

Parents Challenge

2018 Evaluation Report



Table of Contents

- 1. Executive Summary..... 3
 - 1.1 Parents and Families..... 3
 - 1.2 Students..... 3
- 2. Demographics 4
 - 2.1 Student Demographics 5
 - 2.2 Family Demographics 7
- 3. Public School Comparison..... 8
- 4. Parents Challenge Student Comparisons..... 9
 - 4.1 Academic Comparisons 10
 - 4.2 Attendance 11
 - 4.3 Extracurricular Activities..... 12
- 5. Parent’s Decision..... 14
 - 5.1 School Choice..... 14
 - 5.2 Homeschool Parents..... 17
- 6. Family Engagement..... 20
 - 6.1 Volunteering 20
 - 6.2 Participation with Parents Challenge Activities..... 21
- 7. QREM Recommendations 22
- Appendix A – Mind Map 24
- Appendix B – Comparison Districts..... 26
 - Comparison Districts Academic Performance 26
 - Comparison District College Readiness 27



1. Executive Summary

1.1 Parents and Families

- 🕒 Fewer than one percent of Parents Challenge family incomes exceed the Colorado living wage (\$68,717). Approximately 85% of family incomes are less than \$45,510 a year. Parents Challenge assistance helps these parents overcome barriers often faced by low-income families.
- 🕒 Parents Challenge parents are not as educated as their Colorado Springs peers, although about 75% of parents have additional education beyond a high school diploma. Their commitment to their children's education shows the value they place on the power of education.
- 🕒 Parents Challenge parents attend out-of-school learning activities with their child: 83.6% report going to museums, public libraries, concerts, and the theater.
- 🕒 Parents believe their children's teachers keep them informed (80.8%), feel their teachers are accessible (85.7%) and friendly (87.9%), and say their child's teacher contacts them when their child is doing well (75.3%). Overall, Parents Challenge parents have a higher opinion of teachers (90.0%) than their Colorado peers (57.5%).

1.2 Students

- 🕒 Parents Challenge students significantly outperform the proficiency rates of all students and their low-income peers. Parents Challenge students' overall proficiency rates are 88.5%, compared to rates ranging from 23% to 47%.
- 🕒 Sixteen percent of Parents Challenge students had perfect attendance, 54.4% missed fewer than five days, and 77.2% missed fewer than 10 days.
- 🕒 More Parents Challenge students are volunteers in their communities (65.7% compared to 32.0% of Colorado peers) and volunteer at school (54.0% compared to 32.0% of Colorado peers).
- 🕒 Parents Challenge students are highly involved in extra curricular activities including sports (72.6%), arts and music (63.9%), and other clubs (42.2%), all at rates higher than their Colorado peers.



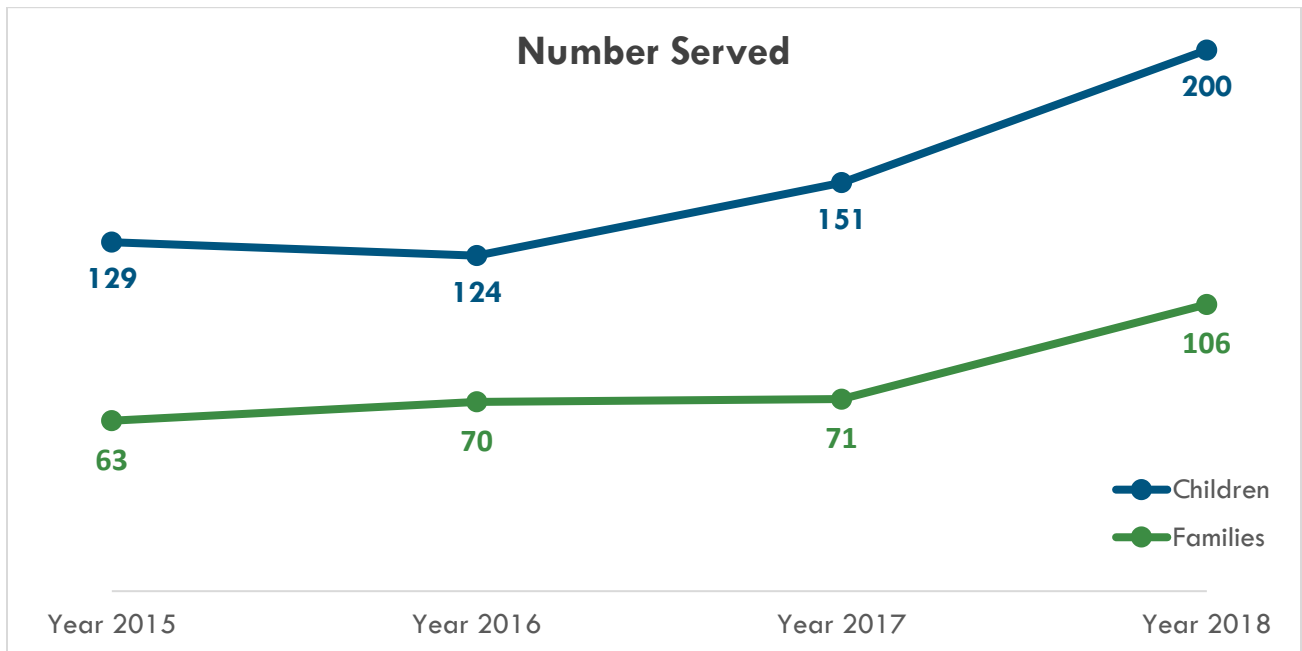
2. Demographics

Parents Challenge serves low-income families in the Colorado Springs metropolitan area. The primary operating principles of Parents Challenge, according to their 2017 year-end report, include:

- 🌐 The right for a child to have a quality education,
- 🌐 Parents know what their children need,
- 🌐 The empowerment of low-income families with resources so they make the best choice for their children’s education (Parents Challenge, 2017).

To assist families, Parents Challenge (2017) provides:

- 🌐 Twenty to 22 parent sessions that educate families on how to become more self-sufficient,
- 🌐 Scholarships and grants,
- 🌐 Student services – resources for families to help improve students’ academic, cognitive, coping, and life skills,
- 🌐 Community engagement.



As of the 2018 academic year, Parents Challenge serves 200 students and 106 families. This is about a 55% increase in children served and a 70% increase in families served over the past four years (all figures based on student attendance data).



2.1 Student Demographics

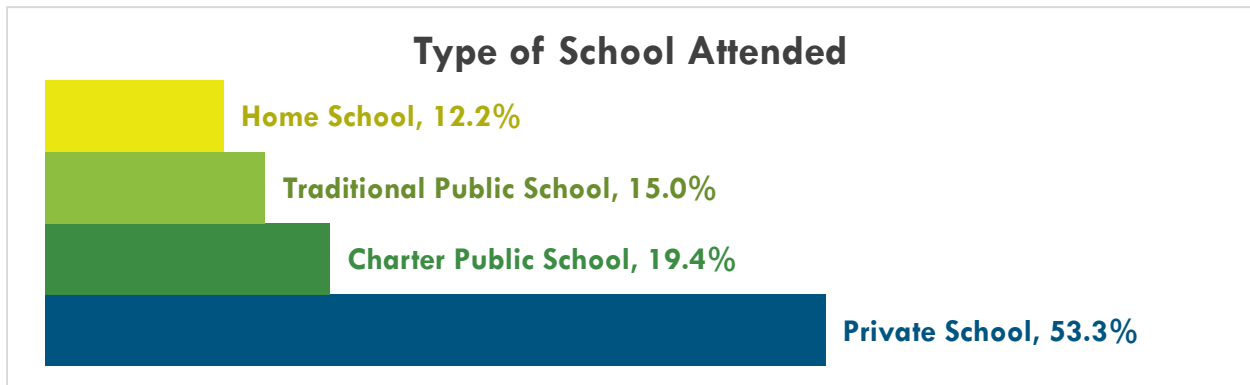
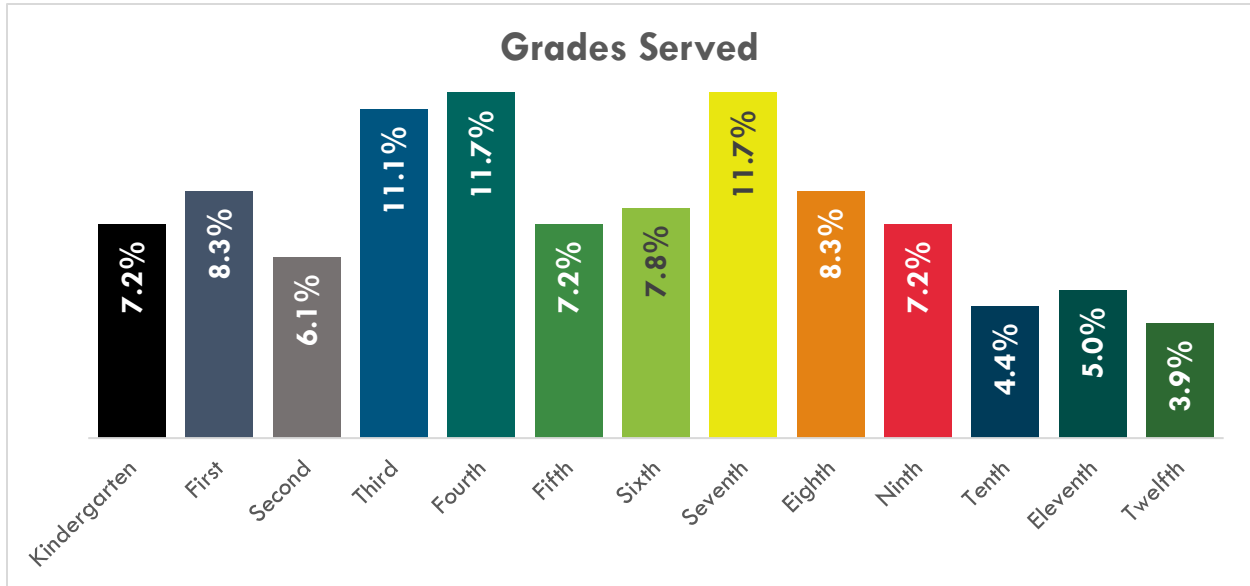
Student Demographics			
Ethnicity	Parents Challenge	Colorado Springs	Colorado Springs Public Schools
African American/Black	16.6%	6.9%	6.8%
American Indian/Alaskan Native	0.5%	0.5%	0.7%
Asian	1.4%	2.5%	2.4%
Biracial	13.3%	10.5%	7.7%
Hispanic/Latino	18.0%	25.7%	26.5%
Native Hawaiian/Other Pacific Islander	0.5%	0.2%	0.6%
White	49.8%	58.1%	55.2%

About half of the Parents Challenge student population are minority students, which is somewhat higher than the rate among young people in Colorado Springs (American Community Survey, 2016) and Colorado Springs Public Schools (2018). Less than half of the population is female (46.4%).

Parents Challenge						
Year	African American	Hispanic	Caucasian	Biracial	Asian	Other
2014-15	14.8%	18.8%	56.3%	6.3%	2.3%	2.3%
2015-16	8.9%	16.9%	66.1%	6.5%	1.6%	0.0%
2016-17	19.9%	13.2%	49.7%	16.6%	0.7%	0.0%
2017-18	18.0%	15.0%	46.0%	13.5%	2.0%	5.5%
2018-19	16.6%	18.0%	49.8%	13.3%	1.4%	1.0%
Colorado Springs Public Schools (2018)	6.8%	26.5%	55.2%	7.7%	2.4%	1.3%



Most Parents Challenge students (79.6%) are in the primary grade levels (K-8), and 20.4% are in high school. The largest groups were in fourth grade and seventh grade (both 11.7%).



Most Parents Challenge students are enrolled at a private school (53.3%), and another 12.2% are homeschooled. A combined 34.4% attended a traditional public school or a charter public school. Public schools have become more popular in the past four years, as the share of students who chose a public school (traditional or charter) has grown while the rate for private schools has declined. However, private schools remain the most common choice.

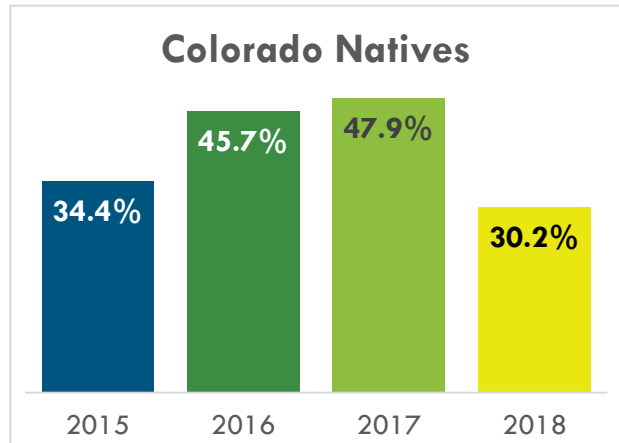
Type of School Attended				
	2015	2016	2017	2018
Private school	64.6%	61.5%	59.1%	53.3%
Charter public school	17.7%	17.1%	13.4%	19.4%
Traditional public school	9.7%	12.8%	17.3%	15.0%
Homeschool	8.0%	8.5%	10.2%	12.2%



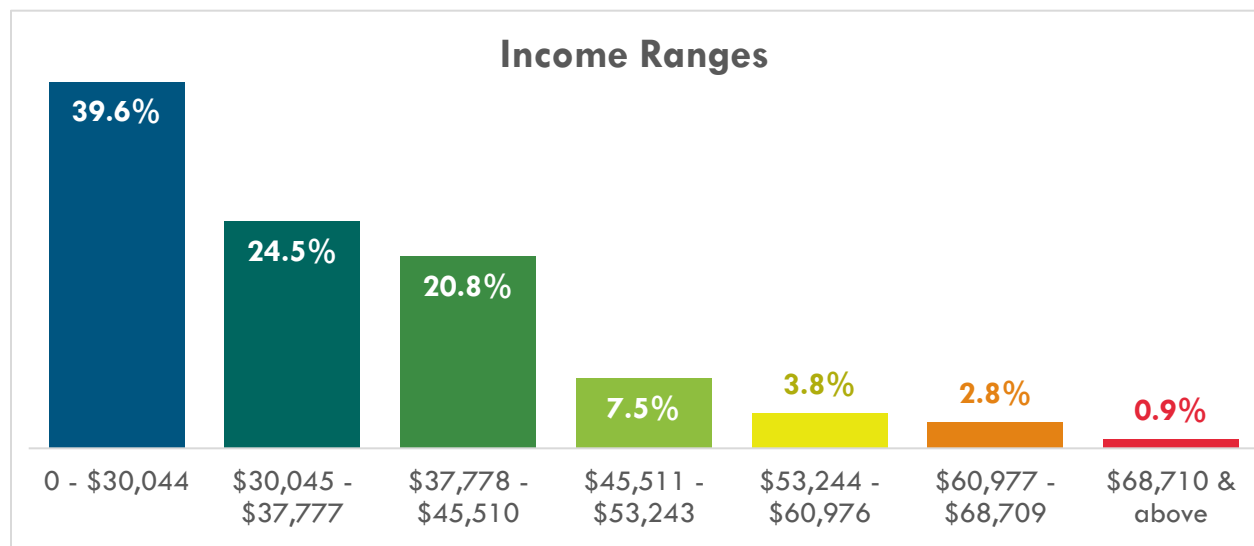
2.2 Family Demographics

Key Family Demographics

Family Status	Parents Challenge	Colorado Springs
Two-Parent Family	67.0%	93.9%
Single Parent	33.0%	6.1%
Guardian/Grandparent	10.4%	1.2%
Active Military	3.8%	0.4%
Retired Military	4.7%	15.0%



Most families served are two-parent households (67.9%), but a higher proportion of families have a grandparent or other guardian as the primary caregiver (10.4%) than the overall rate for Colorado Springs (1.2%). The rate of single-parent households (33%) among Parents Challenge families is also more than five times the rate for Colorado Springs (6.1%). About a third of parents served are Colorado natives (American Community Survey, 2018; Current Population Survey, 2018; Chalabi, 2015).



The families Parents Challenge serves are predominantly low-income. Glasmeyer and the Massachusetts Institute of Technology (2018) determined that the living wage—the wage needed to cover basic living expenses like housing, food, childcare, health expenses, and transportation—for a family of four in Colorado is \$68,717. For a single-parent household with two children, the living wage is \$61,925. Most Parents Challenge families' have incomes far below this level.



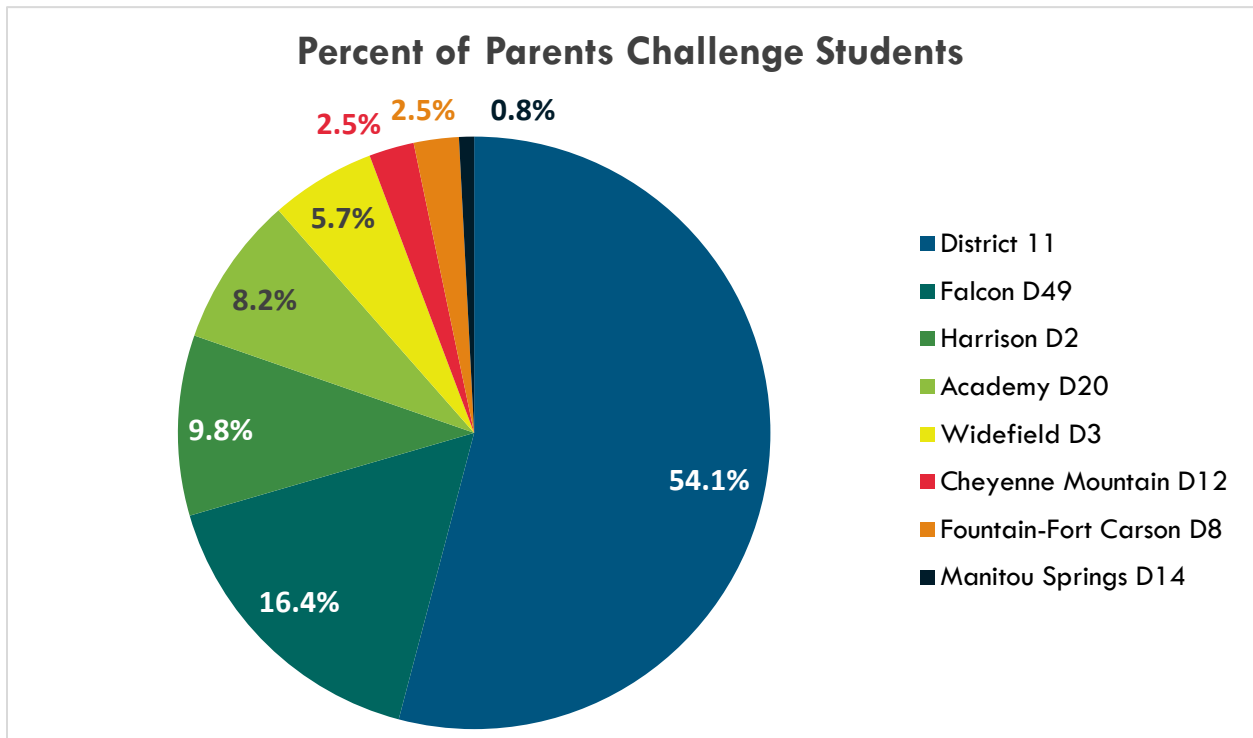
Parents' Education Level

	Parents Challenge	Colorado Springs (older than 25)	Colorado Springs parents
High school diploma	11.3%	20.2%	17.2%
Some college	25.5%	24.7%	15.7%
Associate's degree	21.7%	10.6%	9.1%
Bachelor's degree	19.8%	23.1%	27.9%
Graduate degree	10.4%	14.7%	30.1%

Numbers do not total 100% because education categories which did not compare across groups were not included (e.g. certificate at a trade school or did not finish a high school diploma were not available across all groups)

Parents Challenge parents are relatively well educated compared to the adult population (over 25) of Colorado Springs. The rate of parents who did not graduate from high school is lower, and the proportion of parents who earned an Associate's degree is higher compared to Colorado Springs adults. However, they are slightly less likely to have a Bachelor's or Graduate degree. Colorado Springs parents are also significantly more likely to have a Bachelor's or Graduate degree compared to Parents Challenge parents (American Community Survey, 2018; Current Population Survey, 2018).

3. Public School Comparison



Most Parents Challenge students reside within District 11 (54.1%), followed by the Falcon D49 school district (16.4%)¹.

4. Parents Challenge Student Comparisons

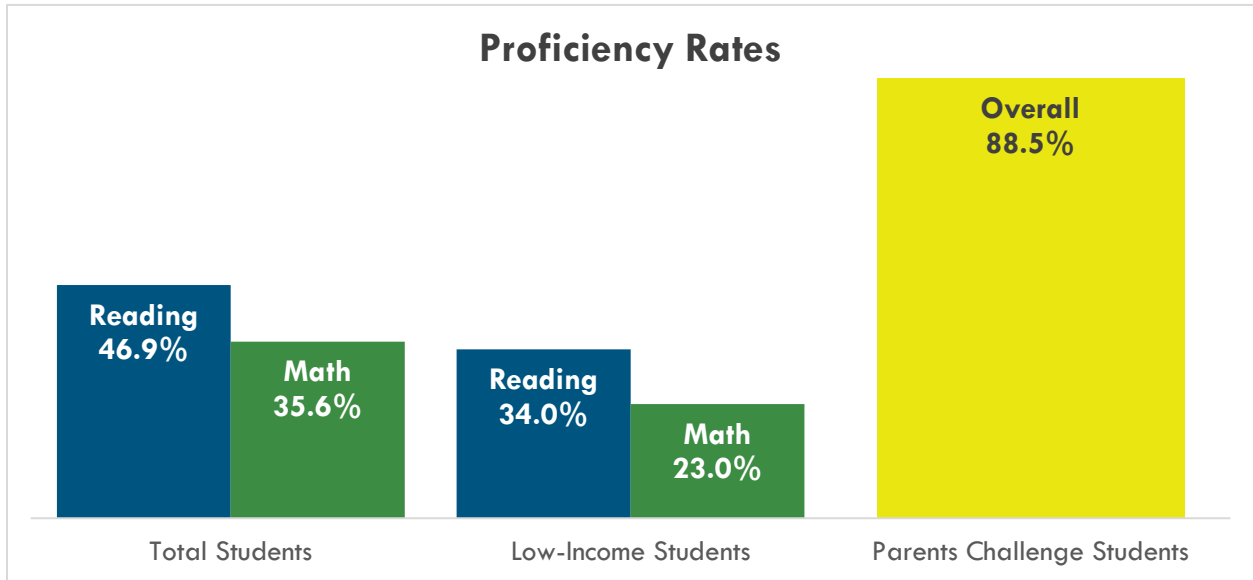
Private Schools Attended			
	Children	Families	Number Children Per Family (Average)
Corpus Christi Catholic School	6.4%	6.3%	1.60
Colorado Springs Christian Schools	24.0%	22.8%	1.67
Divine Redeemer	6.4%	6.3%	1.60
Evangelical Christian Academy	10.4%	10.1%	1.63
Heritage Christian Academy	8.8%	8.9%	1.57
Hillel	1.6%	1.3%	2.00
Hill Springs Academy	0.8%	1.3%	1.00
Pikes Peak Christian School	9.6%	11.4%	1.33
Springs Baptist Academy	5.6%	6.3%	1.40
St. Mary's High School	1.6%	2.5%	1.00
St. Paul Catholic School	1.6%	1.3%	2.00
The University School	8.0%	7.6%	1.67
Homeschool	12.2%	13.9%	1.73

Of the private schools Parents Challenge students attend, a plurality (24%) go to Colorado Springs Christian Schools (CSCS), and the next largest group attend Evangelical Christian Academy. Another 12.2% are homeschooled.

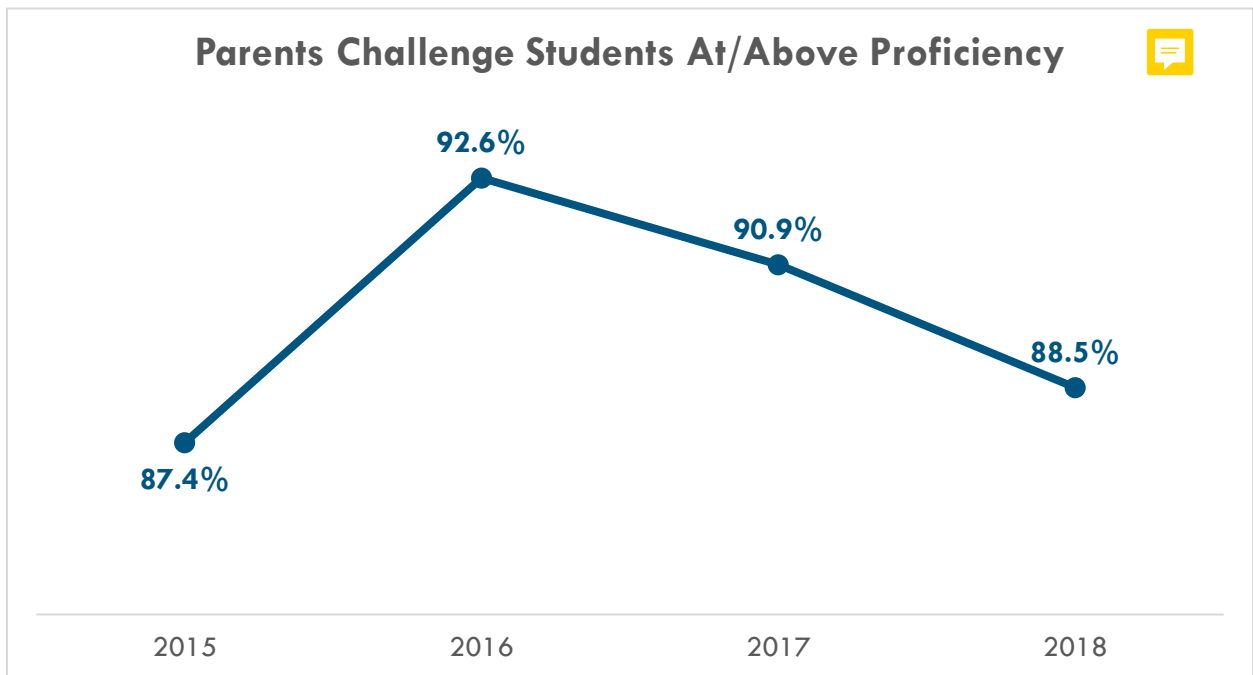
¹ See Appendix B for details on comparison districts.



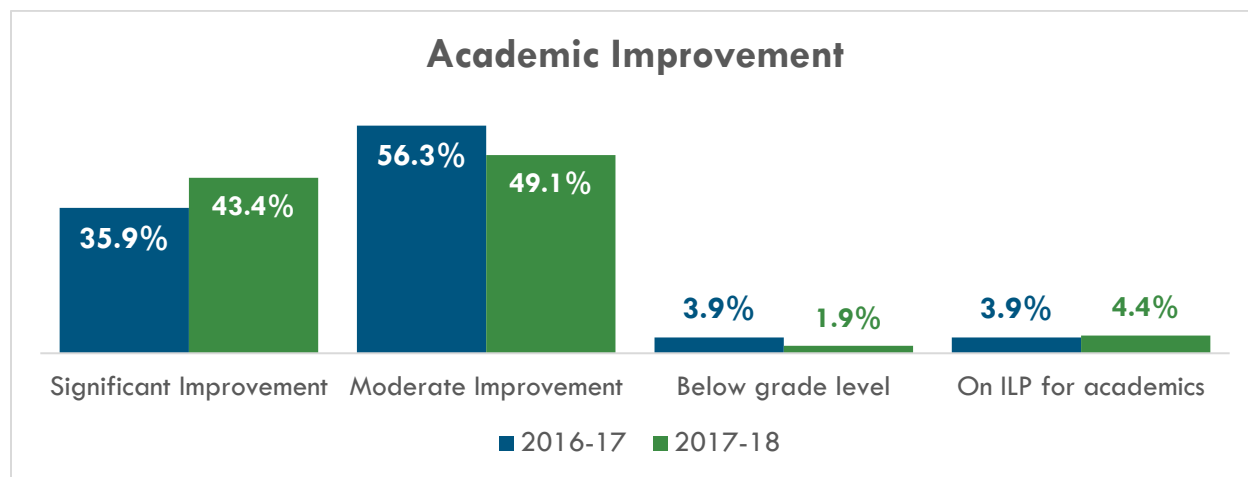
4.1 Academic Comparisons



The above chart compares students' academic performance. Specifically, it illustrates the difference in Parents Challenge students' overall proficiency to all other students' and low-income students' proficiency in math and reading (Colorado Department of Education, 2018). As Parents Challenge families are mostly low-income themselves, the comparison to other low-income students' proficiency scores is particularly noteworthy. However, there is a significant difference in how performance is measured. Parents Challenge does not distinguish by grade level and instead focuses on cumulative GPA, so proficiency levels are therefore determined by students who earn a B or higher.



Parents Challenge students perform well academically, as proficiency levels range from 87.4% to 92.6% in the past four years. In the most recent academic year, 88.5% of Parents Challenge students were considered proficient. They also tend to improve from year to year. In 2017-2018, 43.4% improved significantly, and another 49.1% improved moderately. Only a small number of students scored below grade level (3.9% and 1.9%, respectively, from the 2016-17 and 2017-18 academic years).

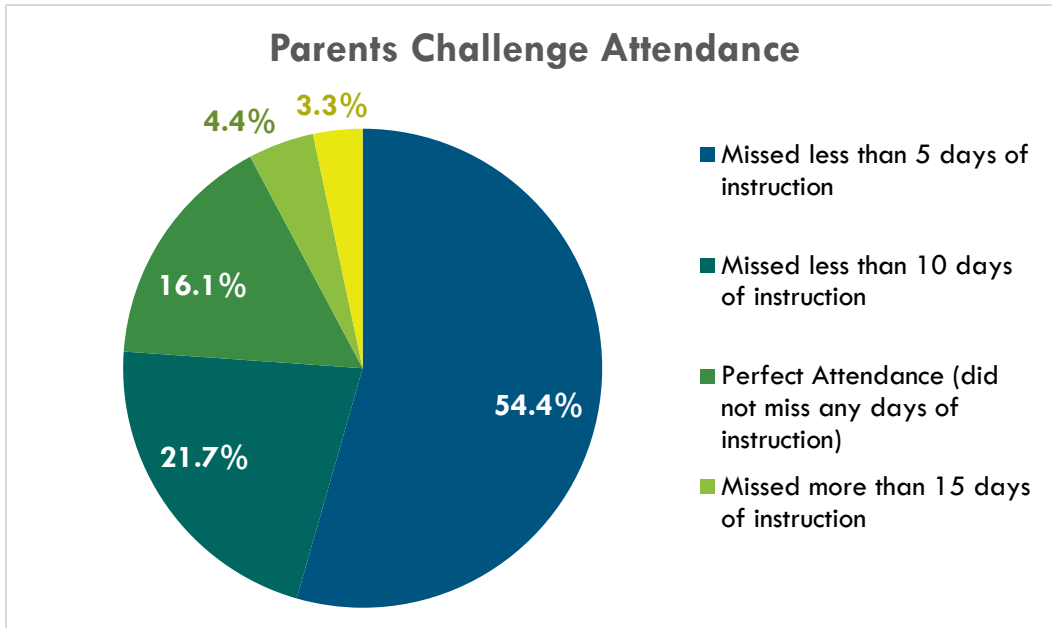


4.2 Attendance

Attendance Rates			
	Length of School Year	Attendance Rates	Truancy Rates
Harrison D2	177.04	92.4%	4.2%
Widefield D3	165.25	92.3%	0.8%
Fountain-Fort Carson D8	168.69	92.7%	2.6%
District 11	168.43	91.1%	3.6%
Cheyenne Mountain D12	169.27	95.3%	0.2%
Manitou Springs D14	168.75	93.8%	0.8%
Academy D20	164.47	93.3%	1.0%
Falcon D49	171.39	93.6%	3.3%
Total	169.06	92.7%	2.5%

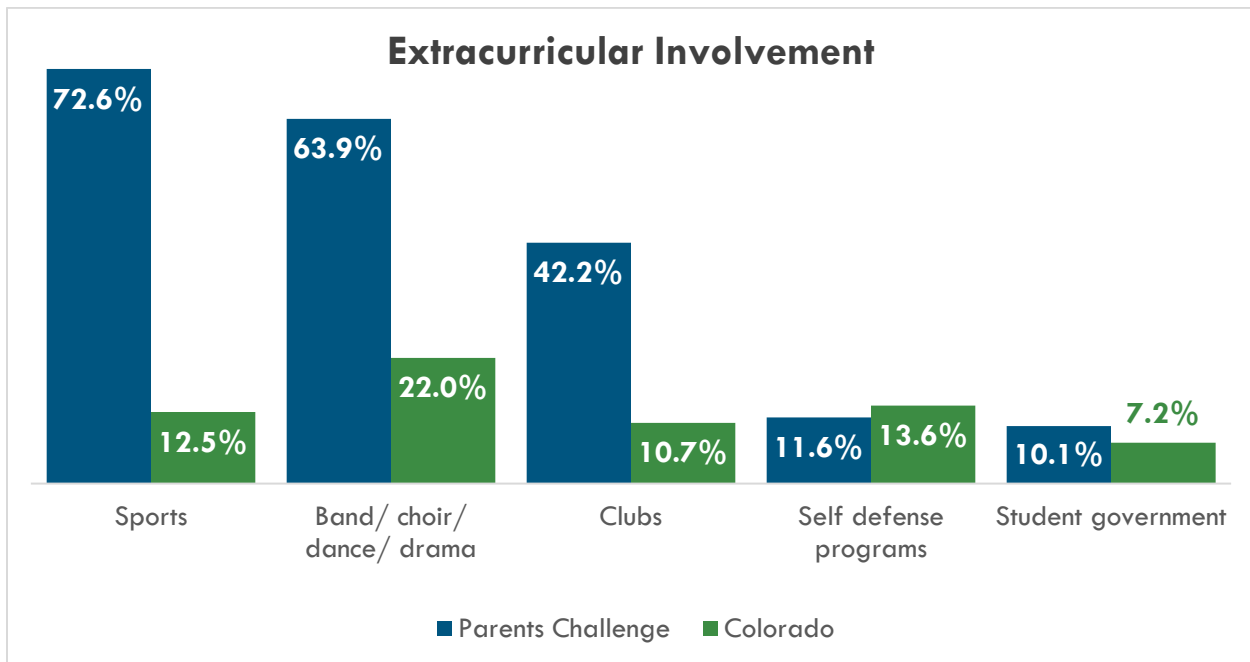
Public school students in the districts Parents Challenge students reside in attend school about 92.7% of the time (or about 156.72 days). The truancy rate (unexcused absences) is about 2.5% (Colorado Department of Education, 2018). Further information is needed to provide a substantial comparison between Parents Challenge students’ attendance rates compared to their public-school peers, but 16.1% of Parents Challenge students had perfect attendance, 54.4% missed fewer than five days. However, another 21.7% missed fewer than 10 days.





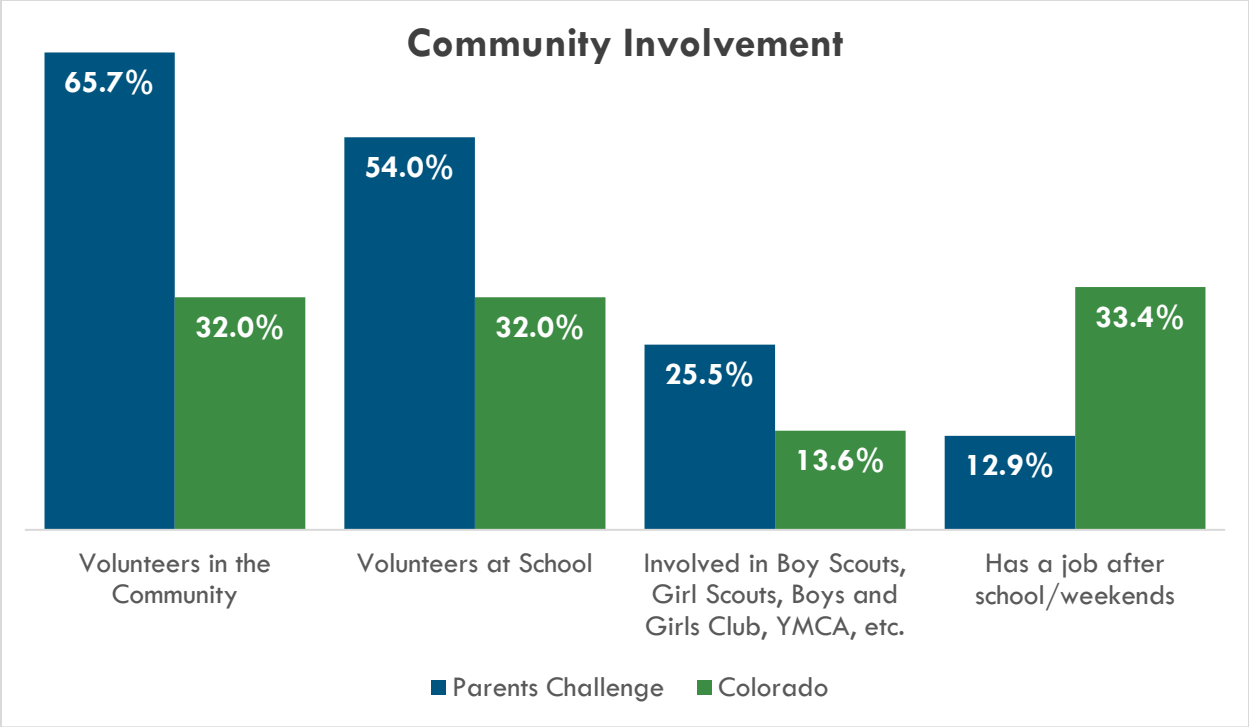
4.3 Extracurricular Activities

Parents Challenge students, as a group, are more involved in sports, musical activities, clubs, and student government².

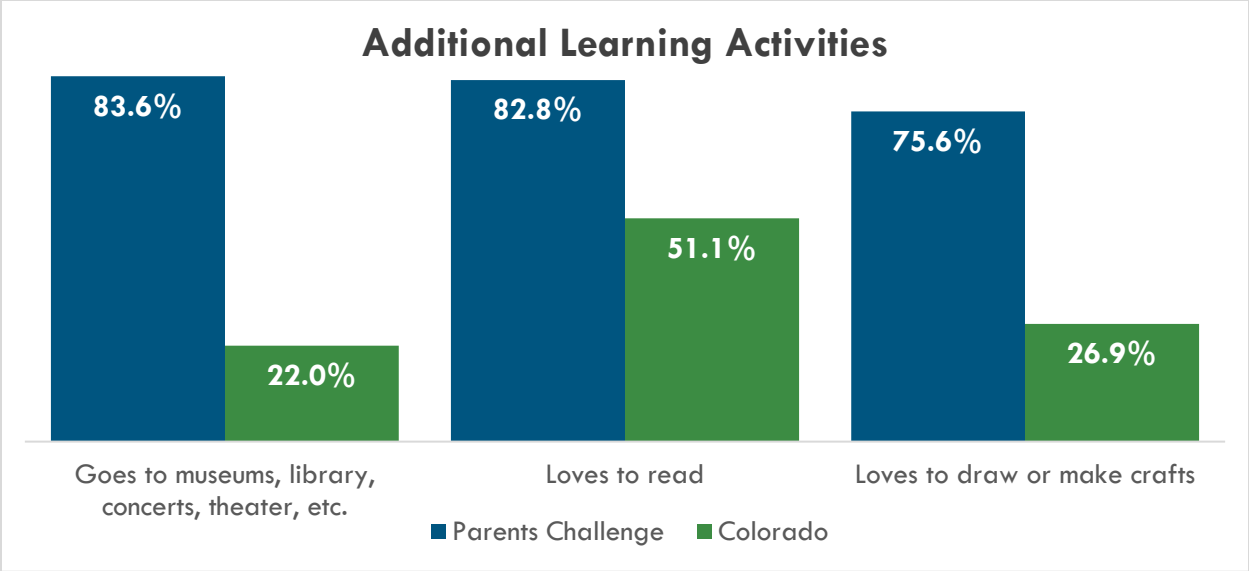


² Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).





Parents Challenge students also volunteer in their schools and communities at higher rates than their peers. They are more involved in civic-based organizations as well. Finally, they participate in more supplemental learning activities (visiting museums, libraries, etc.) and exhibit more positive extra-learning qualities³.



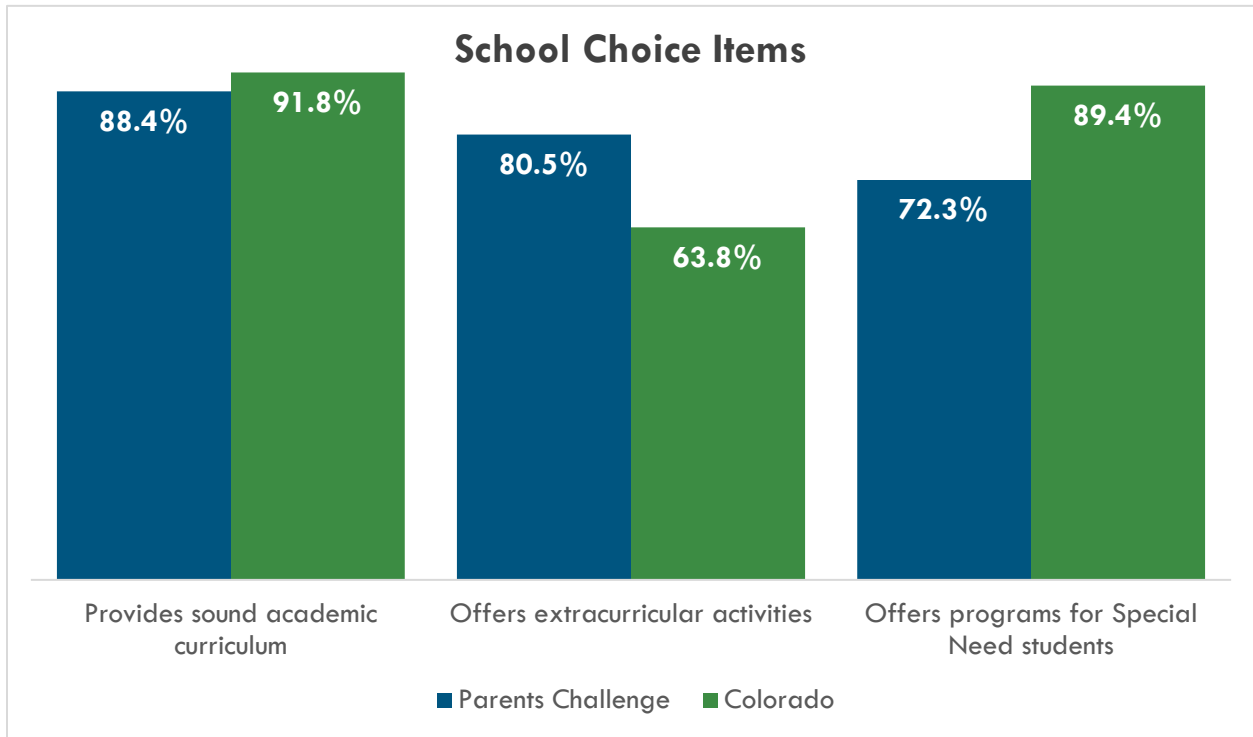
³ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).



5. Parent's Decision

This section discusses the factors that led parents to choose their child's current school or to homeschool their child. All responses were measured against those from parents of public-school students, and statistical analyses were performed to assess the differences between Parents Challenge parents and their peers.

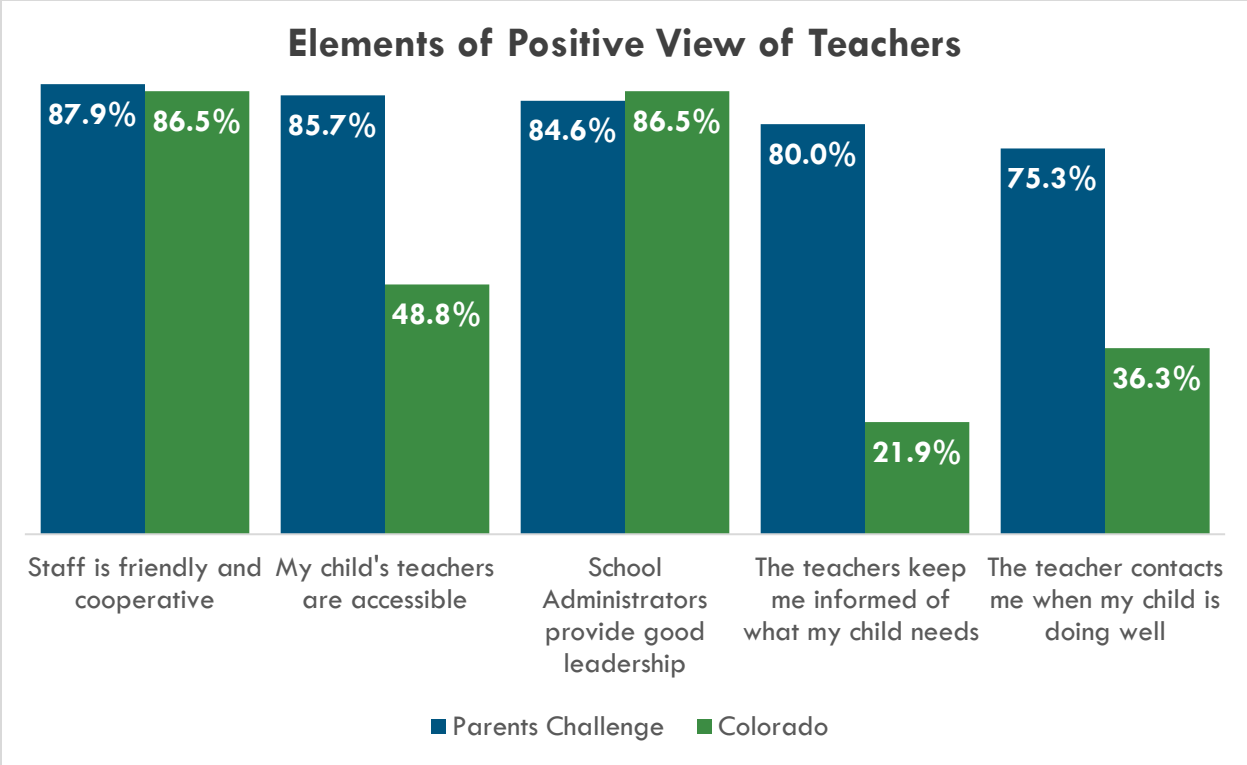
5.1 School Choice



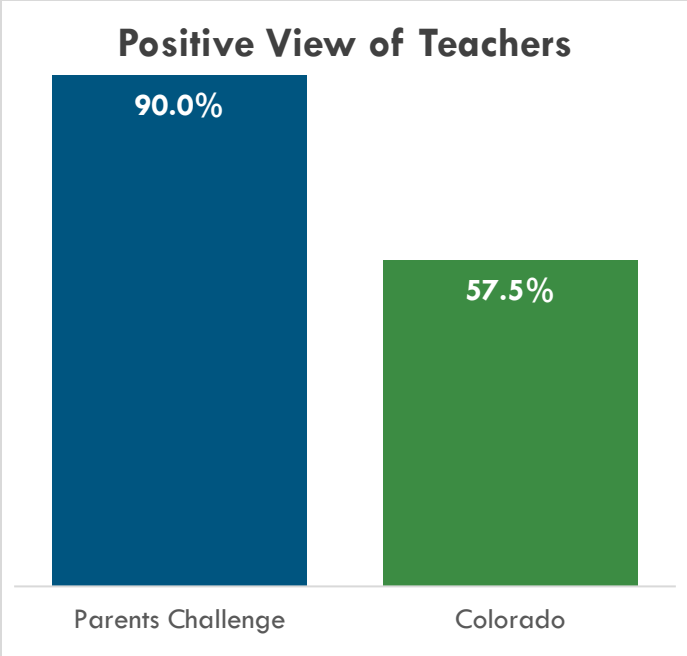
Parents Challenge families have slightly different reasons for choosing their schools than other Colorado parents. Like their peers statewide, the academic curriculum is considered important (88.4%), but they are more interested in extracurricular activities (80.5%) and have less need for special needs programs (72.3%) compared to other parents in Colorado⁴. Also, of note, 55% of Parents Challenge parents attended their child's school, and 64.5% said the school provided incentives to attend. However, no comparative data on these reasons was found for parents statewide.

⁴ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).





Parents Challenge parents have more positive views of the teachers at their school of choice than Colorado parents as a group. Specifically, they are more likely to feel that teachers are accessible (85.7%), keep them informed (80%), and contact them regarding their child’s good behavior (75.3%). This may be indicative of Parents Challenge schools’ culture, suggesting that they emphasize having open lines of communication between educators and parents. In any case, there is a wide gap between Parents Challenge parents’ and their peers’ views toward teachers overall⁵, and findings were statistically significant using a chi-square test ($p < .000$).



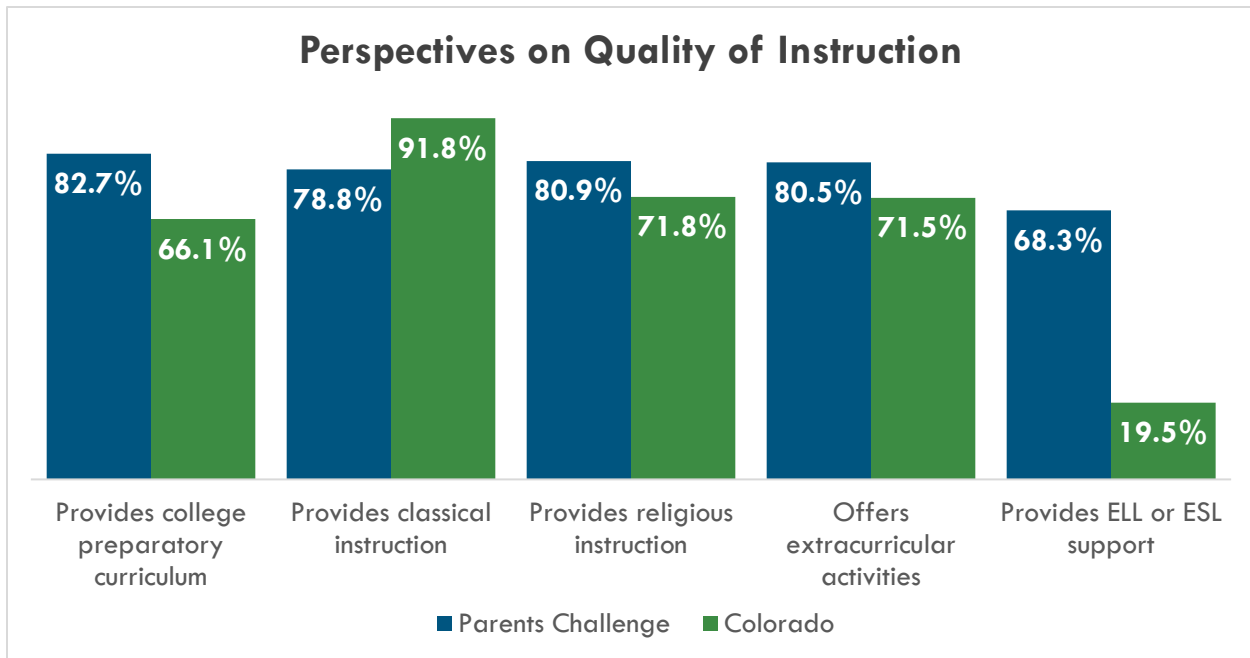
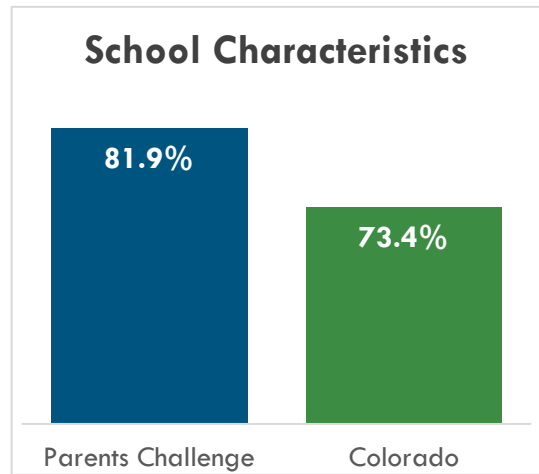
⁵ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).



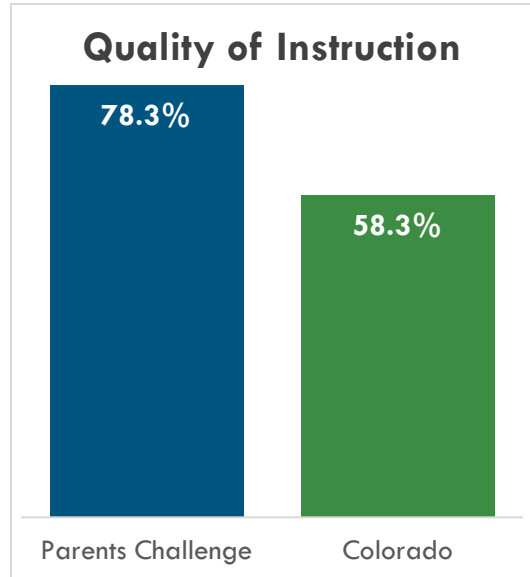
School Characteristics

	Parents Challenge	Colorado
School is safe	88.3%	87.2%
School encourages parental involvement, i.e. PTO, PTA	86.5%	68.4%
School has a Building/School Accountability Committee	76.9%	26.2%
Class sizes are small	76.7%	91.8%
Diversity of school	75.6%	65.5%
School is in my neighborhood	61.1%	75.9%

Parents Challenge parents also have more positive views of their child’s school compared to their peers in Colorado. They are more likely to feel that their school encourages parental involvement (86.5%) and approve of the school’s building/school accountability committee. However, they are also less likely to feel that their school offers small class sizes or that the school is in their neighborhood. Overall, a chi-square test ($p < .000$) determined that their views were significantly more positive (81.9%) than those of Colorado parents as a whole (73.4%).

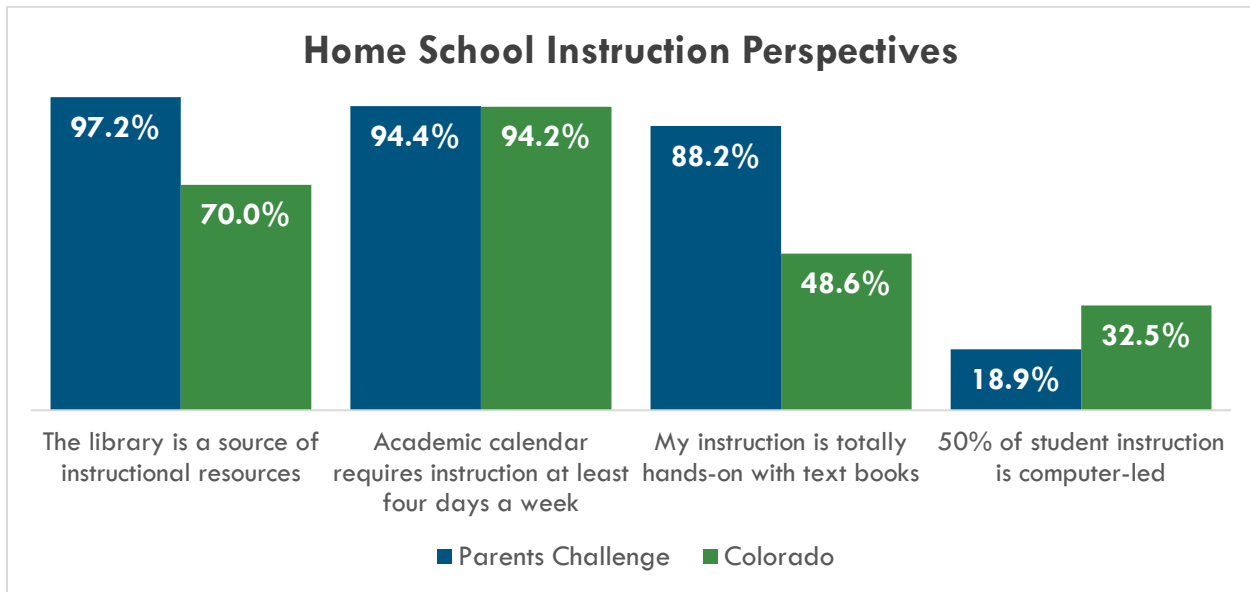


Parents Challenge parents are largely happier with the quality of instruction at their child’s school compared with parents of Colorado public-school students. More feel that their school provides a college prep curriculum, extracurricular activities, and support for English language learners (ELL) and English as a second language (ESL) students. The only exception is that Parents Challenge families (78.8%) are less likely to believe that their school provides classical instruction than Colorado public-school parents (91.8%). Overall, there is a 20-point difference between Parents Challenge parents and their peers, indicating that they feel better about the quality of instruction/education at the school of their choice than other parents⁶. This difference was statistically significant using a chi-square test ($p < .000$).



5.2 Homeschool Parents

Parents of homeschooled students were asked a different set of questions, and all findings were compared to all Colorado parents who homeschooled their youth. The four constructs measure the quality of the instruction their children receive, their level of participation, and decisions to homeschool from both the child and parent (indicating overall motivation).

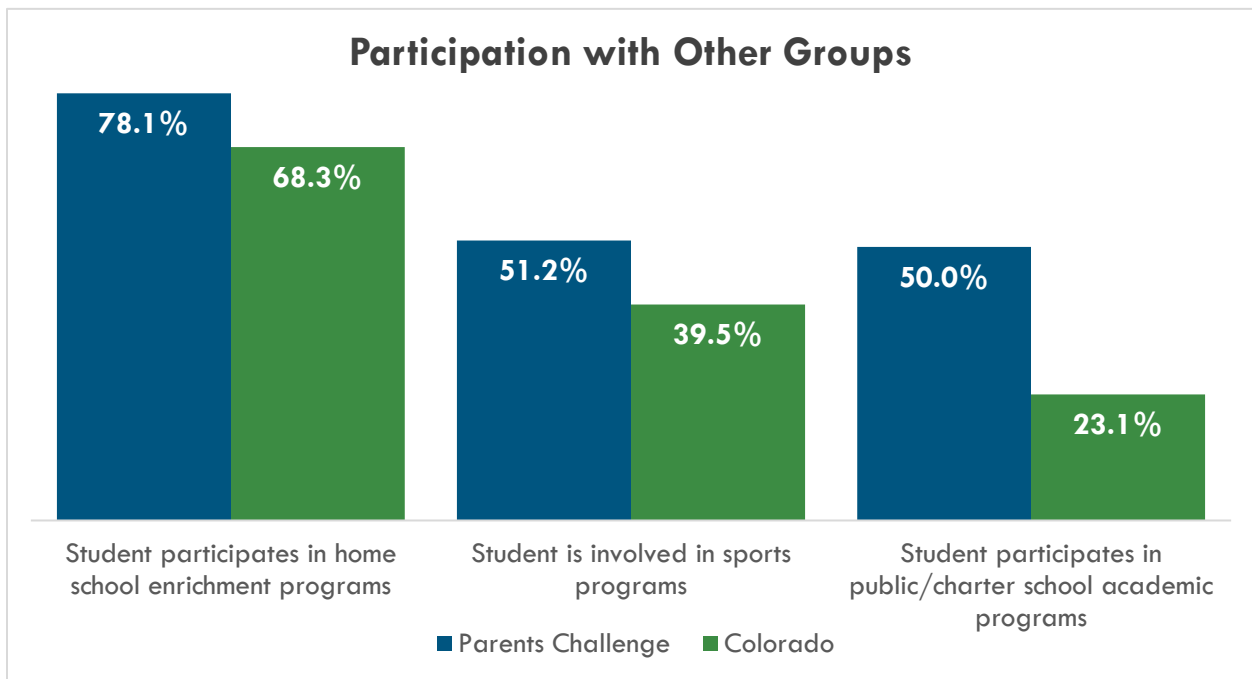
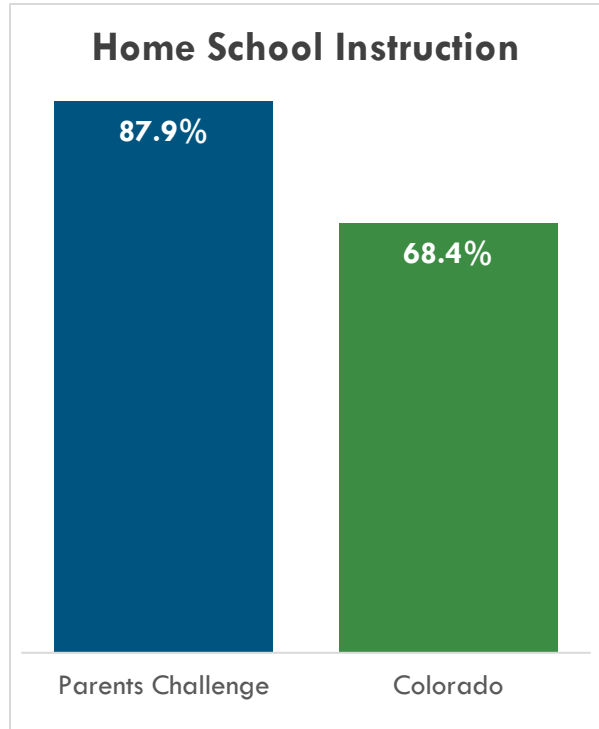


⁶ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).



Parents Challenge parents are more likely to utilize libraries and rely on text books than other homeschool parents, and less likely to use a computer for at least 50% of instruction⁷. The overall difference in the two groups' instruction perspectives/techniques was statistically significant using a chi-square test ($p < .000$).

Parents Challenge homeschool students are highly engaged and participate in activities with other students at higher rates than other homeschoolers in Colorado⁸. More than 78% participate in homeschool enrichment programs, and more than half participate in sports or public/charter school academic programs. The difference in participation rates between Parents Challenge and Colorado homeschool students was statistically significant using a chi-square ($p < .000$).



⁷ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).

⁸ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).

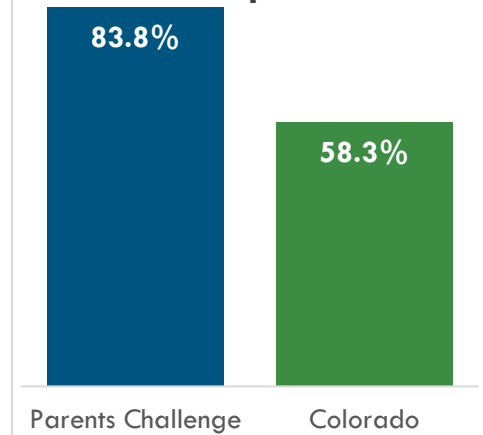


Needs for Homeschooling

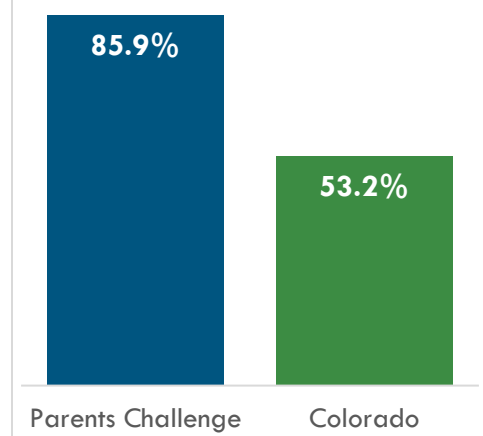
	Parents Challenge	Colorado
It was my child's choice	58.8%	19.1%
Schedules were not flexible	48.1%	67.6%
Child has special needs	15.6%	9.2%
Child has a physical or mental disability	15.2%	19.7%
Child experienced bullying or disciplinary issues	15.2%	17.2%

Parents Challenge students' needs that led them to homeschooling are somewhat different than homeschoolers statewide. The most significant difference is that 58.8% of Parents Challenge parents say that it was the child's choice to be homeschooled, compared to just 19.1% for all homeschooling parents in Colorado. Parents Challenge parents were also less likely to point to flexible scheduling as an issue that prompted them to try homeschooling (48.1% compared to 67.6%)⁹. The difference between the two groups' needs for homeschooling were statistically significant using a chi-square test ($p > .000$).

Participation



Child's Needs



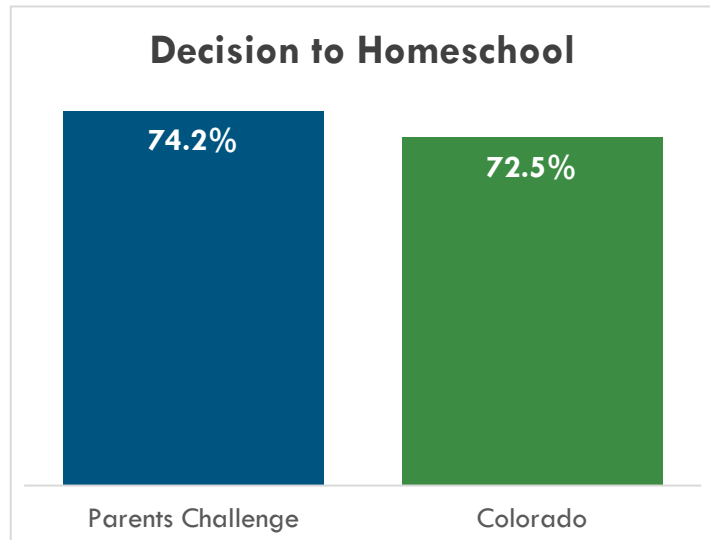
Decision to Homeschool

	Parents Challenge	Colorado
Ability to give my child a better education	82.9%	75.3%
To provide religious or moral instruction	80.0%	58.9%
Concern about environment of schools	67.6%	89.4%
Dissatisfaction with academic instruction in schools	66.7%	75.3%
I or family members were homeschooled	20.6%	44.1%

⁹ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).



Other factors influenced parents' motivations to homeschool their children as well. Compared to homeschool parents statewide, Parents' Challenge parents were more likely to cite giving their child a better education (82.9% to 75.3%) and providing religious or moral instruction (80% to 58.9%) as reasons for homeschooling. They were also less likely to point to concerns with the environment in schools (67.6% compared to 89.4%)¹⁰. Differences between the two groups were statistically significant using a chi-square test ($p < .000$).



6. Family Engagement

6.1 Volunteering

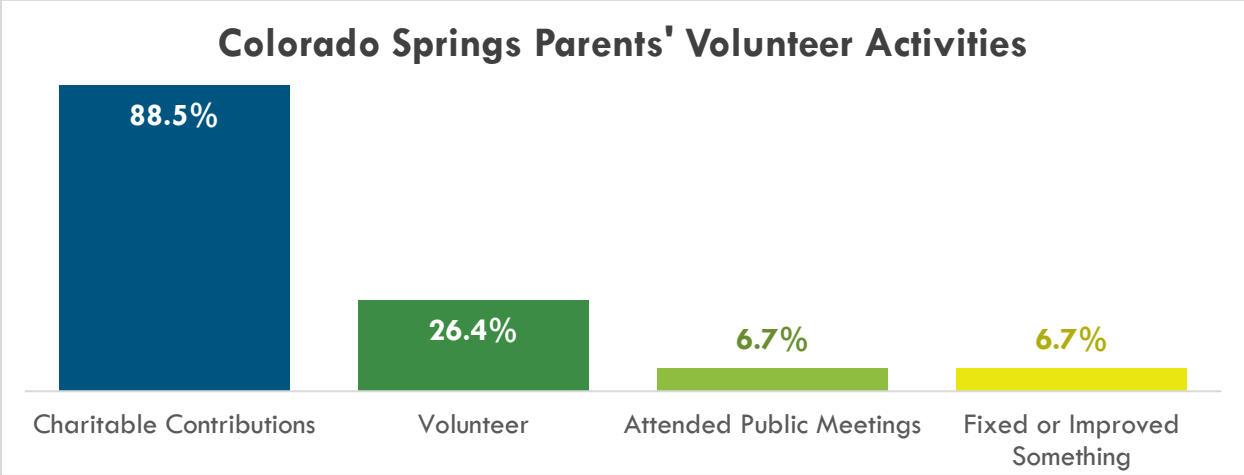
	Volunteer Hours		
	1 to 5 hours	10 - 20 hours	Over 20 hours
2015	1.7%	66.7%	31.7%
2016	1.4%	69.6%	29.0%
2017	2.8%	50.7%	46.5%
2018	6.7%	50.5%	42.9%

Volunteer Activity	
Colorado Springs Parents	
Tutor or teach	35.6%
Mentor youth	34.1%
Fundraise or sell items	31.8%
Collect, prepare, serve food	28.4%
Coach, referee, supervise	19.6%
Usher, greeter, minister	14.8%
Collect clothing	13.2%
Provide general office	5.8%
Provide professional	5.8%
General labor	5.4%

In the past two years, there has been a notable increase in the proportion of parents who volunteer at least 20 hours. That rate rose from 31.7% in 2015 to 46.5% and 42.9% in 2017 and 2018, respectively. In Colorado Springs, the most prominent volunteer activities among parents of school-age children are tutoring/teaching (35.6%), mentoring youth (34.1%), and fundraising/selling items (31.8%) (Current Population Survey, 2018).

¹⁰ Data were gathered from the Educational Longitudinal Survey (2002-12) and the National Household Education Survey (2012) from the National Center for Education Statistics (2018).





The vast majority of Colorado Springs parents reported making charitable contributions (88.5%), but only 26.4% volunteer, and less than seven percent attend public meetings or work to fix or improve something (Current Population Survey, 2015).

6.2 Participation with Parents Challenge Activities

2018 Parent Advocacy Sessions		
	Strength of Presentation	Attendance
National school choice - How to improve parenting skills	88.4%	81.1%
Advocating for children in school	85.0%	47.2%
Never pay retail for college	87.2%	46.2%
Personal budgeting/credit repair - Part II	85.5%	40.6%
Internet safety	82.0%	40.6%
Ending the silence	86.3%	39.6%
Define your strengths, workstyles, and preferences	89.9%	39.6%
Job preparedness	88.6%	31.1%
Community resources - Youth organizations	90.3%	29.2%
Is your child talented and gifted? (Homeschool)	86.5%	12.3%
College Tour - USAFA	95.8%	11.3%

The table above shows the proportion of parents who participated in the various 2018 Parent Advocacy Sessions. More than 81% of parents attended the session on improving parenting skills, but the program with the greatest strength of presentation, was the College Tour at the US Air Force Academy. Overall, parents felt that these programs were valuable. The chart below shows what parents would recommend. The majority want additional children supported, new sessions for high school students, and other types of sessions.







Recommendations for the Program

	Parents Challenge
Support more than two children per family	82.1%
Create one or two sessions for high school students	77.4%
Increase the financial commitment to families (e.g., tuition, school supplies, technology)	75.2%
Hold a series (four sessions minimum) for families (i.e., parenting skills)	74.7%
Provide more college tours	73.4%
Add more sessions on Saturday	61.9%
Decrease sessions from two hours to one hour	53.5%
Increase the number of parent sessions required yearly	52.8%
Returning families should not have to attend four sessions per year	50.0%
Decrease the number of parent sessions required yearly (four is the current number)	47.3%
Increase sessions from two hours to 2.5 hours	46.1%
Eliminate the volunteer component of program	44.4%
Require parents to pay a \$5 minimum for sessions	41.4%
Eliminate the meal portion of meetings	37.1%
Eliminate the childcare portion of meetings	34.6%

7. QREM Recommendations






For a variety of reasons (e.g., schools not reporting certain information), there are several pieces of data that are not available. To strengthen further evaluations—and subsequent impacts—it is highly recommended that Parents Challenge collect data that matches data available for public schools to ensure a direct comparison.

More specifically, we recommend:

-  Collect student performance data on how many were at or above proficiency in English and mathematics, preferably utilizing a standardized test such as the Iowa Assessments, ACT Aspire, Terra Nova, etc.
-  Collect student attendance data (i.e., the accumulated number of days students were in school compared to their academic calendars).
-  Collect information about student graduation rates and time spent in college from the National Student Clearinghouse.
 -  These data would help with measuring impact, as the proportion of students who attend college is reported by the state of Colorado.



In addition, we recommend asking additional questions to measure parent engagement and volunteer activities, covering topics like:

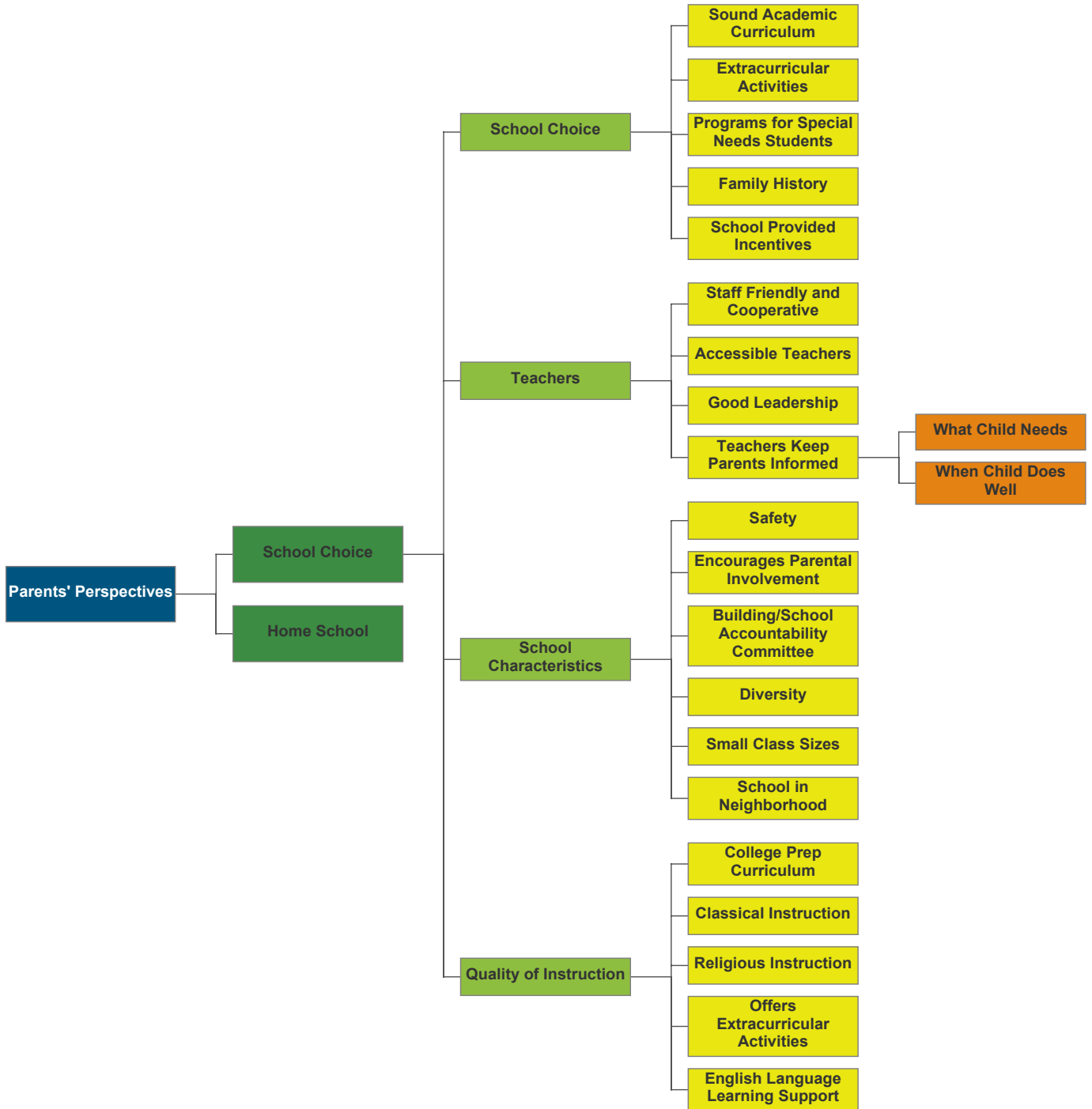
-  Voting habits (year last voted, registration, etc.),
-  Parent attitudes about college attendance,
-  Parent employment status,
-  Parent perspectives about educational activities in schools.
 -  This will enable us to gain a deeper understanding about what they do at the school.

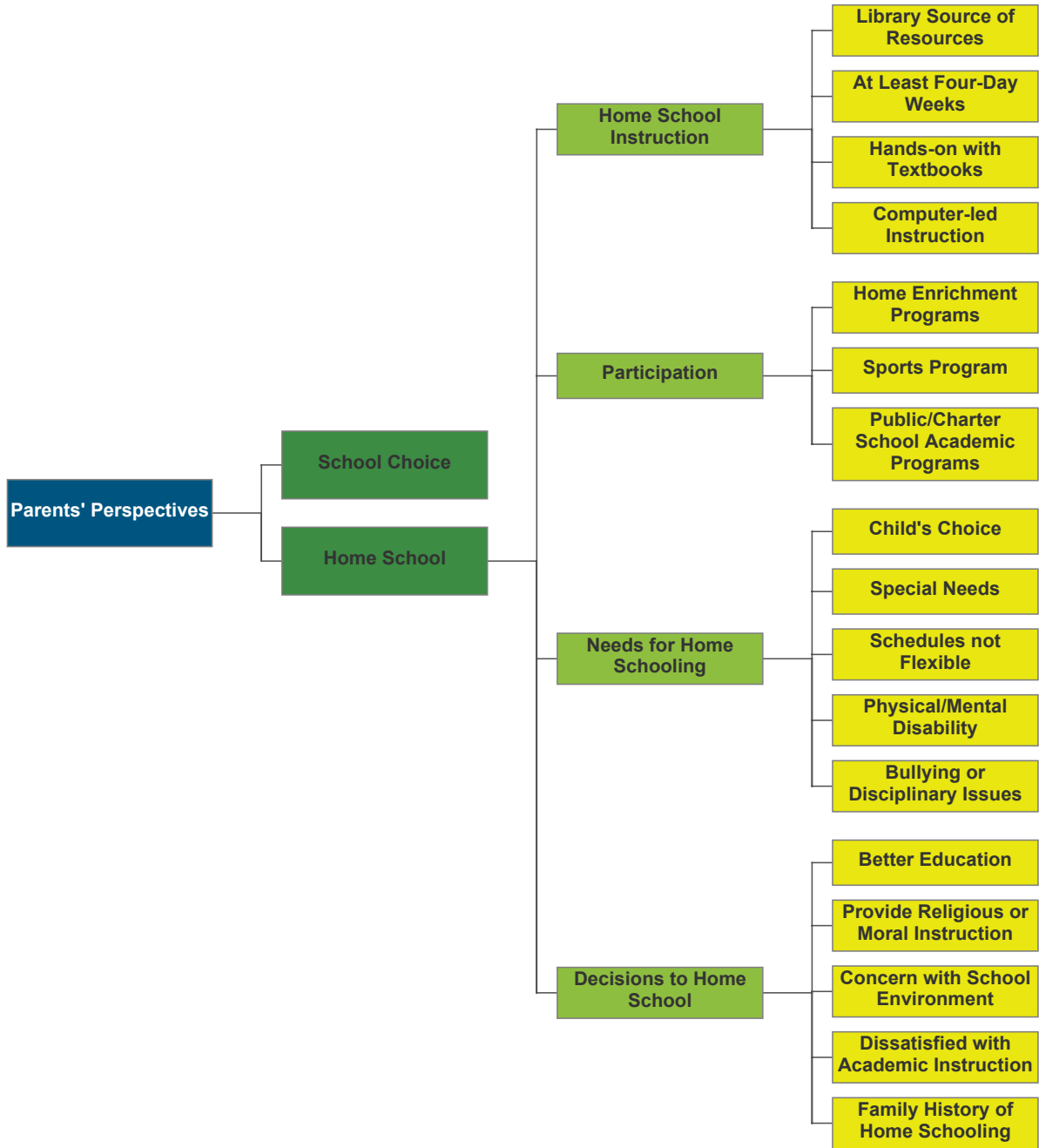
Finally, are there data available regarding the goals of parents and children? These data would make it possible to determine if Parents Challenge is helping participants meet those goals.



Appendix A – Mind Map

This is a map of the features that helped define the constructs built to assess parents’ perspectives.



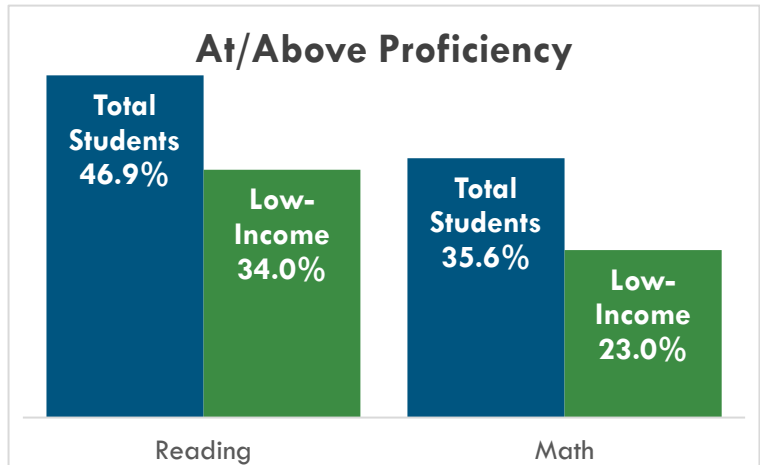
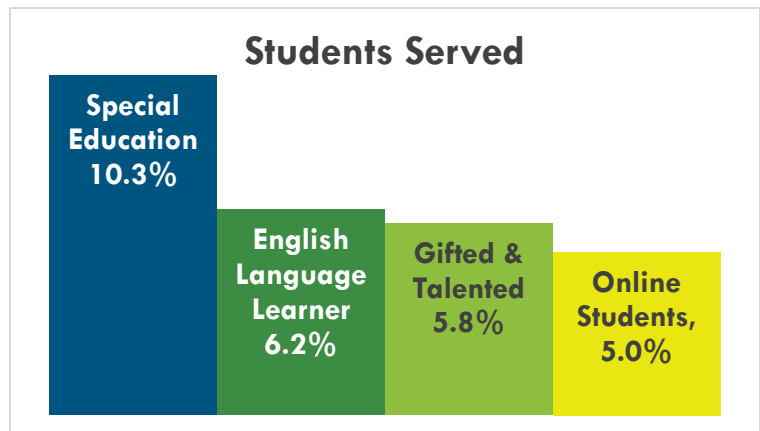
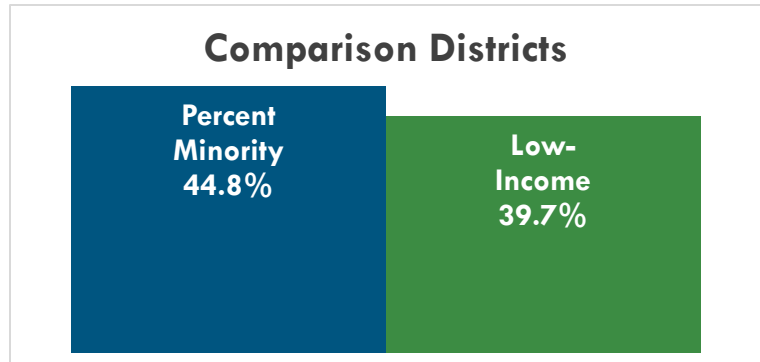


Appendix B – Comparison Districts

All data in this section relate to the academic performance and key demographics for the eight school districts most Parents Challenge students come from. This is meant to provide perspective of what these students' lives would look like if Parents Challenge did not exist.

According to the Colorado Department of Education (2018), there are 111,130 students who live in these school districts. Approximately 45% of students are considered minorities, and about 40% are low-income, as determined by Federal Free and Reduced Lunch program eligibility (Colorado Department of Education, 2018).

The middle graph illustrates the proportion of Parents Challenge students that fall into four specific groups: (1) special education, (2) English language learners (ELL), (3) gifted and talented, and (4) online students. This is meant to identify the proportion of students who require additional services provided by Parents Challenge (Colorado Department of Education, 2018).



Comparison Districts Academic Performance

This is the proportion of students in all eight school districts who performed at or above proficiency in reading and math, according to the latest CMAS results. The gap between low-income students and all students is 12.6 to 13 points (Colorado Department of Education, 2018).



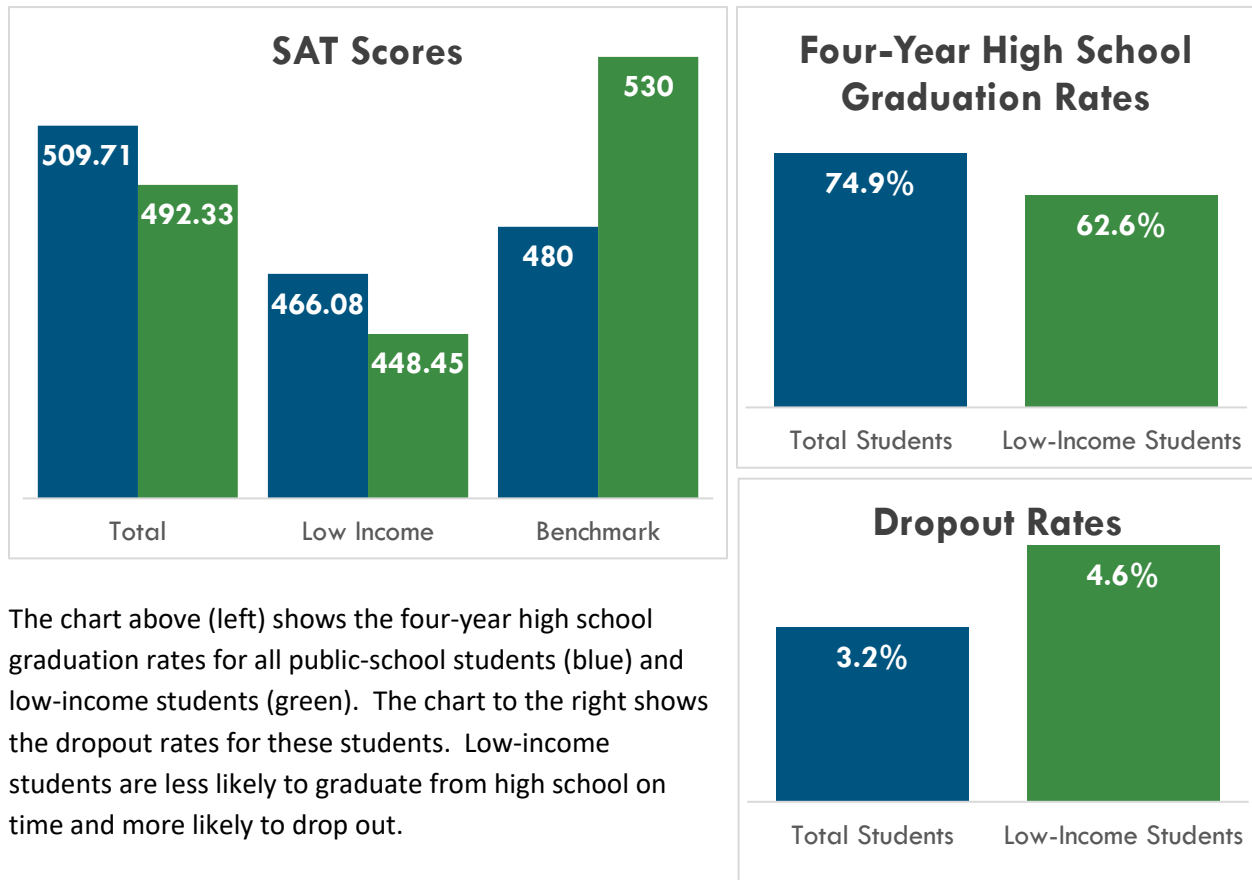
Total Performance

Grade Level	English		Math	
	Total Students	Low-Income	Total Students	Low-Income
Third	43.8%	31.9%	43.5%	33.0%
Fourth	49.2%	35.7%	37.1%	23.2%
Fifth	50.2%	38.6%	38.1%	26.9%
Sixth	43.0%	29.9%	28.3%	16.4%
Seventh	49.6%	35.9%	29.5%	15.4%
Eighth	45.7%	31.4%	31.6%	16.6%

The table above highlights academic performance in these eight school districts by grade level and income status (Colorado Department of Education, 2018).

Comparison District College Readiness

The chart (bottom, left) shows SAT scores for students in these eight districts as well as the benchmark scores determined by the College Board (2018). Benchmark scores predict a 75% probability that a student will earn at least a C in the corresponding college course.



The chart above (left) shows the four-year high school graduation rates for all public-school students (blue) and low-income students (green). The chart to the right shows the dropout rates for these students. Low-income students are less likely to graduate from high school on time and more likely to drop out.



These are the median earnings of individuals 25 and older in the Colorado Springs metropolitan area. The median wage for someone without a high school diploma is particularly notable, because it is below the living wage for the Colorado Springs area: \$23,685 (American Community Survey, 2018; Glasmeir and Massachusetts Institute of Technology, 2018).

