



Student Outcomes Focused Governance Goal 3

September 2023

Introduction - What is Being Monitored

One of the Board's four goals is to increase the percent of graduates earning a state high school diploma endorsement to **75%** by June 2024. There are five (5) different state high school diploma endorsements: Career, College, College/UNC, NC Academic Scholars, and Global Languages.

Evaluation of Current Performance

37% of Grade 12 graduates earned at least one endorsement by the conclusion of the 2022-2023 school year, placing us **Below Target** (see Graph 1 below). District-wide, approximately 3,681 more cohort graduates would need to earn an endorsement to reach our 75% target in 2023-24.

Graph 1

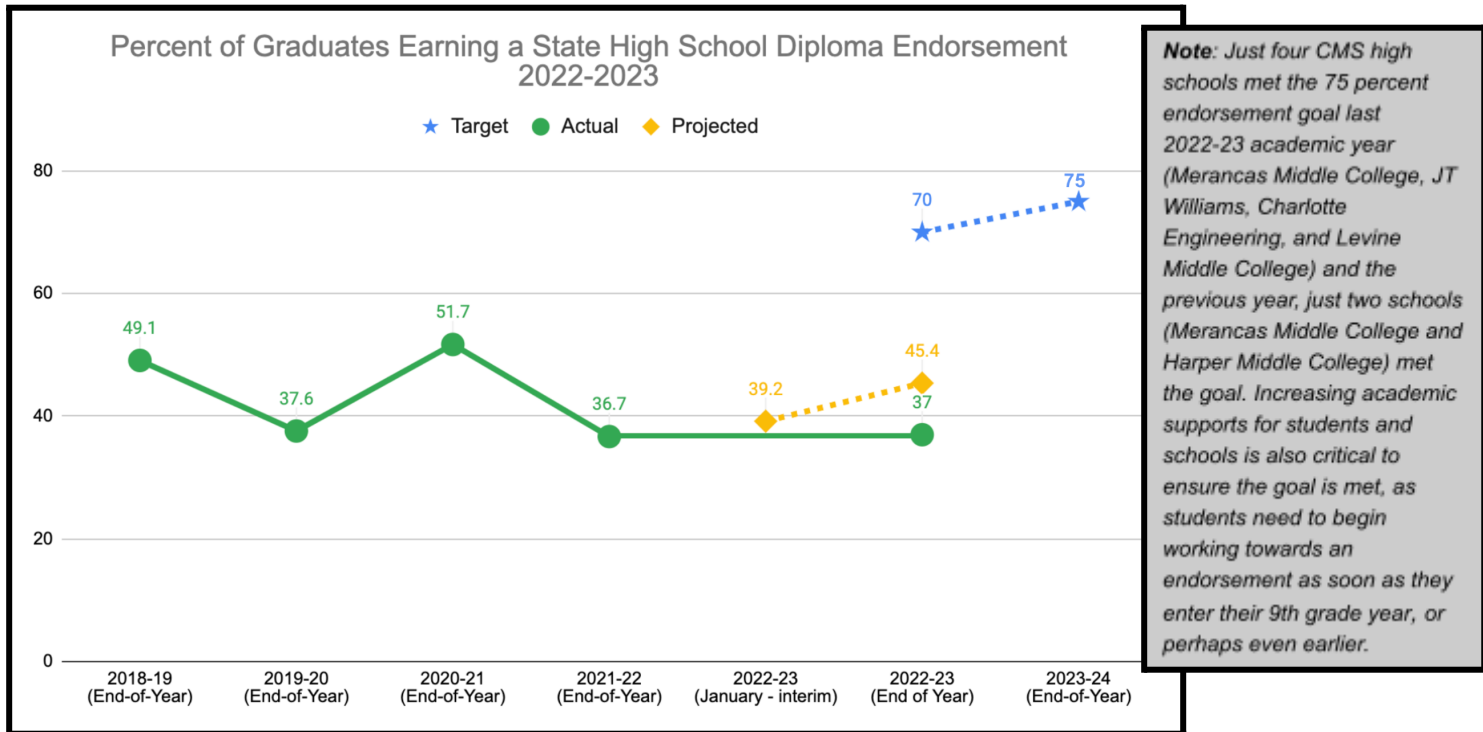


Table 1.

The Percentage Graduates Earning a State High School Diploma Endorsement 2022-2023				
Career Endorsement	College Endorsement	College UNC Endorsement	World Language Endorsement	NC Scholar Endorsement
11.1%	29.4%	30.9%	9.5%	19.7%

Actions Planned

Given that the final target for this goal is June 2024, we are enacting strategies that serve two purposes during the 2023-24 school year. These purposes include:

- **Promoting Endorsements for All Students:** We will continue to enact some universal strategies for all students to continue to promote their attainment of endorsements even after the goal expires.
- **Supporting Endorsement Attainment for Identified Seniors:** We will target specific strategies to current seniors for whom eligibility to attain an endorsement is influenceable during their senior year.

Strategy 1: Awareness of Importance of All Endorsements

(Career Endorsement, College Endorsement, College/UNC Endorsement, Global Languages Endorsement, NC Academic Scholars Endorsement)

- **All Students: Districtwide Endorsement Awareness Campaign** - An endorsement awareness campaign is being conducted district wide and at every high school to enhance student and parent awareness of North Carolina endorsement types and qualifications. The district and individual schools are using communication resources in the Endorsement Toolkit. The toolkit is posted on the CMS website. A high level promotion campaign will be completed by October 31st.
- **Identified Seniors: Cohort Support for Needed Criteria** - Principals are ensuring all current seniors still able to attain an endorsement within their senior year are aware of the importance of endorsements and support for their ability to meet the needed criteria. Lead counselors received their lists of students September 21st.
- **Progress Monitoring:** The District Endorsement Team will review district and school communication metrics (websites and social media).

Strategy 2: Identifying & Supporting Current Seniors Eligible for the Career & College Endorsement

- **Identification of Currently Eligible Seniors**
 - Lists have been provided to the school principal and lead counselor for each high school that include
 - students who are currently enrolled in a fourth math class and already meet the GPA (2.6+ Unweighted) and ACT/SAT Reading benchmark (**504 students**),
 - students who meet the 4th Math and GPA requirement but have potential to meet the ACT benchmark if they retake the ACT (**368 students**),
 - students who meet the ACT/SAT and 4th Math requirement but are just below the GPA threshold of 2.6 (**123 students**).
 - Lead Counselors have shared this information with the school counseling teams. Each counselor is supporting any student in need of support to pass the fourth math class. (**995 students** across 33 high schools)
- **Progress Monitoring:**
 - Using the CMS Endorsement Tracker document and by designated deadlines, schools are
 - Meeting with all students who could retake the ACT by October 6th and encourage their registration, if desired and beneficial to the student
 - Progress monitoring student grades throughout the year
 - Logging coaching meetings with students
 - The Endorsement Team will continue to analyze the tracker monthly to assess trends and identify additional strategies.

Strategy 3: Identifying & Supporting Current Seniors Eligible for the College/UNC Endorsement

- **Identification of Currently Eligible Seniors**
 - Lists have been provided to the school principal and lead counselor for each high school that include
 - students who have a grade point average (GPA) that falls between 2.5 weighted and 2.6 unweighted and
 - students who have met all other criteria for the College/UNC Endorsement but have scored within 2 points of the ACT reading required score.
 - Identified students are being provided individual counseling and support regarding GPA and grade monitoring from either the school counselor or College and Career Coach (if the school has one).
 - Identified students who could retake the ACT and encourage their registration, if desired and beneficial to the student (**196 students** to influence across 33 schools).
- **Progress Monitoring:**
 - College & Career Coaches and school counselors will continue to monitor progress for identified student grades weekly and help students identify strategies to maximize their success in every course.
 - Coaches/counselors will continue to follow up with teachers to support student success.
 - GPA progress monitoring as well as ACT retakes will be recorded in the CMS Endorsement Tracker document.
 - The Endorsement Team will analyze this data monthly to assess trends and identify additional strategies.

Strategy 4: Identifying & Supporting Current Seniors Eligible for the NC Academic Scholars Endorsement

- **Identification of Currently Eligible Seniors**
 - Lists have been provided to the school principal and lead counselor for each high school that include students who have a GPA of 3.5 or greater but did not meet the ACT/SAT reading requirement.
 - Counselors are evaluating each student for qualification for the NC Academic Scholars Endorsement
 - School counselors are indicating whether students qualify for the NC Academic Scholars Endorsement by October 15th.
 - Counselors are having conversations with students missing a higher level course to possibly include a higher level course for second semester.
- **Progress Monitoring:**
 - Coaches and counselors are recording the data for each student at their school on the CMS Endorsement Tracker document.
 - The Endorsement Team will analyze this data monthly to assess trends and identify additional strategies.

Strategy 5: Identifying & Supporting Current Seniors Eligible for the Global Language Endorsement

- **Identification of Currently Eligible Seniors**
 - Lists have been provided to the school principal and multilingual facilitator/lead teacher for each high school that include

- students who might be able to earn a 4 or higher on the STAMPS exam at the end of a world language course and
- students who might be able to reach a qualifying score in a world language course through Credit by Demonstrated Mastery in their home language and a score of 4 or higher on the STAMPS exam
- All students eligible to take Credit by Demonstrated Mastery exam are being identified by October 31st and tested by December 15th.
- **Progress Monitoring:**
 - Student identification and successful completion of tests will be recorded in the CMS Endorsement Tracker.
 - The Endorsement Team will analyze this data monthly to assess trends and identify additional strategies.

Strategy 6: Awareness of Importance of Grade Point Average (GPA)

(Career Endorsement, College Endorsement, College/UNC Endorsement, NC Academic Scholars Endorsement)

- **Promote & Support All Students with Increasing Grade Point Averages:** A GPA awareness campaign increasing parent and student awareness on the importance of understanding and monitoring GPA is taking place after the first progress report during the first quarter. Continued communication will take place after each time GPAs are updated. The district and individual schools will use communication resources provided by the district. ([What is a GPA? \(30 sec\)](#), [What is a GPA?](#), [Track Your GPA](#), [How to Improve Your GPA](#)) School counselors are supporting students with low GPAs.
- **Support for Increasing Grade Point Averages for Identified Schools with College & Career Coaches:** College & Career Coaches are supplementing counselor support in 12 identified high schools with
 - intensified support for students with a grade point average between 2.0 and 2.8
 - ensure student understanding of the connection between grade point average and options after high school
 - share high impact actions to support post secondary planning through daily trackers and monthly collaboration meetings.
- **Progress Monitoring:**
 - College & Career Coaches are progress monitoring student grades weekly and help students identify strategies to maximize their success in every course.
 - Coaches are following up with teachers to support student success.
 - GPA coaching conversations with students are being recorded in the Endorsement Tracker document.
 - The Endorsement Team will analyze this data monthly to assess trends and identify additional strategies.
 - The District Endorsement Team will review district and school communication metrics (websites and social media).

APPENDIX: Proposal for Goal 3 Revisions

Methodology

There are two ways that we can determine how likely students are to earn an endorsement: on-track percentage and Navigator Portal projections.

- **On-Track Percentage:** The current *on-track* percentage is based on current total student enrollment, course enrollment, and success on actual criteria (e.g., ACT or GPA). Note that both of these values will fluctuate based on the number of students enrolled in the district.
- **Navigator Portal Projections:** The *Navigator Portal projection* report uses a set of factors agreed upon by district staff that are likely to lead to success on a criterion for earning an endorsement (e.g., The projection gives credit for a student who is enrolled in a third math course because this is a path to enrolling in a fourth math course, which is the criterion for earning an endorsement). See Table 2 below.

Current Data by Method

- **On-Track Percentage Data:** Based on data pulled on September 13, 2023, approximately 32 percent of seniors (3,145 out of 9,719¹) are *on track* to earn at least a College Endorsement by June 30, 2024. 3,145 students have met the required 2.6+ GPA and have met the benchmark ACT/SAT test score. For the third requirement which is a qualified 4th Math, 2,641 have completed a qualifying 4th Math course while the other 504 students are scheduled for their 4th Math this year. Combined this creates 3,145 on track for the College Endorsement.
- **Navigator Portal Projections:** Data in the *Navigator portal projects* that 39.4 percent of students will earn at least one endorsement by 2024 (this projection is for *all* endorsements, not just College). In previous years, however, the portal projection has overestimated the actual percentage by about 2 percentage points (see Graph 1 above; the portal projection in January 2023 showed 39.2 percent of students earning an endorsement, but the actual percentage of students at the end of the year was at 37.0 percent).

Staff Recommendation for a Revised Target

Taking into account the historical difference between Navigator portal projection and actual number of students earning an endorsement as well as the current data we have on the number of students projected to meet the College Endorsement, staff recommend a new goal of **37 percent**² (i.e. subtract 2 points from the current portal projection) to account for the business rules that are applied in the portal and any margin of error.

¹ All projection calculations will continue to use this enrollment count as the denominator during the 2023-24 school year.

² While our recommendation is to set the new overall endorsements goal at 37 percent, there are some factors that may influence whether this goal is met. First, this new proposed goal is based on an assumption that all students who are currently *on track* to earn the College endorsement will go on to do so. Many students will maintain their GPAs above a 2.6, but there will inevitably be some who will dip below this requirement by graduation. Second, the final endorsements percentage is calculated using the number of cohort graduates in both the numerator and the denominator. Therefore, if a student who is a current senior enrolled in the district after their 9th grade year or leaves the district prior to graduation, they are counted in our projection calculations but will not be counted in the final EOY percentage.

Table 2.

Indicator	Description	September 2023 Value
Current On-track	Based on current total enrollment, course enrollment, and current grade on the criteria for an endorsement.	32 percent
Navigator Portal Projection	Based on a number of factors that are likely to lead to entry into/success in one of the criteria areas for an endorsement.	39 percent

Supporting Data for Goal 3 Action Steps in Monitoring Report

- Current Seniors Missing One Criteria for Endorsement Attainment** - In order to meet the recommended 37 percent goal, we would need an additional **452 students** (or 5 percent) to earn an endorsement (in addition to the 3,145 already on track to earn the College Endorsement). We have identified 491 students for whom meeting one additional criteria would result in earning an endorsement.
 - Specified Seniors Retake the ACT:** While we currently project that 3,145 seniors have met the criteria to earn the College Endorsement, there are an additional **368³** students who have met the 2.6 GPA criteria and have earned a qualifying 4th math or are scheduled to complete one this year. If all 368 students retake the ACT and score a 22 on the reading section, our current on-track rate of 32 percent College Endorsement would increase by 3.7 percentage points to approximately 36 percent.
 - Specified Seniors Increase GPA to 2.6:** To add to this, there are an additional **123⁴** students who have met the benchmark ACT/SAT requirement, have earned or are scheduled to take a qualifying 4th Math this year, but have an unweighted GPA of 2.4-2.599. If these students are able to increase their GPA to a 2.6 by the end of the year, they also could earn the College Endorsement. This would add approximately an additional 1 percent to the above 36 percent.
- Current Seniors Needing Closer Evaluation for Possible Endorsement Attainment** - The next two groups described may add to our goal percentage, but they need much closer evaluation to determine how close these groups of students are to earning at least one of these endorsements.
 - College/UNC Endorsement:** After removing the above 491 students from the previous two bullets, there are also an additional **196** students who meet 3 out of the 6 criteria needed for the College/UNC Endorsement (they have met the benchmark ACT/SAT requirement, have earned or are scheduled to take a qualifying 4th Math this year, and have a weighted GPA of 2.5). These 196 students represent a possible 2 percentage point increase.
 - NC Academic Scholar Endorsement:** Separately, there are also an additional **385** students who have the unweighted GPA of 3.5 and have earned or are scheduled for a qualifying 4th Math, who will be evaluated to see if they meet the remaining 5 criteria for the NC Academic Scholar Endorsement (ACT/SAT scores are not required for this endorsement). These students represent a possible approximately 4 percent increase in earned endorsements.

³ These are distinct, additional students *not* already earning a College endorsement.

⁴ These are distinct, additional students *not* already earning a College endorsement.

Table 3.

Total number of seniors enrolled as of 9.13.23 (2023-24 school year)	Total number of seniors <i>needed</i> to reach proposed new 37% goal	Total number of seniors currently <i>on track</i> for at least the College Endorsement	Total number of <i>additional seniors expected</i> to earn an College Endorsement if they retake the ACT or raise their GPA	Total number of <i>additional seniors with potential</i> to earn a College/UNC Endorsement	Total number of <i>additional seniors with potential</i> to earn an NC Academic Scholar Endorsement
9,719	3,597	3,145 (32.3%)	491 (5%)	196	385