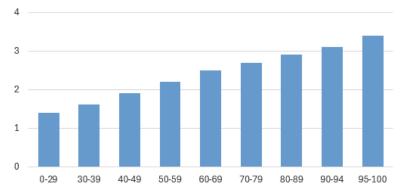


# College and Career Readiness (CCR) Frequently Asked Questions

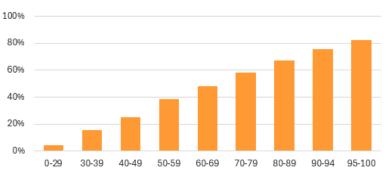
#### What is the College and Career Readiness Metric?

The College and Career Readiness (CCR) metric rates each student and school on a scale of 0 to 100. Exams results, course grades, and advanced courses all contribute to a student's readiness score. The level of contribution that the exams and courses make to the overall CCR metric is based on how predictive they are of students' GPAs at CUNY. A validation analysis shows that the CCR metric is also highly correlated with overall college graduation rates for students<sup>1</sup>:



Higher CCR scores correlate with higher CUNY GPAs for the NYCPS classes of 2015 and 2016.

Higher CCR scores correlate with higher 6-year college graduation rates for the NYCPS classes of 2015 and 2016.



<sup>&</sup>lt;sup>1</sup> The "College Graduation Rate" is the percentage of all students who earned an A.A., B.A. or higher by six years after their scheduled H.S. graduation date which is four years after they entered 9<sup>th</sup> grade for the first time. Not all colleges report graduations to our sources (NSC and CUNY) so the true college graduation rate is likely somewhat higher than reported here.



#### Why Do We Have a New College Readiness Metric Now?

The CCR is intended as a replacement to the College Readiness Index (CRI) that was reported from 2012-2020. Since 2020, CUNY has modified their proficiency requirements<sup>2</sup> to include high school GPA and there are some important improvements from CRI to CCR that reflect the NYCPS's improved understanding of college and career readiness:

College Readiness Index (CRI)	College and Career Readiness (CCR)
Reported from 2012-2020. Has been paused since then due to pandemic interruptions of testing.	Proposing to phase-in to the School Quality Reports starting in Fall 2024.
Was all-or-nothing – a student was deemed either college ready or not with no in- between.	Allows for multiple levels of readiness with partial credit. College and Career readiness is measured on a 0-100 scale for each student and school.
Was based directly on CUNY remediation and 4-year college admission standards at the time.	The new CCR is broadly aligned with CUNY's post-2020 proficiency requirements including both test scores and course grades.
Focused only on college standards.	Recognizes career-focused experiences such as CTE endorsement, industry-recognized technical assessments, computer science courses and exams, and arts endorsement.
Was mostly based on 9 <sup>th</sup> grade Algebra and led to an overemphasis on that subject at the expense of advanced math and other subjects.	Encourages schools to help students be successful in more advanced courses. This change also recognizes the different levels of math preparation needed for different college majors and career paths.
Was entirely based on ELA and math test scores.	Is based on test scores in ELA, math, science, and social studies in addition to course grades, advanced course completion, and a variety of endorsements and certificates.

The School Quality Reports also include other next-level readiness metrics such as the Postsecondary Enrollment Rate (PSER) and the College and Career Preparatory Courses Index (CCPCI). We propose to phase in the CCR metric so it will appear alongside PSER and CCPCI.

#### How does the CCR Metric Work?

Each student gets a CCR score from 0 to 100 where 100 represents the highest readiness for college and careers. The school's 4-year CCR score is the average of the students' scores after four years since HS entry. The school's 6-year CCR score is the average of the students' scores after six years since HS entry. The cohort of students included is the same as the 4-year and 6-year graduation rates. Readiness predictors are divided into six categories:

- Course Grades: up to 30 points
- English: up to 15 points
- Mathematics: up to 15 points
- Science up to 15 points

- Social Studies: up to 15 points
- Technology, Art, and World Languages: up to 10 points

<sup>&</sup>lt;sup>2</sup> https://www.cuny.edu/academics/testing/testing-faqs/ Updated February 28, 2025



**Only the best (most points) exam or course for each subject counts for each student.** For example, if a student had a score of 80 on the Algebra I Regents and a score of 65 on the Algebra II Regents then first we look up both on the reference tables (see appendix). On those tables, the Algebra I score would be worth 10 out of 15 points and the Algebra II score would be worth 11 out of 15 points. So, the student will receive 11 points and the CCR workbook will report only the Algebra II 65 and not the Algebra I 80.

#### Are Regents exam waivers instituted during COVID-19 included in the CCR?

No, waivers are not included in the CCR. A waiver is an indication that a student has met the standards in the subject enough for high school graduation. However, it does not tell you if a student is college-ready or career-ready or not. So, the CCR is only based on numeric exam scores and not waivers.

#### How is CCR calculated in subjects where students only have Regents waivers?

Without including waivers in the CCR score, some students do not have enough information in all subjects for us to accurately estimate their readiness in that subject. In the case that a student reaches the end of high school with only a waiver and no other CCR predictors in the subject then the subject will be scored as "n/a." In that case, the points that would have been allocated to the subject will be excluded from both the numerator and denominator. That way, the CCR metric will be determined based on the other subjects only. For example, Social Studies and Science are normally worth 15 points each. But if a student has only waivers in those subjects, then their denominator for college readiness will be 70 instead of 100. Their CCR score will be the number of points total in the other subjects divided by 70. Students can get "n/a" for a subject based on "WA" waivers that are given for these reasons:

- 1. Exams disrupted due to the COVID-19 Pandemic.
- 2. Exams cancelled due to other reasons.
- 3. Students excused from exam subjects due to entering NYC public schools in grades 11 or 12.

WG and WX waivers do not directly influence CCR. WG waivers are given when students have low scores on Regents exams. In those cases, the exam score itself is still used. WX is used for approved alternatives to the Regents. Those alternatives are all included in the CCR already so the WX itself is not relevant.

#### How many students are getting points for predictors other than Regents exams?

For the class of 2023, here is the breakdown of students earning points for Regents and non-Regents predictors by category.

Category	% earning points via Regents predictors	% earning points via non- Regents predictors
English	20%	80%
Math	46%	54%
Science	66%	34%
Social Studies	29%	71%

#### How does CCR work for consortium schools?

Schools that have a waiver from the Board of Regents to use performance assessments in lieu of Regents in some subjects will also have waivers used in CCR. Any subjects that a school is not required to give exams for will be treated as if the students had earned "WA" waivers as described above. If a student has other predictors (e.g. CPCC or SAT) then we will use those. If a student has no predictor at all in the subject, the subject will be treated as "n/a" and be removed from the numerator and denominator. Updated February 28, 2025



#### Is graduating from high school required for a student to be CCR?

No. The denominator for the CCR metric includes all students in the 9<sup>th</sup> grade cohort<sup>3</sup>, not just high school graduates. We considered a rule that non-graduates would automatically be assigned a zero on CCR; in the all-or-nothing CRI system, a Regents Diploma was required. However, not all non-graduates are equally ready or not for future career or college experiences. So, we are allowing non-graduates to earn partial credit rather than assigning them all zeroes. Advanced diplomas like Advanced Regents or Honors Diplomas are not directly recognized here since the components of the diploma are already included.

#### Does the CCR really include career readiness or is it just college?

As much as possible, we have included career predictors that are not necessarily focused on college. This includes CTE Endorsements, Industry-Recognized Assessments, Computer Science courses and exams, and Arts Endorsements which were not a part of the original College Readiness Index (CRI). Also, we believe many of the academic skills like reading, writing, and math will be helpful to students regardless of whether they pursue college or not. And students can achieve a perfect score on the CCR metric, even if they do not plan to attend college.

On the other hand, most of the predictors in the CCR are based on traditional academic skills and because CTE is not offered at all schools, it is a relatively small percentage of the overall score. Also, we are using CUNY GPA as the measure of the rigor and utility of different high school activities (predictors). CUNY GPA is strongly correlated with future earnings. However, we may still be undervaluing some career-focused activities for now. In future years, we plan to acquire data on students' income that we can use to measure different high school experiences' impact more directly on long-term financial success. In the meantime, we are counting the CTE Endorsement as 10 points out of 10 even though we do not yet have the data to measure its impact on economic security.

#### How many students did you look at when creating the predictor-point mapping?

We looked at students who graduated from a NYCPS high school in 2017, 2018, and 2019 and attended CUNY. This is roughly 96,600 students.

# Why do you take each student's best result in each subject rather than averaging them or adding them all together?

One reason to count only the best score is that we want to avoid an unintended incentive to keep students out of rigorous courses for fear that they may not be successful.

Researchers have found that it is all too common for students to be limited to below-grade level work in high school<sup>4</sup>. We aim to encourage schools to provide students with more rigorous coursework so they can arrive at college and/or their career with the skills and knowledge they need to be successful.

<sup>3</sup> That is, all students who entered high school anywhere in the world four (or six) years ago, have a last diplomagranting H.S. within the NYCPS, and do not have a documented transfer to another diploma-granting H.S. <sup>4</sup> The New Teacher Project <u>https://tntp.org/assets/documents/TNTP\_The-Opportunity-Myth\_Web.pdf</u>

Updated February 28, 2025



#### Why are Technology, Art, and World Languages all in the same category?

None of the predictors in these categories are required for graduation so they are relatively uncommon. The Technology, Art, and World Language category is often schools' lowest scoring category in percentage terms and separating this category into more categories would exacerbate this problem. In the future, we hope these experiences will become more common which may lead to them being able to stand more on their own.

# How can students at non-CTE schools do well in the Technology, Art, and World Languages category?

The most common way for students at non-CTE schools to earn points in this section is one of the World Language Comprehensive Exams aligned to checkpoint B. A student who scores 93 on their required Regents, has a 90 GPA, and a 77 or higher on a World Language exam would have a CCR score of 98 out of 100. If they had passed a computer science course instead of the language exam, they would get 96 out of 100. The student could get 100 out of 100 based on A.P. or I.B. exams in the following subjects: Art History, Music, Computer Science, Research, Seminar, or any world language.

Please see the <u>reference tables</u> below for full details on predictor point values.

#### Is the CCR a measure of school quality?

The CCR Metric itself is not a measure of school quality because it is greatly impacted by factors outside of a school's control such as the student's incoming academic preparation. Like other measures on the School Quality Reports, each school will be compared to a <u>comparison group</u> to infer the impact of the school on the student.

# Is the CCR metric fair to schools with higher need students, such as Students with Disabilities and English Language Learners?

Because SWD and ELL students have lower CUNY GPAs than other students, their CCR values also tend to be lower. However, this is less true with the CCR metric, which is on a 100-point scale and so gives a more nuanced look at each student's readiness than with the CRI metric which is all-or-nothing. This is part of the reason why CCR itself is not a measure of school quality. To measure the impact of the school on the students, we will need to compare CCR to a comparison group like we do with graduation rate, test scores, and other achievement measures.

#### Why are some of the predictors in the reference tables listed as "coming 2025?"

For predictors that are new or newly included in our data (A.P. African American Studies, A.P. Pre-Calculus) we do not yet have CUNY GPA data about the students earning these. We plan to include them in the 2025 version. However, we have included these in the College and Career Preparatory Course Index (CCPCI).

#### What World Language Exams can count toward the CCR?

Currently, we only have the data from the NYCPS-produced world language exams. There are some other exams offered by third parties that have been approved by NYSED to meet checkpoint B. We are seeking data from these assessment providers and we plan to add those assessments to the CCR for 2025.



#### How are students earning an associate degree in 9-14 schools included?

Students who have earned an associate degree at a NYC public school receive a score of 100% on the CCR metric regardless of any other data. Since they already have a college degree, they can be considered fully college ready.

# Will other new areas be included in the future? What about career-connected learning or internships?

We are always looking for new data sources to analyze and we may add them in future years as the quality of the data improves with the work of the Office of Student Pathways. Because it will take some time before we can quantify whether and how much students with these experiences do better in college or career, initial point value assignments may be low.

#### Why not include advising indicators?

College and career advising activities, such as meeting with your advisor, completing the FAFSA and developing a plan are essential steps of the process for postsecondary success. However, given that these activities are becoming requirements and we do not have measures of the quality of these steps, we have insufficient data to assign them point values at this time. Put up against activities, such as GPA and completing semester long classes, their predictive value is likely limited. As the quality of the data entry improves, further analysis can be done to explore a potential point value for advising experiences.

# Why aren't you including Future Ready NYC, or other measures of career-oriented educational experiences like internships, independent study, or project-based learning?

We will look at incorporating them into the CCR metric in future releases. Some of these programs may be added in sooner, and others we may add in future years as the quality of the data improves with the work of the Office of Student Pathways.

#### Will the CCR apply to transfer high schools?

We do plan to include the CCR on the transfer high school SQR. However, the transfer school CCR may take longer to phase-in since the pandemic impacts will linger longer. For now, we are only providing non-transfer results and we will share more about transfer schools in the future.

#### Does the CCR include charter schools?

No. While we produce metrics for charter schools when the data is available – such as School Survey results or graduation results, in some cases we do not have access to certain data points. Because charter schools do not report HS GPA to the NYCPS they are not currently included.

#### Will the CCR apply to District 75 schools?

Currently, D75 is not included in the CCR production. We plan to engage with educators and families in D75 schools about what would make sense for the needs of District 75.



# What is the alignment of the new NYCPS CCR metric with NYSED's College, Career, and Civic Readiness (CCCR) metric?

The new CCR metric that will be used for local accountability is different from the state's CCCR metric in multiple ways. The CCR point values are based on empirical research of over 96,000 NYCPS students. CCR measures look at a wide variety of courses, grades, and exams separated by subject area while the CCCR typically is only based on the level of diploma or seal a student receives. CCR allows for many levels of readiness based on different scores or grades while CCCR is all-or-nothing for each diploma/seal type. Documentation regarding details of NYSED's current CCCR metric can be found <u>here</u>.



## Appendix: Reference Tables for College and Career Readiness (CCR) Overall

College and Career Readiness is measured on a scale of 0-100			
Predictors of readiness are divided into six areas:			
Course Grades	up to 30 points		
English	up to 15 points		
Mathematics up to 15 points			
Science up to 15 points			
Social Studies up to 15 points			
Technology, Art, and World Languages up to 10 points			
Students with accepting degrees always have 100 aut of 100 for CCD			

Students with associate degrees always have 100 out of 100 for CCR.

### **Course Grades**

HS Grade Point Average	CCR Points out of 30
73	1
74	2
75	4
76	5
77	8
78	9
79	10
80	14
81	15
82	17
83	18
84	20
85	22
86	24
87	25
88	27
89	29
90 or above	30



## English

English CCR Predictors	CCR Points out of 15
AP English Language & Composition Score: 2	13
AP English Language & Composition Score: 3 to 5	15
AP English Literature & Composition Score: 2	13
AP English Literature & Composition Score: 3 to 5	15
College Credit English	11
NYCPS-Certified (CPCC) Course: English	7
IB English Score: 3	9
IB English Score: 4	12
IB English Score: 5 to 7	15

Regents English	SAT English	ACT Reading	ACT Writing	CLEP Program English	CCR Points out of 15
41 to 65				25 to 27	1
66 to 67				28 to 30	2
68 to 70				31 to 33	3
71 to 72	410 to 420			34 to 37	4
73 to 74	430 to 450			38 to 40	5
75 to 78	460			41 to 43	6
79 to 80	470	11		44 to 45	7
81 to 83	480 to 490	12	11 to 12	46	8
84 to 85	500 to 510	13	13	47 to 68	9
86 to 87	520 to 530	14 to 15	14		10
88	540	16	15		11
89 to 90	550 to 570	17 to 19	16 to 17		12
91	580 to 590	20	18 to 19		13
92	600 to 610	21	20		14
93 to 100	620 to 800	22 to 36	21 to 36		15



## Mathematics

Math CCR Predictors	CCR Points out of 15
AP Calculus AB Score: 2 to 5	15
AP Calculus BC Score: 2 to 5	15
AP Pre-Calculus	Coming 2025
AP Statistics Score: 2 to 5	15
College Credit Math	14
NYCPS-Certified (CPCC) Course: Math	9
IB Mathematics Score: 2	8
IB Mathematics Score: 3	14
IB Mathematics Score: 4 to 7	15

Regents Algebra I	Regents Geometry	Regents Algebra II	SAT Math	ACT Math	CLEP Program Math	CCR Points out of 15
64					28 to 31	1
65	41 to 42				32 to 34	2
66 to 67	43 to 50				35 to 38	3
68 to 69	51 to 54				39 to 41	4
70 to 73	55 to 60		410 to 440		42 to 45	5
74 to 75	61 to 63	41 to 42	450 to 460	11 to 14	46 to 48	6
76 to 77	64	43 to 47	470 to 480	15	49 to 52	7
78	65 to 68	48 to 53	490		53 to 55	8
79	69 to 71	54 to 56	500 to 510		56 to 59	9
80 to 81	72 to 73	57 to 63	520	16 to 17	60 to 62	10
82	74 to 76	64 to 66	530 to 540	18	63 to 66	11
83 to 84	77 to 79	67 to 68	550 to 580		67 to 69	12
85 to 86	80 to 81	69 to 75	590 to 600	19	70 to 72	13
87	82 to 85	76 to 79	610 to 620	20 to 23	73 to 75	14
88 to 100	86 to 100	80 to 100	630 to 800	24 to 36	76 to 80	15



## Science

Science CCR Predictors	CCR Points out of 15
AP Biology Score: 2	14
AP Biology Score: 3 to 5	15
AP Chemistry Score: 2 to 5	15
AP Environmental Science Score: 2 to 5	15
AP Physics Score: 2 to 5	15
College Credit Science	13
NYCPS-Certified (CPCC) Course: Science	10
IB Science Score: 2	10
IB Science Score: 3	14
IB Science Score: 4 to 7	15

Regents Living Environment	Regents Earth Science	Regents Chemistry	Regents Physics	ACT Science	CLEP Program Science	CCR Points out of 15
41 to 61					25 to 26	1
62 to 64	41 to 44				27	2
65 to 67	45 to 48				28 to 29	3
68 to 69	49 to 57				30	4
70 to 73	58 to 62	41 to 44			31 to 32	5
74 to 75	63 to 66	45 to 48			33	6
76 to 77	67 to 68	49 to 50			34 to 35	7
78 to 79	69 to 73	51 to 52		11 to 15	36 to 37	8
80 to 81	74 to 77	53 to 57		16	38 to 39	9
82 to 83	78 to 80	58 to 61	41 to 45	17	40	10
84	81 to 84	62 to 64	46 to 49	18	41 to 42	11
85 to 87	85 to 86	65 to 69	50 to 55	19	43	12
88	87 to 89	70 to 72	56 to 60	20	44 to 45	13
89	90 to 91	73 to 74	61 to 72	21 to 22	46	14
90 to 100	92 to 100	75 to 100	73 to 100	23 to 36	47 to 80	15



## **Social Studies**

Social Studies CCR Predictors	CCR Points out of 15
AP-African American Studies	Coming 2025
AP Economics: Macroeconomics Score: 2 to 5	15
AP Economics: Microeconomics Score: 2 to 5	15
AP European History Score: 2 to 5	15
AP Government & Politics: Comparative Score: 2 to 5	15
AP Government & Politics: United States Score: 2 to 5	15
AP Human Geography Score: 2	14
AP Human Geography Score: 3 to 5	15
AP Psychology Score: 2 to 5	15
AP United States History Score: 2	14
AP United States History Score: 3 to 5	15
AP World History Score: 2	14
AP World History Score: 3 to 5	15
College Credit Social Studies	12
NYCPS-Certified (CPCC) Course: Social Studies	7
IB Social Studies Score: 2	6
IB Social Studies Score: 3	12
IB Social Studies Score: 4 to 7	15
Seal of Civic Readiness	13

Regents Global History	Regents U.S. History	CLEP Program in Social Studies	CCR Points out of 15
63	53 to 64	26 to 28	1
	65	29 to 30	2
64 to 66	66 to 68	31 to 33	3
67 to 69	69 to 72	34 to 35	4
70	73 to 77	36 to 37	5
71 to 73	78 to 80	38 to 39	6
74 to 76	81	40 to 42	7
77 to 79	82 to 84	43 to 44	8
80 to 81	85 to 87	45 to 46	9
82 to 84	88	47 to 48	10
85 to 86	89 to 90	49 to 51	11
87	91	52 to 53	12
88 to 89	92 to 94	54 to 55	13
90 to 92	95 to 96	56 to 57	14
93 to 100	97 to 100	58 to 80	15



## Technology, Art, and World Languages

Technology, Art, and World Language CCR Predictors	CCR Points out of 10
AP Art History Score: 2 to 5	10
AP Computer Science A Score: 2 to 5	10
AP Computer Science Principles Score: 2	8
AP Computer Science Principles Score: 3	9
AP Computer Science Principles Score: 4 to 5	10
AP Exams in World Languages Score: 2	5
AP Exams in World Languages Score: 3	6
AP Exams in World Languages Score: 4	8
AP Exams in World Languages Score: 5	10
AP Music Score: 2	8
AP Music Score: 3 to 5	10
AP Research Score: 2 to 5	10
AP Seminar Score: 2	9
AP Seminar Score: 3 to 5	10
AP Studio Art Score: 2	8
AP Studio Art Score: 3 to 5	9
Arts Endorsement	6
Career Development and Occupational Studies (CDOS)	9
College Credit Technology, Art, and World Language	8
Computer Science Course	6
CTE Endorsement	10
NYCPS-Certified (CPCC) Course: Tech	7
IB Art, Tech, World Languages Score: 2	5
IB Art, Tech, World Languages Score: 3	8
IB Art, Tech, World Languages Score: 4	9
IB Art, Tech, World Languages Score: 5 to 7	10
Industry-Recognized Technical Assessment	7
Seal of Biliteracy	9

NYC Exams in World Languages	CLEP Program in Tech/Art/World Languages	CCR Points out of 10
	42 to 43	1
	44 to 45	2
	46 to 47	3
41 to 50	48 to 49	4
51 to 55	50 to 51	5
56 to 69	52 to 53	6
70 to 76	54 to 55	7
77 to 99	56	8
100	57 to 80	9