

The Future of the Indiana Diploma: Final Diploma Rule

December 11, 2024



TODAY'S AGENDA

Remembering our WHY

Hoosiers Engaged in the Process

Stakeholder Feedback Improves, Refines Final Draft

Example Student Profiles

Implementation Resources & Supports

Rulemaking Timeline & Next Steps

WHY DO WE NEED TO RETHINK HIGH SCHOOL?



Fewer Indiana students are **enrolling** in higher education, and even fewer are *graduating*.



Students are graduating without the skills needed to secure rewarding **career opportunities**.



Students who dream of **enlisting** are finding out they are disqualified when it's *too late*.



Student apathy is high, leading to high rates of **chronic absenteeism** in grades 9-12.

WHY DO WE NEED TO RETHINK HIGH SCHOOL? CONTINUED

Fewer Indiana students are **enrolling** in higher education, and even fewer are *graduating*.

76%

of Hoosier high school graduates say they intend to go on to some form of higher learning...

53%

actually do...and of these students...

24%

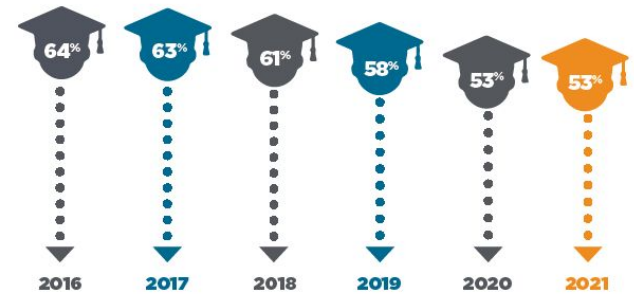
who enroll in a 2-year college or university graduate on-time.

51%

who enroll in a 4-year college or university graduate on-time.

HIGH SCHOOLERS GOING STRAIGHT TO COLLEGE

Four hundred fewer Indiana high school graduates from the class of 2021 enrolled in some form of education and training beyond high school compared to the class of 2020.



WHY DO WE NEED TO RETHINK HIGH SCHOOL? CONTINUED

Students are graduating without the skills needed to secure rewarding **career opportunities**.

Indiana ranks
#1 nationwide
in terms of
students
completing at
least one college
course in high
school.

- Top 6 durable skills according to Indiana companies: **communication, metacognition, leadership, critical thinking, collaboration, and character.**
- **58% of Indiana jobs** require skills training *beyond high school*, but not a four-year degree.
 - Ex. work-based learning; short-term credential

Our OPPORTUNITY ahead....

- **64% of Indiana students** earn college credit, graduating high school with an average of **13.5 credits**. A short-term credential can be earned with **15-18 credits**.
- **5% of these students** earn a credential before graduation, *opening doors of future opportunity*. *Thousands more* are just a **few credits away**...and many aren't even aware.

WHY DO WE NEED TO RETHINK HIGH SCHOOL? CONTINUED

Students who dream of **enlisting** are finding out they are disqualified when it's *too late*.

- Nationwide, 2022 was the **worst recruiting year** in the history of the military's all-volunteer force.
- Enlistments into the military from the state of Indiana **declined by 41%** from 2018 to 2022.
- Indiana National Guard enlistments over the same period **declined 38%**. The rate of decline is **worse in Indiana** than in other states.

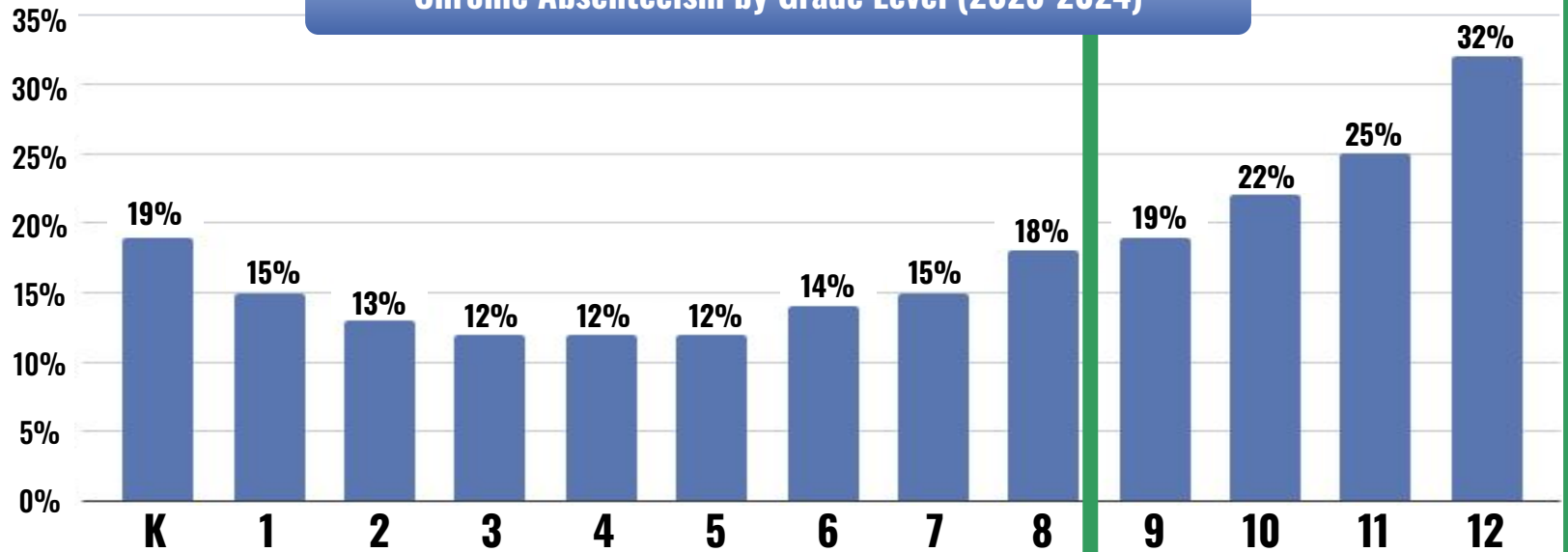


~77% of student are **disqualified** because they do not meet the **aptitude, medical, fitness, or character standards** necessary for service.

WHY DO WE NEED TO RETHINK HIGH SCHOOL? CONTINUED

Student apathy is high, leading to high rates of **chronic absenteeism** in grades 9-12.

Chronic Absenteeism by Grade Level (2023-2024)



THE HIGH SCHOOL EXPERIENCE OF THE *FUTURE*

OUR SHARED GOAL: The high school experience prepares every student for success, helping them to maximize their educational attainment, regardless of their unique goals and aspirations for the future.



Enrollment



Employment



Enlistment & Service



Hoosiers Engaged in the Process

RECAP OF DIPLOMA REDESIGN PROGRESS

March 8, 2024

Legislative session adjourns sine die; new state law sunsets current diplomas in 2028.

June 5, 2024

New readiness seals presented in response to early feedback.

July 30, 2024

First public comment period closes.

Oct. 9, 2024

Second draft of diploma rule published in the Indiana Register.

Dec. 11, 2024

SBOE votes on final diploma rule.

May 2023

SBOE presentation provides a first look at the ongoing work to rethink the high school experience.

March 27, 2024

Indiana leaders present proposal to maximize the four years of high school.

June 26, 2024

First draft of diploma rule published in the Indiana Register.

Aug. 14, 2024

Indiana leaders present second draft of diploma rule.

Nov. 8, 2024

Second public comment period closes.

Dec. 31, 2024

Statutory deadline for adoption of final diploma rule.

HOOSIERS **ENGAGED** IN THE PROCESS

To inform our efforts to rethink high school in Indiana, we have conducted **extensive stakeholder outreach** and **engagement** to seek feedback. Below are just a few examples:

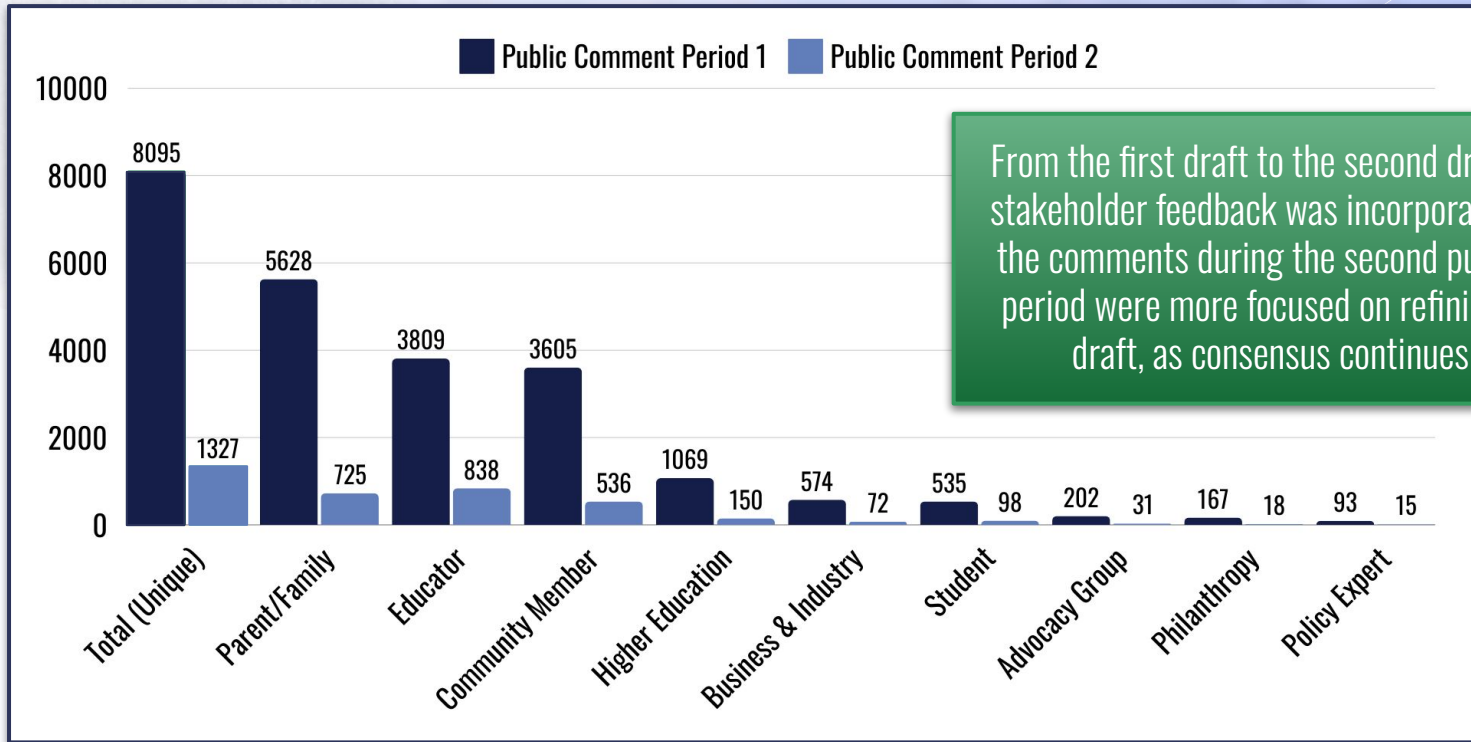
- Public and non-public schools
- Educators and professors
- Community organizations
- Other state agencies
- Colleges and universities
- NCAA
- Philanthropy
- Students
- Parents
- Advocacy groups
- Business and industry
- Indiana General Assembly
- Policy experts
- National education thought-leaders
- Education service centers
- Implementation partners

LETTERS OF SUPPORT FROM OUR PARTNERS



PUBLIC COMMENTS BY STAKEHOLDER GROUP

Note: Respondents could select *multiple* stakeholder groups.



From the first draft to the second draft, significant stakeholder feedback was incorporated. Therefore, the comments during the second public comment period were more focused on refining the second draft, as consensus continues to grow.

SECOND PUBLIC COMMENT PERIOD: KEY THEMES IN STAKEHOLDER FEEDBACK

Stakeholders continued to share support for the *purposeful flexibility*, and emphasized the following key priorities to consider as the draft rule is finalized:

- 1 Ensuring students have options to **personalize** and **update their graduation plan** to align with their **unique interests and goals**
- 2 Elevating the importance of **student choice** and the **permeability** of readiness seals
- 3 Ensuring work-based learning is **accessible to more students**, and that students have **flexible options** in terms of **multiple experiences that are paid, unpaid, on-site, or simulated**
- 4 Providing **sufficient resources** to support successful implementation

**Stakeholder
Feedback
Improves, Refines
Final Draft**

REMEMBERING OUR DESIGN PRIORITIES

Maximize *flexibility* for students to *personalize* their journey while maintaining rigor

Increase *simplicity* for students, parents, and schools

Increase access to work-based learning and credentials of value



FINAL DRAFT OF THE DIPLOMA RULE: OVERVIEW

The final proposal maintains:

- **One base diploma**
 - Minimum, flexible requirements for all students
- Opportunities for students to earn **readiness seals**
 - Aligned with their unique path



*Note: The federally-required **alternate diploma** for students in special education with a significant cognitive disability is still available.*





CURRENT & FUTURE INDIANA DIPLOMA: COMPARISON

The new diploma structure includes a base (minimum requirements) for every student, plus the opportunity to earn readiness seals aligned with their unique path. Students are encouraged to seize this flexibility by personalizing their high school experience. The new seals provide additional intentionality to maximize readiness and are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Students who do not earn a seal must still complete components 2 and 3 of Graduation Pathways.

	CURRENT INDIANA CORE40	FUTURE NEW INDIANA DIPLOMA
ENGLISH	8 CREDITS	8 CREDITS <ul style="list-style-type: none"> 2 credits: English 9 1 credit: Communications-focused course 5 additional English credits
MATH	6 CREDITS <ul style="list-style-type: none"> 2 credits: Algebra I 2 credits: Geometry 2 credits: Algebra II 	7 CREDITS <ul style="list-style-type: none"> 2 credits: Algebra I 1 credit: Personal Finance 4 additional math credits
SCIENCE, TECHNOLOGY, AND ENGINEERING	6 CREDITS <ul style="list-style-type: none"> 2 credits: Biology I 2 credits: Chemistry 1, Physics I, or Integrated Physics 2 credits: Any Core 40 science course 	7 CREDITS <ul style="list-style-type: none"> 2 credits: Biology I 1 credit: Computer Science 2 additional science credits 2 STEM-focused credits
SOCIAL STUDIES	6 CREDITS <ul style="list-style-type: none"> 2 credits: U.S. History 1 credit: U.S. Government 1 credit: Economics 2 credits: World History/Civilization or Geography/History of the World 	5 CREDITS <ul style="list-style-type: none"> 2 credits: U.S. History 1 credit: U.S. Government 2 credits: World Perspectives (Flexible options, including advanced world language or world-focused social studies courses)
PE/HEALTH	3 CREDITS <ul style="list-style-type: none"> 2 credits: Physical Education 1 credit: Health & Wellness 	2 CREDITS <ul style="list-style-type: none"> 1 credit: Physical Education 1 credit: Health & Wellness
DIRECTED ELECTIVES	5 CREDITS Any combination of World Languages, Fine Arts, and/or Career & Technical Education	N/A
PERSONALIZED ELECTIVES	6 CREDITS	12 CREDITS Students are encouraged to utilize the new readiness seals to align these personalized electives with their unique goals. Personalized electives can include a variety of courses, such as CTE, Performing or Fine Arts, and World Languages.
COLLEGE & CAREERS	N/A	1 CREDIT
TOTAL	40 CREDITS	42 CREDITS

Hoosier high school students have the opportunity to earn approximately 60 credits.

Note: The federally-required alternate diploma for students in special education with a significant cognitive disability is still available.



BLUEPRINT FOR SUCCESS: READINESS-SEALS

Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT

- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 8 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study
- Complete at least 6 Science credits
 - Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study
- Earn a C or higher in all courses and earn a cumulative B average
- Complete one of the following:
 - Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams
 - Earn 6 college credits
 - Score a 1250 on the SAT or a 26 on the ACT
 - Complete two of the following:
 - At least 3 college credits
 - 2 credits in AP courses and take corresponding exams
 - 2 credits in IB courses and take corresponding exams
 - 2 credits in Cambridge courses and take corresponding exams



EMPLOYMENT

- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway
- Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
- Meet attendance goal



ENLISTMENT & SERVICE

- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of ROTC in high school
- Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A career exploration tool approved by IDOE
- Meet attendance goal
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
 - Externally verified through a mentorship experience with current military personnel, veterans, or other public safety professionals



Earn the Honors Enrollment Seal, plus:

- Earn a credential of value* that may include, for example:
 - Associate degree:
 - Technical Certificate:
 - Indiana College Core:
 - AP Scholar with Distinction:
 - Cambridge AICE Diploma; or
 - IB Diploma
- Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic

Earn the Honors Employment Seal, plus:

- Earn a market-driven credential of value* that may include, for example:
 - Associate degree:
 - Technical Certificate:
 - Indiana College Core; or
 - Advanced industry certificate
- Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example:
 - Pre-Apprenticeship
 - Modern Youth Apprenticeship
- Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally

Earn the Honors Enlistment Seal, plus:

- Complete one of the following:
 - Achieve a score of 50 or higher on the ASVAB
 - Enrollment in ROTC at the collegiate level
 - Acceptance to a service academy
- Demonstrate excellence in leadership through one of the following:
 - Completion of at least 100 hours of public service:
 - Holding a leadership role in a co/extracurricular activity:
 - Completion of two seasons of a team-based physical sport or activity

*Note: the credential of value levels are currently being determined by business and industry.

in.gov/doe



Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change.

Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE

Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change.

PATHWAY PERMEABILITY FOR STUDENTS

Feedback: Throughout their high school journey, a student's unique goals may change, particularly as they gain more experiences and understand the range of opportunities that exist for their future. Seals should maximize permeability between pathway options.

Solution: In addition to the intentional permeability built in to each seal, the diploma rule also explicitly clarifies that students should update their graduation plan throughout their high school journey, as needed.



HONORS PLUS SEAL

<ul style="list-style-type: none"> 2 credits in Cambridge courses and take corresponding exams 2 credits in IB courses and take corresponding exams 2 credits in Cambridge courses and take corresponding exams 	<p>public safety professionals</p>
<p>Earn the Honors Enrollment Seal, plus:</p> <ul style="list-style-type: none"> Earn a credential of value* that may include, for example: <ul style="list-style-type: none"> Associate degree; Technical Certificate; Indiana College Core; AP Scholar with Distinction; Cambridge AICE Diploma; or IB Diploma Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated) Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic 	<p>Earn the Honors Employment Seal, plus:</p> <ul style="list-style-type: none"> Earn a market-driven credential of value* that may include, for example: <ul style="list-style-type: none"> Associate degree; Technical Certificate; Indiana College Core; or Advanced industry certificate Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example: <ul style="list-style-type: none"> Pre-Apprenticeship Modern Youth Apprenticeship Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally
<p>Earn the Honors Enlistment Seal, plus:</p> <ul style="list-style-type: none"> Complete one of the following: <ul style="list-style-type: none"> Achieve a score of 50 or higher on the ASVAB Enrollment in ROTC at the collegiate level Acceptance to a service academy Demonstrate excellence in leadership through one of the following: <ul style="list-style-type: none"> Completion of at least 100 hours of public service; Holding a leadership role in a co/extra-curricular activity; Completion of two seasons of a team-based physical sport or activity 	

*Note: the credential of value levels are currently being determined by business and industry.



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ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE



HONORS SEAL

- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 8 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study
- Complete at least 6 Science credits
 - Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study
- Earn a C or higher in all courses and earn a cumulative B average
- Complete one of the following:
 - Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams
 - Earn 6 college credits
 - Score a 1250 on the SAT or a 26 on the ACT
 - Complete two of the following:
 - At least 3 college credits
 - 2 credits in AP courses and take corresponding exams
 - 2 credits in IB courses and take corresponding exams
 - 2 credits in Cambridge courses and take corresponding exams

- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway
- Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)

- Demonstrate skill development in Communication, Collaboration, and Work Ethic
- Meet attendance goal

- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of ROTC in high school
- Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A career exploration tool approved by IDOE
- Meet attendance goal
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
 - Externally verified through a mentorship experience with current military personnel, veterans, or other

*Note: the credential of value levels are currently being determined by business and industry.

ENROLLMENT HONORS SEAL UPDATE

Feedback: Students pursuing the enrollment honors seal should have maximum flexibility in how they demonstrate college-readiness, allowing for a blend of college credit options.

Also, requiring students to pass corresponding exams could be an unintended barrier, as students often do not know if they have passed the exams until after graduation.

Solution: Similar to the current academic honors designation, students can complete this seal requirement by earning a combination of credits across multiple programs and taking the corresponding exams. Cambridge courses were added as an option for the enrollment honors seal, in addition to AP and IB.



BLUEPRINT FOR SUCCESS: READINESS-SEALS

Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT

- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 9 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math



EMPLOYMENT

- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CTE



ENLISTMENT & SERVICE

- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required



HONOR SEAL

Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)



HONORS PLUS SEAL

- Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
 - Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic
- Complete at least 75 hours of work-based learning (total of 650 hours in one or more experiences) that may include, for example:
 - Pre-Apprenticeship
 - Modern Youth Apprenticeship
 - Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally
- Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example:
 - Associate degree
 - Technical Certificate
 - Indiana College Core
 - Advanced industry certificate
 - Achieve a score of 50 or higher on the ASVAB
 - Enrollment in ROTC at the collegiate level
 - Acceptance to a service academy
- Demonstrate excellence in leadership through one of the following:
 - Completion of at least 100 hours of public service
 - Holding a leadership role in a co/extracurricular activity
 - Completion of two seasons of a team-based physical sport or activity

*Note: the credential of value levels are currently being determined by business and industry.

ENROLLMENT HONORS PLUS SEAL UPDATE

Feedback: Current CTE requirements are in 75-hour increments, and if aligned, could provide an additional opportunity to simplify the final diploma rule.

Solution: Students pursuing the enrollment honors plus seal will complete 75 hours of work-based learning, rather than 100. This may include multiple experiences that are paid, unpaid, on-site, or simulated. These experiences may also take place before, during, or after school, as well as during the summer.



Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE



HONORS SEAL

- Complete at least 4 World Language and 6 Social Studies credits
 - Complete at least 8 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study
 - Complete at least 6 Science credits
 - Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study
 - Earn a C or higher in all courses and earn a cumulative B average
 - Complete one of the following:
 - Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams
 - Earn 6 college credits
 - Score a 1250 on the SAT or a 29 on the ACT
- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway
 - Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
 - Demonstrate skill development in Communication, Collaboration, and Work Ethic
 - Meet attendance goal
- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of JROTC in high school
 - Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A career exploration tool approved by IDOE
 - Meet attendance goal
 - Demonstrate skill development in Communication, Collaboration, and Work Ethic

Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)

*Note: the credential of value levels are currently being determined by business and industry.

EMPLOYMENT HONORS SEAL UPDATE

Feedback: Current CTE requirements are in 75-hour increments, and if aligned, could provide an additional opportunity to simplify the final diploma rule.

Solution: Students pursuing the employment honors seal will complete 150 hours of work-based learning, rather than 100. This may include multiple experiences that are paid, unpaid, on-site, or simulated. These experiences may also take place before, during, or after school, as well as during the summer.



Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE



HONORS

- Complete at least 4 World Language and 6 Social Studies credits
 - Complete at least 8 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study
 - Complete at least 6 Science credits
 - Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study
 - Earn a C or higher in all courses and
- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway
 - Complete 150 hours of work-based learning that are paid, unpaid, on-
- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of JROTC in high school
 - Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program

- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway

*Note: the credential of value levels are currently being determined by business and industry.

EMPLOYMENT HONORS SEAL UPDATE

Feedback: Students pursuing the employment honors seal should have maximum flexibility in how they demonstrate career-readiness. Expanding to include the CSA program and locally-created pathways options to connect with current policy should be considered.

Solution: In addition to earning a credential of value or completing three courses in a CTE pathway, students can also complete an approved career preparation experience aligned to Indiana's CSA program or a locally-created pathway.



BLUEPRINT FOR SUCCESS: READINESS-SEALS

Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT

- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 8 Math credits
 - Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study
- Complete at least 6 Science credits
 - Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study
- Earn a C or higher in all courses and earn a cumulative B average
- Complete one of the following:
 - Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams
 - Earn 6 college credits
 - Score a 1250 on the SAT or a 26 on the ACT



EMPLOYMENT

- Complete one of the following:
 - A market-driven credential of value* aligned to a specific occupation
 - 3 courses in a Career and Technology Education (CTE) pathway
 - An approved career preparation experience aligned to Indiana's CSA program, or
 - An approved, locally-created pathway
- Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
- Meet attendance goal



ENLISTMENT & SERVICE

- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of JROTC in high school
- Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A career exploration tool approved by IDOE
- Demonstrate skill development in Communication, Collaboration, and Work Ethic



HONORS SEAL



HONORS PLUS SEAL

- Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A career exploration tool approved by IDOE

*Note: the credential of value levels are currently being determined by business and industry.

ENLISTMENT HONORS SEAL UPDATE

Feedback: The ASVAB Career Exploration Program requires trained facilitators which could reduce flexibility and limit access for students. Other quality career exploration programs should be considered.

Solution: Since quality career exploration is the focus, in addition to completing all three components of the ASVAB Career Exploration Program, students can now also complete a career exploration tool approved by IDOE.



Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



ENROLLMENT



EMPLOYMENT



ENLISTMENT &
SERVICE

ENLISTMENT HONORS PLUS SEAL UPDATE

Feedback: Students pursuing the enlistment honors plus seal should have maximum flexibility in how they demonstrate preparedness for a variety of military careers, beyond just a single test score.

Solution: In addition to scoring a 50 or higher on the ASVAB, enrolling in ROTC at the collegiate level or being accepted to a service academy will also count towards a student's seal attainment, as recommended by military leadership.



HONORS
PLUS
SEAL

- Complete one of the following:
 - Achieve a score of 50 or higher on the ASVAB
 - Enrollment in ROTC at the collegiate level
 - Acceptance to a service academy



HONORS
PLUS
SEAL

Corresponding exams

- 2 credits in Cambridge courses and take corresponding exams

Earn the Honors Enrollment Seal, **plus:**

- Earn a credential of value* that may include, for example:
 - Associate degrees
 - Technical Certificate
 - Indiana College Core
 - AP Scholar with Distinction
 - Cambridge AICE Diploma, or
 - IB Diploma
- Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic

Earn the Honors Employment Seal, **plus:**

- Earn a market-driven credential of value* that may include, for example:
 - Associate degrees
 - Technical Certificate
 - Indiana College Core
 - Advanced industry certificate
- Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example:
 - Pre-Apprenticeship
 - Modern Youth Apprenticeship
- Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally

Earn the Honors Enlistment Seal, **plus:**

- Complete one of the following:
 - Achieve a score of 50 or higher on the ASVAB
 - Enrollment in ROTC at the collegiate level
 - Acceptance to a service academy
- Demonstrate excellence in leadership through one of the following:
 - Completion of at least 100 hours of public service
 - Holding a leadership role in a co/extracurricular activity
 - Completion of two seasons of a team-based physical sport or activity

*Note: the credential of value levels are currently being determined by business and industry.



ENSURING ALL DUAL CREDIT COUNTS

Feedback: Some students find out after they have already paid for and completed a dual credit course that the course does not transfer to the higher education institution that they plan to attend, or that the course will only count as an elective. Ensuring courses are in the core transfer library is essential to increasing currency for students.

Solution: To increase transparency and currency for students, the updated rule specifies that all liberal arts dual credit courses should be pre-approved for transfer to all Indiana public colleges and universities, as well as some independent colleges and universities effective with credits earned during SY 2029-2030.

BALANCING FLEXIBILITY AND RIGOR

Feedback: With the additional flexibility created through the diploma, including increased opportunities to earn high school credit as an advanced path in middle school (e.g. Algebra I, some CTE, etc), a student could potentially graduate *early* without maximizing their high school opportunities.

Solution: To best set them up for future success, any student graduating early will be required to earn an honors or honors plus seal in employment, enrollment, or enlistment and service.



Example Student Profiles

COURSEWORK, EXPERIENTIAL LEARNING, & CURRENCY

Ben - Enrollment Honors Plus Seal

Ben's future aspirations include attending a 4-year college and opening his own graphic arts business.

12 personalized credits

- Intro to Business
- Intro to Entrepreneurship
- Principles of Business Management / Ivy Tech BUSN 101
- Intro + Advanced 2D Art
- Intro + Advanced 3D Art
- Survey of Art and Culture I/Ivy Tech ARTH 101

Dylan - Employment Honors Plus Seal

Dylan's future aspirations include completing an apprenticeship to jumpstart a career in cybersecurity.

12 personalized credits

- Principles of Computing
- Information Technology Fundamentals
- Networking and Cybersecurity Operations
- Cybersecurity Operations WBL Capstone

Alexis - Enlistment Honors Plus Seal

Alexis's future aspirations include serving in the U.S. Army, having the military pay for her college, and becoming a pediatrician.

12 personalized credits

- Intro to Public Service
- Principles of Healthcare
- Medical Terminology (Healthcare Fundamentals)
- Anatomy & Physiology
- Emergency Medical Tech
- Spanish

EXAMPLES

COURSEWORK, EXPERIENTIAL LEARNING, & CURRENCY CONTINUED

Ben - Enrollment Honors Plus Seal

Ben's future aspirations include attending a 4-year college and opening his own graphic arts business.

Ben earns the **Indiana College Core**, allowing him to complete his first year of college while still in high school. He leads his high school's **art club** and increases his professional network by completing a WBL learning experience **interning** for an art curator at a local museum.

Dylan - Employment Honors Plus Seal

Dylan's future aspirations include completing an apprenticeship to jumpstart a career in cybersecurity.

Dylan spends three days per week engaged in classroom learning and two days per week engaged in WBL as an **apprentice** at an IT company. Dylan is able to complete his internship virtually from his high school. Dylan also **earns a Comp TIA Security+ Certificate**.

Alexis - Enlistment Honors Plus Seal

Alexis's future aspirations include serving in the U.S. Army, having the military pay for her college, and becoming a pediatrician.

Alexis completes a **mentorship experience** with a U.S. Army veteran and is the **captain of her high school's varsity soccer team**. She also earns her **EMT certification** and **enrolls in ROTC at the collegiate level** to study biology.

EXAMPLES

Implementation Resources & Supports

IMPLEMENTATION RESOURCES & SUPPORTS

- Eligible **course titles and descriptions**, by category; anticipated by end of 2024
 - e.g. American Literature for English; Life Science for Science
- Comprehensive work-based learning guidance, including a **landscape analysis**; anticipated Q1 2025
 - Current Graduation Pathways Guidance
- Complete **credential of value** list; anticipated Q1 2025
- **Interactive advising tool** to support local implementation; RFP anticipated in Q2 2025
 - Will engage parents, students, principals, and school counselors to design a tool that increases transparency around pathway options and helps map progress
- Increased flexibility on **who can teach high school and college courses**; anticipated Q2 2025
- Rulemaking on **new accountability model** aligned to diplomas; anticipated to begin in Q2 2025

Rulemaking Timeline & Next Steps

RULEMAKING TIMELINE & NEXT STEPS

Timing	Action Item
December 11, 2024	Adoption of final diploma rule by SBOE.
2025-2026 School Year	Schools can opt in to award the new Indiana diploma. <i>*cannot opt in this school year</i> <i>**students must earn a seal for opt-in</i>
2028-2029 School Year	Per statute, new diploma is effective for all graduating seniors.



**Scan the code to
ask questions on
the implementation
of the new diploma.**



THANK YOU!