



**Student Outcomes Focused Governance
Goal 3**

February 2024

Introduction - What is Being Monitored

One of the Board’s four goals is to increase the percentage 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. The goal status is **yellow** (making progress toward the goal).

Graph 1

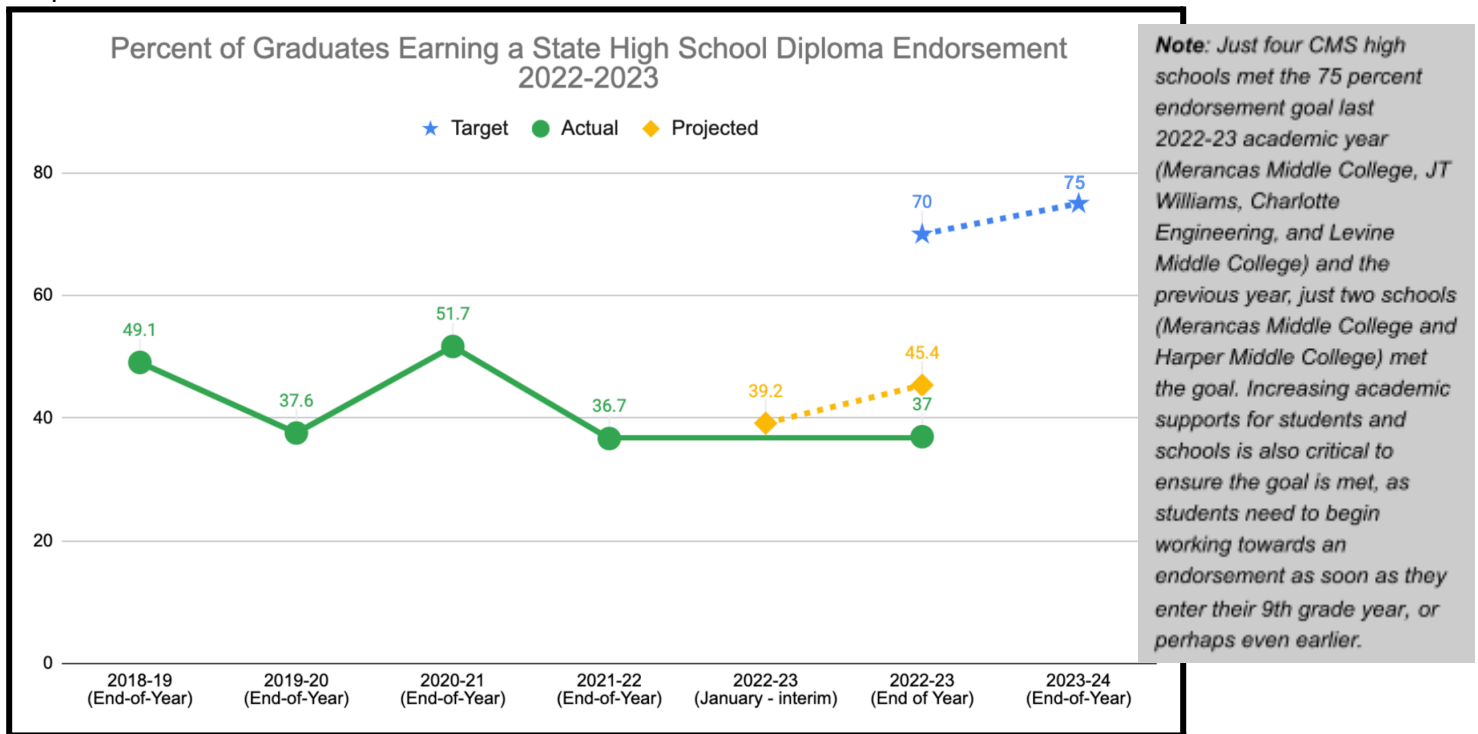
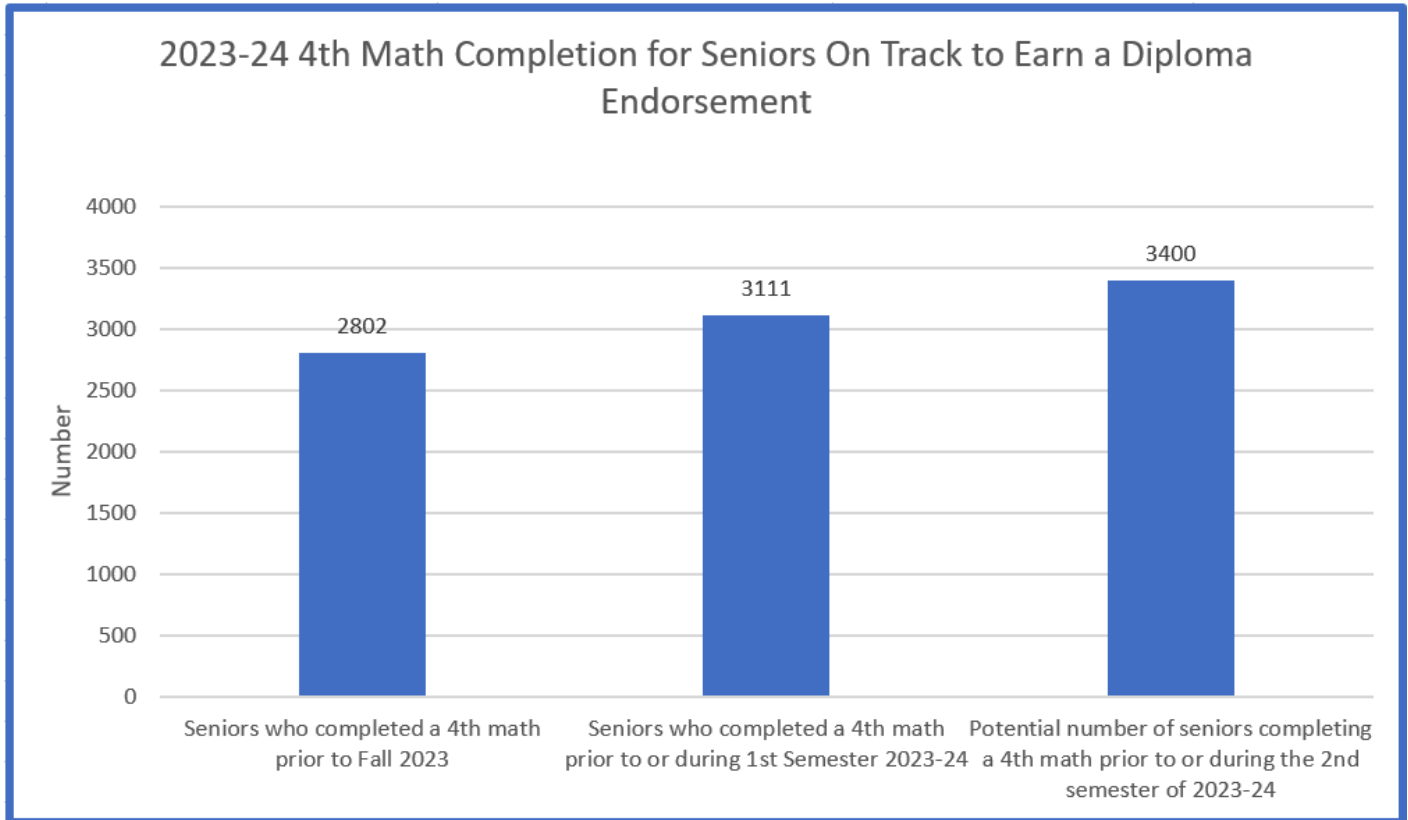


Table 1.

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%

Graph 2.



	Seniors who completed a 4th math prior to Fall 2023	Seniors who completed a 4th math prior to or during 1st Semester 2023-24	Potential number of seniors completing a 4th math prior to or during 2nd Semester 2023-24
Total	2802	3111	3400

A leading indicator for tracking the number of students eligible for earning an endorsement is the completion of a fourth math course. Four out of five endorsements (Career, College, College/UNC, and NC Academic Scholar) require students to complete a qualifying fourth-level math. Per the graph above, 2,802 seniors entered the fall semester having passed their 4th math. An additional 309 students successfully completed their fourth math first semester. An additional 289 students will complete their fourth math by the end of the year or through the year. In total, 3400 seniors have the potential to earn either a College, College/UNC, or NC Academic Scholar endorsement. Due to the importance of this metric, the Endorsement Team has focused on providing data to schools so that support and follow-up with students who may be struggling can get the support necessary to be successful.

4th Math Predictor	Seniors who completed a 4th math prior to Fall 2023	Seniors who completed a 4th math during 1st Semester 2023-24	Potential number of seniors completing a 4th math during 2nd Semester 2023-24	Total
College Endorsement	2641	264	242	3147
College/UNC	55	21	15	91
NC Academic Scholar No ACT Requirement	106	24	32	162
Total	2802	309	289	3400

Actions Planned

The strategies outlined below update progress regarding the increase in number of students who are on track to earn a particular endorsement. GPA also plays a critical role but will not be included in this update due to a previously established deadline of February 15th for confirmation of grades in PowerSchool that will then allow for an update for all GPAs.

Strategy 1: Awareness of the Importance of All Endorsements - In September, an endorsement awareness campaign began district-wide and at every high school to enhance student and parent awareness of North Carolina endorsement types and qualifications. School staff received resources in the Endorsement Toolkit, which is also posted on the CMS website. Specifically, on September 22, 2024, a meeting was held with all lead counselors to share endorsement data identifying students who are on track to meet the College and College/UNC endorsement at the student level. After this meeting, counselors met with all students on track to qualify for an endorsement and explained the next steps for maintaining a GPA as well as staying on track for passing their 4th math. At the end of the first quarter, the endorsement team provided first-quarter grades to each school for students who needed to earn their 4th math credit to stay on track. Counselors then met with any students who were below a grade of 70% and identified support for each student. At the conclusion of the second quarter progress period, counselors repeated this process with students. School counselors will continue to meet and monitor the progress of students enrolled in a 4th class and who are on track to meet the College and College/UNC Endorsement for the second semester. Both endorsements represent 3,238 of the 3400 potential students outlined in Graph 2.

Strategy 2: Identifying & Supporting Current Seniors Eligible for the Career & College Endorsement - In September 2023, every high school leader and school counselor received lists of current seniors eligible for the Career & College Endorsement. School counselors met with students regarding their endorsement eligibility, encouraged students who could retake the ACT to do so, and monitored student grades. Below is an update on the progress made with students identified in the following areas:

- **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)** - Out of 504 students identified, 257 students completed their 4th math first semester and 252 passed (98%) their 4th math and an additional 86 students are enrolled in a 4th math that is year-long of which 93% are passing at semester. The remaining 155 students are enrolled in the second semester. Six students are no longer enrolled in CMS
- **Students who meet the 4th Math and GPA requirement but have the potential to meet the ACT benchmark if they retake the ACT (368 students)** - Out of 368 students identified, 148 indicated they were planning to retake the ACT/SAT. Of 31 students who took the ACT, 13 increased their reading score to 22 or higher and are on track to meet the College Endorsement. Of the 355 remaining students in this category who did not meet the College Endorsement, 112 students had an unweighted GPA of 3.5 or higher at the beginning of the first semester and are included in the data for Strategy 4.
- **Students who meet the ACT/SAT and 4th Math requirement but are just below the GPA threshold of 2.6 (123 students)** - Counselors and College and Career Coaches met with students to review the importance of GPA. Progress will be monitored when GPA data is available after February 15, 2024, to determine whether students have met the GPA threshold.

The Endorsement Team will continue to analyze the tracker monthly to assess trends and identify additional strategies to share with school leaders and counselors. Additionally, each school will receive an updated data file to reflect students who have passed their 4th math and those who will still need to be progress-checked for the remainder of the second semester. Students who did not pass their 4th math will be flagged for a follow-up to ensure they can recover that credit and graduate with their cohort.

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

In September, each high school principal and school counselor received lists of 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. Students identified on these lists have continued receiving individual counseling and support regarding GPA and grade monitoring from the school counselor or College and Career Coach (if the school has one). As a result of progress monitoring, 98 out of 123 students identified are on track to meet the College/UNC endorsement based on first semester GPA. An additional 16 students who are otherwise on track with the required courses required for this endorsement will take their 4th math during the second semester. Each school will receive an updated data file to reflect students who have passed their 4th math and those who will still need to be progress-checked for the remainder of the second semester. Students who did not pass their 4th math will be flagged for a follow-up to ensure they can recover that credit and graduate with their cohort.

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

The NC Academic Scholar endorsement does not have an ACT requirement; therefore, all students with a 3.5 and higher unweighted GPA had transcripts checked to identify if they met or were on track to meet the criteria for this endorsement. Each high school principal and lead counselor received a list of students who had a GPA of 3.5 or greater but did not meet the ACT/SAT reading requirement. Across the district, there are 385 students who did not meet the ACT/SAT reading requirement for the Career, College, or College/UNC endorsement but had an unweighted GPA of 3.5 or higher at the beginning of the first semester. Of these 385 who did not meet one of the previously mentioned endorsements, 234 had already earned their fourth math, and of those students, 106 students across 33 high schools are on track to meet the NC Academic Scholar. If these students maintain an unweighted GPA of 3.5 or greater, they will earn this endorsement.

Additionally, of the remaining 151 students in this group are scheduled to take their 4th math their senior year. Of these students, 56 are on track to earning the NC Academic Scholar endorsement if they pass their 4th math and maintain their GPA. Of these 56 students across 33 high schools, 24 completed their 4th math first semester, and 16 are enrolled in a 4th math that is year-long. 100% of these students have or are currently passing their 4th math. Sixteen students are currently enrolled in their 4th math second semester. To complete the criteria to meet this endorsement, students will need to maintain an unweighted GPA of 3.5 or greater. Therefore, each school will receive an updated data file identifying the students who have passed their 4th math and those who will still need to be progress-checked for the remainder of the second semester. Students who did not pass their 4th math will be flagged for a follow-up to ensure they can recover that credit and graduate with their cohort. This represents 162 students of the 3400 outlined in Graph 2.

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

Students can earn the Global Language Endorsement through two pathways. Both paths require students to meet a 2.5 unweighted GPA or higher for English I-IV. In addition to the English requirement, students may either complete a fourth world language course or may meet this endorsement through a qualifying language assessment score. All test data is entered in PowerSchool. Once GPAs have been calculated after February 15th, a list of students who meet the 2.5 English GPA requirement will be provided to schools. Counselors will then follow up to ensure students' test scores are in PowerSchool correctly if this is their endorsement path. A list will also be provided to schools to identify students who meet the English and 4th language requirements.

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

A pivotal strategy for all schools is educating students and families regarding the importance of the Grade Point Average (GPA). High school counselors and college and career coaches have continued conversing with students about the importance of success in their classes to impact their GPA positively. During the first semester, College and Career Coaches logged 4,167 conversations with

2,343 students across the 12 schools to which they were assigned, and the tracker revealed that GPA was central to almost all of the conversations with students. In addition to endorsements, GPA plays a critical role in qualifying to take transfer credits in the College & Career Promise dual credit program.

While all of the strategies above are intended to identify students who will earn at least one endorsement, a significant group of students who are earning a College Endorsement will also earn a Career endorsement. Out of 9,719 seniors, 2,843 have completed a concentration in one or more CTE pathways. As well, 5,654 seniors earned 10,747 industry credentials during their time in high school. Of the 2,843 students who are CTE concentrators, 1018 met the ACT/SAT and GPA criteria for the Career endorsement. Of those students, 421 earned either an industry credential or were proficient on WorkKeys before their senior year. Official WorkKeys proficiency data will not be available until August. While all 421 have earned their fourth math, additional students are scheduled to complete the second semester. These students are duplicated in the count for College Endorsements but do demonstrate the significant impact that the ACT/SAT requirement has on students completing their Career Endorsement.

Appendix

Key for evaluation of progress toward goal:

- **Blue**: Exceeding goal
- **Green**: Met goal
- **Yellow**: Making progress toward goal
- **Red**: Not making progress toward goal