

TITLE 511 INDIANA STATE BOARD OF EDUCATION

Final Rule
LSA Document #24-220

DIGEST

Amends 511 IAC 6-7.1-4 concerning minimum required and elective credits; Adds 511 IAC 6-7.2 concerning high school graduation requirements for students entering high school in the 2025-2026 school year or a subsequent school year; Adds 511 IAC 6-7.2-1 concerning applicability; Adds 511 IAC 6-7.2-2 concerning the definition of “Advanced Placement Scholar with Distinction award”; Adds 511 IAC 6-7.2-3 concerning the definition of “Cambridge Advanced International Certificate of Education Diploma Program”; Adds 511 IAC 6-7.2-4 concerning the definition of “Credit”; Adds 511 IAC 6-7.2-5 concerning the definition of “Communication and collaboration skills”; Adds 511 IAC 6-7.2-6 concerning the definition of “CTE concentrator”; Adds 511 IAC 6-7.2-7 concerning the definition of “Department”; Adds 511 IAC 6-7.2-8 concerning the definition of “Diploma Seal”; Adds 511 IAC 6-7.2-9 concerning the definition of “International Baccalaureate Diploma Programme”; Adds 511 IAC 6-7.2-10 concerning the definition of “Leadership role”; Adds 511 IAC 6-7.2-11 concerning the definition of “Mentorship experience”; Adds 511 IAC 6-7.2-12 concerning the definition of “Priority course list”; Adds 511 IAC 6-7.2-13 concerning the definition of “Project based learning”; Adds 511 IAC 6-7.2-14 concerning the definition of “Public service”; Adds 511 IAC 6-7.2-15 concerning the definition of “Service based learning”; Adds 511 IAC 6-7.2-16 concerning the definition of “State board”; Adds 511 IAC 6-7.2-17 concerning the definition of “Work based learning”; Adds 511 IAC 6-7.2-18 concerning the definition of “Work ethic skills”; Adds 511 IAC 6-7.2-19 concerning minimum standards; Adds 511 IAC 6-7.2-20 concerning Indiana Diploma Requirements; Adds 511 IAC 6-7.2-21 concerning high school diploma seals. Effective thirty (30) days after filing with the publisher.

511 IAC 6-7.1-4; 511 IAC 6-7.2; 511 IAC 6-7.2-1; 511 IAC 6-7.2-2; 511 IAC 6-7.2-3; 511 IAC 6-7.2-4; 511 IAC 6-7.2-5; 511 IAC 6-7.2-6; 511 IAC 6-7.2-7; 511 IAC 6-7.2-8; 511 IAC 6-7.2-9; 511 IAC 6-7.2-10; 511 IAC 6-7.2-11; 511 IAC 6-7.2-12; 511 IAC 6-7.2-13; 511 IAC 6-7.2-14; 511 IAC 6-7.2-15; 511 IAC 6-7.2-16; 511 IAC 6-7.2-17; 511 IAC 6-7.2-18; 511 IAC 6-7.2-19; 511 IAC 6-7.2-20; 511 IAC 6-7.2-21

SECTION 1. 511 IAC 6-7.1-4 IS AMENDED TO READ AS FOLLOWS:

511 IAC 6-7.1-4 Minimum required and elective credits
Authority: IC 20-19-2-8; IC 20-30-5; IC 20-30-10-2
Affected: IC 20-30-5-9

Sec. 4. (a) Except as provided in 511 IAC 6-7.2-20(h), for a student who enters high school in the 2006-2007 school year or a subsequent school year, at least forty (40) credits are necessary for high school graduation. Thirty-four (34) of the credits must be earned in the areas of study specified in subsection (b), and six (6) of the credits must be earned from courses in these and other approved areas of study.

- (b) The thirty-four (34) required credits consist of the following:
- | | |
|---|-----------|
| (1) Language arts | 8 credits |
| (2) Social studies | 4 credits |
| (3) Mathematics | 4 credits |
| (4) Science | 4 credits |
| (5) Health and wellness | 1 credit |
| (6) Physical education I and II, adapted as necessary | 2 credits |
| (7) College and career pathway | 6 credits |
| (8) Flex credits | 5 credits |

(c) Courses that may be counted toward the required credits prescribed in subsection (b) are subject to the following provisions:

- (1) Language arts credits must include a balance of literature, composition, and speech. At least six (6) credits of the language arts requirements must be from the English language arts area of study. Two (2) credits may be from:

- (A) business technology;
- (B) family and consumer sciences;
- (C) technology education; or
- (D) career-technical;

courses having predominately language arts content. For a student who successfully completes a Level III world language course, the student's school may waive two (2) credits of the language arts requirement.

(2) Social studies credits must include the following:

- (A) Two (2) credits in United States history.
- (B) One (1) credit in United States government.
- (C) One (1) credit in another social studies course, global economics, or consumer economics.

(3) Four (4) mathematics credits must be earned after a student enters high school. Mathematics credits earned before entering grade 9 may meet specific course requirements but not the credit requirements for graduation. These credits are considered elective mathematics credits. The purpose of taking mathematics courses before entering grade 9 is to give the student the opportunity to take an additional mathematics course or a challenging mathematics course in high school over an extended period. If the student completes any of the required mathematics courses before entering high school, the student must complete additional mathematics courses in high school. Mathematics credits must include two (2) credits in algebra I or integrated mathematics I unless a student has completed algebra I or integrated mathematics I before entering high school. At least two (2) credits of the mathematics requirement must be from the mathematics area of study.

Two (2) credits may be from:

- (A) business technology;
- (B) family and consumer sciences;
- (C) technology education; or
- (D) career-technical;

courses having predominately mathematics content.

(4) Except as provided in 511 IAC 6-7.2-20(h), a student who enters high school in the 2012-2013 school year or a subsequent school year must earn two (2) mathematics or quantitative reasoning credits during the student's junior or senior year.

(5) Subject to subdivisions (6) through (8), the health and wellness credit must be from a course in the health education area of study that has comprehensive health education content.

(6) The health and wellness credit requirement may be waived for a student if the student's program includes one (1) of the following:

- (A) Three (3) credits from the following family and consumer science courses:
 - (i) Child development and parenting.
 - (ii) Human development and family wellness.
 - (iii) Interpersonal relationships.
 - (iv) Nutrition and wellness.
 - (v) Preparing for college and ~~or~~ careers.

(B) Two (2) credits from the following health careers education courses offered through career-technical programs:

- (i) Integrated health sciences I.
- (ii) Integrated health sciences II.

(7) One (1) credit substitution of either a science, family and consumer sciences, or health and physical education credit may be used to fulfill the health and wellness credit requirement for a student who qualifies under the religious objection provision of IC 20-30-5-9 (hygiene instruction).

(8) Science credits must include two (2) credits in biology I. The four (4) science credits must include content from more than one (1) of the following major science discipline categories:

- (A) Life science.
- (B) Physical science.
- (C) Earth and space science.

Two (2) credits may be from family and consumer sciences or career-technical courses having predominately science content.

(9) Flex credits must include five (5) credits in any combination from the following:

- (A) Additional courses to extend the college and career pathway.
- (B) Courses involving workplace learning, which may include the following courses:
 - (i) Career exploration internship.

- (ii) Preparing for college or careers, or both.
- (iii) Business cooperative experiences.
- (iv) Cooperative family and consumer sciences.
- (v) Industrial cooperative training.
- (vi) Interdisciplinary cooperative education.
- (vii) Marketing field experience.

(C) Advanced career-technical education college credit.

(D) Additional courses in:

- (i) language arts;
- (ii) social studies;
- (iii) mathematics;
- (iv) science;
- (v) world languages; or
- (vi) fine arts.

(d) The college and career pathway is recommended, but not required, if a student, after completing grade 11:

(1) transfers to a school accredited by the board from a school not accredited by the board, including a school outside Indiana; or

(2) initially begins course work under the Core 40 diploma and changes to the requirements of this section.

(Indiana State Board of Education; 511 IAC 6-7.1-4; filed Oct 20, 2005, 11:30 a.m.: 29 IR 802; filed Dec 21, 2010, 10:15 a.m.: 20110119-IR-511090383FRA; filed Jan 6, 2012, 10:24 a.m.: 20120201-IR-511110327FRA, eff Jul 1, 2012; readopted filed Oct 23, 2018, 2:37 p.m.: 20181121-IR-511180327RFA)

SECTION 2. 511 IAC 6-7.2 IS ADDED TO READ AS FOLLOWS:

Rule 7.2. High School Graduation Requirements for Students Entering High School in the 2025-2026 School Year or a Subsequent School Year

511 IAC 6-7.2-1 Applicability

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 1. The definitions in this rule apply throughout this rule.

(Indiana State Board of Education; 511 IAC 6-7.2-1)

511 IAC 6-7.2-2 "Advanced Placement Scholar with Distinction award" defined

Authority: IC 20-19-2-8

Affected: IC 20-19-2-8

Sec. 2. "Advanced Placement Scholar with Distinction award" means the award issued by the College Board to students that receive an average score of at least 3.5 on all Advanced Placement (AP) Exams taken, and scores of 3 or higher on five (5) or more AP Exams.

(Indiana State Board of Education; 511 IAC 6-7.2-2)

511 IAC 6-7.2-3 "Cambridge Advanced International Certificate of Education Diploma Program" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 3. "Cambridge Advanced International Certificate of Education Diploma Program" means the Cambridge Advanced diploma program established by Cambridge International.

(Indiana State Board of Education; 511 IAC 6-7.2-3)

511 IAC 6-7.2-4 "Credit" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 4. "Credit" means demonstrating proficiency against academic standards in a course, learning activity, or experience meeting the following requirements:

- (1) The course, learning activity, or experience aligns with a department approved course description.
- (2) For those courses for which Indiana academic standards are defined, the course is consistent with Indiana academic standards.
- (3) For courses, learning activities, and experiences with an end of course assessment, the required proficiency is equal to or greater than that needed to pass the assessment.

(Indiana State Board of Education; 511 IAC 6-7.2-4)

511 IAC 6-7.2-5 "Communication and collaboration skills" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 5. "Communication and collaboration skills" include the following:

- (1) Ability to give and receive constructive feedback.
- (2) Apply empathic listening skills to enhance the understanding of what the other person is saying.
- (3) Working as part of a team to achieve a common objective.
- (4) Exchanging information and intentions in a way that is clear and understood by the intended audience.

(Indiana State Board of Education; 511 IAC 6-7.2-5)

511 IAC 6-7.2-6 "CTE concentrator" defined

Authority: IC 20-19-2-8

Affected: IC 20-18-2-3; IC 20-26-5-1; IC 20-30-5-7

Sec. 6. "CTE concentrator" means a student who completes and earns a "C" average in at least two (2) nonduplicative advanced courses in a single career and technical education program or program of study.

(Indiana State Board of Education; 511 IAC 6-7.2-6)

511 IAC 6-7.2-7 "Department" defined

Authority: IC 20-19-2-8

Affected: IC 20-18-2-3; IC 20-26-5-1; IC 20-30-5-7

Sec. 7. "Department" has the meaning set forth in IC 20-18-2-3.

(Indiana State Board of Education; 511 IAC 6-7.2-7)

511 IAC 6-7.2-8 "Diploma Seal" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 8. "Diploma seal" means a designation added on to a student's transcript for successful completion of all requirements established by the state board in section 21 of this rule.

(Indiana State Board of Education; 511 IAC 6-7.2-8)

511 IAC 6-7.2-9 "International Baccalaureate Diploma Programme" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 9. "International Baccalaureate Diploma Programme" means the programme established by the International Baccalaureate designed for students between sixteen (16) years of age and nineteen (19) years of age.

(Indiana State Board of Education; 511 IAC 6-7.2-9)

511 IAC 6-7.2-10 "Leadership role" defined

Authority: IC 20-19-2-8

Affected: IC 20-19-2-8

Sec. 10. "Leadership role" refers to a designation, position of title, or responsibility where a student demonstrates effective communication, decision-making, and organizational skills within a group, organization, or activity to guide, influence, and motivate others to achieve common goals that extend beyond basic membership or participation.

(Indiana State Board of Education; 511 IAC 6-7.2-10)

511 IAC 6-7.2-11 "Mentorship experience" defined

Authority: IC 20-19-2-8

Affected: IC 20-19-2-8

Sec. 11. "Mentorship experience" means a supportive relationship between a student and an individual specified in 511 IAC 6-7.2-21(b)(5)(D), wherein the individual acting as the mentor provides guidance, feedback, and encouragement to help the student achieve personal and academic growth as well as an understanding of the mentor's field.

(Indiana State Board of Education; 511 IAC 6-7.2-11)

511 IAC 6-7.2-12 "Priority course list" defined

Authority: IC 20-19-2-8

Affected: 20-19-2-8

Sec. 12. "Priority course list" means the list of priority dual credit liberal arts courses or dual credit career and technical education courses published by the Indiana commission for higher education.

(Indiana State Board of Education; 511 IAC 6-7.2-12)

511 IAC 6-7.2-13 "Project based learning" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 13. "Project based learning" refers to learning that:

- (1) allows students to gain knowledge and skills by working for an extended period to investigate and respond to authentic, engaging, and complex questions, problems, or challenges;
- (2) actively engages students in a project framed by a meaningful problem to solve or question to answer, at the appropriate level of challenge; and
- (3) requires students to engage in a rigorous, extended process of asking questions, finding resources, and applying information.

(Indiana State Board of Education; 511 IAC 6-7.2-13)

511 IAC 6-7.2-14 "Public service" defined

Authority: IC 20-19-2-8

Affected: IC 20-19-2-8

Sec. 14. "Public service" is defined as service that:

- (1) is intended to benefit the general public and enhance the quality of life in communities;
- (2) actively engages students with their communities through selfless service; and
- (3) allows students to gain interpersonal skills and broad understanding of communities through voluntary involvement with groups, teams, organizations, committees, collectives, or bodies that benefit the public.

(Indiana State Board of Education; 511 IAC 6-7.2-14)

511 IAC 6-7.2-15 "Service based learning" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 15. "Service based learning" refers to learning that:

(1) integrates academic study with meaningful service experience to enrich and apply academic knowledge, teach civic and personal responsibility, and strengthen communities; and
(2) includes:

(A) reflection on larger social, economic, and societal issues; and

(B) collaboration between students, schools, and community partners.

(Indiana State Board of Education; 511 IAC 6-7.2-15)

511 IAC 6-7.2-16 "State board" defined

Authority: IC 20-19-2-8

Affected: IC 20-18-2-19; IC 20-26-5-1; IC 20-30-5-7

Sec. 16. "State board" has the meaning set forth in IC 20-18-2-19.

(Indiana State Board of Education; 511 IAC 6-7.2-16)

511 IAC 6-7.2-17 "Work based learning" defined

Authority: IC 20-19-2-8

Affected: IC 20-26-5-1; IC 20-30-5-7

Sec. 17. "Work based learning" is defined as sustained interactions between participants and industry professionals in real or simulated workplace settings. These experiences foster authentic work experience and develop knowledge, skills, and competencies. Experiences support participants in career exploration and readiness and are intentionally aligned and evaluated with course or training competencies. WBL requires a written partnership agreement and plan between the participant, parent or guardian, school, and employer partner.

(Indiana State Board of Education; 511 IAC 6-7.2-17)

511 IAC 6-7.2-18 "Work ethic skills" defined

Authority: IC 20-19-2-8

Affected:

Sec. 18. "Work ethic skills" includes the following:

- (1) Demonstrating professionalism by meeting expectations of promptness, attendance, preparedness, completing tasks, following policies, rules and regulations, and taking responsibility for work product.
- (2) Clarifying goals, develop a timeline, and determine most effective strategies to complete goals on time.
- (3) Completing tasks or activities with no prompting and minimal guidance.
- (4) Ability to exercise flexibility in responding to change.

(Indiana State Board of Education; 511 IAC 6-7.2-18)

511 IAC 6-7.2-19 Minimum standards

Authority: IC 20-19-2-8; IC 20-19-2-21; IC 20-30-5; IC 20-30-10-2

Affected: IC 20-30-4-2; IC 20-30-5-7

Sec. 19. The following general principles are a guide to school corporations in certifying to the state board that students are qualified for high school graduation:

(1) The standards in section 20 of this rule are the minimum requirements for awarding a high school diploma to a student entering high school in the 2025-2026 school year or a subsequent school year. School corporations may establish graduation requirements exceeding these minimum standards, in which case the local standards take precedence.

(2) The state board recognizes only high school diplomas awarded by state accredited schools as defined in IC 20-18-2-18.8.

(Indiana State Board of Education; 511 IAC 6-7.2-19)

511 IAC 6-7.2-20 Indiana Diploma Requirements

Authority: IC 20-19-2-8; IC 20-19-2-21

Affected: IC 20-30-5-5; IC 20-30-5-6; IC 20-30-5.6-1; IC 20-31-3-1

Sec. 20. (a) To be eligible for an Indiana diploma, a student who enters high school in the 2025-2026 school year or a subsequent school year shall:

- (1) complete a minimum of forty-two (42) high school credits consistent with the Indiana diploma course and credit requirements set forth in subsection (b); and
- (2) except as provided in 511 IAC 6-7.2-21(e), demonstrate college or career readiness by completing:
 - (A) a project based, work based, or service based learning experience; and
 - (B) at least one (1) postsecondary readiness competency set forth in subsection (f).

(b) Indiana diploma course and credit requirements consist of the following:

- (1) Eight (8) credits in Language arts, two (2) of which must be in English 9 or an equivalent course, and one (1) of which must be in communication courses.
- (2) Six (6) credits in mathematics, two (2) of which must be Algebra I credits.
- (3) One (1) credit in Personal Financial Responsibility.
- (4) Four (4) credits in science, two (2) of which must be Biology I credits.
- (5) One (1) credit in Computer Science.
- (6) Two (2) credits in science, technology, engineering, or mathematics.
- (7) Two (2) credits in U.S. history.
- (8) One (1) credit in U.S. government.
- (9) Two (2) credits in world perspectives.
- (10) One (1) credit in physical education.
- (11) One (1) credit in health and wellness.
- (12) One (1) credit in career preparedness.
- (13) Twelve (12) personalized elective credits.

(c) Only courses designated as approved Indiana diploma courses by the department may be used to satisfy the course requirements set forth in subsection (b).

(d) Unless otherwise prohibited by law or regulation, high school credit earned in courses designated as approved Indiana diploma courses prior to a student entering high school may be used to satisfy both the course and credit requirements specified in this rule.

(e) A student may satisfy the credit requirements in subsection (b)(13) by enrolling in a modern youth apprenticeship, as defined in IC 20-51.4-2-9.5, and satisfying the requirements set forth in IC 20-51.4-2-9.5(1) – (5).

(f) To be eligible for an Indiana diploma, a student must complete at least one (1) of the following postsecondary readiness competencies:

- (1) Score at or above the national college ready benchmark on the SAT.
- (2) Score at or above the national college ready benchmark on the ACT.
- (3) Earn an Armed Forces Qualification Test score of at least thirty-one (31) on the Armed Services Vocational Aptitude Battery, and meet the requirements specified in IC 20-32-4-1.5(i).
- (4) Earn an industry recognized or a postsecondary credential. Only credentials designated as approved graduation qualifying credentials by the department may be used to satisfy this requirement.
- (5) Complete a federally recognized apprenticeship or apprenticeship program as defined in IC 20-43-8-0.3.
- (6) Complete a CTE concentrator.
- (7) Earn at least a "C" average in at least three (3) advanced placement, International Baccalaureate, dual credit, or Cambridge International courses. At least one (1) of the courses used to satisfy this requirement must be an English, mathematics, science, or social studies course.
- (8) Complete a state board approved locally created pathway.

(g) A student must earn at least one (1) diploma seal established under section 21 of this rule in order for the student to be eligible to graduate in fewer than eight (8) high school semesters.

(h) A student in a cohort expected to graduate in 2026, 2027, or 2028 may graduate with an Indiana diploma if the student:

- (1) satisfies the requirements in subsection (a); and

(2) earns at least one (1) of the diploma seals established in section 21 of this rule.
(Indiana State Board of Education; 511 IAC 6-7.2-20)

511 IAC 6-7.2-21 High school diploma seals

Authority: IC 20-19-2-8; IC 20-19-2-21

Affected: IC 20-19-2-21; IC 20-19-2-28; IC 20-30-4-2; IC 21-7-13-32

Sec. 21. (a) In addition to earning an Indiana diploma, a student may earn one (1) or more of the following Indiana diploma seals by completing the Indiana diploma seal requirements set forth in subsection (b):

- (1) An Enrollment Honors Seal.
- (2) An Enrollment Honors Plus Seal.
- (3) An Employment Honors Seal.
- (4) An Employment Honors Plus Seal.
- (5) An Enlistment Honors Seal.
- (6) An Enlistment Honors Plus Seal.

(b) Indiana diploma seal requirements consist of the following:

- (1) To be eligible for an Enrollment Honors Seal a student must:
 - (A) Earn at least four (4) credits of the same world language;
 - (B) Earn at least six (6) social studies credits;
 - (C) Earn at least eight (8) mathematics credits as follows:
 - (i) Two (2) credits of Algebra I;
 - (ii) Two (2) credits of Geometry;
 - (iii) Two (2) credits of Algebra II or two (2) credits of any advanced math credit; and
 - (iv) Two (2) credits of any advanced mathematics credit.
 - (D) Complete at least six (6) science credits as follows:
 - (i) Two (2) credits of Biology I;
 - (ii) Two (2) credits of Chemistry; and
 - (iii) Two (2) credits of Physics or two (2) credits of any lab science.
 - (E) Earn a grade of "C" or higher in courses used to meet the credit requirements specified in 511 IAC 6-7.2-20 and 511 IAC 6-7.2-21 (b)(1);
 - (F) Earn a cumulative grade point average of at least "B"; and
 - (G) Complete one (1) of the following:
 - (i) Earn four (4) AP credits and take the corresponding exams;
 - (ii) For college credits earned prior to the 2029-2030 school year, earn six (6) college credits. For college credits earned during the 2029-2030 school year and each subsequent school year, earn six (6) college credits in courses listed in the Core Transfer Library established under IC 21-42-5 or that are listed on the dual credit priority course list;
 - (iii) Earn four (4) International Baccalaureate credits and take the corresponding exams;
 - (iv) Earn four (4) Cambridge International credits and take the corresponding exams;
 - (v) Earn a score of at least 1250 on the SAT; or
 - (vi) Earn a score of at least 26 on the ACT.
 - (vii) Complete two (2) of the following requirements:
 - (AA) For college credits earned prior to the 2029-2030 school year, earn three (3) college credits. For college credits earned during the 2029-2030 school year and each subsequent school year, earn three (3) college credits in courses listed in the Core Transfer Library established under IC 21-42-5 or that are listed on the dual credit priority course list;
 - (BB) Two (2) credits in a course or courses designated as advanced placement under 511 IAC 6.1-5.1 and take the corresponding College Board Advanced Placement test or tests;
 - (CC) Two (2) credits in an International Baccalaureate standard level course and take the corresponding exams; or
 - (DD) Earn two (2) Cambridge International credits and take the corresponding exams.

- (2) To be eligible for an Enrollment Honors Plus Seal a student must:
- (A) meet all the requirements specified in 511 IAC 6-7.2-21(b)(1);
 - (B) complete one of the following:
 - (i) earn an industry recognized or a postsecondary credential. Only credentials designated as approved Enrollment Honors Plus Seal credentials by the department may be used to satisfy this requirement;
 - (ii) earn the Advanced Placement Scholar with Distinction award;
 - (iii) complete the requirements for the Advanced International Certificate of Education Diploma;
 - (iv) complete the requirements for the International Baccalaureate Diploma Programme;or
 - (v) earn the Indiana College Core as defined in IC 21-42-3-5;
 - (C) complete at least seventy-five (75) hours work based learning; and
 - (D) demonstrate communication and collaboration or work-ethic skills that have been verified by an individual or entity recognized by either the student's high school or the state board using the verification forms established by the department. The department shall establish model verification forms and other documentation requirements pertaining to the verification requirements specified in this subdivision.
- (3) To be eligible for an Employment Honors Seal a student must:
- (A) complete one of the following:
 - (i) earn an industry recognized or a postsecondary credential. Only credentials designated as approved Employment Honors Seal credentials by the department may be used to satisfy this requirement;
 - (ii) complete three (3) career and technical education courses in a program of study;
 - (iii) complete a career scholarship account program approved under IC 20-51.4-4.5-6; or
 - (iv) complete a locally created graduation pathway approved by the state board.
 - (B) complete at least one hundred fifty (150) hours of work based learning;
 - (C) demonstrate communication and collaboration or work-ethic skills that have been verified by an individual or entity recognized by either the student's high school or the state board using the verification forms established by the department. The department shall establish model verification forms and other documentation requirements pertaining to the verification requirements specified in this subdivision; and
 - (D) complete one (1) of the following:
 - (i) at least one (1) school year with no more than three (3) days of unexcused absences; or
 - (ii) at least one hundred fifty (150) hours of work based learning experience with no more than three (3) unexcused absences.
- (4) To be eligible for an Employment Honors Plus Seal a student must:
- (A) earn an industry recognized or a postsecondary credential. Only credentials designated as approved Employment Honors Seal credentials by the department may be used to satisfy this requirement;
 - (B) complete at least six hundred and fifty (650) hours of work based learning;
 - (C) demonstrate communication and collaboration or work-ethic skills that have been verified by an individual or entity recognized by either the student's high school or the state board using the verification forms established by the department. The department shall establish model verification forms and other documentation requirements pertaining to the verification requirements specified in this subdivision; and
 - (D) complete one (1) of the following:
 - (i) at least one (1) school year with no more than three (3) days of unexcused absences; or

(ii) at least one hundred fifty (150) hours of work based learning experience with no more than three (3) unexcused absences.

(5) To be eligible for an Enlistment Honors Seal a student must:

(A) complete one (1) of the following:

- (i) an introduction to public service course;
- (ii) one year of a junior reserve officers' training corps program;
- (iii) one year as a member of the Indiana wing of civil air patrol; or
- (iv) a locally created course that covers the same content as an introduction to public service course.

(B) complete one (1) of the following:

- (i) the Armed Services Vocational Aptitude Battery Career Exploration Program by:
 - (AA) completing the Armed Services Vocational Aptitude Battery and earning a score of at least thirty-one (31);
 - (BB) exploring the career portal; and
 - (CC) completing the post-test interpretation with a trained facilitator.
- (ii) the Armed Services Vocational Aptitude Battery and earning a score of at least thirty-one (31) and a career exploration tool described under IC 20-30-5-14(i)(1).

(C) complete at least one (1) school year with no more than three (3) days being unexcused absences.

(D) demonstrate communication and collaboration or work-ethic skills through a mentorship experience with a:

- (i) member of the military on active duty as defined by IC 20-26-19-1;
- (ii) member of the National Guard as defined by IC 10-18-9-6;
- (iii) veteran as defined by IC 23-14-54.5-5;
- (iv) law enforcement officer as defined by IC 10-10.5-1-3;
- (v) firefighter as defined by IC 35-44.1-4-3 or
- (vi) public servant as defined by IC 35-31.5-2-261.

The department shall establish model verification forms and other documentation requirements pertaining to the verification requirements specified in this subdivision.

(6) To be eligible for an Enlistment Honors Plus Seal a student must:

(A) meet the following requirements;

- (i) the requirements specified in subdivisions (b)(5)(A), (C) and (D);
- (ii) demonstrate excellence in leadership through one (1) of the following:
 - (AA) complete at least one hundred (100) hours of public service;
 - (BB) hold a leadership role in a cocurricular or extracurricular activity for at least two (2) semesters;
 - (CC) complete two (2) seasons of a team-based physical sport or activity; and
- (iii) complete one of the following:
 - (AA) a minimum score of 50 on the Armed Services Vocational Aptitude Battery and complete the requirements under (b)(5)(B);
 - (BB) enroll in a military service academy of the United States as defined by 33 USC § 3021(a)(3); or
 - (CC) enroll into a reserve officers' training corps program at an accredited institution of higher education.

(c) A student shall specify the following in their graduation plan developed under IC 20-30-4-2:

- (1) an intent to pursue one (1) or more diploma seals; or
- (2) an individualized plan that includes the courses and activities a student intends to complete that are aligned with their enrollment, employment, or enlistment goals after high school.

A student may adjust the diploma seal or seals they intend to pursue at any time.

(d) If a student completes the requirements for one or more Indiana Diploma seals established in this rule, the seal shall be specified in the student's high school transcript.

(e) A student may satisfy the requirements set forth in 511 IAC 6-7.2-20(a)(2) by meeting the requirements for one or more Indiana diploma seals established in this rule.
(Indiana State Board of Education; 511 IAC 6-7.2-21)

SECTION 3. SECTIONs 1 and 2 of this document take effect July 1, 2025: