

Overview of High School Accountability Options

Accountability Work Group has been meeting to discuss ways in which to restructure Alabama's High School Accountability measures based on committee input and faculty polling. The purpose of the discussions were to better align with our diploma options and overall strategic plan: Every Child. Every Chance. Every Day.



Accountability Work Group:

Dr. Ann Jackson- Chair - Jasper City

Dr. Tony Willis - Co-chair – Calhoun County

Dr. Zel Thomas – Enterprise City

Mr. Greg Foster – Roanoke City

Dr. Justin Hefner – Homewood City

Dr. Keri Johnson – Tuscaloosa County

Dr. Andre Saulsberry – Wilcox County

Dr. Suzanne Lacey – Talladega County

Dr. Jimmy Shaw – Florence City

Mrs. Beth Patton – Athens City

Dr. Tonya Chestnut - Board Member

Dr. Eric G. Mackey – ALSDE

Mr. Chuck Marcum - ALSDE

Mrs. Angela Martin – ALSDE

Mrs. Shanthia Washington – ALSDE

Mr. Greg Moore -Auburn High School

Mr. Keith York- Opelika Central Office

Mrs. Melanie Hill – Dothan Board of Education

Mrs. Carita Venable – Jefferson County Board of Education

Ms. Ada Katherine van Wyhe -AASB

Mrs. Sarah Shipes – Headland Middle School

Mrs. Johanna Angelo – Stanhope Elmore High School

Mr. Mark Dixon - A+ Education Partnership

Governor's Office

PREVIOUS MEETING DATES

October 30, 2024

December 17, 2024

February 6, 2025

July 9, 2025

August 26, 2025

Federal Updates

USED “Dear Colleague” Letter (7/29) *“invites SEAs, ... to seek creative and effective waivers for improving student academic achievement and maximizing the impact of Federal funds.”*

This resulted in a partnership meeting with our current high school assessment vendor (ACT) regarding the impact of this opportunity for Alabama's Accountability System with the Accountability Work Group representing all State Board Districts.



Option A: Integrating the ACT and WorkKeys for Alabama's Accountability System

Innovating College and Career
Readiness for Accountability

Innovating College and Career Readiness for Accountability

- At the high school level, Alabama currently administers the *Pre-ACT* Secure for growth, *ACT with Writing* for proficiency, and the *ACT WorkKeys* as an indicator for College and/or Career Readiness in the state's accountability system.
- The current accountability system does not factor in the WorkKeys as a measure of success for proficiency. It does account for a CCR Indicator.
- Alabama could seek a waiver from the U.S. Department of Education so that career readiness is treated with the same level of importance as college readiness in the state's accountability system.
- ACT has partnered with ALSDE to provide data insights regarding student performance on both ACT with Writing and WorkKeys.

Innovating College and Career Readiness for Accountability

There is flexibility in how the model can be configured, but the key innovation is bringing in the WorkKeys National Career Readiness Certificate (NCRC) as a proficiency measure. This aspect of the model is important to having a balanced accountability system and a way to promote both college and career readiness for today's job market.

Combining ACT + WK Scores for Accountability

- **Current ESSA model:** ELA/Math proficiency measuring one dimension of readiness
- **Proposed:** ACT Composite + WorkKeys NCRC measuring college and career readiness directly

ACT Composite Score	NCRC Level			
	Bronze or Below	Silver	Gold	Platinum
1. Level 1				
2. Level 2				
3. Level 3				
4. Level 4				

- All 11th grade students take both assessments
- Accountability system rewards high schools that prepare students for post-secondary success

U.S. Mean Wages by WorkKeys Skill Level



Skill Level	Applied Math	Graphic Literacy	Workplace Documents
3 (Bronze*)	\$45,262	\$39,672	\$38,642
4 (Silver*)	\$80,181	\$60,305	\$72,172
5 (Gold*)	\$107,999	\$106,852	\$108,109
6 (Platinum*)	\$155,659	\$104,454	\$111,349
7 (Platinum*)	\$141,948	\$166,762	\$188,289

Annual Mean Wage in AL: \$53,400

Source: US Mean Wages for Jobs by WorkKeys Level Score, Source: May 2023 State Occupational Employment and Wage Estimates, BLS.

* Must achieve at least this score on all three tests to attain NCRC level



Option B: Extended ACAP

Extend the Alabama Comprehensive Assessment Program (ACAP) into 9th and possibly 10th grades with:

- Course-specific exams for Algebra, Geometry, ELA, and Science (Biology)
- Growth and achievement measured with Math and ELA
- Math and ELA given in 8th grade with growth measured in 9th and 10th.

Timeline & Considerations:

- Would take several years to develop fully
- Only 9th and 10th grade tests would need development

Option C for Assessment: End-of-Course Exams

Development Phase

Develop course-specific exams over time, similar to models used in other states

Implementation

Exams taken in the grade level when course is completed (typically freshman/sophomore years)

Multiple Attempts

Allow students multiple opportunities to pass, with achievement scores tiered by attempt number

Common subjects include **Algebra I**, **American Literature**, and **Biology**. This option has limited growth measurement, which several states minimize or exclude for high school.

Option D: Dual Assessment Approach

Diploma Option A (College-Bound)

- Take Pre-ACT in 10th grade
- Take ACT in 11th grade
- Measures both achievement and growth

Diploma Option B (Career-Focused)

- Take Pre-ACT in 10th grade
- Take WorkKeys in 11th grade
- Aligns with career readiness focus

This approach could serve as an interim solution while Options A or B are being developed, preventing a 5-year wait for change.

****IT WAS PREVIOUSLY DETERMINED THAT THIS OPTION WOULD NOT MEET FEDERAL GUIDELINES. The Waiver request would address this. ALL STUDENTS STILL HAVE TO TAKE THE SAME ASSESSMENT

