COLORADO
Department of Education



Implementing the New PWR Measures

November 2026

Presenters: Drs. Michelle Romero and Anna Perkins

These slides are reference for the panel discussion. Topics covered:

- CDE WIGs
- Data requirements for Sustain funding
- Next steps for Sustain funding
- Data requirements for the School and District Performance Frameworks' Postsecondary and Workforce Readiness (PWR) measures
- Next Steps for PWR in Performance Frameworks



Policy Snapshots: S.B.25-315 and H.B.25-1278

Accelerating Student Outcomes (Secondary)

ACADEMIC ACHIEVEMENT | ACADEMIC GROWTH | GRADUATION RATES

WILDLY IMPORTANT GOAL (WIG)

Starting with the anticipated year of graduation of 2029, 100% of graduates will have achieved at least one of the following:

- Earned a quality, in-demand non-degree credential
- Earned 12 college credits that count toward a postsecondary credential
- Participated in one high-quality work-based learning (WBL) opportunity (from Learning Through Work and Learning at Work sections of the Work-based Learning Continuum)

KEY STRATEGIES

Supporting multiple pathways aligned to student interests and goals

Implementing Senate Bill 25-315 and House Bill 25-1278

Providing regional trainings to build local capacity

Connecting data to inform decision making

Overview: HB25-1278 & SB25-315

HB25-1278	SB25-315
Informed by HB23-1241 Taskforce	Informed by 1215 TF/1278 bill and external PWR Financial Study (Slalom, Aug 2024)
Designed to address: • Persistent inequities related to accountability • Achievement gaps among student groups • Challenges facing small systems • Modernize PWR measurement in frameworks	Designed to address: • Inequitable access to funding • Complex funding structures • Administrative burdens (applying/reporting) • Data gaps (not all districts report)
Operationalized through numerous changes to: • Accountability Frameworks • Assessments • Public Reporting and Engagement • Continuous Improvement • Accreditation	Operationalized through: • Preserving most existing funding • Creating more equitable distribution of funding among education providers • Aligning Sustain and Buckner Innovation funds w/ PWR outcomes from 1278 (focus on the “Big Three”) • Minimizing application/reporting burdens
Timeline: • 2025-26 → Discovery and Preparation • 2026-27 → Pilot and Communication • 2027-28 → Full Implementation	Timeline: • 2025-26 → Startup Funding (3 yrs) & **New Collection** • 2026-27 → Sustain Funding (3 Yrs) • 2028-29 → Buckner Funding

Anticipated State PWR Funding

Funding Sources	2025-26	2026-27	2027-28	2028-29
Start-Up Fund	$4.5M	$9.5M	$9.5M	$0
Sustain Fund	$0	$12.7M	$14.2M	$14.2M
Buckner Innovation Fund	$0	$0	$0	$9.5M
Career Development Incentive Program (CDIP)	$5M	$0	$0	$0
Accelerating Students Through Concurrent Enrollment (ASCENT)	$15.3M	$0	$0	$0
Teacher Recruitment Education & Preparation (TREP) Program	$2.6M	$799K	$0	$0
Pathways in Technology Early College High Schools (P-TECH)	$1M	$1M	Unknown	Unknown
Career and Technical Act (CTA) State Career and Technical Education Funding	$31.8M	$32.6M	$32.6M (estimate)	$32.6M (estimate)

SB 25-315 - Postsecondary & Workforce Readiness Programs Summary

SB 25-315 reinvented Postsecondary & Workforce Readiness (PWR) programs by consolidating multiple PWR programs into "The Big Three" outcome categories:

A. 12 College Credits
B. Industry-Recognized Credentials
C. Work-Based Learning Experience

The intention was to create a more equitable distribution of funds among all local education providers that was easier to access with three distinct funds:

Start-Up Fund

- Three years (2025-26 - 2027-28)
- $4.5M year 1, $9.5M after
- Not a grant, formula distribution based on available student data
- To start and/or expand PWR programs and does not expire
- Final Start-Up Funding Rules & Calculation tool

Sustain Fund

- 2026-27 and onward
- $12.7M year 1, $14.2M after
- Builds off of the success of CDIP
- Not a grant, funds are distributed for reported Big Three outcomes students achieve
- Final Sustain Funding Rules

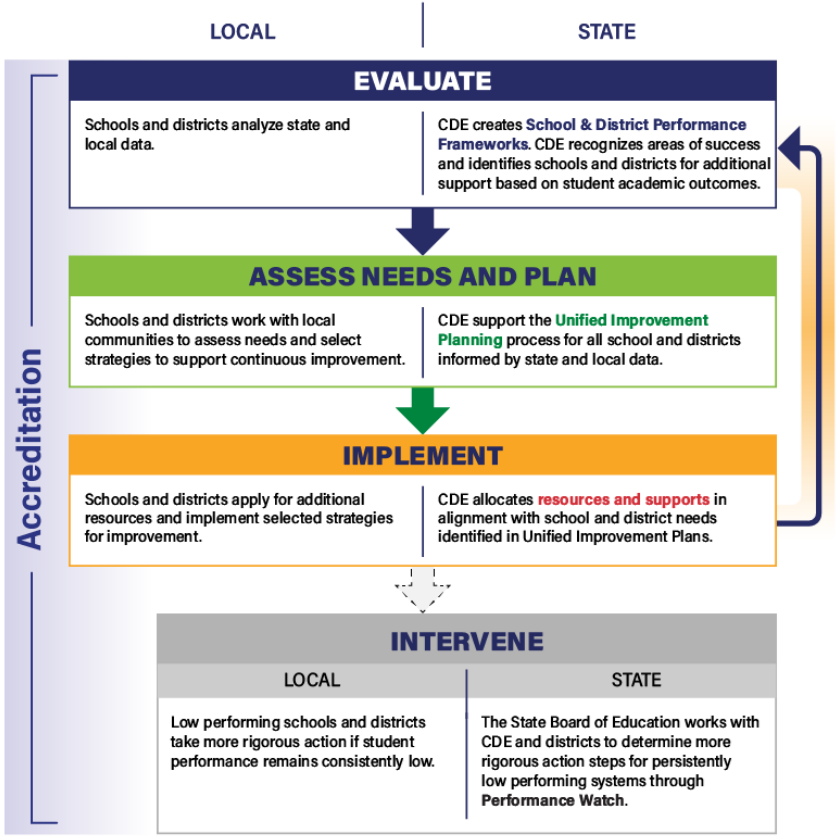
Buckner Innovation Fund

- 2028-29 and onward
- $9.5M each year
- Grant program with limited eligibility
- Support for local education providers to improve student outcomes measured by the PWR indicator in the revised accountability system
- Rulemaking will begin fall 2027

State Accountability Theory of Action

Colorado's education accountability system is based on the belief that **every student should receive an excellent education and graduate ready to succeed**. It is grounded in C.R.S. 22-11-102 that calls for a single accountability system that:

- Holds the state, school districts, the institute, and individual public schools **accountable for performance on the same set of indicators** and related measures **statewide**,
- Ensures that those **indicators and measures are aligned through a single accountability system**, to the extent possible, that objectively evaluates the performance of the thorough and uniform statewide system of public education for all groups of students at the state, school district or institute, and individual public school levels, and,
- As appropriate, **rewards success and provides support** for improvement at each level.



Background | HB 25-1278: Education Accountability System





Policy Development Structures
State Legislature
State Board of Education
CDE Documentation and Guidance

- Modifies the state-wide accountability system and builds on the 1241 Task Force Report Recommendations:
  - Improve measurement of PWR opportunities
  - Develop measures of actual student PWR outcomes
  - Recognize and reward schools for the ways they are preparing students for their futures beyond K12 education
  - Incentivize the growth of PWR opportunities
- Signed bill refines the PWR indicator in alignment with SB25-315 to have four subindicators:
  - Graduation
  - Dropout rate
  - New! College and career readiness (CCR) before graduation organized around the "big three" (post-secondary credit, industry credentials, and work-based learning).
  - New! Postsecondary progression (PSP) – a renaming of the matriculation measure and will continue to include matriculation and military enlistment.



Sustain Funding Data Requirements

$12.3M in Sustain Funding is distributed across the Big Three

Big Three Student Outcomes	2026-27 Percent of Sustain Fund	2026-27 Total Sustain Fund Dollars	2027-28 Percent of Sustain Fund
Postsecondary Credit Attainment	20%	$2.5M	SBE Decision
Industry-Recognized Credentials	40%	$5.1M	SBE Decision
Work-Based Learning	35%	$4.4M	SBE Decision
CDE Administrative Costs	5%	$300K	5%

Big Three category percentages are set in statute for 2026-27 (year one), after that the State Board decides how the funding is allocated, with consideration given to items outlined in Sustain Rules section 5.1(2). Note that the Sustain Fund pays for student outcomes in the previous budget yet (2026-27 Sustain Funding pays for 2025-26 student Big Three outcomes achieved).

Eligible Expenses Under Sustain Rules

[Sustain Fund Rules Feedback FAQ]

Eligible expenses under The Big Three include:

- program planning and design
- instructional materials, technology and equipment
- professional development, certification and licensure
- staffing or contracted support for program implementation
- individual career and academic plan (ICAP) resources
- concurrent enrollment expenses
- work-based learning expenses
- transportation
- outreach and marketing to students, families, and business



Overview of the Two Postsecondary and Workforce Readiness (PWR) Files

Both PWR Files

- School District/BOCES Code
- School Code
- Student's State ID (SASID)
- Student's First Name
- Student's Last Name
- Student's Gender
- Student's Date of Birth

Industry-Recognized Credential (IRC) File

- Qualified Industry Credential
- Credential Date

Work-Based Learning (WBL) File

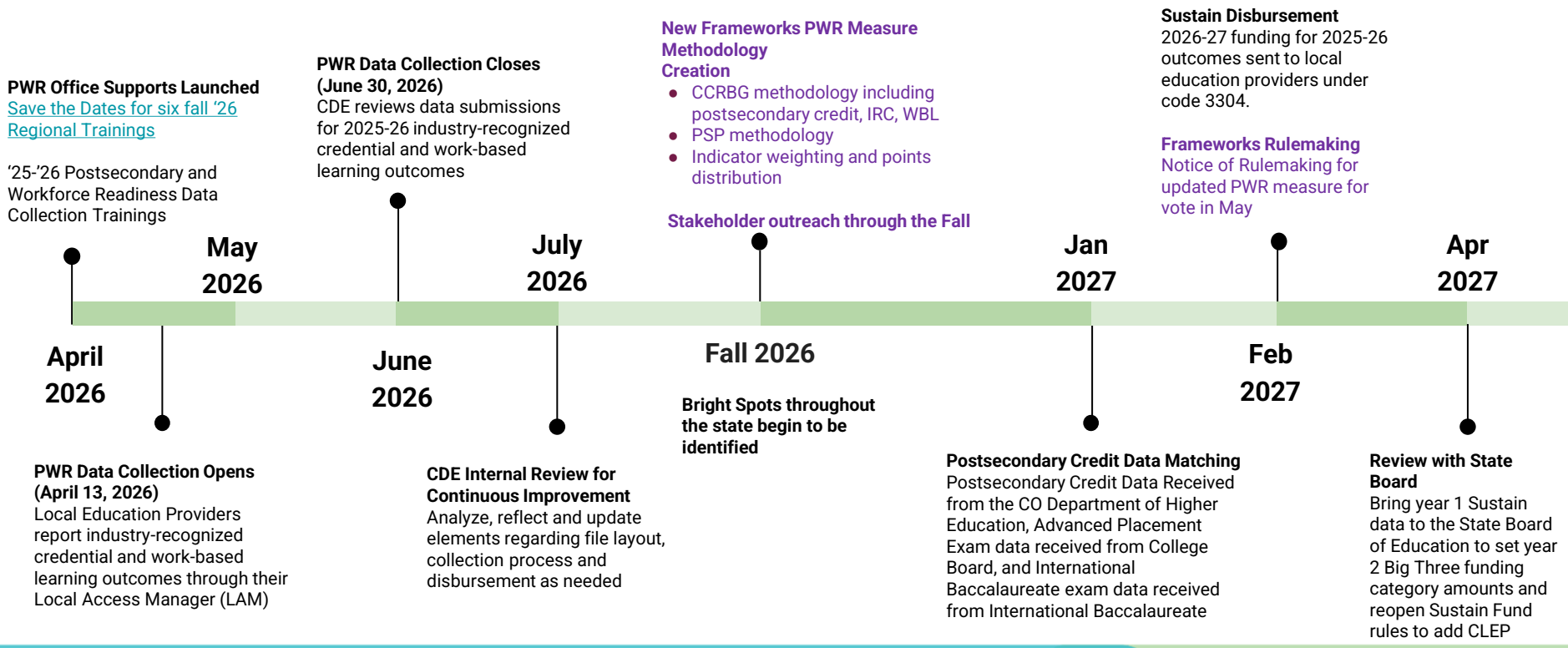
- Activity
- Hours Completed
- Start Date
- End Date
- USDOL/RAPIDS Apprenticeship Number
- School Instructor Contact Email Address
- Employer Industry Type
- CO State Business ID
- Employer Company Name

College Credit (CC) data will come from data matching with the Colorado Department of Higher Education, College Board (Advanced Placement) and International Baccalaureate



Next Steps for Sustain Funding

Anticipated SB 25-315 Sustain Fund and Frameworks Timeline



Anticipated SB 25-315 Sustain Fund Timeline - Data Submission Phase

Note: Dates subject to change

Date	Event	Event Description
TBD	Training Event	Postsecondary and Workforce Readiness Collection Training
4/1/2027	Open	Postsecondary and Workforce Readiness Collection Opens
TBD	Training Event	Postsecondary and Workforce Readiness Collection Training
6/30/2027	Collection Checkpoint	Upload an Industry-Recognized Credential (IRC) file or a Work-Based Learning (WBL) file or indicate No Reports for one or both of IRC and WBL files
7/7/2027	Collection Checkpoint	Upload an error-free Industry-Recognized Credential file and an error-free Work-Based Learning file or indicate No Reports
7/8-7/14/2027	Report Review	LEAs should use this time to review reports prior to the deadline
7/15/2027	Deadline	LEAs must have the Postsecondary and Workforce Readiness Collection data submitted in Data Pipeline
7/29/2027	Verification Form Deadline	LEAs must have emailed the PWR Collection Verification Form to PWRdata@cde.state.co.us

Sustain Fund File Layout and Definitions Resources

26-27 File Layouts

- 2026-2027 Industry Recognized Credential (IRC) File Layout
- 2026-2027 Work-Based Learning (WBL) File Layout

26-27 IRC and WBL Codes and File Upload Templates will be posted in the near future

- CDE's PWR Data Pipeline Homepage



Performance Framework Data Requirements

NEW PWR Sub-Indicator Breakdown

- **SAT moved** to Achievement Indicator
- Graduation and Dropout **stay the same**
- **NEW Postsecondary Progression (PSP)**
  - 2-year IHE Enrollment
  - 4-year IHE Enrollment
  - Military Enlistment
  - CTE enrollment
  - Registered Apprenticeship (RA)
- **NEW College & Career Readiness Before Graduation** (CCRBG)
  - Postsecondary Credit Earned in HS (AP/IB/CE)
  - Industry-Recognized Credentials
  - Work-Based Learning (e.g., apprenticeships)

Proposed PWR Sub-Indicator Scoring and Data Sources

Sub-indicator	Data Sources	Student Groups
Graduation Rate	Student End of Year (SEOY) Collection	All Students Combined Group
Dropout Rate	Student End of Year (SEOY) Collection	All Students Combined Group

Post-Secondary Progression	• *Sourcing RA and CTE enrollment data*
	• **IHE Enrollment:**
	  ○ NSC + CDHE (SURDS)
	• **Military Enlistment:**
	  ○ SEOY Collection
		All Students
		Combined Group

College & Career Readiness Before Graduation	• **Postsecondary Credit**
	  ○ College Board (AP scores)
	  ○ Int'l Baccalaureate (IB Scores)
	  ○ Concurrent Enrollment (NSC + CDHE (SURDS))
	• **Industry Recognized Credentials (IRC)**
	  ○ PWR Pipeline Collection
	• **Work-Based Learning**
	  ○ PWR Pipeline Collection
		All Students
		Combined Group

HB25-1278 requires a **College and Career Readiness Before Graduation** (CCRBG) subindicator based around the Big 3

Post-Secondary Credit

- Transferrable college credits
- Community and Technical college certificate or degree requirements
- Successful completion of a postsecondary course
- Sufficient score on an end-of-course AP exam
- Sufficient score on an IB exam



HB25-1278 requires a **College and Career Readiness Before Graduation** (CCRGB) subindicator based around the Big 3

Work-Based Learning (WBL)

- Demonstrate learning through work and learning at work consistent with the work-based learning quality expectations



Industry-Recognized Credential (IRC)

- Earn a credential on the List of Qualified Credentials published in the annual Talent Pipeline Report, which must meet the requirements outlined in the quality standards framework



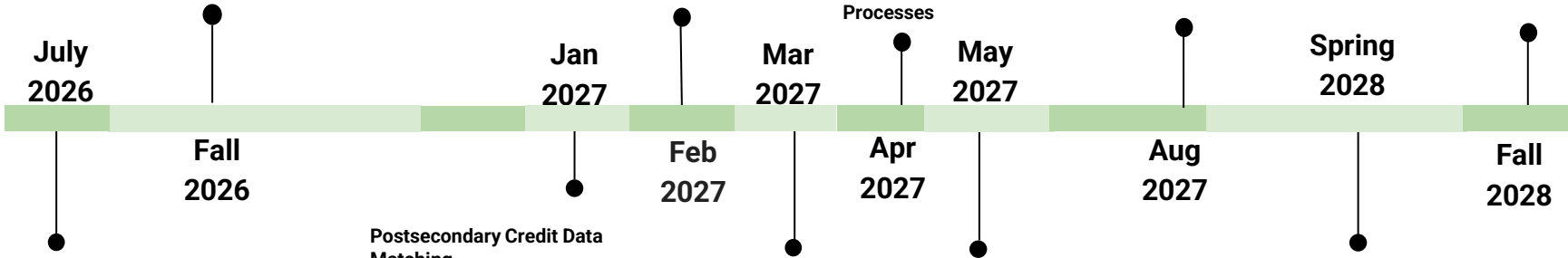
HB25-1278 requires a **Postsecondary Progression** subindicator

- This is a re-envisioning of Matriculation
- Counts students who, after meeting graduation requirements,:
  - Enroll in CTE program;
  - Enroll in a community college;
  - Enroll in a 4-year IHE;
  - Enroll in a registered apprenticeship program;
  - Enlist in the military
- Are enrolled in a concurrent enrollment or early college program that results in 12 college credits or a degree



Next Steps for PWR Measures in Frameworks

Anticipated SB 25-315 Sustain Fund and Frameworks Timeline



New Frameworks PWR Measure Methodology Creation with TAP

- CCRBG methodology including postsecondary credit, IRC, WBL
- PSP methodology
- Indicator weighting and points distribution

Stakeholder outreach through the Fall

Bright Spots throughout the state begin to be identified

Sustain Disbursement
2026-27 funding for 2025-26 outcomes sent to local education providers under code 3304.

Review with State Board
Bring year 1 Sustain data to the State Board of Education to set year 2 Big Three funding category amounts and reopen Sustain Fund rules to add CLEP

Finalize Sustain Monitoring and Support Processes

2027 Frameworks release for points
Will not include new PWR measures

2028 Frameworks release for points
Will include new PWR measures

CDE Internal Review for Continuous Improvement
Analyze, reflect and update elements regarding file layout, collection process and disbursement as needed

Postsecondary Credit Data Matching
Postsecondary Credit Data Received from the CO Department of Higher Education, Advanced Placement Exam data received from College Board, and International Baccalaureate exam data received from International Baccalaureate

Frameworks Rulemaking
Notice of Rulemaking for updated PWR measure

Vote on Frameworks Rules
State Board of Education votes on PWR measure rules

PWR Data Collection Opens

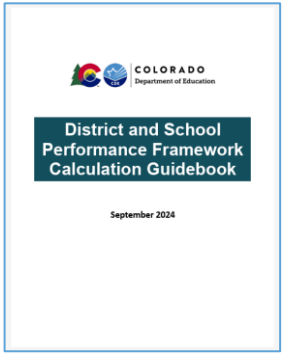
2027 Frameworks Release for information
Will use new PWR data for information

PWR Data Collection Opens

Proposed PWR Indicator Implementation Timeline

Implement All HB25-1278 Changes to NO SOONER THAN Fall 2028 for Points								
	Spring 2026	**Fall 2026**	**Spring 2027**	**Fall 2027**	**Spring 2028**	**Fall 2028**	**Spring 2029**	**Fall 2029**
	1st PWR Data Collection	Current 2026 SPF for **Points**	2nd PWR Data Collection	Current 2027 SPF for **Points**	**Revised** 2027 SPF for **Info** **3rd PWR Data Collection**	**Revised** 2028 SPF for **Points**	4th PWR Data Collection	Revised 2029 SPF for **Points**
PWR indicator uses data from:		• 2024-25 EOY for Graduation, Dropout, Military enlistment • 2024-25 IHE enrollment • 2025-26 SAT		• 2025-26 EOY for Graduation, Dropout, Military enlistment • 2025-26 IHE enrollment • 2026-27 SAT	• 2025-26 EOY for Graduation, Dropout, Military enlistment • 2025-26 IHE enrollment **and Concurrent Enrollment** • **2025-26 AP/IB scores** • **Spring 2025-2026 PWR collection for IRC and WBL**	• 2026-27 EOY for Graduation, Dropout, Military enlistment • 2026-27 IHE enrollment **and Concurrent Enrollment** • **2026-27 AP/IB scores** • **Spring 2026-2027 PWR collection for IRC and WBL**		• 2027-28 EOY for Graduation, Dropout, Military enlistment • 2027-28 IHE enrollment **and Concurrent Enrollment** • **2028-29 AP/IB scores** • **Spring 2027-2028 PWR collection for IRC and WBL**

How will CDE set targets for the new PWR measures?



- **Same methodology** used to establish cut points for other PWR measures such as matriculation – see details in the Calculation Guidebook
  - Note that the new indicators will be using **lagged data.**
- CDE will conduct an **equity analysis** before establishing targets.
- Examine the **statewide school distribution** of data and **establish estimated targets** for rating bands (Does Not Meet, Approaching, Meets, Exceeds)
  - Will likely **follow the 15th-50th-80th percentiles**, as other sub-indicators do
- Targets values will be **reviewed by the TAP** before being presented to the State Board of Education during rulemaking and target setting in 2027.
- **Targets will likely need to be renormed in subsequent years** since this is the first year of the PWR data collection and implementation of Sustain Funding.

Draft Analysis Plan

PWR Sub-Indicator Questions to Decide

Measure	Feature	Question
PWR Indicator	Point Distribution	Should combined-subgroup PWR points be weighted at half of 'All Students,' to match how ACH and GRO handle subgroups?
	Weighting	What is appropriate indicator weighting with SAT moving to the Achievement indicator?
College & Career Readiness Before Graduation (CCRBG)	Cut points	What are appropriate cut points for CCRGB?
	Post-Secondary Credit	How will we define transferability as a criteria for what CE, AP, and IB courses count in frameworks? Should be limited to only guaranteed transfer courses? What student outcomes do we miss if we limit this to only guaranteed transfer?
		How many credit hours are necessary for frameworks? Should this align with Sustain funding – i.e. 12 credit hours? What student outcomes do we miss if we set the threshold at 12 credit hours?
	Work-Based Learning (WBL)	Which activity codes should be counted as success for frameworks? Should they align with Sustain?
Postsecondary Progression (PSP)	Cut points	What are appropriate cut points for PSP?
	Workforce data	Legislation says matriculation includes "registered apprenticeship program." How should we collect apprenticeship info after grad? What about other workforce progression data? Should we use IRC data as a proxy?
	Matriculation	Legislation calls for including students who are enrolled in a concurrent enrollment or early college program that results in 12 college credits or a degree. How do we define "concurrent enrollment program"? Should students with 12 college credits count for all schools offering concurrent enrollment, or just early colleges?

2026-27 TAP Input Schedule on PWR Measures

The TAP will provide technical review and recommendations on the following PWR measure-related topics in advance of Rulemaking in early 2027:

- **September 2026: What students will we count?** Denominator methodology for CCRGB and PSP measures
- **October 2026: Which students qualify for CCRGB and PSP?** Numerator methodology for CCRGB - Post-secondary credit and PSP
- **November 2026: Which students qualify for CCRGB?** Numerator methodology for CCRGB - WBL
- **December 2026: Which students qualify for CCRGB?** Numerator methodology for CCRGB and PSP - IRC
- **January 2027:** PWR Indicator Weighting and Point Distribution

PWR Indicator Decision Tracker

Meetings are public and can be attended by anyone! The schedule will be posted on our site in the fall.

How to stay connected

PWR Newsletter
https://docs.google.com/forms/d/e/1FAIpQLSeW6tfdlVmifFc549oP2qh_xCnv88wUP30jQcP8YQUOxmVKJw/viewform



315X1278 FAQ
https://resources.finalsite.net/images/v1785184573/cdestatecous/a0lnn4nhki9enhxblyaa/Accountability_PWR_FAQs.pdf



315 Implementation Website
https://ed.cde.state.co.us/postsecondary/the-big-three/sb25-315-implementation



Accountability Contacts Updates:
https://ed.cde.state.co.us/accountability/stateaccountability





Thank you!

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