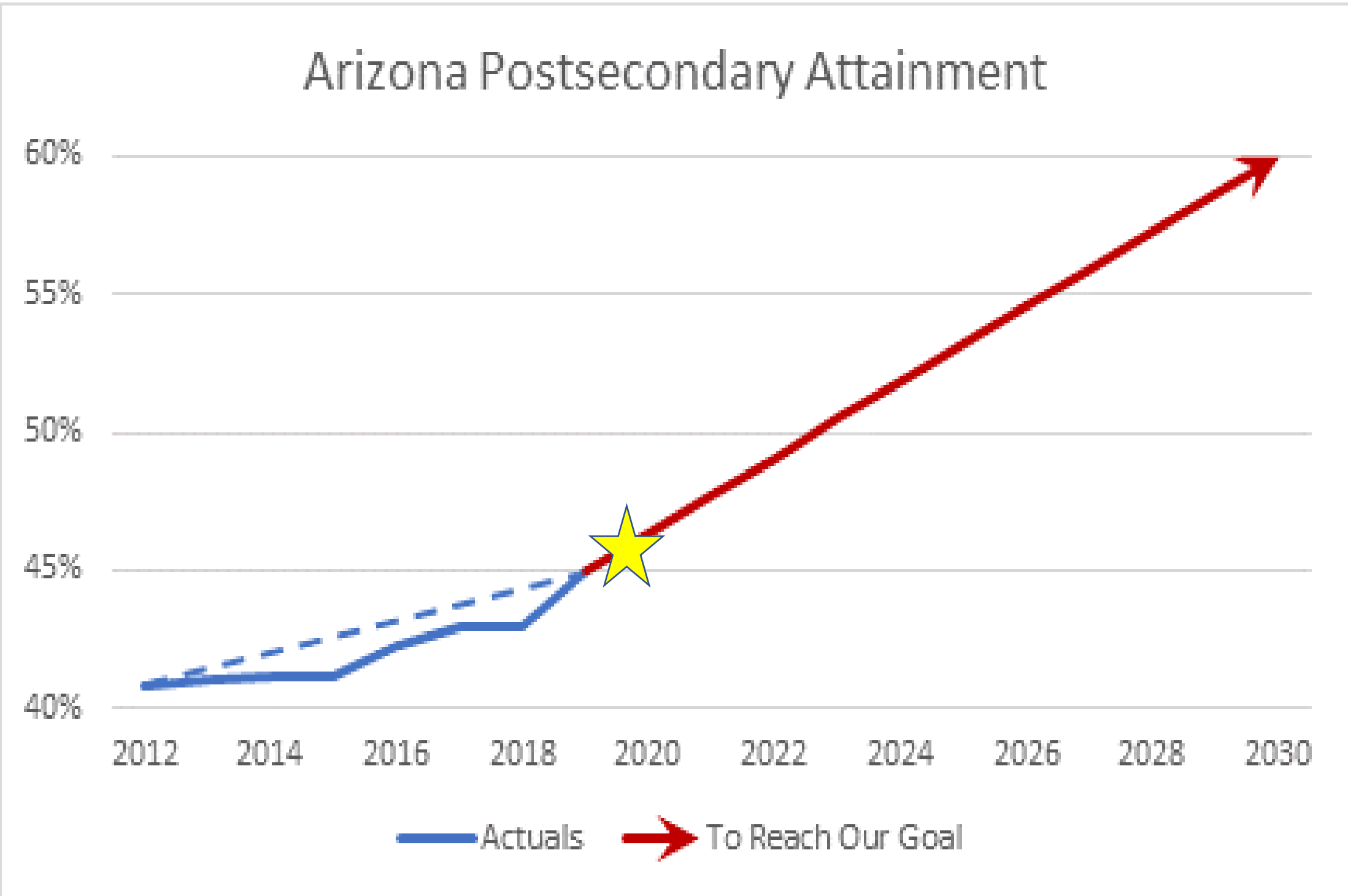
August 26, 2020

60%, 25-64, by 2030

Attainment= certificates + licenses + degrees



Attainment over Time



1,000,000 more adults
with credentials.



PILLAR 1

Early Childhood through High School

1. Emphasize high school graduation and promote best practices for certificate, college, and career readiness.
2. Support students through a pathway process to certificates, college, and career.

PILLAR 2

Postsecondary Access and Success

3. Work collaboratively to address barriers to credential and degree completion through policies and innovation.
4. Ensure pathways and options for education beyond high school are available to all.
5. Champion strategies to make postsecondary educational options more affordable.

PILLAR 3

Workforce and Business Development

6. Attract businesses to Arizona with well-educated and highly skilled workers and jobs.
7. Promote businesses with proven success in fostering certificate and degree completion among employees.
8. Develop and expand partnerships between industry and educational providers to align current and future workforce needs.

PILLAR 4

Systems and Structures

9. Utilize metrics and data systems to support thoughtful partnerships and collaboration in pursuit of the 60% post high school attainment goal.
10. Increase public awareness about the options and value of pathways for education beyond high school.

Achieve60AZ

The Organization



Our Vision

Arizona has a **diverse, well-educated, highly-skilled** workforce participating in a **thriving economy**.

Our Alliance

An independent alliance of over **150 community, business, philanthropic, nonprofit, education organizations, and governments** fueled by a grassroots effort to make Arizona more competitive through the power of education.

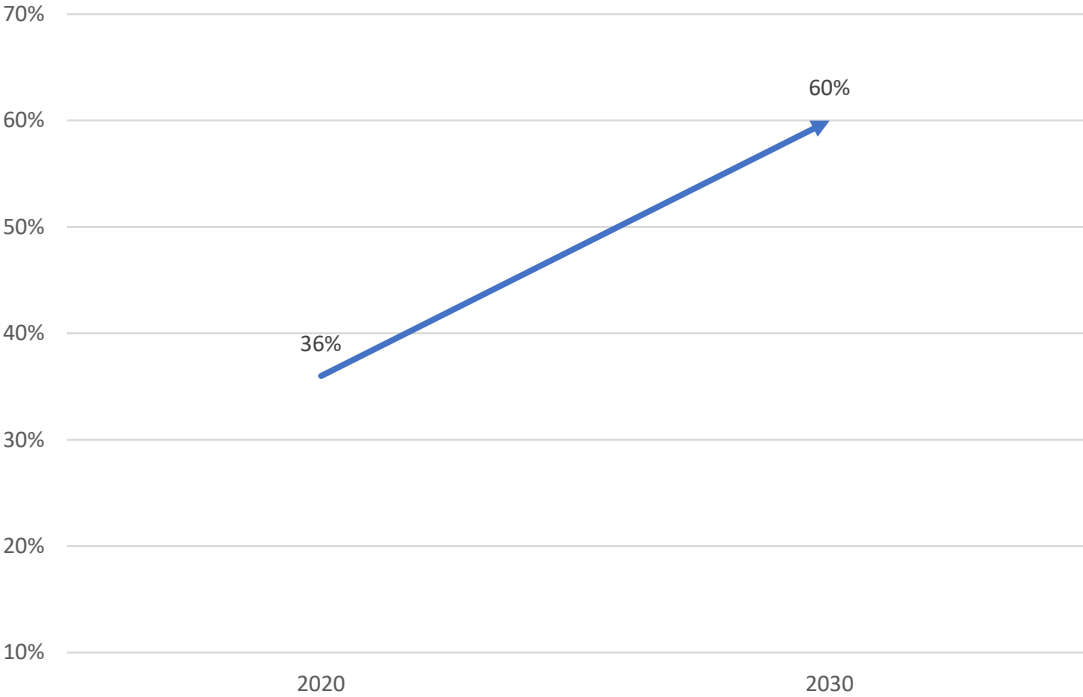
Our Organization

Nonprofit and nonpartisan; mission to hold the goal as the North Star for educational and workforce alignment to achieve a thriving Arizona. We:

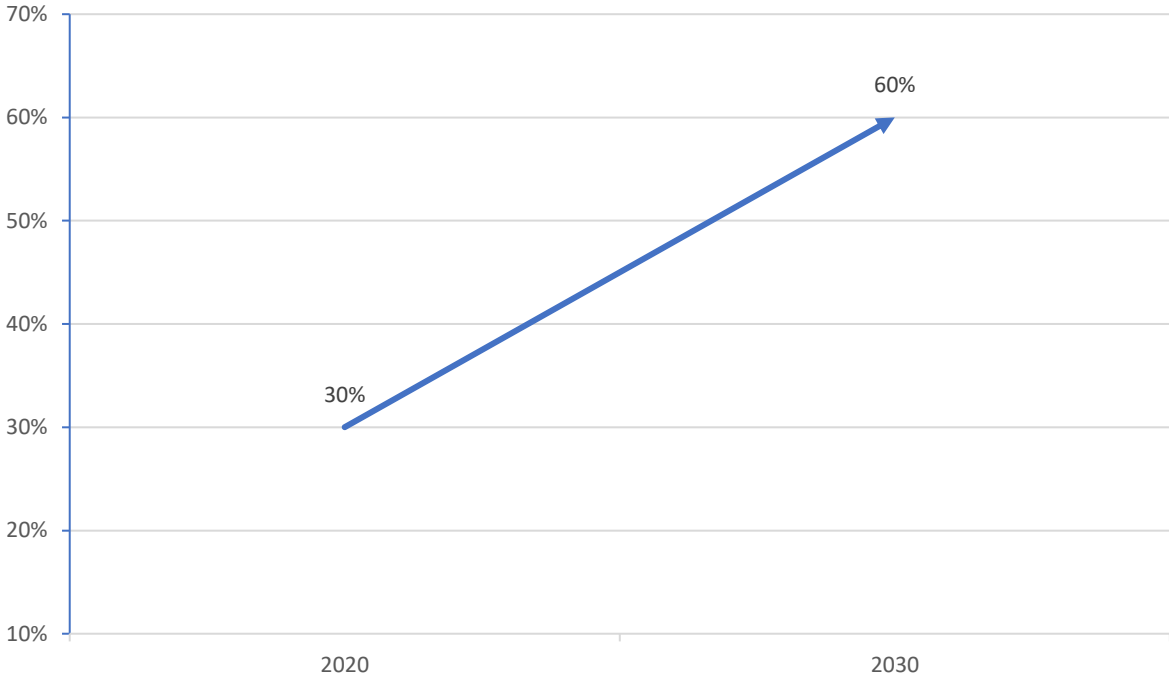
- 1) Educate and Empower
- 2) Inform and Report
- 3) Increase Public Support
- 4) Build Awareness and Support Actions

Attainment Trajectories

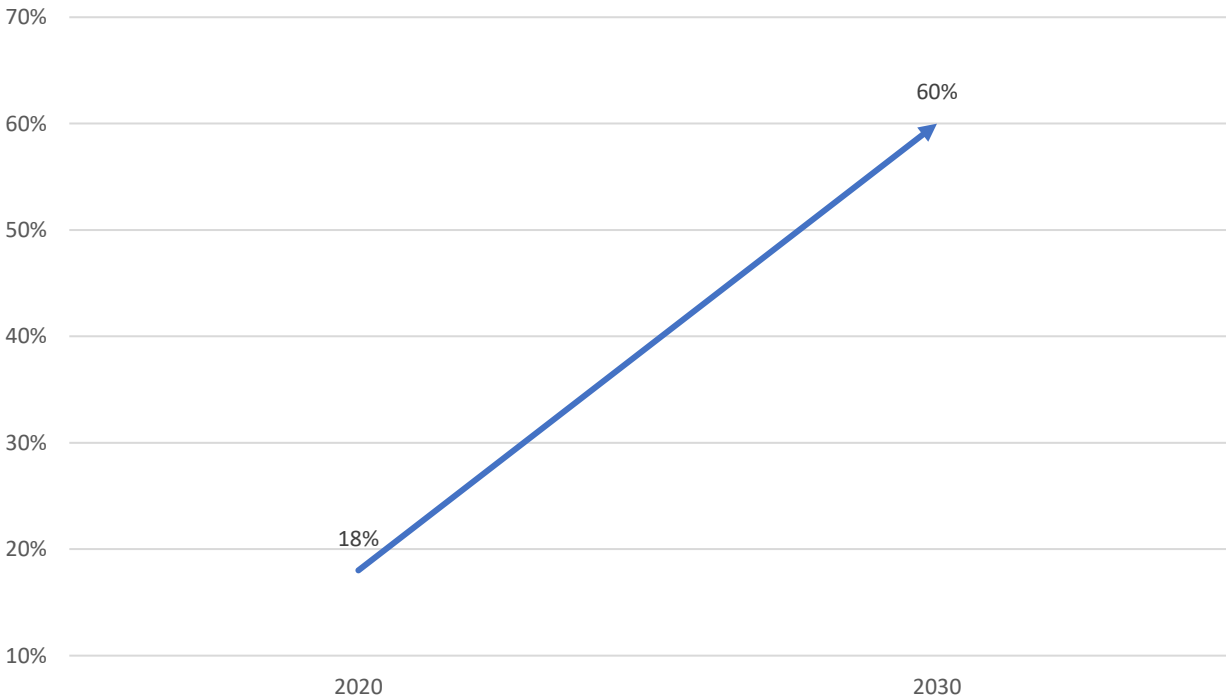
Black/African American Attainment



Hispanic/Latinx Attainment



Native American Attainment





Process for Equity Goal Setting

- April 2018: Applied for grant through WICHE
- June 2018: Grant awarded
- February- August 2019: State of Attainment Report and roadshow across the state
- August- December: Black/African American Taskforce met monthly
- July 2020: Moving to action

Black/African American Attainment Goal

“By 2030, 60% of Black/African American Arizonaans, 25-64, will have a postsecondary credential.”



Strategies to Meet the Goal- Black/African American

1. Require disaggregated reported data – including by race and ethnicity, geographic region, and age – to drive targeted action and change toward the postsecondary attainment goal.
2. Report on the unique needs of adult learners, along with actions to address those needs such as employer benefits, predicted areas for opportunity, available financial aid, and industry representation.
3. Focus attention and resources on the unique needs of the Black/African American community to ensure the pandemic and economic fallout does not exacerbate opportunity gaps between racial and ethnic groups.
4. Build a community-based fund dedicated to pooling resources and increasing investment in financial aid for Black/African American students.
5. Expose students to postsecondary education options early and often, including through high school to college transition programs, early college enrollment programs, and through targeted advising.
6. Design career training opportunities, such as internships and apprenticeships, around community needs and where Black/African American adults are underrepresented in the local workforce. Increase the number of employers with policies to support adult learners.
7. Increase the number of P-20 institutions with a public commitment to cultural competence and diversity.
8. Incentivize postsecondary institutions to increase attainment of Black/African American Arizonans through financial investment, public recognition, or other means.

Strategies to Meet the Goal- Latinx and Tribal

- **Latinx Task Force Priority Strategies**

- Require disaggregated reported data – including by race and ethnicity, geographic region, and age – to drive targeted action and change toward the postsecondary attainment goal.
- Diversify leadership to achieve equitable representation at all levels, from teachers to school leaders and local school boards to the state legislature, so that decision makers more accurately reflect the community they serve.
- Focus attention and resources on the unique needs of the Latinx community to ensure the pandemic and economic fallout does not exacerbate opportunity gaps between racial and ethnic groups.
- Encourage sharing of promising practices for student postsecondary success across postsecondary institutions and interest groups, to accelerate the path to attainment.
- Create a meaningful college-going culture campaign to encourage Latinx youth and adults to prioritize and participate in postsecondary education.
- Actively eliminate policy barriers to Latinx attainment.
- Acknowledge the links between health and education. Advocate for culturally-responsive health practitioners, and remove the stigma around mental and behavioral health support to encourage its use.

- **Tribal Nations and Communities Task Force Priority Strategies**

- Create measures of success around postsecondary enrollment, persistence, and graduation that are developed, defined, and measured by tribal communities.
- Study and disseminate research on the predictive behaviors that contribute to and anticipate effects of postsecondary attainment, from early childhood education through workforce development.
- Enact policies to strengthen Native knowledge creation as a critical component of culturally-relevant curriculum practices.
- Hold regular intertribal convenings to share progress toward the postsecondary attainment goal and strategies, as a method of nation building.
- Advocate for all Arizona tribes to adopt the postsecondary attainment goal for their nations.
- Work across tribal nations to create a meaningful college-going culture campaign, that includes paths to postsecondary education, and clearly articulates the value of postsecondary attainment.
- Work with tribal leadership and utilize existing research to create a plan to enact a statewide “Tribal Student Promise,” a little- to no-cost education option for Native American students. Consider a reciprocity model across public higher education institutions.

Next Steps for this work

- State of Attainment Report in October 2020
- Call for partners to develop action plans
- Convene all Equity task forces to collaborate



Stay Connected



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The State of Black Education

CIVEX ADVANCING EQUITY SERIES

A CALL TO ACTION IN ARIZONA

ABOUT US

Established in 2015

Focus: Education
Civic Engagement
Economics
Health
Justice

Board: Gary Walters, Chair
Dr. Felicia Ganther, Chair Elect
Darnika Riley
Willard James
Teniqua Broughton, Exec Dir



creates a platform for the **synthesis of data**, demographics, and **research** that informs the community **on the status of African Americans in Arizona**.

help community leaders and organizations on **effective action planning and decision making** related to the issues and concerns that impact us the most.

encourage a more **concerted effort** by these representatives to provide solutions that improve the lives of all Arizonans.

Socio-Economic Pipeline...

- 3rd Largest Population in AZ
- \$600 less than AZ Median Income
- 25% live in Poverty
- 64% have no Credential/Degree





The future we want in Arizona...

Increase post high school enrollment by 70%

Increase attainment rate to 60%

Educational Pipeline...

Black/African American

Participates in College Prep:	3%
ACT College Ready:	9%
Meet AZ University Eligibility:	37%
Post High School Enrollment:	50%



White/Caucasian

Participates in College Prep:	50%
ACT College Ready:	35%
Meet AZ University Eligibility:	53%
Post High School Enrollment:	58%

“No one focuses on African Americans to push them to succeed....”

“My school only cared about students that were going to college...they didn’t care about us....”

- AA HIGH SCHOOL GRADUATES, FALL 2018

What We Can Do....

- **An African American (AA) Community Based Solution**
 - Strategically targeted efforts (incremental growth)
 - Aligns the work of various organizations, churches, and community entities
- **Partnership between the AA Community and Essential Stakeholders**
 - Cultivate an AA college going culture in the State
 - Cultivate awareness/behavioral changes towards upward mobility
 - Opportunities exist
 - No-cost/low-cost training
 - Job and career placement

**IF YOU SEE SOMETHING
THAT IS NOT RIGHT,
NOT FAIR, NOT JUST,
YOU HAVE A MORAL
OBLIGATION TO DO
SOMETHING ABOUT IT.**

John Lewis



African American Call to Action:

01

Be informed,
equipped, and driven
towards data-derived
outcomes

02

Be willing to come out
of silos and rally
around concerted
efforts

03

Provide consistent care
and concern for these
efforts

04

Connect the in-
migrating
African
Americans to
this work

05

Be willing to roll up
sleeves and do the
necessary work

Our Allies' Call to Action:

1

Identify ways you can help

2

Identify ways your
organization/entity can help

3

Ensure that the African
American voice is present:

- Board Room
- Leadership Structure
- Hiring/Promotion Process
- Committees/Task Forces

4

Ensure that DEI goals/efforts
are truly closing the
attainment gap



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