THE Attainment Network

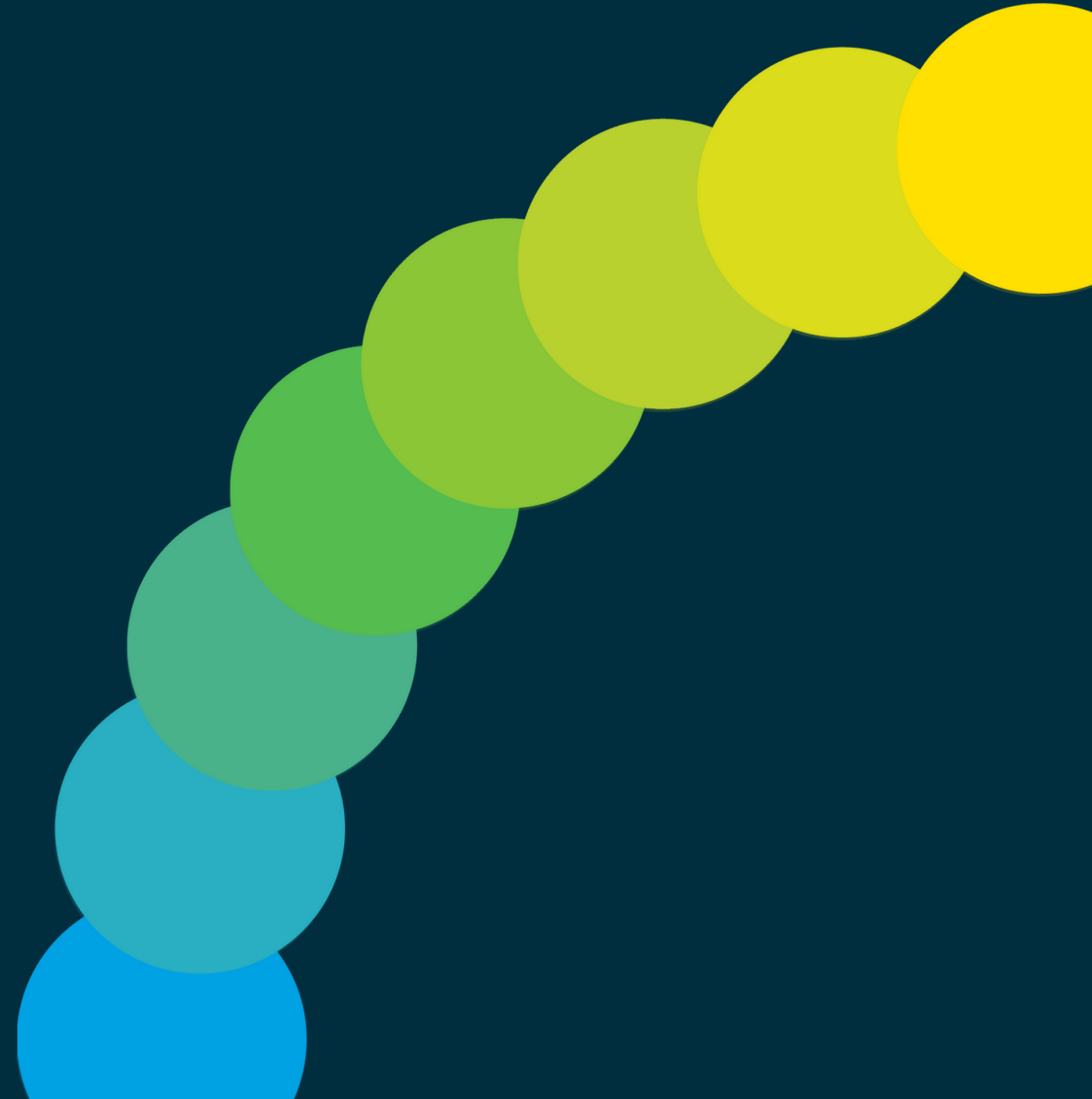EDUCATION TO WORKFORCE SUCCESS FOR ALL

Welcome to State of the Data

Aug 27th, 2025

We invite you to turn off your video and remain on mute.

Introduction & Welcome

Rana Tarkenton

CEO, The Attainment Network

Staying Connected – Upcoming Events

San Luis Valley Partnership: A case study in employer engagement in rural areas
Thursday September 25, 2025
12:00 pm – 1:00 pm, Zoom

2025 L/Earner Voice Symposium
Thursday October 2, 2025
9:00 am 11:00 am, Zoom

Registration Link (also in the chat):
[The Attainment Network | Events](#)

Today's Agenda

10:00   Introduction & Welcome – Rana Tarkenton, COO, The Attainment Network

10:05   Agenda & OIT Intro – Stefan Richarz, Senior Director of Data, Evaluation, & Technology

10:10   SLDS – Heather MacGillivary & Brandi Wildfang, OIT

10:55   Better Data for Better Decisions

11:00   Breakout Rooms

State of the Statewide Longitudinal Data System (SLDS)
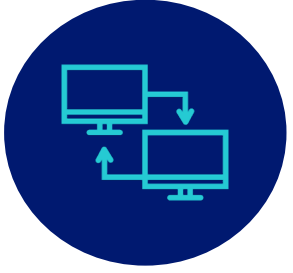
Dr. Heather MacGillivary
SLDS Manager, OIT

Brandi Wildfang
Chief Communications Officer, OIT

A partnership of the Colorado Departments of Education, Early Childhood, Higher Education, Labor and Employment, Economic Development and International Trade and Office of Information Technology

What is an SLDS?

Powerful data infrastructure to connect and report data across state agencies

Designed to provide a more complete picture of how education and workforce initiatives are impacting individuals and communities

Robust safeguards for privacy & security

HB24-1364 Background

The issue of Postsecondary workforce preparation and the "Big Blur" has been an area of focus for both K-12 and higher education. The Big Blur is erasing the dividing line between high school and college and opening opportunities for learners.

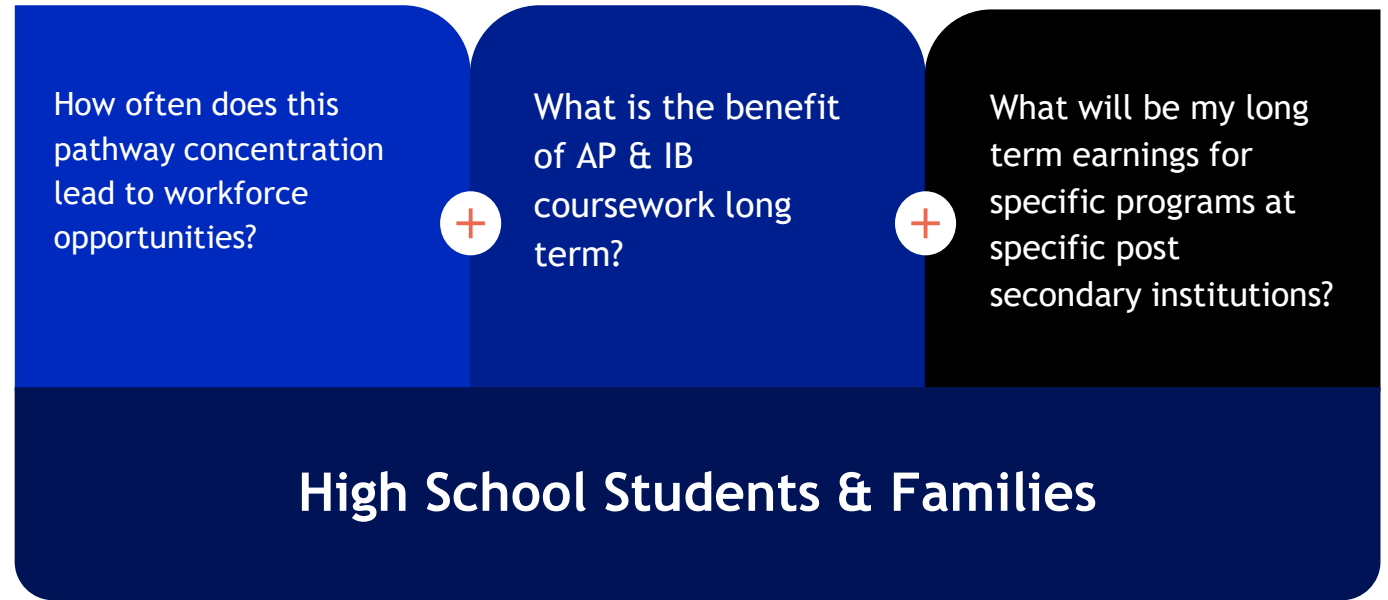| HB22-1215	**Study of Expanding Extended High School Program** Established the Secondary, Postsecondary, and Work-Based Learning Integration Task Force

HB22-1349	**Postsecondary Student Success Data System** • Establishment of student success measures • CDHE to create/maintain statewide student success data system

HB24-1364: What is the Benefit to Coloradans?

Provide information that supports students, families and practitioners to make informed decisions regarding education and training.

How often does this pathway concentration lead to workforce opportunities?

+

What is the benefit of AP & IB coursework long term?

+

What will be my long term earnings for specific programs at specific post secondary institutions?

High School Students & Families

What high school programs and pathways lead to gainful employment?

+

How do we align the cost of college tuition with realizable earned income?

+

What workforce training programs lead to successful employment and a liveable wage?

Policy Makers, School Leaders or Program Managers

Creating A Unified Vision for Colorado's Data System

- **Governed by Experts:** OIT tapped national experts from the Education Commission for the States (ECS) led discussions to create the system's mission, vision and values.
- **Shared Leadership**: The SLDS Governance Board, composed of multiple state agencies, developed and approved these principles and continues to ensure the system aligns with HB24-1364.
- **Driving Adoption**: OIT and the Governance Board are collaborating to raise awareness and educate users to drive adoption of the new data system.
- **Data for Decisions**: The goal is to provide Coloradans with high-quality, trustworthy data that improves education and workforce outcomes.

The goal is to raise awareness, educate users and drive adoption of the new data system.

Governing Board Developed

VISION

Coloradans have access to high-quality, trusted, and integrated information to confidently make data-informed decisions so our individuals and communities thrive.

MISSION

The Colorado Statewide Longitudinal Data System securely connects data across state agencies and time, and serves as the source of understandable information that supports decision makers in their efforts to improve education and workforce outcomes and address opportunity gaps.

Who are the people of Colorado's SLDS?

Governing Board

Setting Mission & Vision
Creating the SLDS Charter
Co-constructing the Legal Framework
(incl. Memorandum of Understanding & Data Sharing Agreements)

Sustainability Advisory Group

Reviewing and approving Use Cases
Review data requests

Build & Implementation Advisory Group

Advise on technical development of the system
Approve additional data elements beyond initial build

Governance Board Members

Voting Status	Agency	Name
Voting Member	OIT	Amy Bhikha
Voting Member	CDEC	Stephanie Beasley
Voting Member	CDE	Susana Córdova
Voting Member	CDHE	Michael Vente
Voting Member	CDLE	Lee Wheeler-Berliner
Non-Voting Member	Gov Appointee - Governor's Office	Jess Kostelnik
Non-Voting Member	Gov Appointee - OSPB	Rebecca Tyus
Non-Voting Member	Gov Appointee - Member of the Public	Brian Eschbacher
Non-Voting Member	Gov Appointee - Member of the Public	Whitney LeBoeuf
Non-Voting Member	Gov Appointee - Member of the Public	Katie Zaback
Non-Voting Member	Attorney General's Office	Katie Nelson
Non-Voting Member	Career and Technical Education	Sarah Heath

Advisory Group Members

Sustainability	
Agency	**Name**
OIT	Katherine Hochevar
CDEC	Stephanie Stout Oswald
CDE	Danielle Ongart
CDHE	Michael Vente
CDLE	Amanda Neal
GOV	Jess Kostelnik
OSPB	Soumanetra Ghosh
AG	Jenna Zerylnick

Build & Implementation	
Agency	**Name**
OIT	TBD
CDEC	Sabina Andersson
CDE	Marcia Bohanan
CDHE	Michael Vente
CDLE	Naim Razzak
GOV	Lydia Rogers
OSPB	Rebecca Tyus
AG	Jud Cary

Who are the people of Colorado's SLDS?

Governor's Office of Information Technology Staffing		Position Type
Program Manager	Dr. Heather MacGillivary	Full time, permanent
Project Manager	Suzan Klatt	Part time, contract
Architect	Srini Cheemakurthi	Full time, term limited
Data Analyst	Currently Hiring	Full time, permanent
Data Engineer	Currently Hiring	Full time, term limited

How Does Colorado's SLDS Compare to Other States?

- All states have some form of SLDS (ECS 50 state analysis)
- Most exemplar SLDS incorporate data beyond P20W systems
- Almost all have a governing body that consists of data providers & community stakeholders
- Other states similar in size to CO - use either a high staffing or low staff-high contractor
- Most are housed in an independent entity that does not contribute its own data to the system
- Many are currently modernizing or considering how to modernize their tech stack
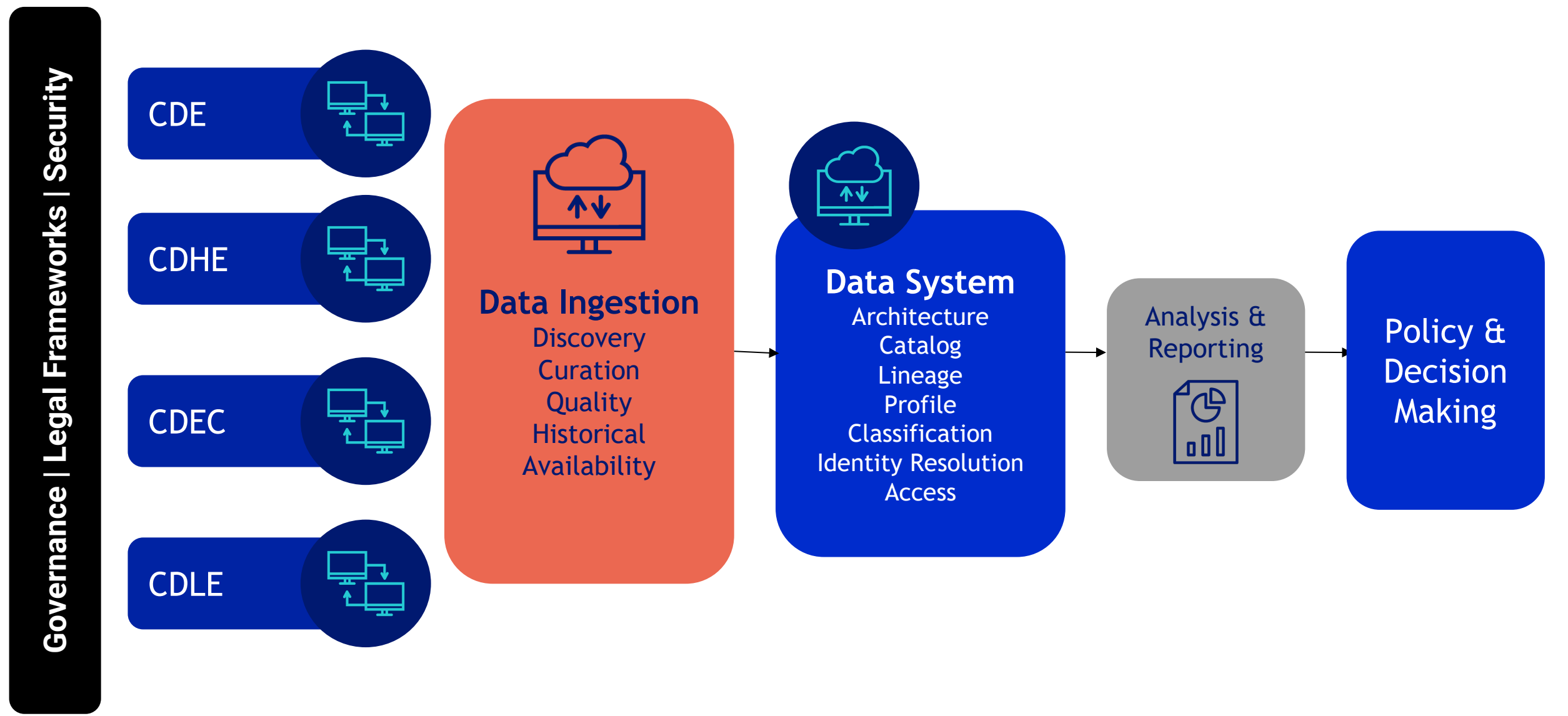- Focus can be: Reporting-Driven, Research-Driven or Action Driven (DQC)

Current Staffing Estimates, by State, FY2025

	# of FTEs	# of Contractors	Total Personnel
KY	4	28*	32
MD	15	1	16
WA	13	2	15
CA	26	~30	56

From Data Quality Campaign (DQC)

Colorado SLDS Development Process Phase I

Phase I Timeline

	FY 2024 - 25				FY 2025 - 26				FY 2026 - 27			
	Q1 Jul-Sept	Q2 Oct-Dec	Q3 Jan-Mar	Q4 Apr-Jun	Q1 Jul-Sept	Q2 Oct-Dec	Q3 Jan-Mar	Q4 Apr-Jun	Q1 Jul-Sept	Q2 Oct-Dec	Q3 Jan-Mar	Q4 Apr-Jun

Governance Board
- Charter, Mission & Vision
- Legal Framework Design
- Approve Future Roadmap
- Initial Research Agenda
- Phase II Use Case Approval

Advisory Groups
- Use Case Development
- Defining Data & Design
- Determine Data Access & Quality
- Sustainability Strategies
- SLDS Data Request Process

OIT
- Select Vendor
- Discovery
- System Build & Test
- Sept 15 Publish Reports
- Maintenance & Next Work Phases

16

SLDS Milestones Since January

01 Staffing
- Hired the Program Manager & Data Architect

02 Governance
- Memorandum of Understanding created and signed
- Data Sharing Agreements created and signed
- Policies and Procedures co-constructed and approved
  - Includes process for requesting data from the SLDS
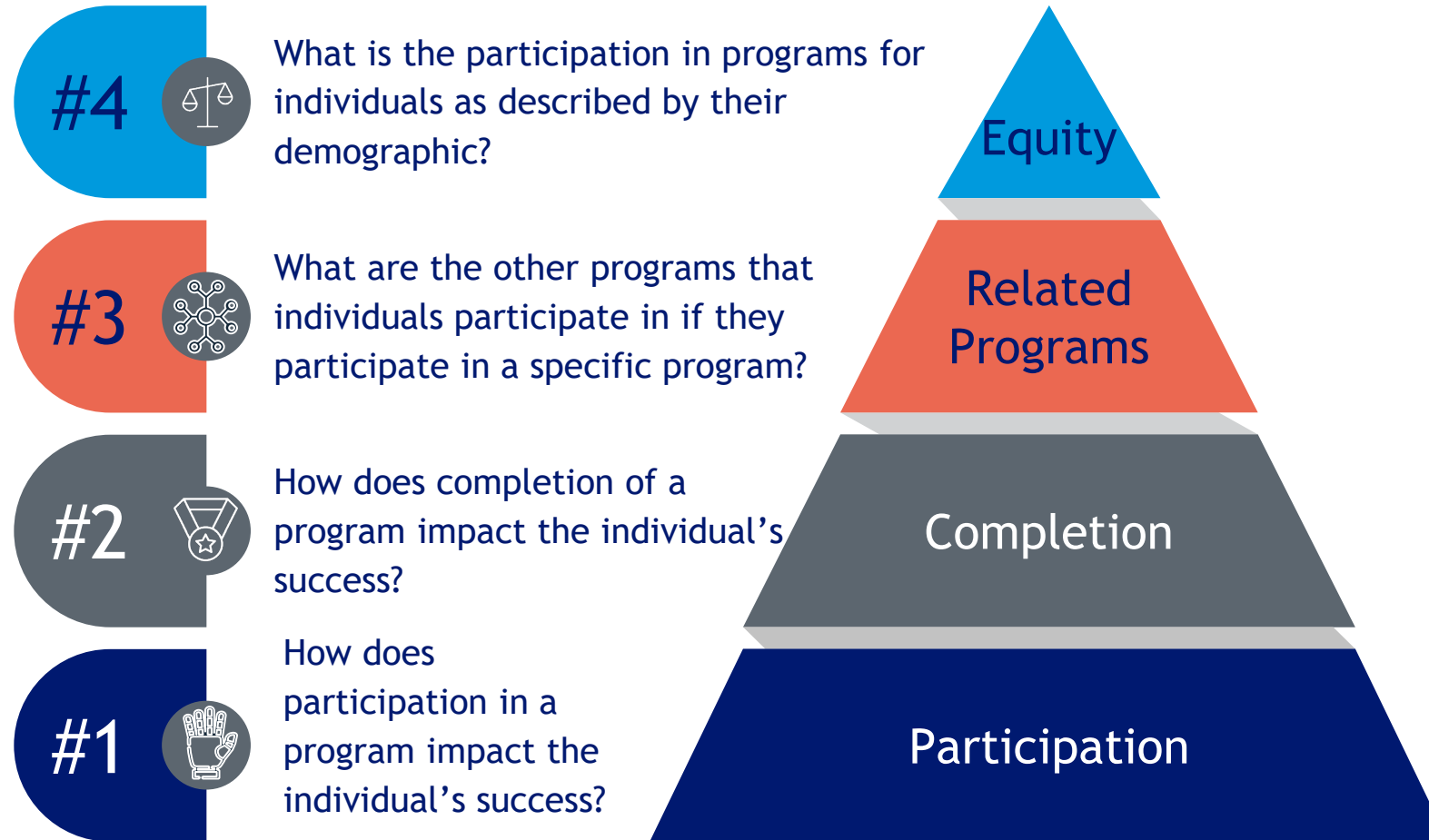
03 System Build
- Discovery and prioritization of programs aligned with use cases
- Development of preliminary list of data elements
- Vendor selected through RFP process

04 Communications
- Branding materials in development

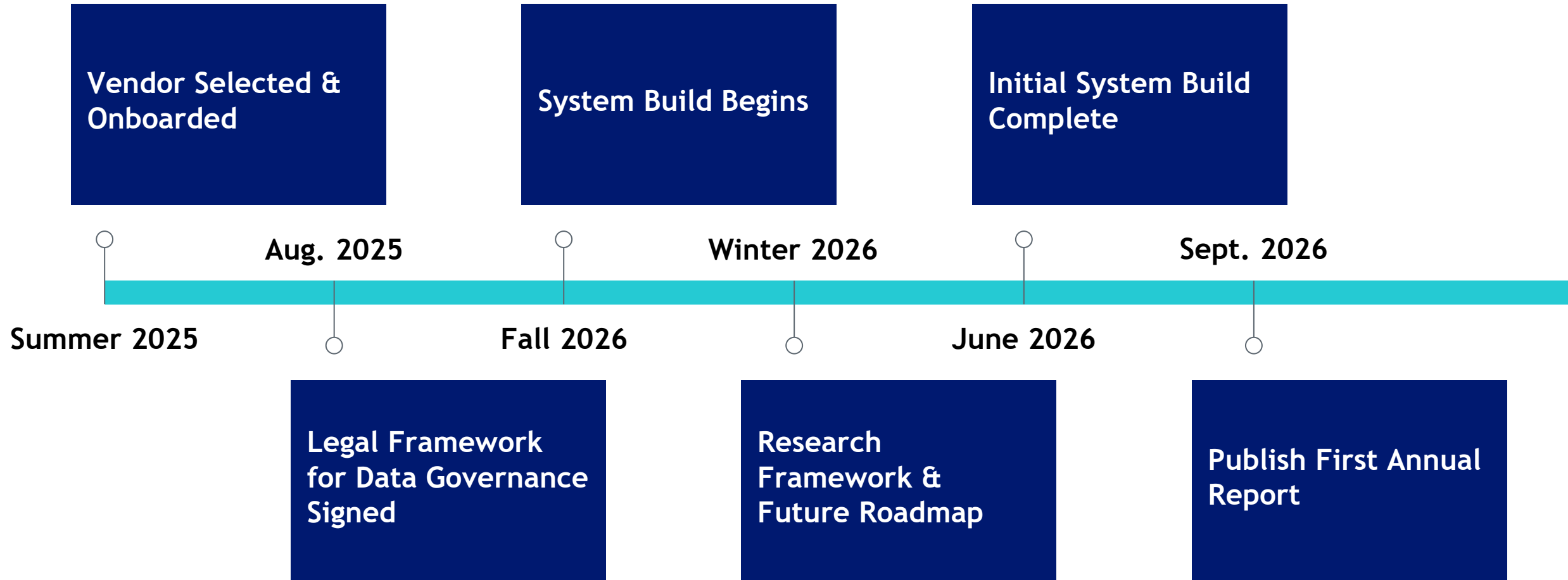# Reminder: What are the Four Overarching "Use Cases"?

#4 What is the participation in programs for individuals as described by their demographic?

#3 What are the other programs that individuals participate in if they participate in a specific program?

#2 How does completion of a program impact the individual's success?

#1 How does participation in a program impact the individual's success?

Equity

Related Programs

Completion

Participation

Phase I Use Cases

- **High School Experiences through Curricular Programs -> PSE & Wage outcomes**
  - AP coursework
  - IB Diploma
  - Concurrent/Dual Enrollment
  - CTE
  - PTECH
  - ASCENT
  - CDIP - Industry Credentials
- **Educational Attainment: -> Wage Outcomes**
  - High School
  - Certificates (<1, 1-2 years)
  - Certificates (Post Masters & Post Bachelor's/Baccalaureate)
  - College (2 year institution)
  - College (4 year institution)
  - Postgrad (Master's)
  - Postgrad (PhD)
- **Post Secondary Programs -> Wage Outcomes**
  - Colorado Re-engaged Initiative (CORE)
  - Registered Apprenticeships
  - WIOA programs

Upcoming Milestones in the SLDS

Vendor Selected & Onboarded

System Build Begins

Initial System Build Complete

Aug. 2025

Winter 2026

Sept. 2026

Summer 2025

Fall 2026

June 2026

Legal Framework for Data Governance Signed

Research Framework & Future Roadmap

Publish First Annual Report

Next Big Thing: Building from Essential Questions

EQ20. Are students gaining access to quality jobs that offer economic mobility and security after high school or postsecondary training and education?

EQ14. Are students graduating from high school on time and successfully transitioning into further education, training, or employment?

EQ16. Are students matriculating to well-matched postsecondary institutions that successfully graduate their students with credentials of value?
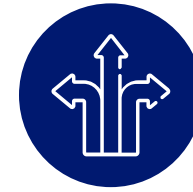
EQ15. Are there quality pathways for students who pursue career training that lead to employment in quality jobs?

EQ19. Are students completing credentials of value after high school that set them up for success in the workforce?

EQ5. Are students demonstrating satisfactory academic progress, consistent attendance, and positive behavior to be considered on track in the early grades?

EQ8. Are students meeting reading and math benchmarks in grades 3 and 8?
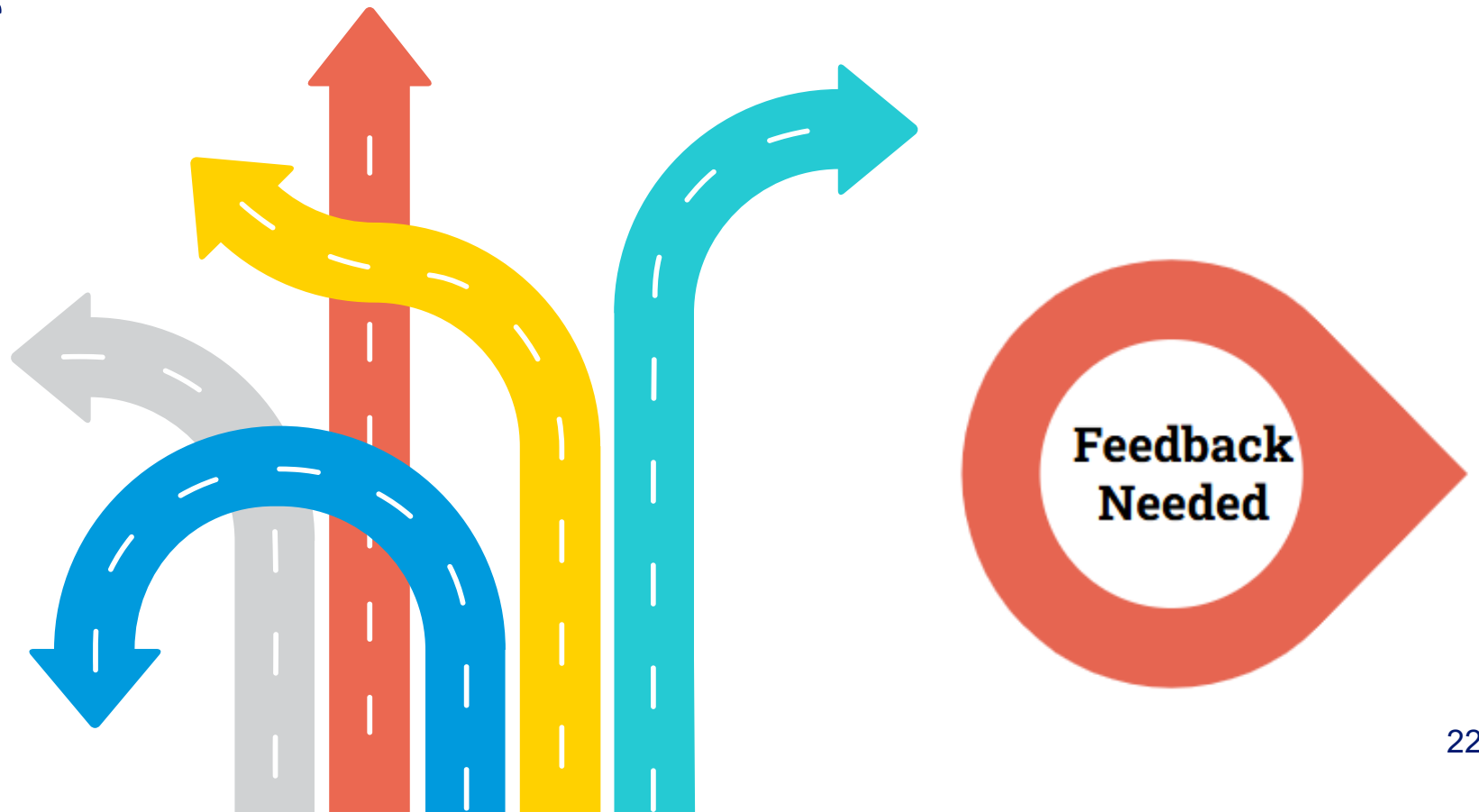
Next Big Thing: Developing a Future Roadmap

What is a Roadmap of an SLDS program?

A high level visual representation of the projects strategic direction.
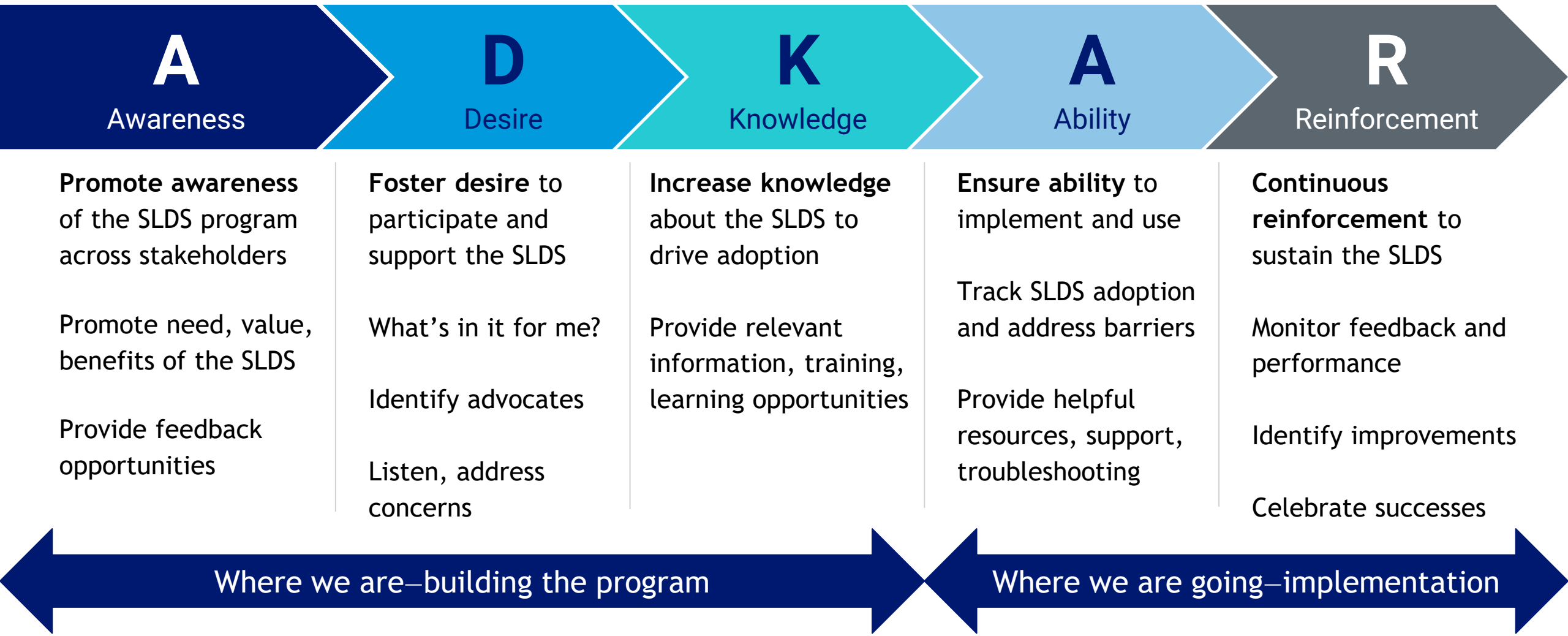
How do we develop a Roadmap?

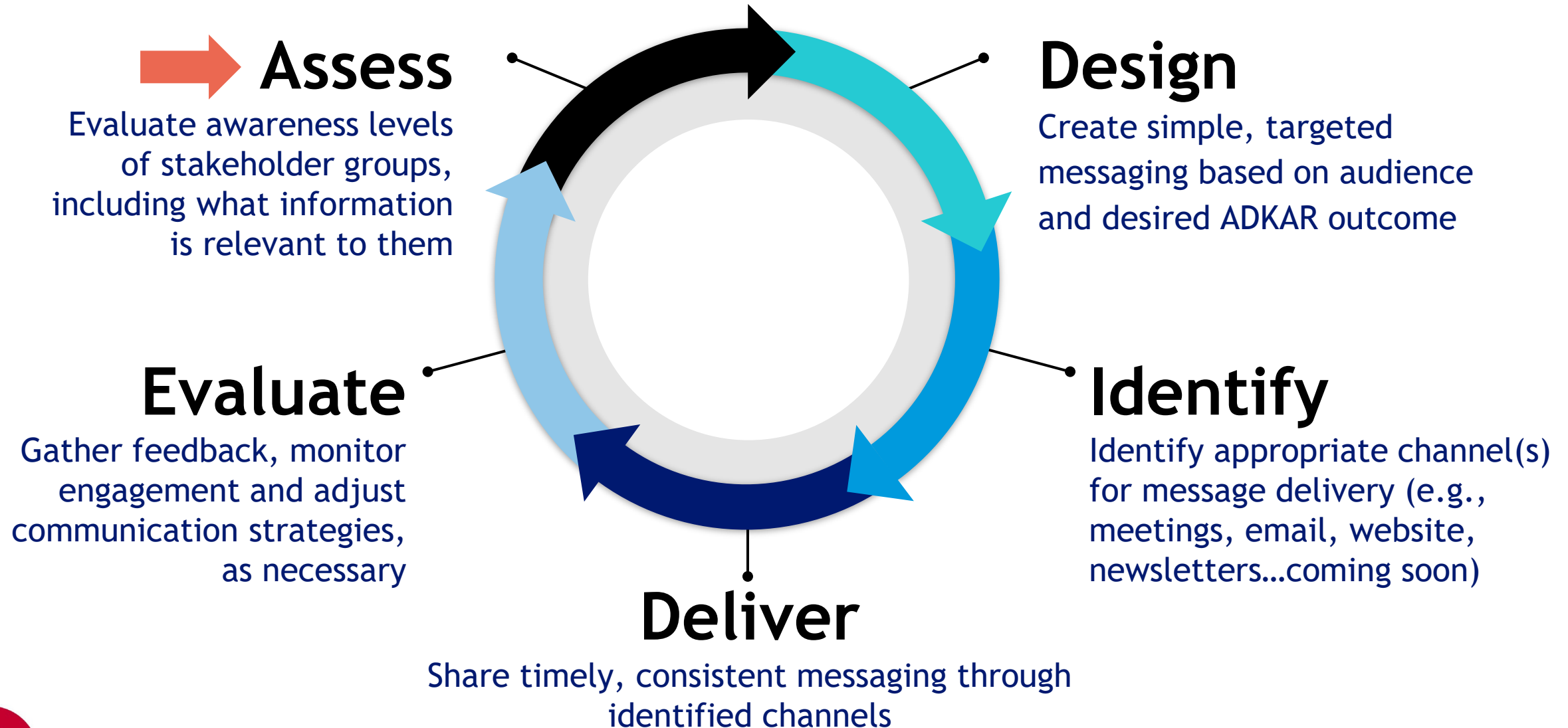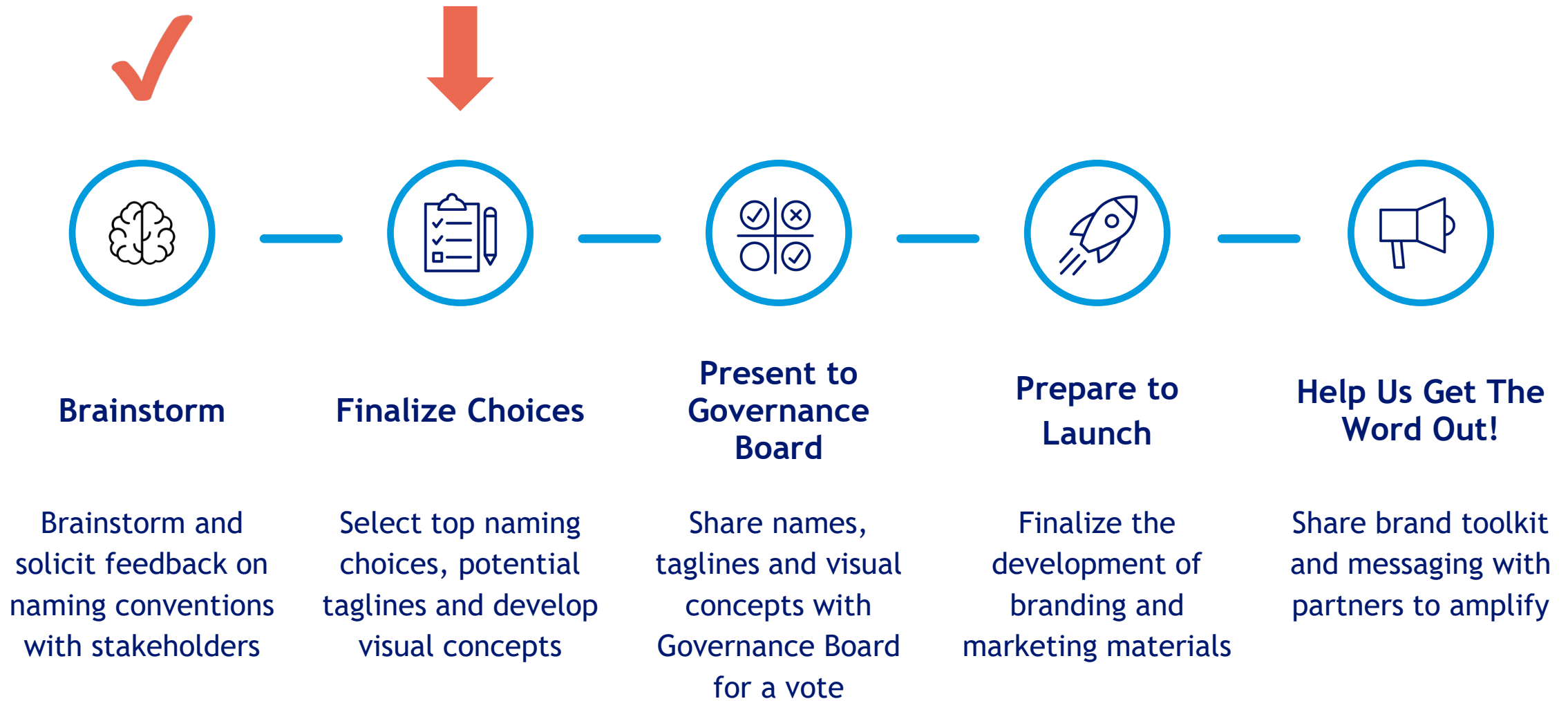Design the strategy through a co-constructed research agenda.

Feedback Needed

Branding & Communications

Communications Strategy & Planning

A Awareness	**D** Desire	**K** Knowledge	**A** Ability	**R** Reinforcement
Promote awareness of the SLDS program across stakeholders	**Foster desire** to participate and support the SLDS	**Increase knowledge** about the SLDS to drive adoption	**Ensure ability** to implement and use	**Continuous reinforcement** to sustain the SLDS
Promote need, value, benefits of the SLDS	What's in it for me?	Provide relevant information, training, learning opportunities	Track SLDS adoption and address barriers	Monitor feedback and performance
Provide feedback opportunities	Identify advocates		Provide helpful resources, support, troubleshooting	Identify improvements
	Listen, address concerns			Celebrate successes

Where we are—building the program

Where we are going—implementation

SLDS Communication Planning Process

Assess
Evaluate awareness levels of stakeholder groups, including what information is relevant to them

Design
Create simple, targeted messaging based on audience and desired ADKAR outcome

Identify
Identify appropriate channel(s) for message delivery (e.g., meetings, email, website, newsletters...coming soon)

Deliver
Share timely, consistent messaging through identified channels

Evaluate
Gather feedback, monitor engagement and adjust communication strategies, as necessary

https://www.prosci.com/blog/change-management-communication

Our Branding Journey

Brainstorm

Brainstorm and solicit feedback on naming conventions with stakeholders

Finalize Choices

Select top naming choices, potential taglines and develop visual concepts

Present to Governance Board

Share names, taglines and visual concepts with Governance Board for a vote

Prepare to Launch

Finalize the development of branding and marketing materials

Help Us Get The Word Out!

Share brand toolkit and messaging with partners to amplify

SLDS Webpage: oit.colorado.gov/slds

The Better Data for Better Decisions Coalition unites education and workforce organizations from across Colorado to support a statewide longitudinal data system that empowers informed decision-making.

We are committed to leveraging our shared expertise to advance a relevant, accurate, and user-centered system, ensuring it aligns with the goals and opportunities of K-12, postsecondary, and workforce sectors.

By supporting this system that reflects the needs of Colorado's students, educators, and employers, we aim to enhance outcomes and opportunities for all.

BETTER
DATA FOR
BETTER
DECISIONS
COALITION

Upcoming Opportunities to Engage

- **Join us for our next meeting.** Thursday, October 16 | 10am

- Want to **share resources on data** with your audiences?

  - We can **provide access** to many existing resources, and even **help tailor them** to your audiences!

- **Join us in this work** to support a system that reflects the needs of Colorado's students, educators, and employers. Contact Stefan for more information.

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Complete the Questionnaire

The State of The Data Aug 27th, 2025 - Feedback and Questions

Breakout Rooms

1) Feedback on the Future Road Map
with Heather
1) Comms & Engagement
with OIT & BDBD Comms
2) Better Data for Better Decisions
with Stefan

Thank you!