



Prepare every student for success in  
postsecondary education and career.

# North Star Graduate Outcomes:

*Preparing Students for College, Career, and Life*

## **Board of Education Presentation**

**Mike O'Brien:** Assistant Superintendent, Education Services

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**LaWanda Brown:** Supervisor of School Counseling

***Monday, May 5, 2025***

# Introduction to North Star Initiative

Launched in 2019 by Superintendent Dr. Bulson in partnership with Harford Community College



## Goals

Ensure every student graduates able to **DEMONSTRATE** readiness for college, career, and life.

Students to earn college credits and industry recognized credentials while in HS.

## Key Components

**Academic opportunities**  
(AP, IB, CTE, Dual Enrollment, etc.).

**Real-world experiences**  
(Apprenticeship, TSA, ASVAB, MD Seal, Industry Recognized Credentials, etc.)

# Why North Star?

Students who meet North Star outcomes will be ready to be:

- > Expands career pathways to match student goals
- > Engages MS students for informed HS choices

Employed



Enlisted

Enrolled



# North Star Graduate Outcomes

## OUTCOME ONE

Earned Potential College Credit via AP; IB; CTE

- **Advanced Placement (AP):** Achieving a score of 3 or higher on one or more AP assessment.
- **International Baccalaureate (IB):** Achieving a score of 4 or higher on IB exam or A, B, C on Extended Essay or Theory of Knowledge.
- **Career and Technology Education (CTE):** Achieving a GPA of 3.0 or higher in each course of a Maryland State Department of Education approved CTE program of study.



## OUTCOME TWO

Earned College Credit via Dual Enrollment

Successfully passes one or more dual enrollment course with a course grade of D or higher earns college credit at Harford Community College.



## OUTCOME THREE

Earned an Industry-Recognized Career (IRC) Credential via Licensure, Apprenticeship, TSA

Earned a career licensure, completed an apprenticeship program, Earned certification (such as the ASVAB, Maryland Seal of Biliteracy, or through the Workforce Investment Program, etc.), or met the Technical Skills Assessment (TSA) requirements in a CTE program.



# We are seeing results

64%   
met North Star  
graduate  
outcomes in  
2024, compared  
to 57% in 2023

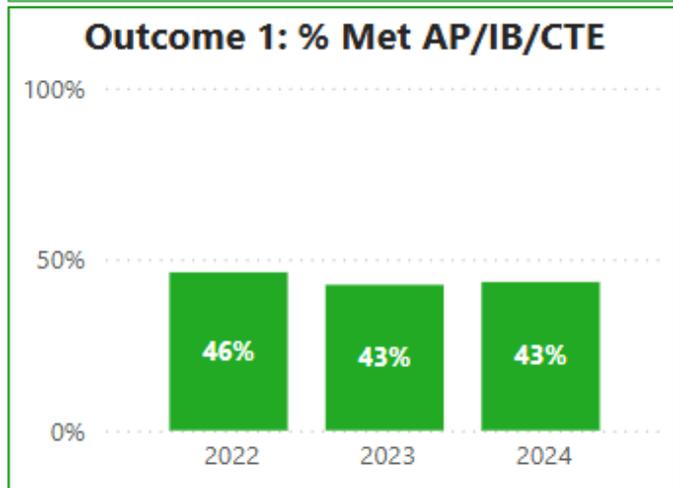
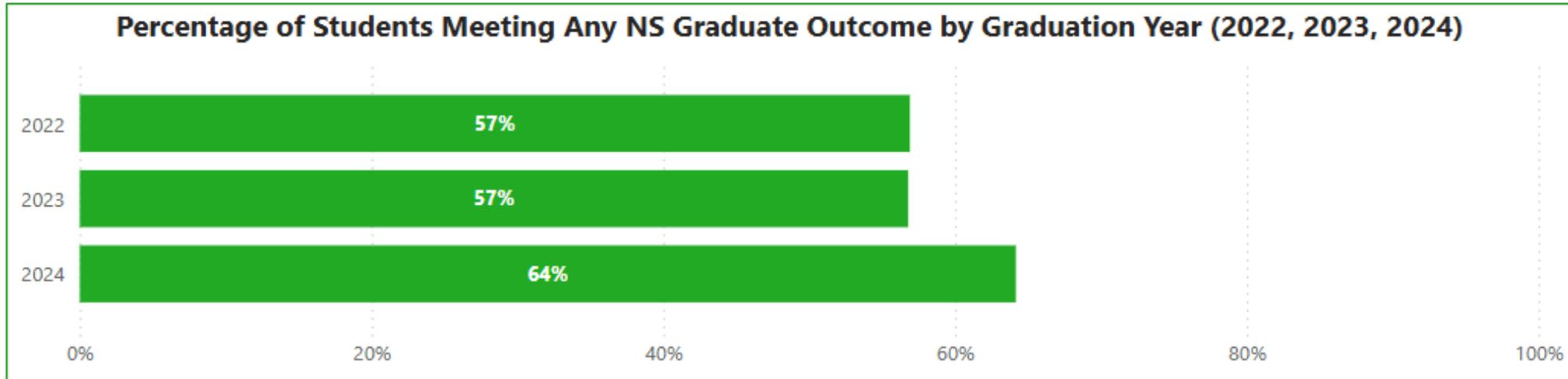


Graduation Year	# of Official Graduates
2024	2,604
2023	2,467
2022	2,520

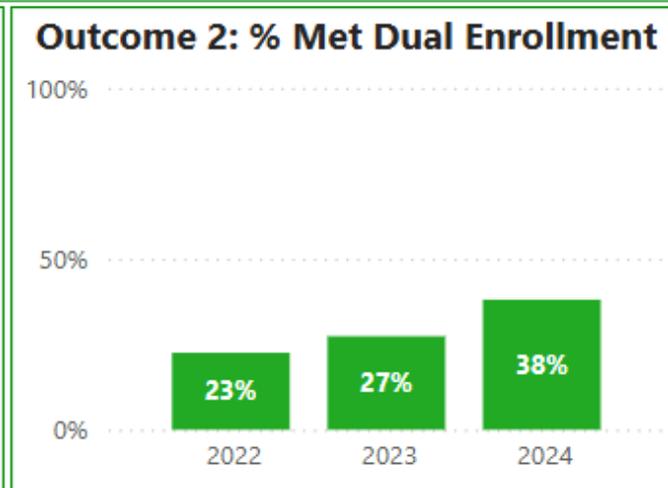
**Note:**

The data for the North Star Graduate Outcome reflect the number of students who officially graduated from HCPS, as verified and approved by the Maryland State Department of Education.

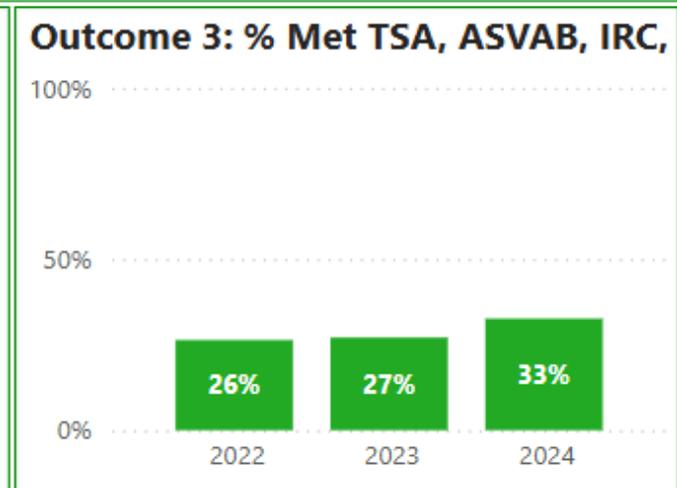
# District Level Data



Steady



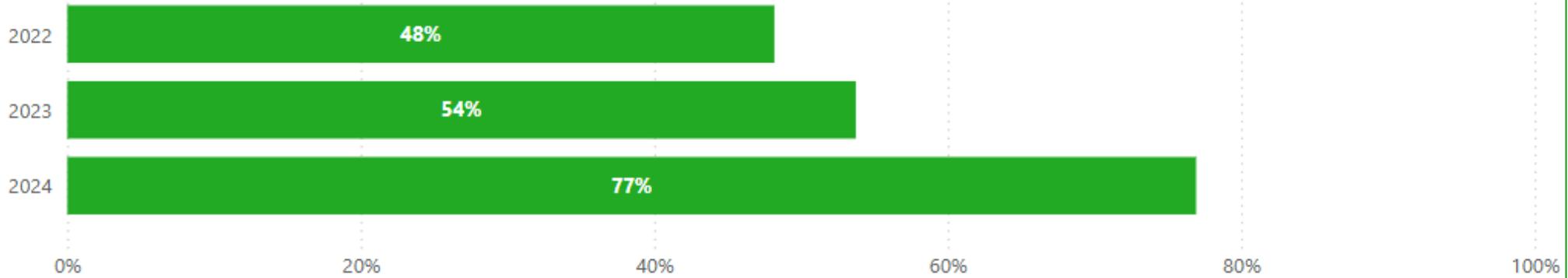
High Growth



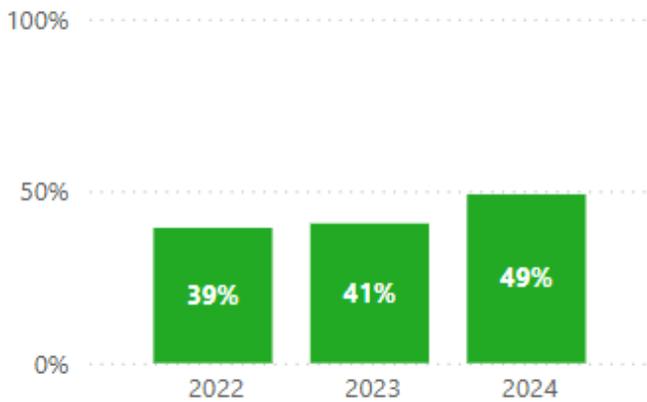
High Growth

# Highlighting Aberdeen HS

Percentage of Students Meeting Any NS Graduate Outcome by Graduation Year (2022, 2023, 2024)



Outcome 1: % Met AP/IB/CTE



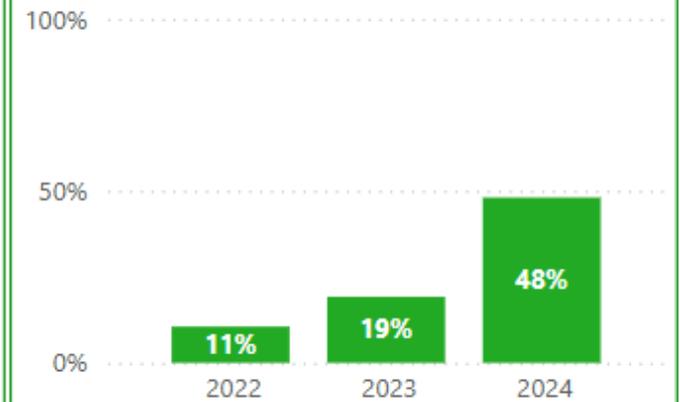
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Outcome 2: % Met Dual Enrollment



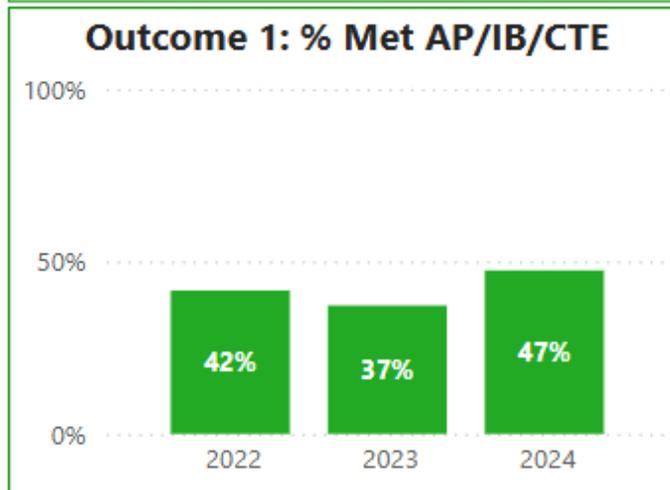
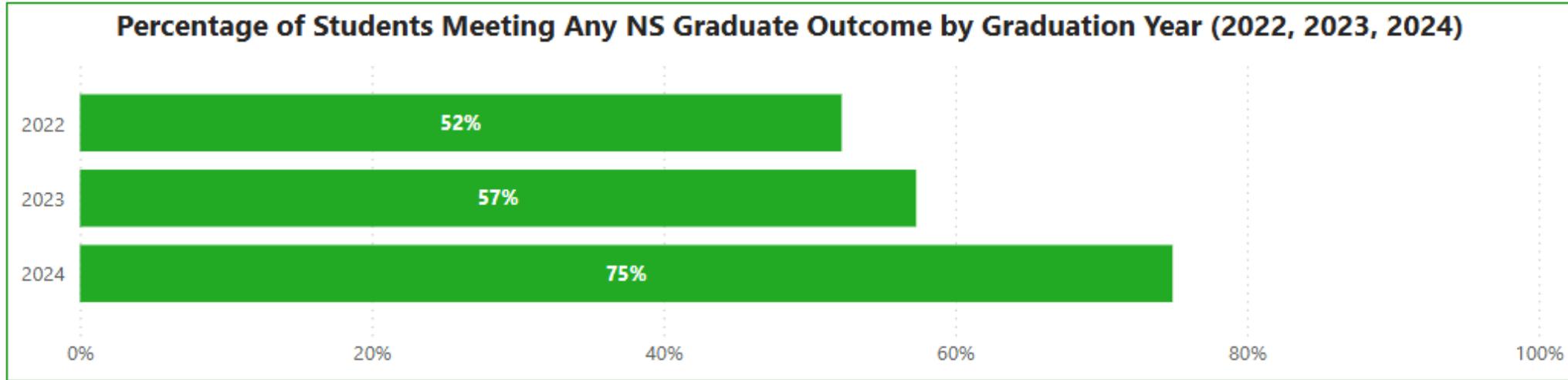
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Outcome 3: % Met TSA, ASVAB, IRC,

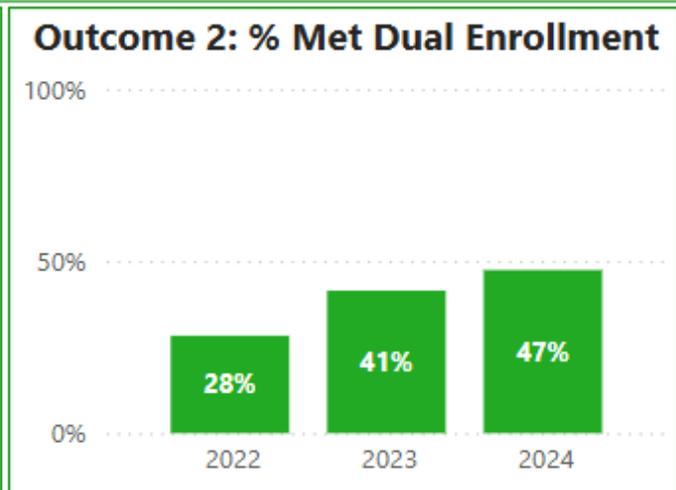


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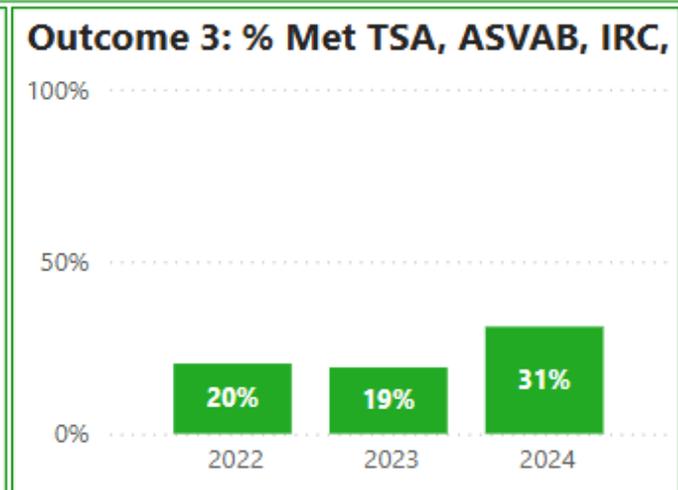
# Highlighting Fallston HS



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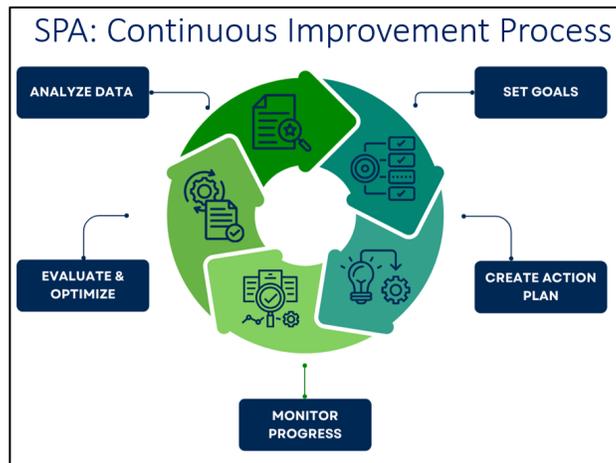


High Growth



High Growth

# Support to Schools



## Data Analytics Dashboards:

- **Leading Data:** Tracks current student progress toward outcomes.
- **Lagging Data:** Analyzes outcomes for graduated students to inform improvements.



## Partnership Coordination

- Connects schools with colleges, employers, and military programs.

## Professional Development

- Support & Guidance for staff on AP/IB, CTE, and Dual Enrollment strategies.



## Individualized Focus

- Individual Career and Academic Plan (*Launch*) (formerly known as ICAP)
- Targeted support for FARMs, Special Education, and students requiring additional support.



# Looking Ahead

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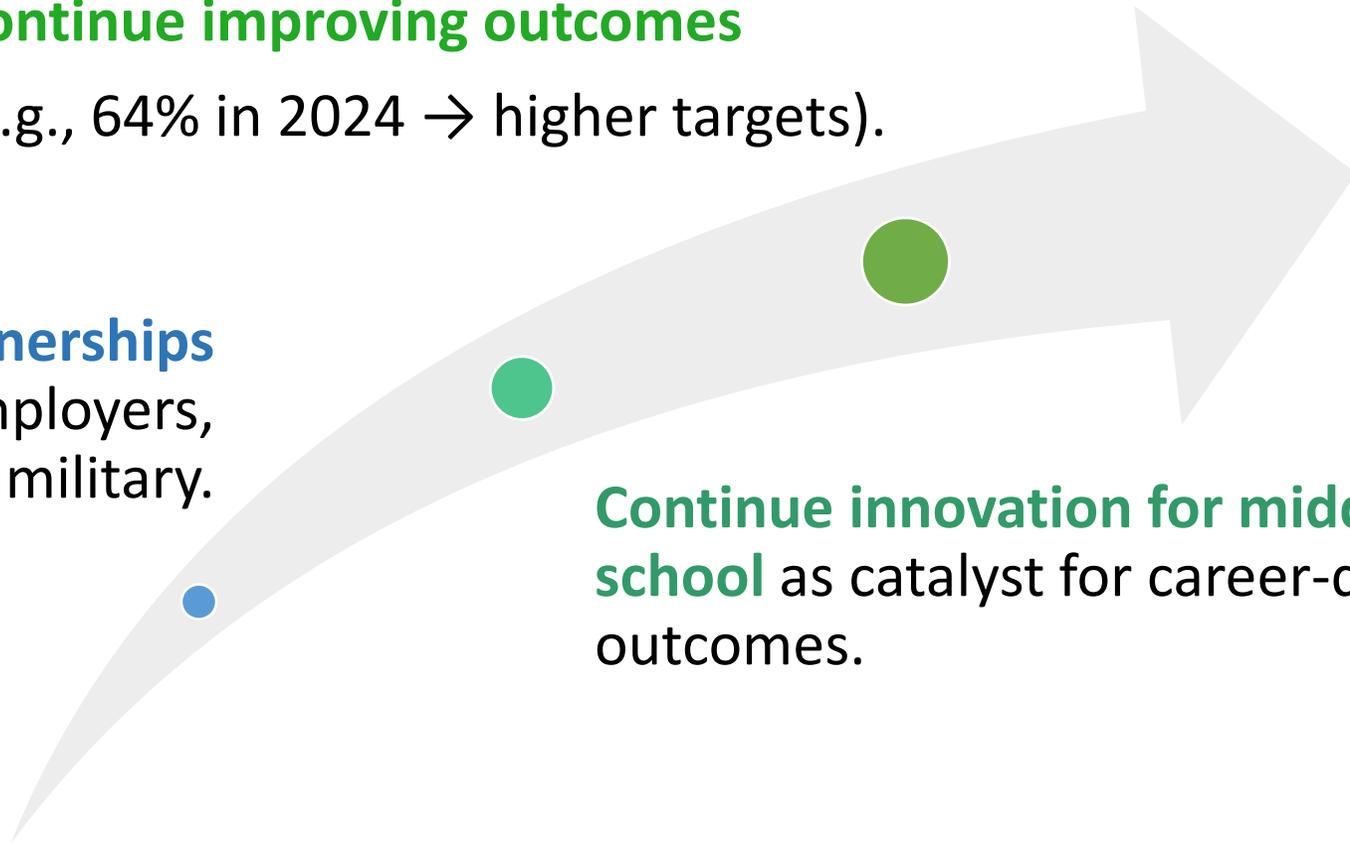
**Continue improving outcomes**

(e.g., 64% in 2024 → higher targets).

**Continue to expand partnerships**

with colleges, employers,  
& military.

**Continue innovation for middle school** as catalyst for career-driven outcomes.



# Call to Action

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**School  
Administrators/Educators**

Leverage Central Office data dashboards and resources to support students.

**Families**

Encourage students to explore North Star pathways.

**Community Partners**

Continue to collaborate to create real-world opportunities.