



Georgia Department of Education  
Richard Woods, Georgia's School Superintendent  
"Educating Georgia's Future"

# AN OVERVIEW OF THE COLLEGE AND CAREER READY PERFORMANCE INDEX (CCRPI)

## Georgia's Annual School, District, and State Accountability System

### What is CCRPI?

The College and Career Ready Performance Index — CCRPI — is Georgia's tool for annually measuring how well schools, districts, and the state are helping students achieve their goals. It provides a comprehensive roadmap to help educators, parents, and community members promote and improve college and career readiness for all students.

### Why do we have CCRPI?

CCRPI is Georgia's statewide accountability system. It was first implemented in 2012 under Georgia's Elementary and Secondary Education Act (ESEA) Flexibility Waiver as a replacement for No Child Left Behind's Adequate Yearly Progress (AYP).

### What does CCRPI measure?

The CCRPI includes four main components: Achievement, Progress, Achievement Gap, and Challenge Points. These components, encompassing multiple indicators, are combined for a total CCRPI score on a scale of 0 to 100, with a possibility of 10 additional points. The CCRPI also reports other information, such as the performance of student subgroups, school climate, and financial efficiency status.

### What can CCRPI tell me?

Are students achieving at college and career ready levels? Are students making academic progress – whether they are low achievers or high achievers? Are students taking advanced courses or completing pathways, such as in career and technical education or the fine arts? Are students prepared for what comes next? The CCRPI can help answer these and many other questions.

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*Accountability gives schools and communities a roadmap for improvement. With CCRPI, every stakeholder in the school community has access to data and can play a role in continually improving student opportunities and performance.*

**81%**

of high school students graduated in 4 years

**51%**

of high school students completed dual enrollment, AP, or IB courses

**62%**

of high school graduates are college-ready

Access CCRPI reports and learn more at [accountability.gadoe.org](http://accountability.gadoe.org).

# CCRPI Components

The College and Career Ready Performance Index — CCRPI — includes four main components: Achievement, Progress, Achievement Gap, and Challenge Points. Additionally, CCRPI includes two informational components: Performance Flags and Star Ratings.

## Achievement

Are students achieving at college and career ready levels? Are they engaged in opportunities to prepare them for college and careers? Are they graduating or on track to graduate high school? Achievement addresses these questions through three sections.

**Content Mastery** — Student performance on state assessments

**Post Readiness** — Student performance on or participation in other measures of college and career readiness

**Graduation Rate** — High school cohort graduation rate or predictor for high school graduation

## Progress

Are students growing at a typical or high level compared to academically-similar students from across Georgia?

## Achievement Gap

How much progress are the lowest-achieving 25% of students making and what is the gap between the lowest-achieving 25% of students and the state average?

## Challenge Points

Are student subgroups meeting achievement performance goals? Are schools implementing other practices to prepare students for college and careers?

**ED/EL/SWD Performance** — To what extent did Economically Disadvantaged (ED) students, English Learners (EL), and Students with Disabilities (SWD) meet their subgroup performance targets?

**Exceeding the Bar** — To what extent are schools successfully implementing other practices associated with college and career readiness?

## Performance Flags

Are student subgroups meeting state and subgroup targets for participation, performance, and graduation rate?

## Star Ratings

**School Climate** — What is the school's 5-star rating, based on school climate, student discipline, a safe and substance-free environment, and attendance?

**Financial Efficiency** — What is the school's 5-star rating, based on financial expenditures and student performance?

# Achievement

The Achievement component of CCRPI comprises three sections: Content Mastery, Post Readiness, and Graduation Rate or Predictor for High School Graduation. While elementary schools, middle schools, and high schools all share these three sections, the indicators within each section can vary. Achievement is worth 50 of the 100 CCRPI points.

## Content Mastery

Student performance on state assessments in English Language Arts, mathematics, science, and social studies is worth 40% of the 50 Achievement points. Schools receive points based on weighted proficiency rates, where students earn increasing point values for higher levels of performance. Beginning Learners earn 0 points, Developing Learners earn 0.5 point, Proficient Learners earn 1.0 point, and Distinguished Learners earn 1.5 points. This weighting system acknowledges the level of proficiency attained at each Achievement Level and provides incentive to move every student to the next level.



## Post Readiness

State assessment scores are only one piece of the puzzle. There are many other indicators that measure student opportunities and outcomes. Post Readiness includes such indicators and is worth 30% of the 50 Achievement points. This section is designed to capture student readiness for the next educational level. Indicators include the following:



**Elementary** — English Learners making positive movement on the ACCESS for ELLs; Students with Disabilities served in a general education environment; 3rd and 5th grade Lexile performance (literacy); completion of career awareness lessons; completion of a career portfolio; chronic absenteeism

**Middle** — English Learners making positive movement on the ACCESS for ELLs; Students with Disabilities served in a general education environment; 8th grade Lexile performance (literacy); completion of career-related inventories and individual graduation plans; chronic absenteeism

**High** — Pathway completion; CTAE pathway completers earning credentials; college readiness; work-based learning or career capstone project; accelerated enrollment; writing test performance; Lexile performance (literacy); students scoring at the highest levels on state assessments; chronic absenteeism

## Graduation Rate or Predictor for High School Graduation

For high schools, this section includes the 4-year and 5-year cohort graduation rates. This is the percent of students who graduate in 4 or 5 years with a regular high school diploma. For elementary and middle schools, this section includes a predictor for high school graduation — the percent of students scoring Proficient or Distinguished Learner on state assessments. These students have demonstrated the level of proficiency necessary to be on track to graduate from high school. This section is worth 30% of the 50 Achievement points.



## Learn More...

The full list of Achievement indicators for elementary, middle, and high schools can be found at [accountability.gadoe.org](https://accountability.gadoe.org). Learn more about state assessments at [testing.gadoe.org](https://testing.gadoe.org).

## Progress

The Progress component of CCRPI focuses on the academic growth of all students — both low and high achieving. Progress is worth 40 of the 100 CCRPI points.

### Using Growth in CCRPI

Academic achievement only tells part of the story. Combining achievement with growth tells a more complete story about the academic performance of students. With both, we know not only where students ended up, but how much progress they made to get there. The Progress component of CCRPI utilizes student growth percentiles to determine the percent of students demonstrating typical or high growth. Students growing at these levels will likely maintain or improve their academic performance.



### Student Growth Percentiles

Student growth percentiles — SGPs — describe the amount of growth a student demonstrates relative to academically-similar students from across the state. This ensures a student's starting point is taken into consideration when measuring his or her growth. SGPs range from 1 to 99, with lower percentiles indicating lower academic growth and higher percentiles indicating higher academic growth. With SGPs, all students — regardless of their prior achievement level — have the opportunity to demonstrate all levels of growth.

### Learn More...

Watch a video and learn more about Student Growth Percentiles at [gsgm.gadoe.org](http://gsgm.gadoe.org).

## Achievement Gap

The Achievement Gap component of CCRPI measures how well schools are doing with their lowest 25% of achievers. This metric focuses on the students who are most behind, no matter their membership in traditional subgroups. Achievement Gap is worth 10 of the 100 CCRPI points.

### Gap Size and Gap Progress

Gap size measures the size of the gap between the school's lowest 25% of achievers based on current scores and the state average. Gap progress measures the current year progress demonstrated by the school's lowest 25% of achievers based on prior scores. The overall Achievement Gap score represents the extent to which schools have small or non-existent achievement gaps or are making progress with their lowest 25% of achievers.



### Learn More...

Learn more about the Achievement Gap metric at [accountability.gadoe.org](http://accountability.gadoe.org).

# Challenge Points

Challenge Points provide the opportunity for schools to earn additional points. There are two opportunities to earn Challenge Points — ED/EL/SWD Performance and Exceeding the Bar indicators. Schools can earn up to 10 additional Challenge Points.

## ED/EL/SWD Performance

Schools face a variety of challenges when it comes to improving student achievement. No two students are the same and may require different types of instruction and levels of support for them to succeed. The ED/EL/SWD Performance component of CCRPI acknowledges the work schools are doing to ensure Economically Disadvantaged (ED) students, English Learners (EL), and Students with Disabilities (SWD) are making academic progress. Schools can receive additional points, based on the percentage of their population belonging to these subgroups, when these subgroups meet performance targets.



## Exceeding the Bar

One size doesn't fit all. Schools, just like students, come in a variety of shapes and sizes and implement a variety of programs to increase student opportunities and outcomes. Exceeding the Bar (ETB) indicators provide an opportunity for schools to earn additional CCRPI points for successfully implementing practices associated with college and career readiness. ETB indicators are worth 0.5 points each and include the following:



**Elementary** — Passing above grade level core courses; passing world language or fine arts courses; earning a STEM program certification; teachers utilizing data; innovative practice to increase student achievement; creating a personalized climate

**Middle** — Passing fine arts, career exploratory, or world language courses; earning high school credit; earning a STEM program certification; teachers utilizing data; innovative practice to increase student achievement; creating a personalized climate

**High** — Passing physics; 9th grade students with disabilities earning 3 core credits; 9th grade students earning 4 core credits; earning a STEM program certification; English Learners making positive movement on the ACCESS for ELLs; earning 3 or more credits in the same world language; teachers utilizing data; innovative practice to increase student achievement; creating a personalized climate

## Learn More...

Performance targets informing ED/EL/SWD Performance and the full list of Exceeding the Bar indicators for elementary, middle, and high schools can be found at [accountability.gadoe.org](https://accountability.gadoe.org).

# Performance Flags

Performance Flags are a visual representation that signals subgroup performance on state assessments and graduation rates. Performance Flags are informational and do not directly contribute to the CCRPI score of 100 points, but they inform Challenge Points that can be earned through ED/EL/SWD Performance.

## Performance Targets

Performance Targets are annual performance goals. Targets are set for both proficiency rates on state assessments and graduation rates. The goal is to decrease by 50% the gap between current proficiency and graduation rates and 100% over multiple years. There are State Performance Targets and Subgroup Performance Targets for each content area for both End of Grade Assessments and End of Course Assessments as well as for graduation rates. The State Performance Targets are set using all students and provides a statewide commitment to high achievement across all subgroups and for all students. The Subgroup Performance Targets are set for individual subgroups and recognize the current level of achievement for subgroups and differentiate annual growth for subgroups that need to make the most gains.

## Performance Flags

Performance Flags provide a visual representation of the extent to which subgroups have met State and Subgroup Performance Targets. Schools, districts, and the state can earn green, yellow, or red flags.

**Green** — Indicates that a school met both the State Performance Target and the Subgroup Performance Target

**Yellow** — Indicates that a school met either the Subgroup Performance Target or the State Performance Target. An “SG” will appear inside the flag if the school met the Subgroup Performance Target. An “S” will appear inside the flag if the school met the State Performance Target.

**Red** — Indicates that a school has not met either the State Performance Target or the Subgroup Performance Target.

A “P” will appear in any colored flag when the subgroup met the required 95% participation rate.

## Learn More...

Performance targets can be found at [accountability.gadoe.org](http://accountability.gadoe.org).

Subgroup Performance	End of Grade			
	English Language Arts	Mathematics	Science	Social Studies
American Indian/Alaskan				
Asian/Pacific Islander				
Black				
Hispanic				
Multi-Racial				
White				
Economically Disadvantaged				
English Learners				
Students With Disability				

# Star Ratings

CCRPI displays two star ratings — School Climate and Financial Efficiency. These star ratings are informational and do not carry a point value towards the CCRPI score.

## School Climate

The School Climate Star Rating shows how well a school is fostering an atmosphere where students feel welcomed, safe, and respected. The 1-5 star rating provides school-level data on the following components:

**Survey** — A measure of student, teacher, and parent perceptions of a school's climate

**Student Discipline** — A measure of student discipline using a weighted suspension rate

**Safe and Substance-Free Learning Environment** — School discipline incidents and student survey responses on use of illegal substances and the prevalence of violence, bullying, and unsafe incidents within a school

**Attendance** — The average daily attendance of teachers, administrators, and staff members and the percentage of students with fewer than six unexcused absences



## Financial Efficiency

The Financial Efficiency Star Rating is an analysis of how federal and state funds spent by local school systems impact student achievement and school improvement. The 0.5-5 star rating is designed to provide information on the relationship between per pupil expenditure and academic achievement. A rating of one-half star designates a high spending school with a low CCRPI score and a rating of five stars designates a low spending school with a high CCRPI score.



## Learn More...

Learn more about the School Climate Star Rating at <http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/School-Climate.aspx>.

Learn more about the Financial Efficiency Star Rating at <http://www.gadoe.org/Finance-and-Business-Operations/Financial-Review/Documents/FESR%20Calculation%20Guide.pdf>.

# Scoring

The overall CCRPI score is based on a 100 point scale.

## What is the CCRPI score?

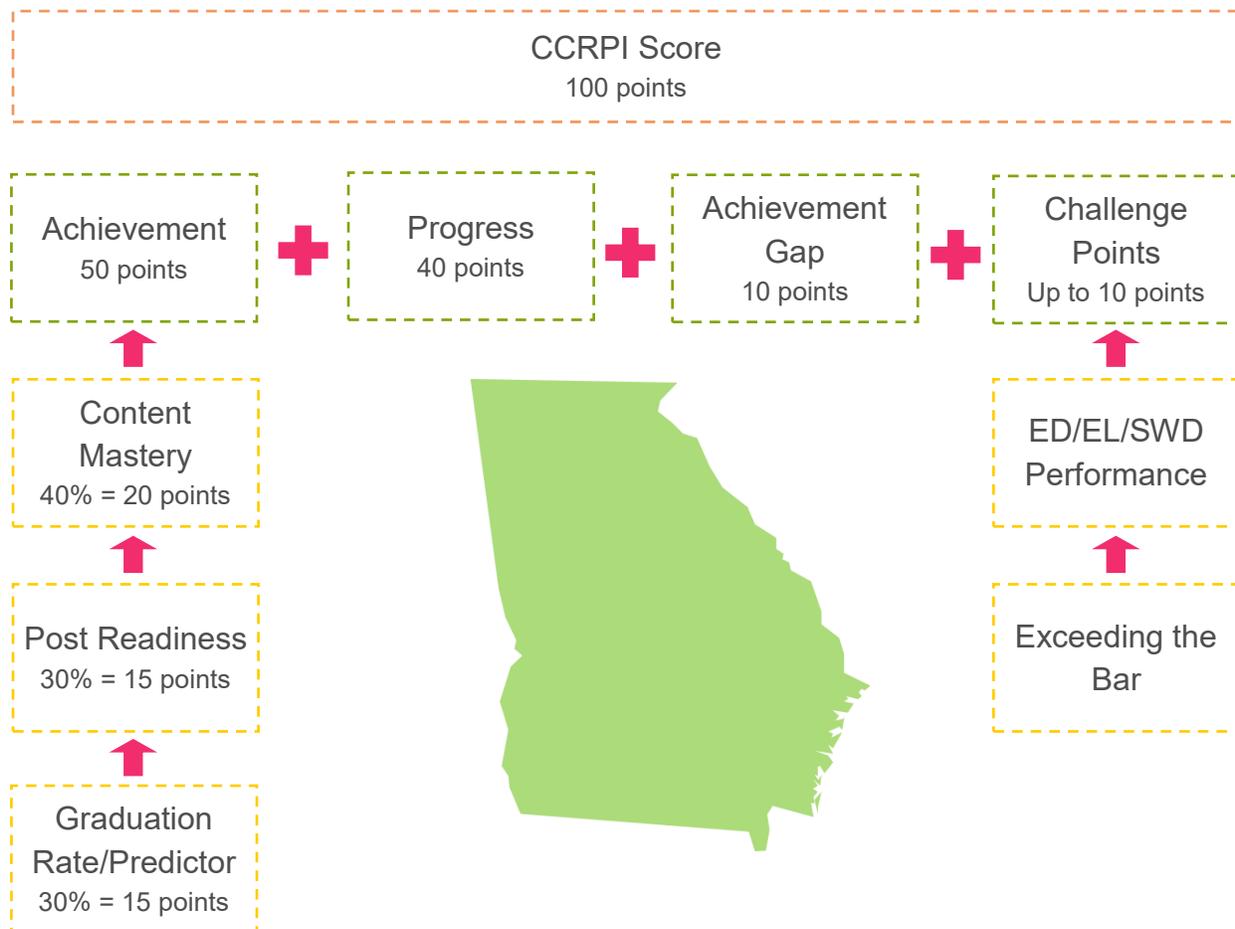
The four main components of CCRPI — Achievement, Progress, Achievement Gap, and Challenge Points — are combined for a total CCRPI score on a scale of 0 to 100, with a possibility of 10 additional points.

## How does performance lead to points?

Every indicator on CCRPI is worth a specified number of points. A school's performance on an indicator determines how many of the points are earned. For example, Progress is worth 40 points. If 75% of a school's students demonstrate typical or high growth, the school will receive 75%, or 30, of the 40 points. Schools earn points for each indicator, which are then added together and weighted to produce an overall CCRPI score.

## Learn More...

Access CCRPI reports and learn more at [accountability.gadoe.org](http://accountability.gadoe.org).



# Frequently Asked Questions (FAQs)

Here are answers to some frequently asked questions about the CCRPI.

## How many students are necessary for a score to be reported (minimum N size)?

There must be a minimum of 15 students for an indicator to be reported and contribute towards a school's CCRPI score.

## What if a school does not have data for an indicator?

The indicator will display Not Applicable (NA) or Too Few Students. The points associated with that indicator will be removed from the CCRPI calculation.

## What are benchmarks?

There is not an expectation that schools have 100% performance on all indicators. Some indicators are benchmarked. This means that a school's performance is adjusted based on the overall performance of all schools. Several indicators are benchmarked at the 95th percentile. An example is the attendance rate indicator.

## What if a school has a non-traditional configuration (e.g., K-12)?

CCRPI is calculated by grade band (Elementary K-5, Middle 6-8, High 9-12). A single score for a school is calculated when the school configuration crosses over the predefined grade bands. In these cases, a CCRPI score is calculated for each applicable grade band. Those scores are then weighted by enrollment to produce a single score. This allows stakeholders to see how the various grade bands within the school are performing on applicable indicators as well as see how the school is performing overall.

## How can CCRPI scores be interpreted?

The overall CCRPI score provides a snapshot look at a school's performance. The components, sections and indicators within each section provide a more granular look at a school's performance. It is important to drill down into all the data when identifying areas where progress has been made and areas where efforts should be focused.

## How can a school improve its CCRPI score?

It is always best practice to do what is best for students. Focusing on improving instructional programs and providing students with opportunities to learn will have the biggest impact on CCRPI scores.

## How can community members help?

Get involved! Talk to your local school or district about ways you can get involved. Parents and other stakeholders are critical partners in enhancing opportunities for students and improving student achievement and college and career readiness. There are no shortage of opportunities, both small and large, to get involved and make a difference.

[accountability.gadoe.org](http://accountability.gadoe.org)

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