



# 2013 College & Career Readiness Report Card Washington County, MD

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Compiled by:  
The Greater Hagerstown Committee's Education Forum  
September 2013



# 2013 College & Career Readiness Report Card For Washington County, MD

Prepared By The Greater Hagerstown Committee's Education Forum

The Greater Hagerstown Committee (GHC) is a non-profit 501(c)(3) corporate body established in 1987 to bring stakeholders and community leaders together to discuss issues of importance in our region. GHC is comprised of approximately 90 corporate and civic leaders and funded solely by membership dues. GHC's mission is to identify community needs and, by applying the time and talents of its members, to be a catalyst for consensus and change.

As part of GHC's operational structure, various committees or forums meet regularly to discuss and research issues, identify resources, and facilitate conversations necessary to advance initiatives that make our region a better place to live, work, and play. GHC's Education Forum is one of these committees, comprised of GHC members as well as representatives from various local education institutions such as Washington County Public Schools (WCPS), Hagerstown Community College, University System of Maryland Hagerstown, Washington County Free Library, and Kaplan University.

GHC's Education Forum's mission is "to research and promote specific courses of action designed to have a positive impact on employment and education in the Greater Hagerstown region." Since 2011, the forum has focused its attention on promoting post-secondary education as a means for personal advancement and to develop a better educated local workforce for our business community. Currently, Washington County ranks in the bottom 25% of Maryland counties with respect to the percentage of population with a Bachelor's degree or higher.

WCPS and our higher education partners have been working on a variety of strategies aimed at encouraging students to continue their post-secondary education and training. These strategies seek to improve the County's educational attainment by breaking down the barriers that keep students from pursuing

college or post-secondary training. However, in order for our community to be more competitive at attracting high-tech businesses and to improve the overall economic health, we need to continue to work together to improve the educational attainment level of our citizenry.

As part of any strategic plan to move forward, our community needs to have the data necessary to assess our current condition and track our progress. Local college and career readiness data is currently available from a variety of different resources. However, the community could benefit if this information was gathered and prioritized into one, user-friendly document - The College & Career Readiness (CCR) Report Card for Washington County.

The following CCR Report Card, prepared with the help of our local educational institutions, includes data and statistics the community can use to track its progress and assess its strengths and weaknesses regarding this issue. In addition, the Report Card contains information that highlights the value of pursuing post-secondary education as a means to improve one's quality of life.

This document is updated at the start of each school year, in order to bring annual attention to this important community issue. We thank the many educational partners for their help in obtaining local data and their service on our forum. We look forward to continuing to partner together in the years ahead to support new strategies that positively impact education and employment in the greater Hagerstown region. To learn more about GHC, please visit our website at [www.greaterhagerstown.org](http://www.greaterhagerstown.org).

Jeanne Singer  
Dr. Mitesh Kothari  
*Co-Chairs of GHC's Education Forum*

# Education Improves Your Quality Of Life:

## 2013 Reality Check\* - Wages Needed To Afford:

- One Bedroom Apartment including all utilities
- Cell Phone, Internet, and Basic Cable TV
- Used Car
- Health Insurance/Healthcare (\$400/mos.)
- Meager Lifestyle:

Eat most meals at home, Laundromat, basic utilities, clothing, Minimal entertainment/personal expenses  
No extra money for savings, vacations, pets, extras

**That's About The Average Wage Of A High School Graduate - \$652/Week**  
*(Note: AA Degree - \$785/Week)*

**\$15.95/Hr.**  
**\$638/Week**  
**\$33,000/Year**

**County's Avg. Wage (2012):**  
Annual: \$37,752\*\*  
Weekly: \$726  
Hourly: \$18.15/hr

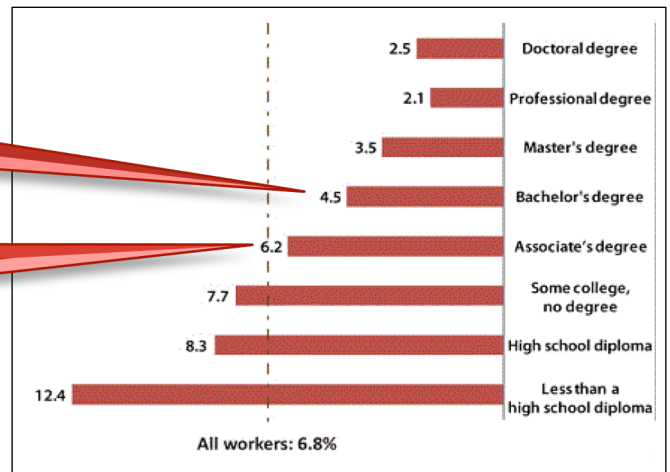
Sources: \*JumpStart Coalition For Financial Literacy - Reality Check Calculator  
\*\*MD Dept. Of Labor, Licensing, & Regulation website

## Education Employs:

**You Are Nearly Twice As Likely To Be Employed With A Bachelor's Degree (4.5%) vs. H.S. Diploma (8.3%)**

**Unemployment Rate For Associates Degree (6.2%) Is Below National Average And 2.1% Less than a H.S. Diploma (8.3%)**

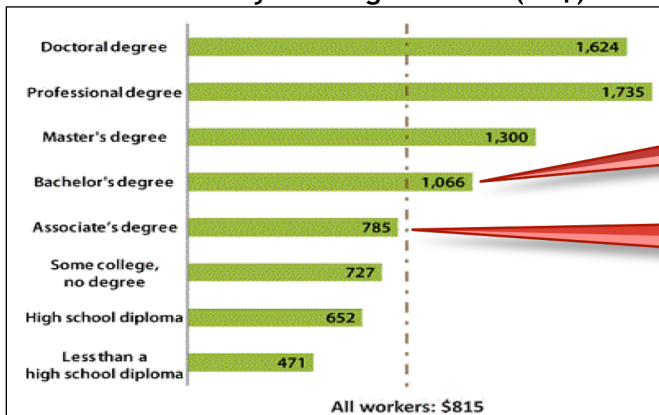
Unemployment Rate In 2012 (In %)



Source: Bureau Of Labor & Statistics - Current Population Survey

## Education Pays:

Median Weekly Earnings In 2012 (In \$)



**Bachelor's Degree Earns An Additional \$414/week or \$21,528/year (vs. H.S. Diploma)**

**AA Degree Earns An Additional \$133/week or \$6,916/year (vs. H.S. Diploma)**

Source: Bureau Of Labor & Statistics - Current Population Survey

# Local Jobs, Average Salaries, And Education Required

Occupation	Hourly Wage	Annual Wage	Education Requirement
Baker	\$12.05	\$25,060	High School or less
Cashier	\$9.79	\$20,370	
Chef or Head Cook	\$22.39	\$46,570	
Correctional Officer	\$20.94	\$43,550	
Customer Service Rep	\$15.92	\$33,110	
Drywall & Ceiling Installer	\$20.38	\$42,380	
Warehouse/Distribution	\$13.19	\$27,435	
Avionics Technician	\$26.65	\$55,440	Some college/training to AA degree (includes certification programs)  *Apprenticeships to start then a 4 year Journeyman program **Minimum AA required
Computer support specialists	\$25.59	\$53,230	
Dental Hygienists	\$33.99	\$70,700	
Electrician*	\$25.50	\$53,030	
HVAC*	\$22.03	\$45,030	
Plumber*	\$25.46	\$52,950	
Medical Assistant	\$14.69	\$30,550	
Medical Records & Health Info. Tech.	\$17.78	\$36,770	
Nurse (Registered)**	\$32.66	\$67,930	
Clinical Lab. Technician/Technologist	\$23.59	\$49,070	
Police Officer	\$27.78	\$57,770	
Truck Driver	\$19.40	\$40,360	
Accountant	\$34.15	\$70,040	Bachelor Degree
Aerospace Engineer	\$50.39	\$104,810	
Biological Technician	\$20.48	\$42,600	
Computer & Info System Mgr.	\$62.08	\$129,130	
Microbiologist	\$35.22	\$73,250	
Personal Financial Advisor	\$43.66	\$90,820	
Social Worker	\$22.78	\$47,370	
Teacher (K-12)	\$23.76	\$49,430	
Librarian	\$27.49	\$57,190	Masters Degree
Mathematicians	\$48.69	\$101,280	
Education Administrator (Postsec.)	\$47.77	\$99,370	
Education Administrator (K-12)	\$42.38	\$88,150	
Statistician	\$38.25	\$79,570	
Dentist (General)	\$80.25	\$166,910	Doctorate or Professional Degree
Lawyer	\$62.93	\$130,880	
Pharmacist	\$55.27	\$114,950	
Physical Therapist	\$38.99	\$81,110	
Physicians & Surgeons	\$91.38	\$190,060	
Postsecondary Teachers	\$31.25	\$65,000	
Veterinarian	\$44.83	\$93,250	

\*Source: Bureau Of Labor & Statistics - [http://www.bls.gov/oes/current/oes\\_nat.htm#00-0000](http://www.bls.gov/oes/current/oes_nat.htm#00-0000)

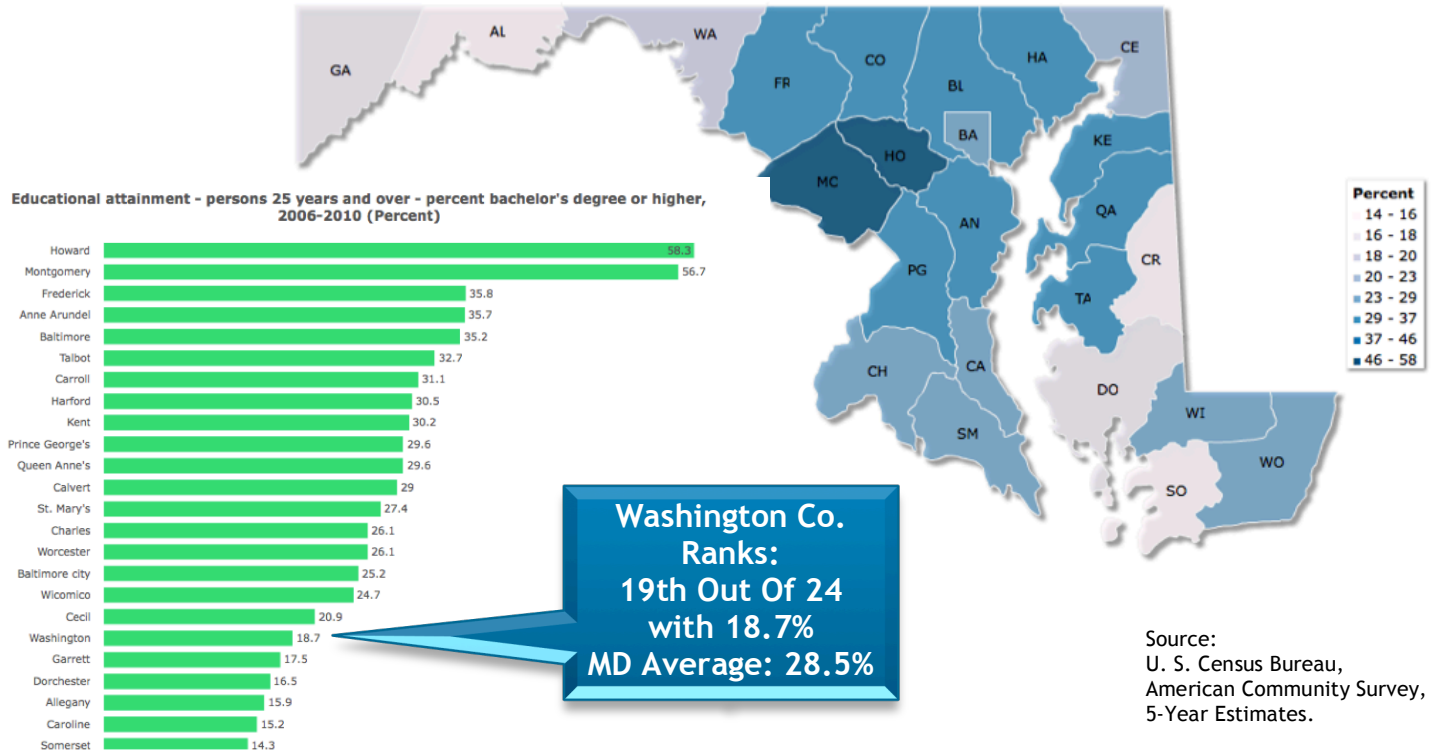
All salaries reflect national averages

Local education institutions within Washington County can provide some or all of the education and training needed for all of the jobs listed - check with education institution for details.

# Educational Attainment:

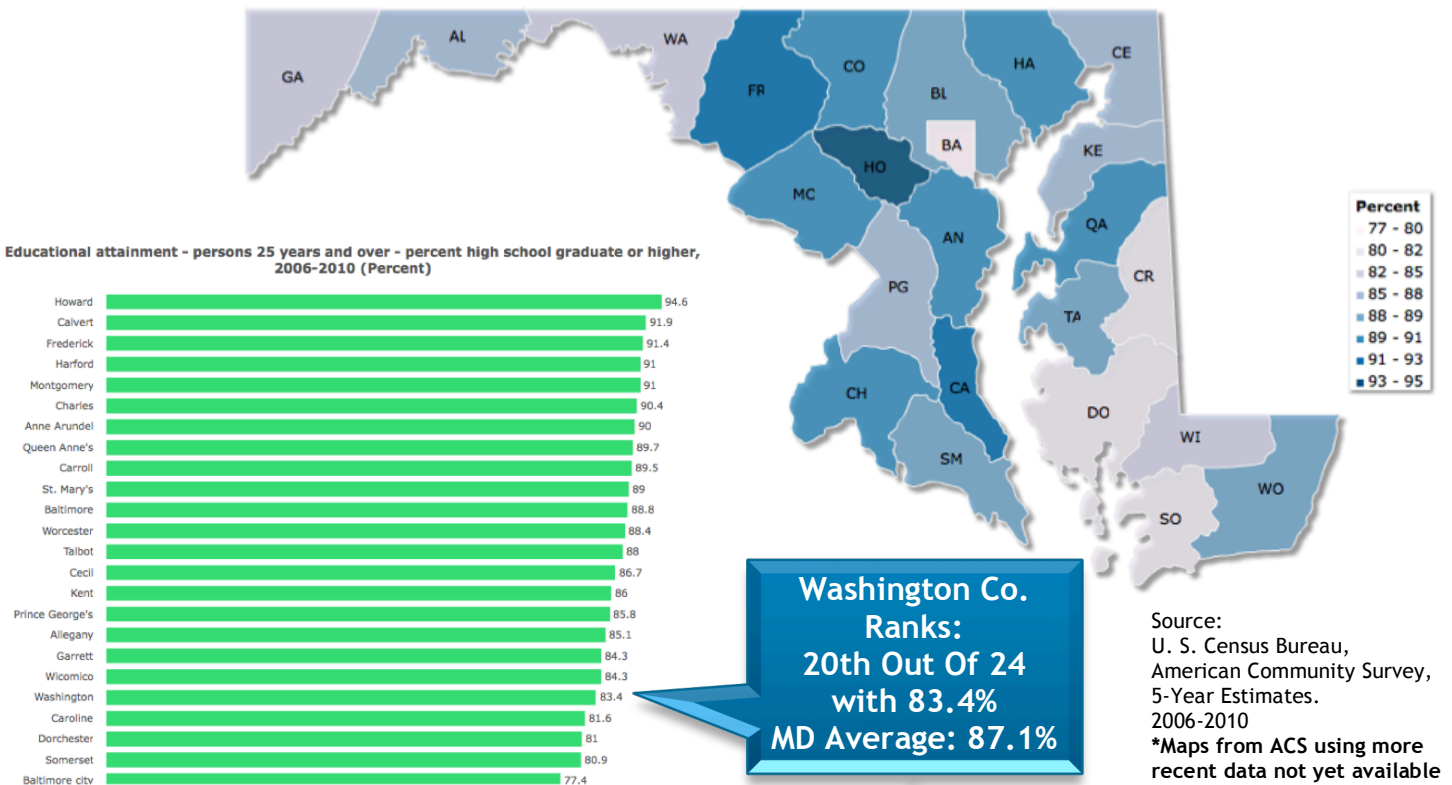
## Percentage Population With Bachelor's Degree Or Higher

(Ages 25 years and older - 5-Year Estimate: 2006 to 2010)

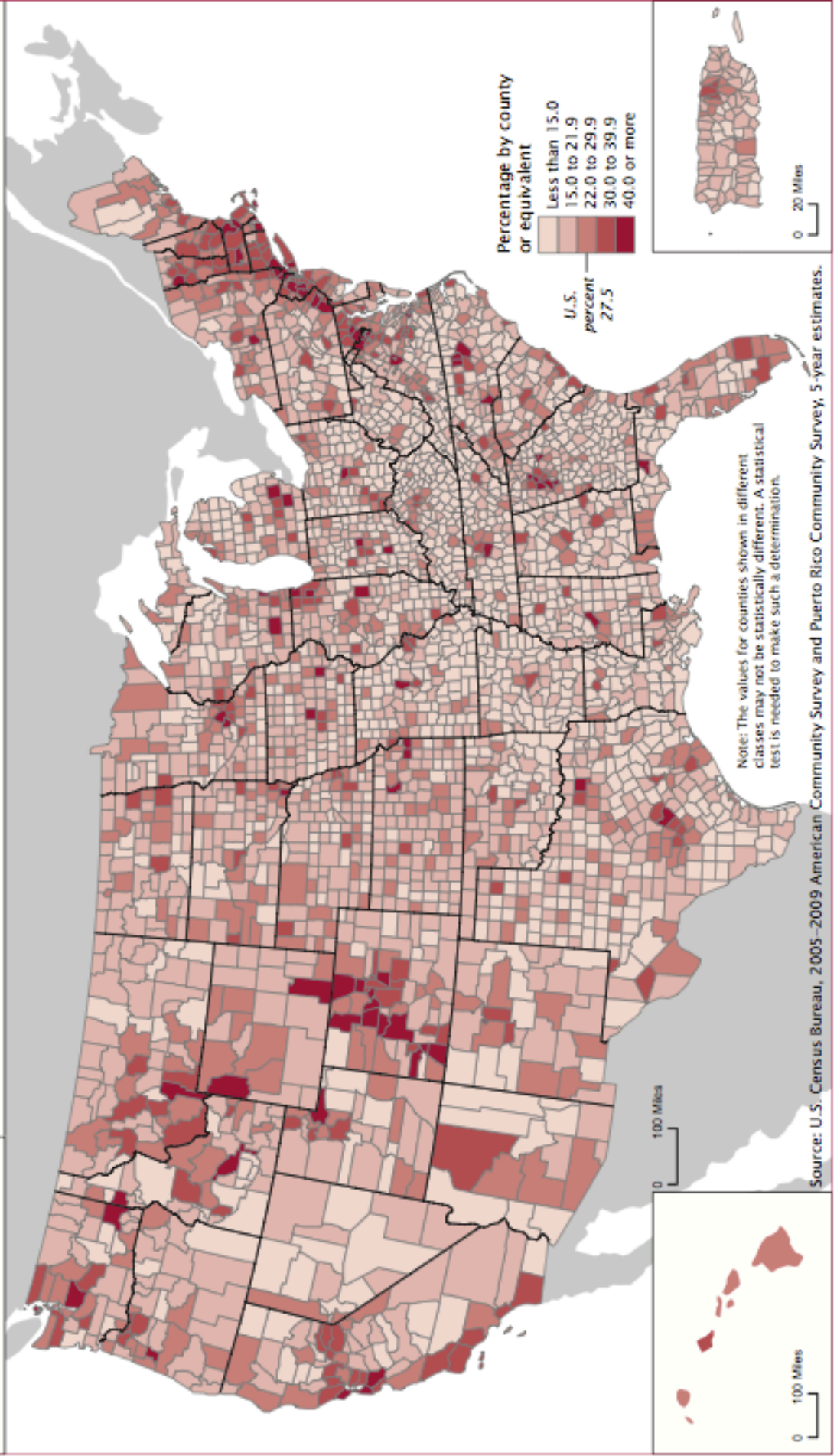
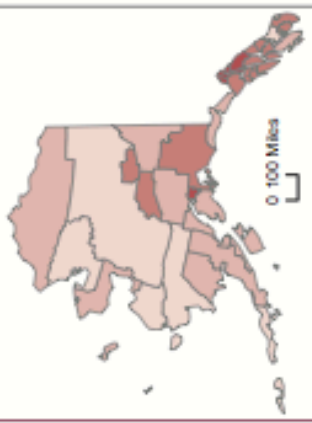


## Percentage Population With High School Degree Or Higher

(Ages 25 years and older - 5-Year Estimate: 2006 to 2010)



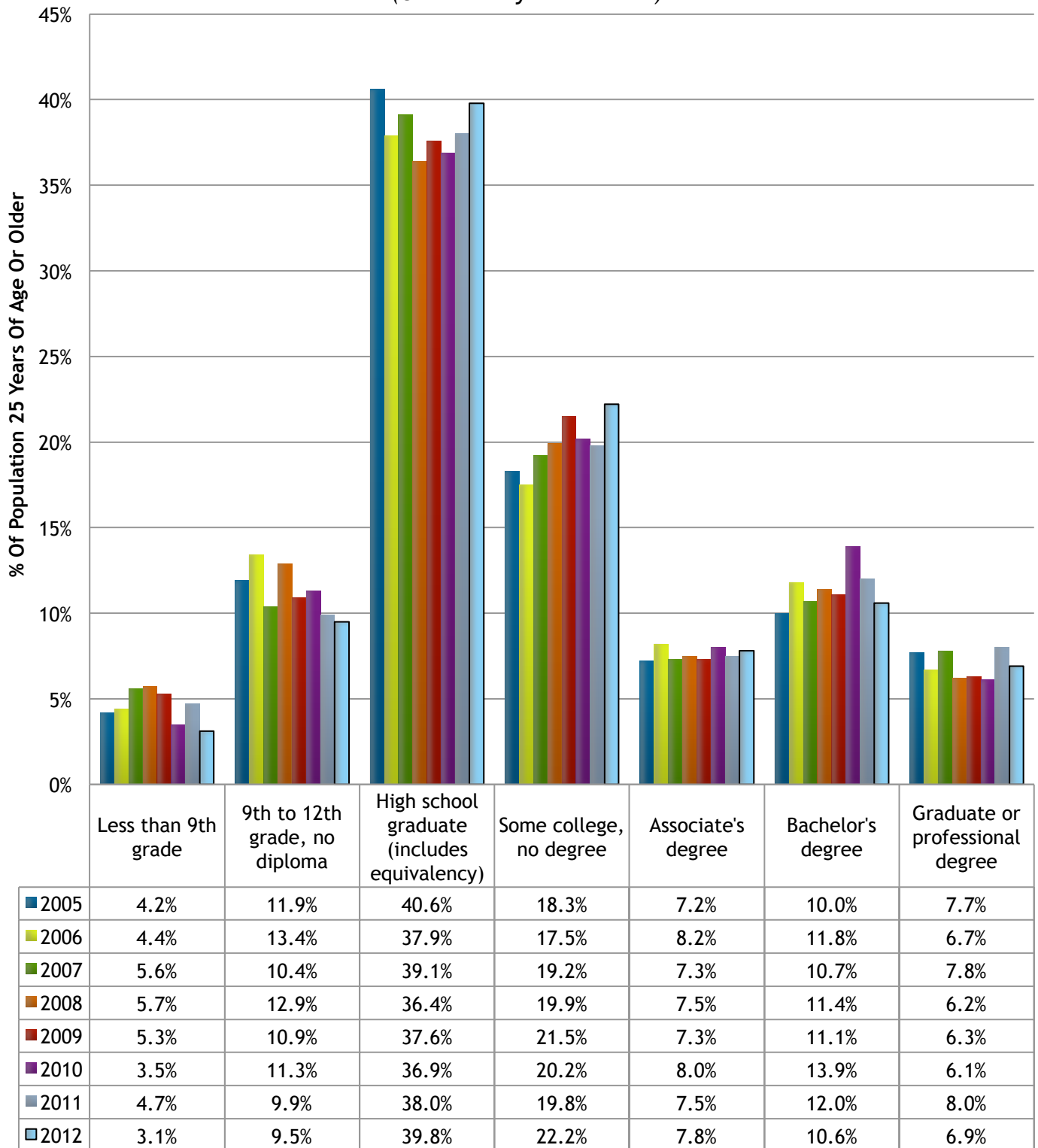
**Figure 3.  
 Percentage of People 25 Years and Over Who Have Completed a Bachelor's Degree or More: 2005-2009**



# Educational Attainment:

## Educational Attainment In Washington County, MD 2005 - 2012

(Citizens 25 years or older)

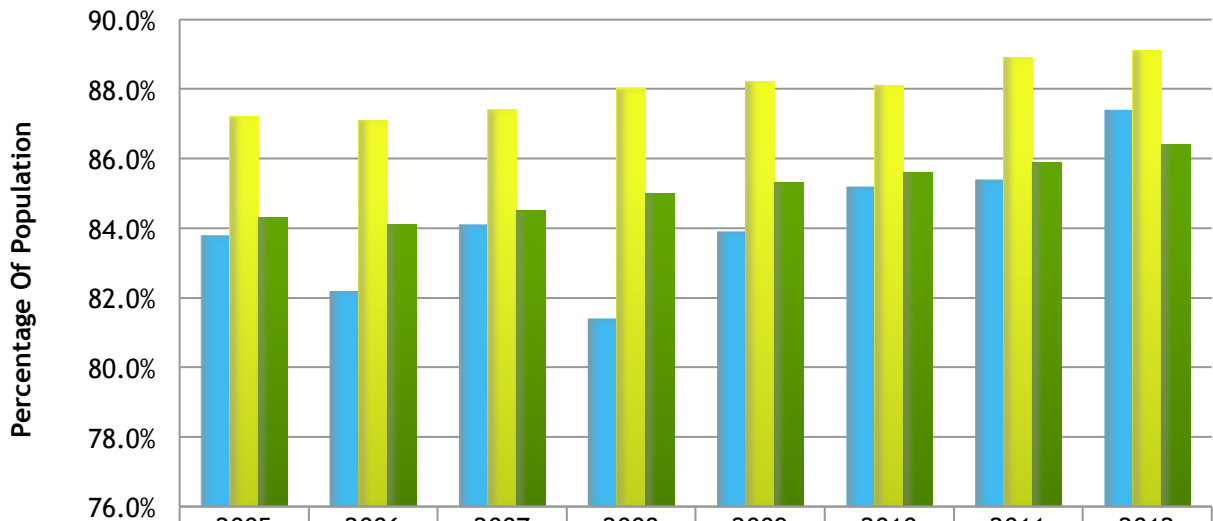


Source: U. S. Census Bureau, American Community Survey, 1-Year estimates, 2005 to 2012 reports



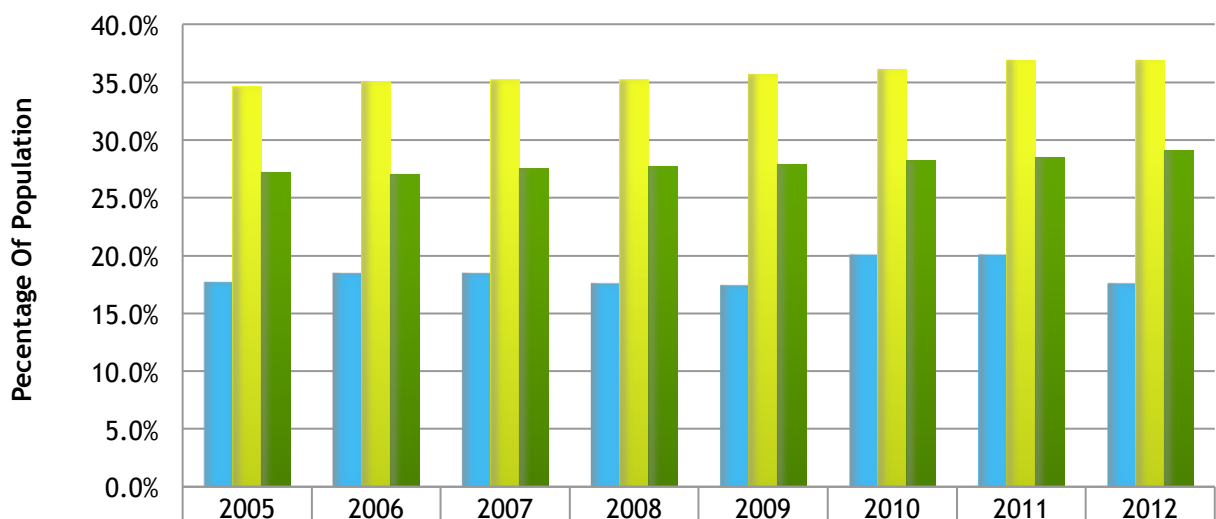
# Educational Attainment:

## % Of Population With A High School Diploma Or Higher (Citizens 25 years of age or older)



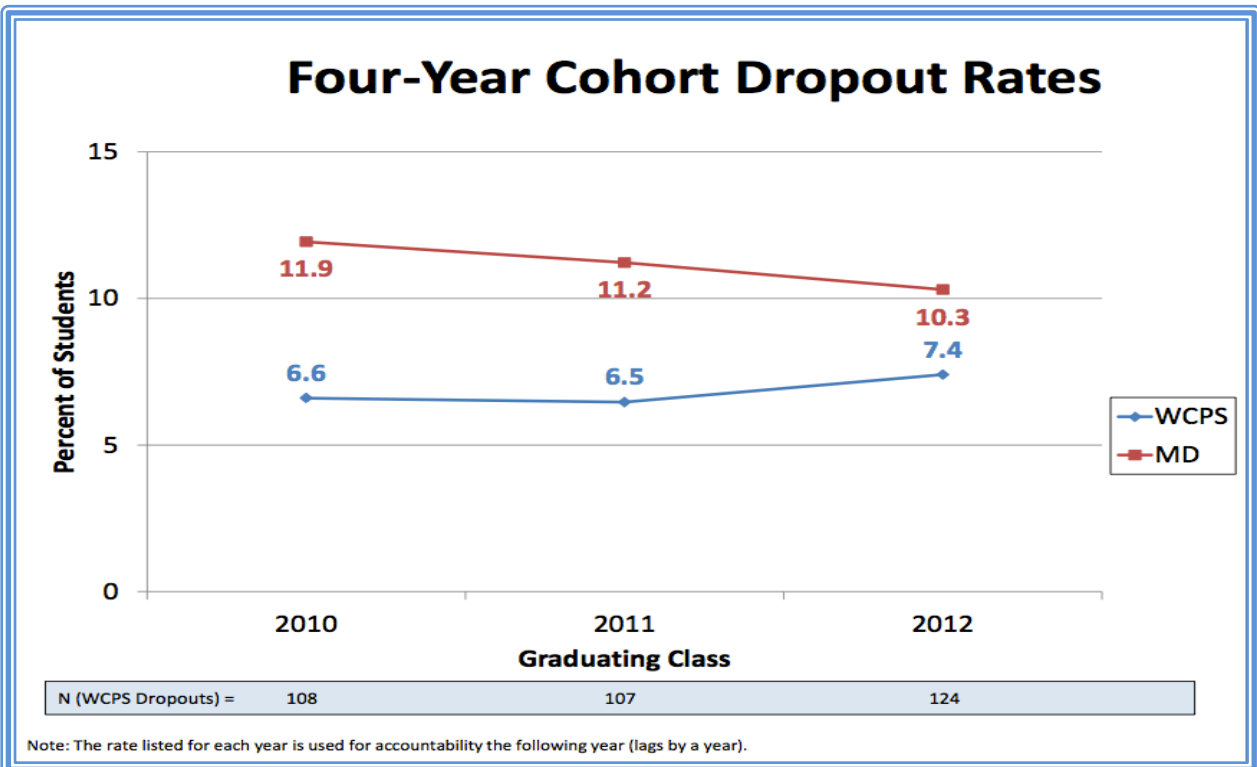
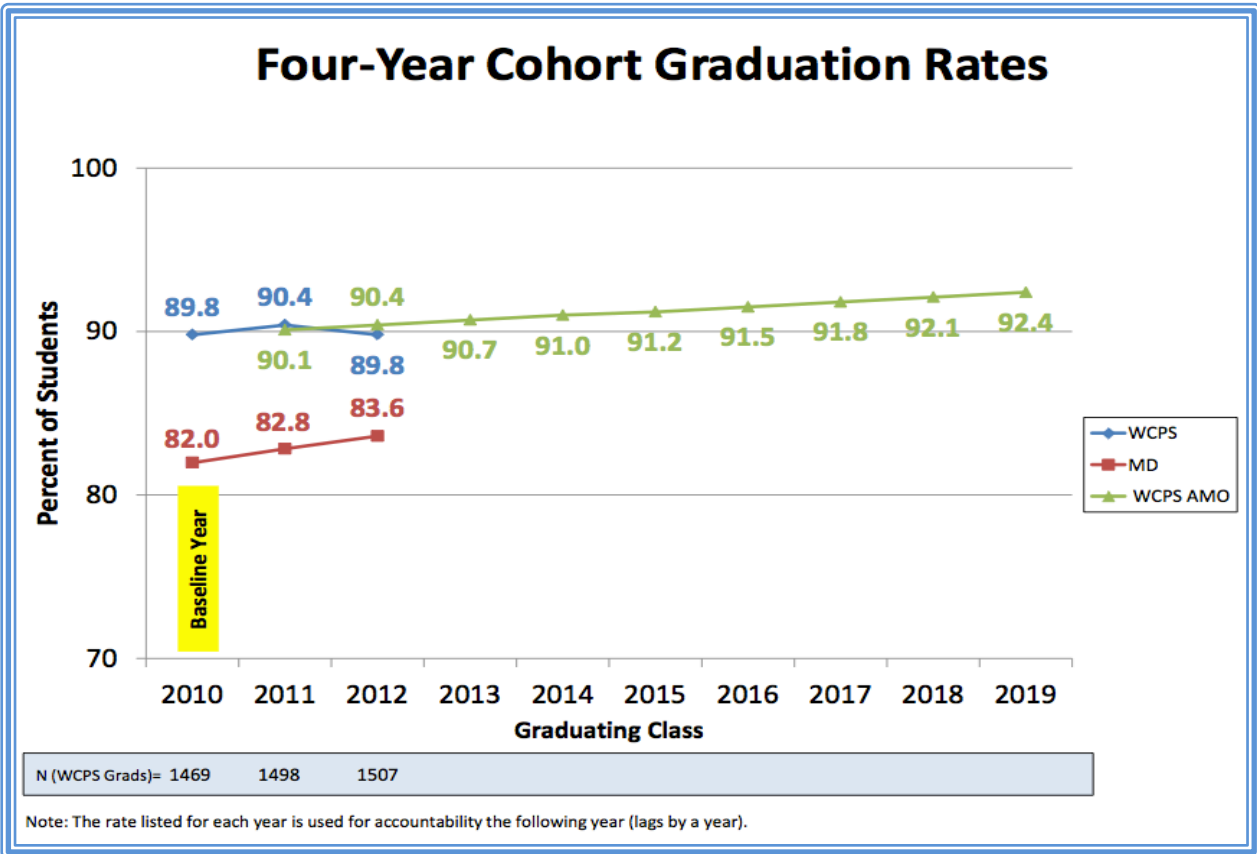
	2005	2006	2007	2008	2009	2010	2011	2012
Washington County	83.8%	82.2%	84.1%	81.4%	83.9%	85.2%	85.4%	87.4%
Maryland	87.2%	87.1%	87.4%	88.0%	88.2%	88.1%	88.9%	89.1%
United States	84.3%	84.1%	84.5%	85.0%	85.3%	85.6%	85.9%	86.4%

## % Of Population With A Bachelors Degree Or Higher (Citizens 25 years of age or higher)



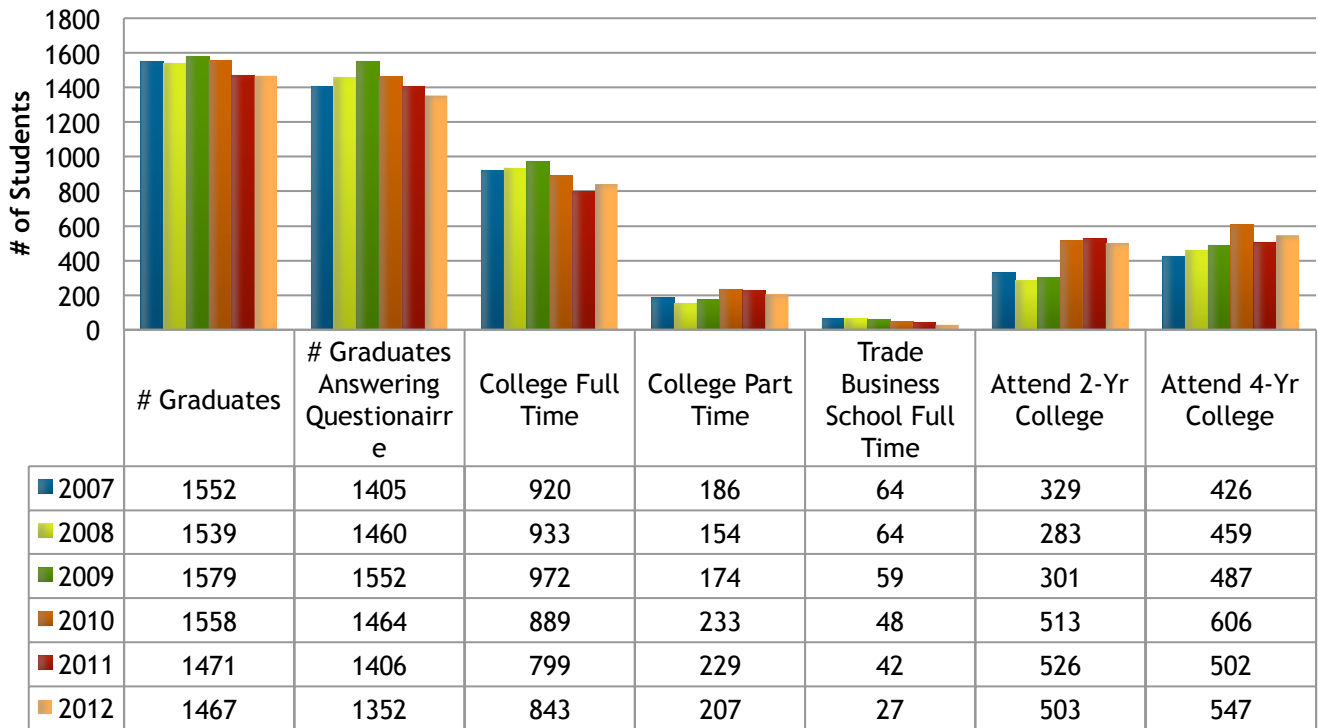
	2005	2006	2007	2008	2009	2010	2011	2012
Washington County	17.7%	18.5%	18.5%	17.6%	17.4%	20.1%	20.1%	17.6%
Maryland	34.6%	35.1%	35.2%	35.2%	35.7%	36.1%	36.9%	36.9%
United States	27.2%	27.0%	27.5%	27.7%	27.9%	28.2%	28.5%	29.1%

# Graduation & Dropout Rates:

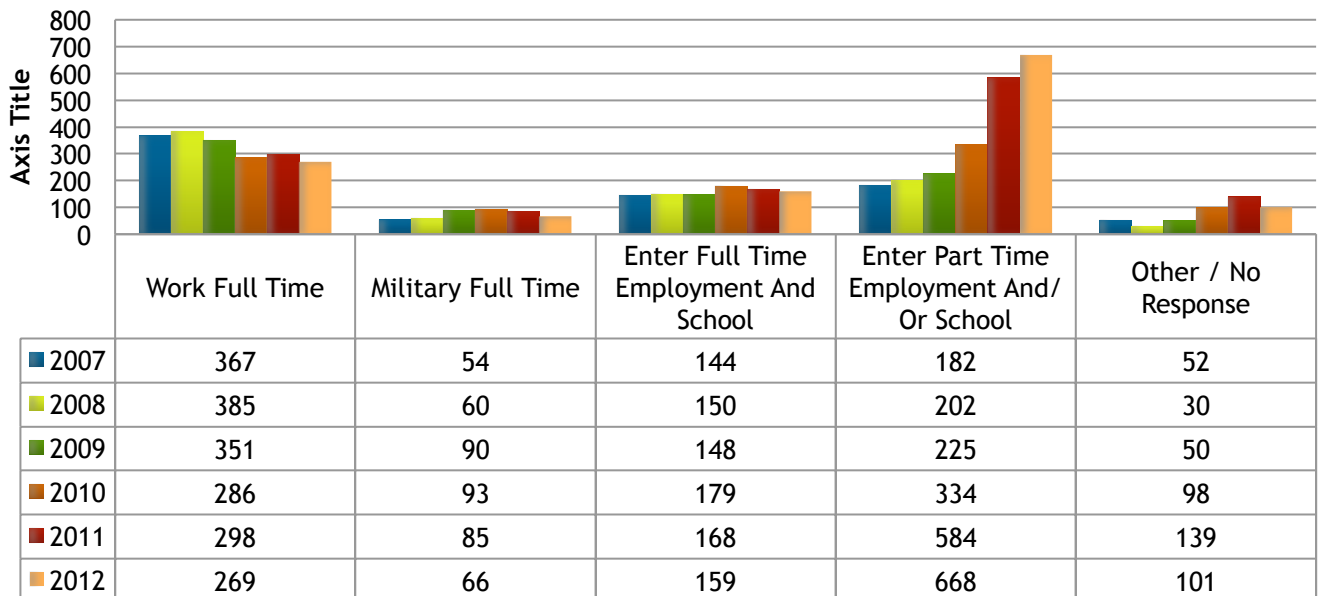


# Post High School Plans:

## Survey Results On Post Graduation Plans



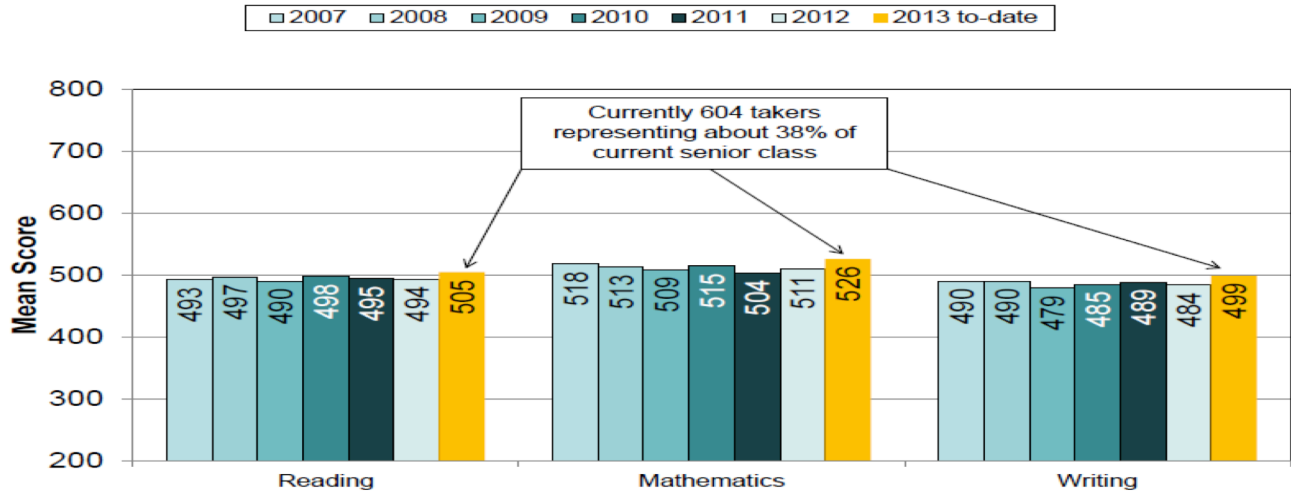
## Survey Results On Post Graduation Plans



# SAT Testing Results

## WCPS SAT History and Current Status

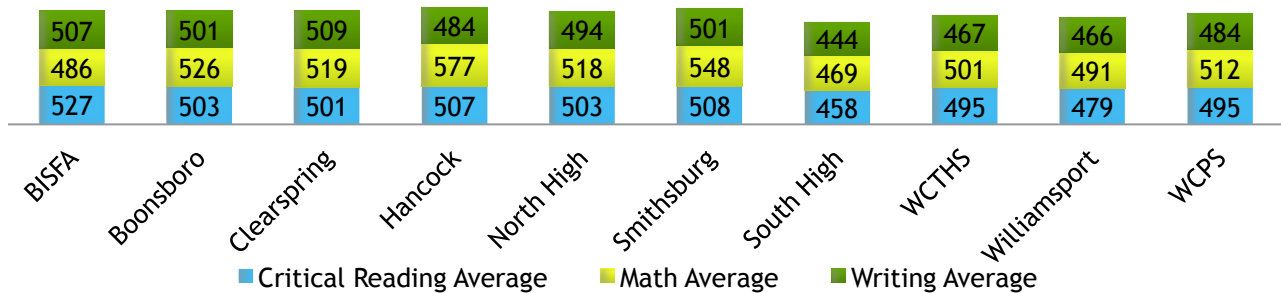
Last Take Results - Full Cohort



Source: College Board District Profile Report

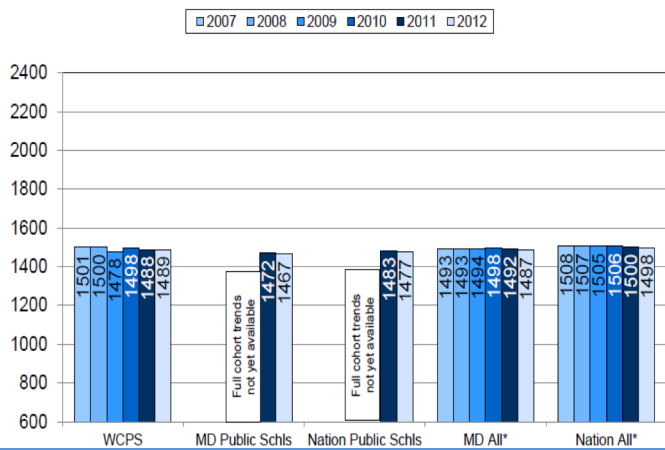
## May 2012 SAT Scores By High School

(Max Score 800/Category - 2400 Total)



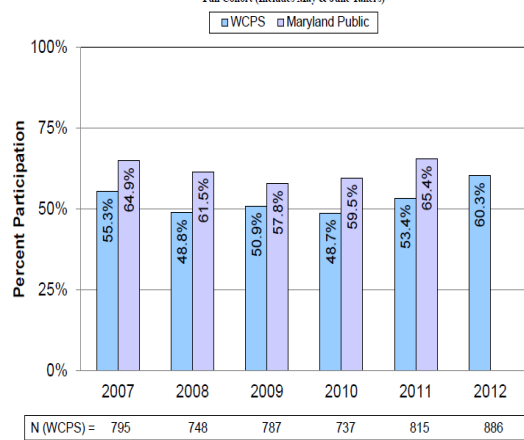
## SAT - Composite Score

Last Take Results - Full Cohort



## Senior SAT Participation Rates

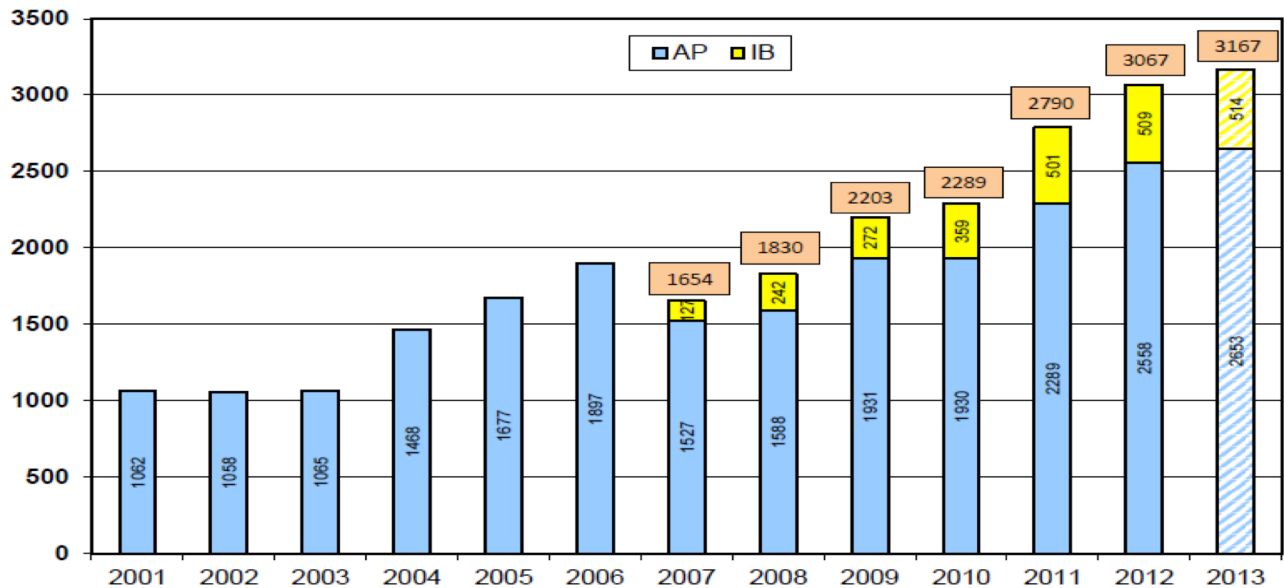
Full Cohort (Includes May & June Takers)



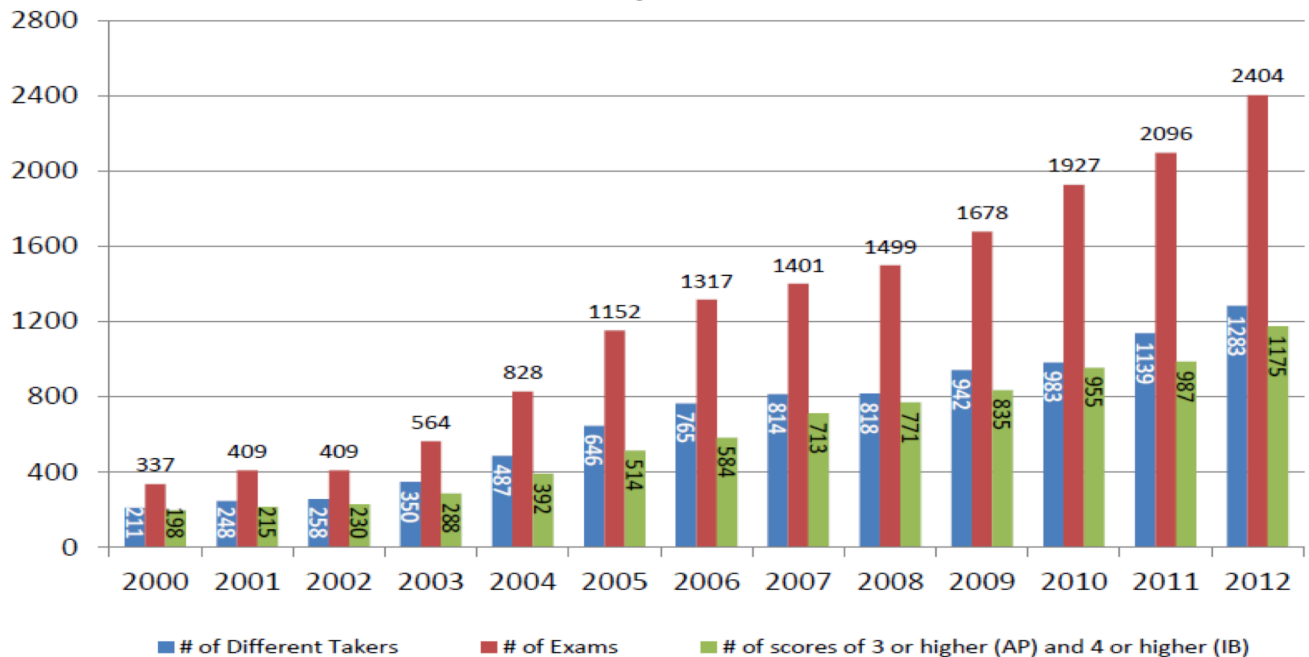
Note: Participation calculated by taking (the number of public school takers)/(number of diplomas)

# Advanced Placement & International Baccalaureate Classes

## Washington County Public Schools AP & IB End-Of-Year Course Enrollments



## Washington County Public Schools AP & IB Exam Participation and Performance



# Early Indicators Of Future Educational Attainment

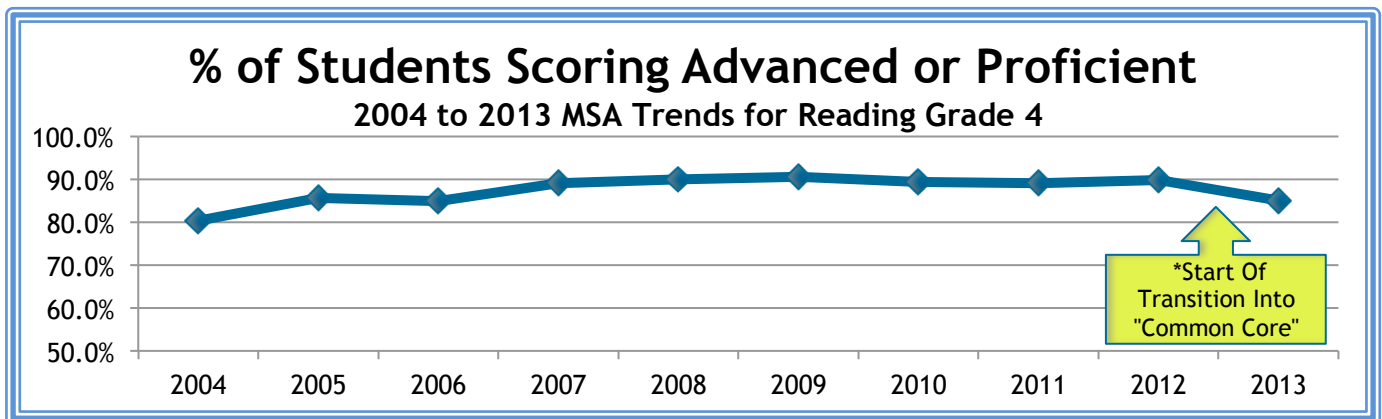
There is growing research\* showing that a child's academic performance through third grade, particularly in reading, can be a make-or-break benchmark in a child's educational development. In short, through the third grade children are "learning to read". However, beginning in the fourth grade, children are "reading to learn" in all subject matters. Children who are poor readers by the end of third grade will struggle comprehending the up to half of the printed fourth-grade curriculum. This trend will continue to worsen as they progress through high school. The National Research Council claims "academic success, as defined by high school graduation, can be predicted with reasonable accuracy by knowing someone's reading skill by the end of the third grade".

In addition, research\*\* shows that children who have access to high-quality early learning experiences are more likely to complete high school, graduate college, and become a valuable part of the workforce. "School Readiness" - the ability to successfully do kindergarten work, is one of the most important factors in getting a child off on the right track toward early academic success.

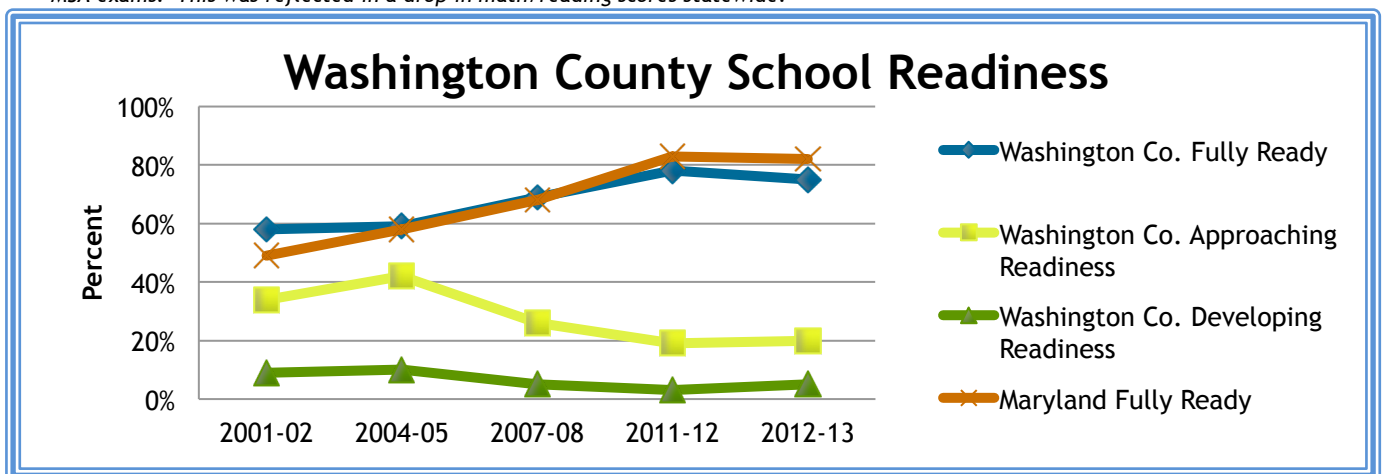
\*Early Warning: Why Reading By The End Of The Third Grade Matters – 2010 \*Early Warning Confirmed: A Research Update on Third-Grade Reading 2013 –Both reports prepared by the Annie E. Casey Foundation ([www.acef.org](http://www.acef.org))

\*\* <http://www.readyatfive.org>

The following two data sets serve as early indicators to monitor in regard to this research:



\*In 2013, MD began transition into using new national academic standards known as "Common Core" that are misaligned with old MSA exams. This was reflected in a drop in math/reading scores statewide.



## A kindergarten child is identified as:

- **Fully Ready:** Consistently demonstrates the skills, behaviors, and abilities, which are needed to meet kindergarten expectations successfully
- **Approaching Readiness:** Inconsistently demonstrates the skills, behaviors, and abilities needed to meet kindergarten expectations successfully and requires targeted instructional support in targeted areas
- **Developing Readiness:** Does not demonstrate the skills, behaviors, and abilities, which are needed to meet kindergarten expectations and requires considerable instructional support in specific areas.

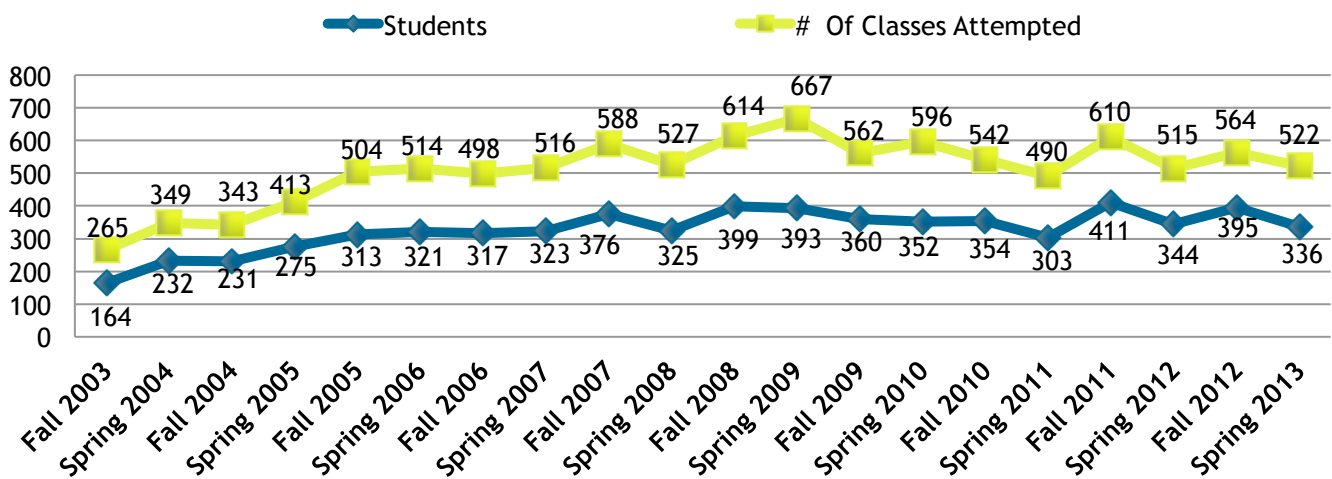
Source: 2013 Maryland Report Card

# ESSENCE Program Participation

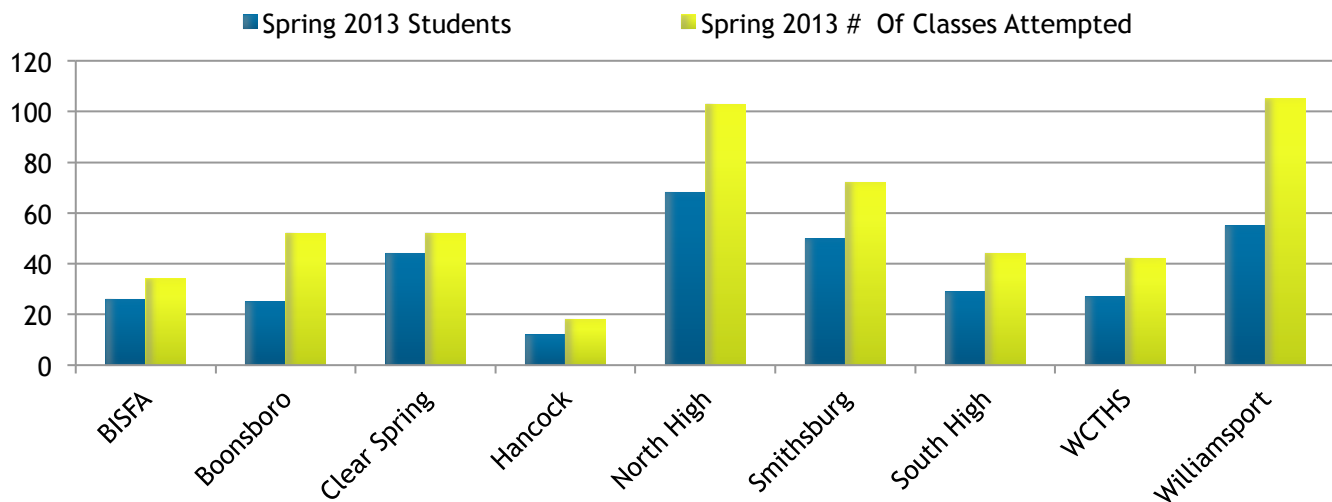


The ESSENCE program is designed to give high academic achievers the opportunity to earn college credits at HCC while still in high school. ESSENCE stands for Early Support for Students to Enter College Education. Through the ESSENCE program, Washington County residents receive a 50% reduction on HCC's regular in-county tuition rate for the first 12 credits. ESSENCE students may take classes at HCC's main campus and/or in dual enrollment classes offered at area high schools. The dual enrollment classes are those that award both high school credit and college credit.

## HCC's ESSENCE PROGRAM: WCPS Enrollment/# Classes Attempted



## HCC's ESSENCE Program Participation By High School (Spring 2013)



Source: Hagerstown Community College. Note: As a result of a change in Maryland law, HCC and WCPS are working to implement a new dual enrollment program called "Middle College" which started in September 2013. Data will be provided in the 2014 CCR Report Card





## References And Links Used:

1. U.S. Bureau of Labor Statistics <http://www.bls.gov/>
2. American FactFinder <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>
3. 2013 Maryland Report Card <http://mdreportcard.org/>
4. Maryland Department of Education <http://www.marylandpublicschools.org/>
5. Maryland Department of Education (The Fact Books)  
[http://www.marylandpublicschools.org/MSDE/divisions/bus\\_svcs/fb.htm](http://www.marylandpublicschools.org/MSDE/divisions/bus_svcs/fb.htm)
6. Washington County Public Schools <http://www.wcps.k12.md.us/>
7. Hagerstown Community College <http://www.hagerstowncc.edu/>
8. Kaplan University Hagerstown  
<http://hagerstown.kaplanuniversity.edu/Pages/Homepage.aspx>
9. PIA - Hagerstown Campus <http://pia.edu/locations/hagerstown-md-branch-campus.html>
10. Barr Construction Institute  
[http://www.abccvc.com/Education/Apprenticeship\\_and\\_Craft\\_Training.aspx](http://www.abccvc.com/Education/Apprenticeship_and_Craft_Training.aspx)
11. Free Application for Federal Student Aid (FAFSA) <http://www.fafsa.ed.gov/>
12. Maryland Department of Education (News Room) *publications of all sorts*  
<http://www.marylandpublicschools.org/MSDE/newsroom/publications/>
13. Hagerstown-Washington County Economic Development Commission  
<http://www.hagerstowndc.org>
14. U.S. Department of Commerce Economic and Statistics Administration (U.S. Census Bureau)  
<http://www.census.gov/>
15. Jump\$tart Coalition For Personal Financial Literacy <http://www.jumpstart.org/>
16. WCPS Report Card [http://www.wcps.k12.md.us/quality\\_academics/report\\_card](http://www.wcps.k12.md.us/quality_academics/report_card)
17. U. S. Census Bureau, American Community Survey, <http://www.census.gov/acs/www/>
18. *Early Warning: Why Reading By The End Of The Third Grade Matters - 2010* [www.acef.org](http://www.acef.org)
19. *Early Warning Confirmed: A Research Update on Third-Grade Reading 2013* [www.acef.org](http://www.acef.org)
20. Annie E. Casey Foundation [www.acef.org](http://www.acef.org)
21. Ready At Five: [www.Readyatfive.org](http://www.Readyatfive.org)
22. Hagerstown Rotary Literacy Initiative: [www.hagerstownrotaryliteracyinitiative.org](http://www.hagerstownrotaryliteracyinitiative.org)

## Articles Of Interest:

1. "Data Reveals A Rise In College Degrees Among Americans" - <http://www.nytimes.com>





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Washington County, MD

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