

Charlotte-Mecklenburg Board of Education
Progress Monitoring Report – Performance Summary (State High School Diploma Endorsements)
June 2023

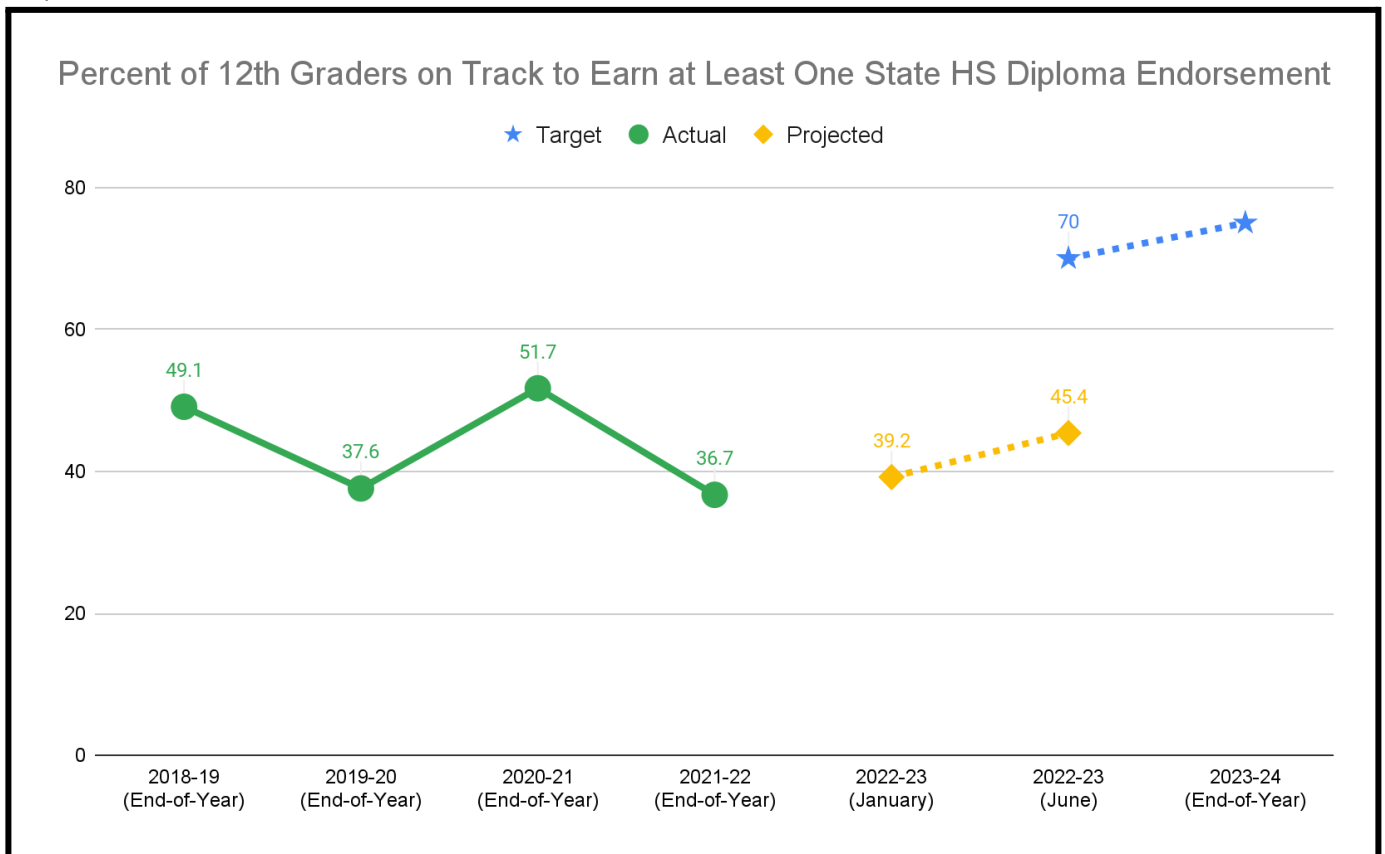
Introduction – What is Being Monitored

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: Off-Track

According to internal data monitoring systems in place, 45.4% of students in Grade 12 are on track to earn at least one state high school diploma endorsement, placing us **Below Target** (see Graph 1 below). This projection reflects the most accurate analysis currently available. Official data will be available after the Graduation Data Verification process is complete in late August / early September.

Graph 1.



Supporting Data

As previously reported in January, the quality of graduation endorsement data utilized for this report is greatly improved. The data systems previously at our disposal (including PowerSchool) were insufficient for us to efficiently and reliably collect data on students projected to earn an endorsement. Through the process of deeper analysis for progress monitoring, severe data integrity issues were discovered. The errors discovered were significant, and contributed to over reporting of our baseline by nearly 10 percentage points. Specifically, we reported 61.2% of graduates in 2021 earned an endorsement, when the actual percentage was 51.7% based on revised analysis.

The percentage of 12th graders **on track** to receive endorsements are as follows:

- Career Endorsement: 10.4%
- College Endorsement: 30.6%
- College UNC Endorsement: 30.7%
- World Language Endorsement: 24.0%
- NC Scholar Endorsement: 22.0%

The College and College/UNC endorsements are the endorsement areas in which the largest percentage of current 12th graders are currently on track to earn endorsements, 30.6% and 30.7% respectively.

Table 1 indicates the endorsement criteria posing the greatest obstacles to endorsement attainment. Student performance on the Reading ACT/SAT Reading assessment is a barrier to endorsement attainment for three (3) endorsements. Unweighted grade point averages (GPAs) are a barrier to endorsement attainment for three (3) endorsements.

The ACT/SAT reading score benchmark is a relatively new criteria for endorsement attainment that is posing a challenge statewide. In a November 2022 North Carolina Department of Public Instruction (NCDPI) report on endorsements it was stated that statewide “[a] total of 126,313 [compared to 54,061] (57% more) high school diploma endorsements would have been awarded without the ACT/SAT benchmark reading requirement” (NCDPI, 2022, p.3). Table 2 below provides data explaining the impact of this new criteria within CMS and for the state of North Carolina for the 2021-22 school year.

Table 1. Percent of Grade 12 Students On-Track to Earn an Endorsement (by requirement)

	Career	College	College/UNC	Global Language	NC Scholar
Overall	10.4%	30.6%	30.7%	24.0%	22.0%
Math III	93.8%	93.8%	93.8%	N/A	
English III	97.5%	97.5%	97.5%	97.5%	97.5%
ACT Reading >= 22; SAT Reading >=480	37.1%	37.1%	37.1%	N/A	N/A
Unweighted GPA >= 2.6	57.3%	57.3%	N/A	N/A	N/A
Unweighted GPA >= 2.5	N/A	N/A	66.1%	N/A	N/A
Unweighted GPA >= 3.5	N/A	N/A	N/A	N/A	25.3%
Level III CTE Course	17.3%	N/A	N/A	N/A	N/A
Physical Science/Chemistry	N/A	N/A	N/A	N/A	95.1%
World Language III	N/A	N/A	N/A	30.5%	N/A
World Lang GPA >= 2.5	N/A	N/A	N/A	63.6%	N/A
English Unweighted GPA >= 2.5	N/A	N/A	N/A	62.3%	N/A
College Level Course	N/A	N/A	N/A	N/A	56.4%
Electives (2)	N/A	N/A	N/A	N/A	99.7%
World Languages (2)	N/A	N/A	N/A	N/A	75.5%
Social Studies (3)	N/A	N/A	N/A	N/A	92.3%

Table 2. Overview of College and College/UNC HS Diploma Endorsements Earned by Graduates in 2021-22

	Pct. of Graduates Who Earned the College Endorsement	Pct. of Graduates Who Would Have Earned the College Endorsement w/o the ACT/SAT Score Requirement	Pct. of Graduates Who Earned the College/UNC Endorsement	Pct. of Graduates Who Would Have Earned the College Endorsement w/o the ACT/SAT Score Requirement
North Carolina	24%	56%	24%	56%
CMS	27%	56%	28%	62%

(Source: NCDPI)

Additionally, many colleges in the UNC System and across the country have stopped requiring entrance exams like the ACT and SAT for admissions in the past 12-24 months. Currently 40 out of 51 of our state’s colleges and universities are test optional for Fall 2023. This change in admissions criteria disincentivizes students from taking the exams seriously. CMS continues, however, to explore the ways postsecondary institutions leverage ACT scores to ensure students and families are fully aware of the benefits of doing well on the ACT beyond college admission.

Actions Planned

The following actions are planned or have been executed to advance progress in this goal area:

Education and Awareness (ACT and Endorsements)

1. Because 4 out of 5 endorsements require a minimum GPA, a GPA Awareness campaign began in April building awareness for parents and students about the importance of GPA monitoring and calculation and the opportunities available to students when earning a grade point average of 2.5 or higher (see accompanying artifact for more details about that campaign).
2. A full awareness campaign that incorporates GPA monitoring, the importance of ACT, and endorsements will be ready for August 1st deployment to schools. This will create cohesive messaging that will provide parent and student information on the value of and potential pathways to successfully attain multiple endorsements.

Student Advisement and Registration

1. A session was held at the June 2023 Summer Leadership Conference providing detailed processes for an administrative team to identify students who may be close to qualifying for Global Language and Career Endorsement. Also in this session a process for identifying students who are rising juniors who may qualify or are close to qualifying for an endorsement(s) was covered.
2. CTE is provisioning lists of students who have concentrated and met the Career Endorsement through either achieving an industry credential or proficient through Silver+ on WorkKeys. These lists will allow schools to be strategic to ensure students meet the remaining Career Endorsement criteria: 4th math course, 2.6+ GPA, Reading score of 22-ACT or 480 SAT.
3. CTE Pathway Development Coordinators will review student data and identify rising seniors and juniors who may be one course away from concentrating to engage in conversation at the beginning of the school year regarding completing the final course.
4. High school scheduling tenets for 2023-24 require students who have taken three CTE Level 1 introductory courses to choose a concentration to complete.

Endorsement Dashboard

1. The Endorsement Dashboard has been created to provide schools with a tool that reflects up-to-date data based on GPA and course completion by endorsement.
2. High school principals have been guided through the endorsement dashboard at the Summer Leadership Conference required session so that they can build a plan for endorsement conversations with rising 10th, 11th, and 12th grade students when counselors meet with students early in the school year.

Supplemental Staffing and Support

1. 11 out of 12 College/Career coaches have been hired. The last coach has been hired and will be in place by August 1st. They will continue to have targeted GPA coaching conversations with students and support registration that aligns with career coaching taking place during GPA coaching conversations.
2. In Fall 2023, there are 10 comprehensive high schools that will pilot administering the ACT test to all juniors in order to ensure students are not seeing the real ACT for the first time in the spring but also to get an up-to-date picture of how to target supports to maximize their score.
3. 44 teachers across 17 high schools, 8 teachers in fall pilot schools, participated in the ACT Instructional Mastery training for Math, Science, and Reading in June of 2023. Teachers learned how their content connected to the ACT and how the ACT approaches questions and responses. Exit survey data indicated that teachers, on average, rated the training as helpful (4.6 out of 5 average rating).
4. Based on the final 2023-24 endorsement data, the College and Career Pathways department will create targeted monthly check-ins for schools which fell below the 2022-23 endorsement attainment goal.

Requests of the Board

In acknowledgement of the severe data errors discovered, we ask that the Board consider modifying the annual targets and interim targets. Upon receiving approval to do so, staff will present proposed revisions for the Board to consider.

Appendix

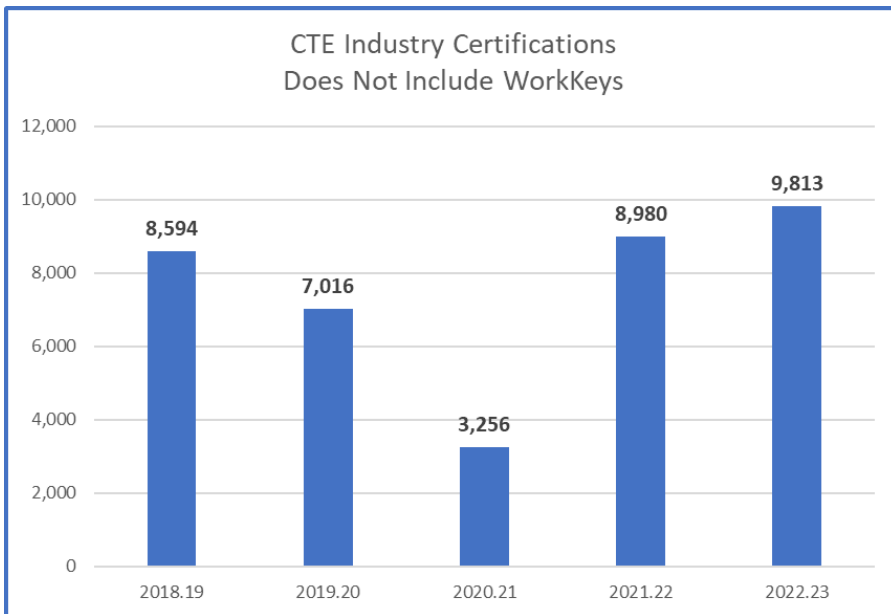
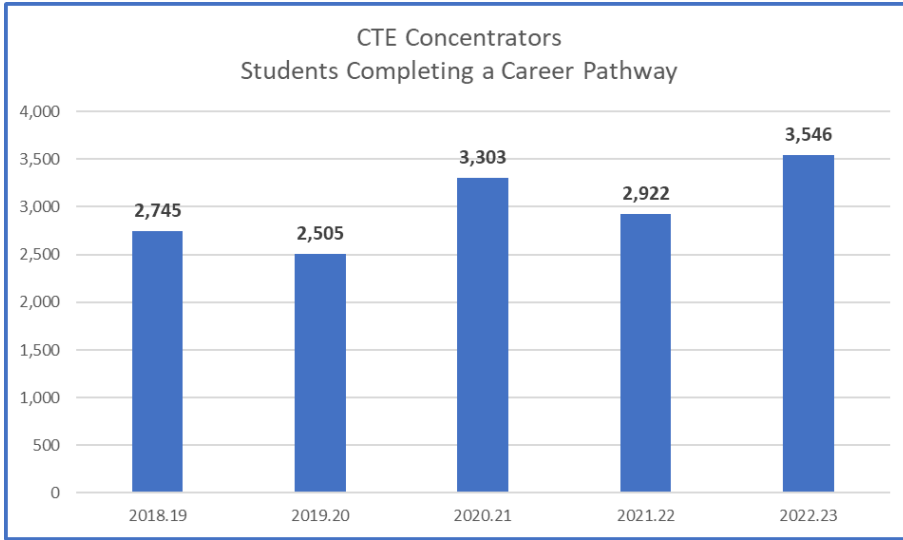
Criteria for Endorsements:

The specific criteria to earn the aforementioned endorsements are as follows:

Endorsement	Requirements
Career	<ol style="list-style-type: none"> 1. Complete four math courses 2. Complete a CTE concentration in one of the approved CTE Career Pathways 3. Earn an industry certification or earn a Career Readiness Certificates when scoring at the “Silver Level” or above on the WorkKeys assessment. 4. Score a 22 on the ACT Reading Subtest OR a 480 on the SAT Reading Subtest. 5. Earn an unweighted GPA of 2.6 or higher.
College	<ol style="list-style-type: none"> 1. Complete four math courses 2. Score a 22 on the ACT Reading Subtest OR a 480 on the SAT Reading Subtest. 3. Earn an unweighted GPA of 2.6 or higher.
College / UNC	<ol style="list-style-type: none"> 1. Complete four math courses 2. Complete three science courses (physical science with lab, biology, one additional science course) 3. Complete a US History course 4. Complete two units of a world language 5. Score a 22 on the ACT Reading Subtest OR a 480 on the SAT Reading Subtest. 6. Earn an unweighted GPA of 2.5 or higher.
Global Language	<ol style="list-style-type: none"> 1. Earn an unweighted GPA of at least 2.5 in English I, II, III, and IV 2. Demonstrate world language proficiency through one of the following options: <ol style="list-style-type: none"> a. Coursework: completing a four-course sequence** in one world language, with an overall unweighted GPA of at least 2.5. b. Take an exam on the NCDPI approved external assessment list and achieve a minimum language proficiency score of Intermediate Low (IL) or higher c. Use the Credit by Demonstrated Mastery (CDM) Policy to establish Intermediate Low (IL) proficiency or higher 3. For English Language Learners <ol style="list-style-type: none"> a. Earn a score of “Developing” or above on all sections of the WIDA language acquisition assessment.
NC Academic Scholars	<ol style="list-style-type: none"> 1. Complete four math courses 2. Complete three science courses (physical science with lab, biology, one additional science course) 3. Complete four elective courses in the same subject area: CTE, JROTC, arts, world languages, or another content area. 4. Complete at least three higher level courses during junior and/or senior year. Higher level courses include AP, IB, dual enrollment, advanced CTE, honors, and PLTW courses. 5. Earn an unweighted GPA of 3.5 or higher.

The charts below reflect growth in key components of endorsements for Career, Global Language, and NC Scholar.

Preliminary data relevant for Career Endorsement:



Preliminary data relevant for NC Scholar Endorsement
(data will be available for other data points such as Advanced Placement, Cambridge, and IB in August)

