

A-F Letter Grades Indicator Breakdown

Introduction

This manual is a summary of the A-F Letter Grade Accountability System found in the Arizona Business Rules. Major details regarding how points for specific indicators are calculated are included, with minor details omitted, particularly if they do not tend to apply to schools in the Catalina Foothills School District.

A-F Letter Grade Models / Indicator Percentages

Category	Elementary / Middle School	High School
Proficiency	30%	30%
Growth	50%	20%
English Learners	10%	10%
Acceleration, Readiness	10%	-
Graduation	-	20%
College, Career Readiness	-	20%

Proficiency (page 2)

Students earn points for scoring Partially Proficient or above on state English and math tests. Higher points awarded for students with greater levels of proficiency. The school's final score is based on the average points students score.

Growth (page 4)

Student Growth Percentiles (SGP) compare each student's growth to peers who scored similarly the previous year. Students earn points depending on their previous score and level of growth.

English Learners (page 6)

Points earned based on the percentage of students reaching English proficiency, compared to the results of schools statewide. Schools also receive points for students whose English proficiency improves year to year.

Acceleration, Readiness (page 8)

K-8 schools earn points for improving outcomes in 3rd grade literacy, 8th grade math, attendance, test scores amongst student demographic groups, and the inclusion of Special Education students in mainstream classes.

Graduation (page 10)

Points earned for both the graduation rate, and for improving the graduation rate.

College and Career Readiness (page 12)

Schools record graduating seniors' completion of activities, including AP testing, dual enrollment, FAFSA completion, Career and Technical Education, workplace certification, and many others.

Proficiency (30%)

Intent

The Proficiency indicator is designed to award points to schools whose students demonstrate proficiency in English Language Arts (ELA) and Mathematics.

Overall Calculation

$$\text{Proficiency} = \text{Average Proficiency} \times \text{Percent Tested Multiplier} \times 100 \times 0.30$$

Details regarding calculating Average Proficiency and the Percent Tested Multiplier are described below.

Average Proficiency (K-12 Schools)

Clarifications

- Only includes Full Academic Year (FAY) students.
- Exams included are AASA, ACT, and MSAA (not ACT Aspire)

Each student is assigned a separate point value for their ELA and Math scores based on the proficiency level they demonstrated proficiency level on each subject. Add together all the points earned by students and divide by the number of included scores.

Point values assigned based on proficiency are:

- 1.3 - Highly Proficient
- 1.0 - Proficient
- 0.6 - Partially Proficient
- 0.0 - Minimally Proficient

Example of Average Proficiency Calculation

Student	Subject	Proficiency Level	Points Earned
Reed	ELA	Proficient	1.0
	Math	Highly Proficient	1.3
Susan	ELA	Proficient	1.0
	Math	Partially Proficient	0.6
Johnny	ELA	Proficient	1.0
	Math	Minimally Proficient	0.0
Ben	ELA	Proficient	1.0
	Math	Proficient	1.0
SUM			6.9
Sum divided 8 (exams taken) →			AVERAGE PROFICIENCY 0.8625 (86%)

Proficiency (30%)

Average Proficiency Stability (K-8 Schools)

K-8 Schools have an alternate option for how the Average Proficiency portion of the Proficiency formula is calculated, using what is called the **Stability** model. If a K-8 School's Average Proficiency Stability score is higher than the Average Proficiency score, the Stability score will be used instead.

The Stability model for Average Proficiency assigns a higher weight to proficiency scores of students who have been at a school the longest, with school having had more opportunity to impact with these students.

Students are broken up into 3 groups based on their FAY status, and each group's average proficiency score is calculated separately (as seen on the previous page), then divided by 2, 3, or 6 depending on the FAY group. Then all group weighted scores are added together.

Example of Average Proficiency Calculation using Stability

FAY Group	Students who've attended the school...	Average Proficiency	×	FAY Group Weight	=	Weighted Average Proficiency	
3-year FAY	3 or more full years	0.9311	×	1/2	=	0.465	
2-year FAY	exactly 2 full years	0.9986	×	1/3	=	0.3229	
1-year FAY	exactly 1 full year	0.9633	×	1/6	=	0.1606	
Before Percent Tested Multiplier →						SUM (Average Proficiency Stability)	0.9491 (94.91%)

Percent Tested Multiplier

Schools are instructed to, at minimum, test 95% of their students. Failure to do so can have a negative impact on a site's calculated Proficiency score, however schools can also receive a bonus to their Proficiency score as they test more than 95% of students. The Percent tested calculation includes all completed ELA & Math tests (for AASA, ACT, and MSAA) for any student who was enrolled on the first day of the test window, not just FAY students. This multiplier is then used to calculate the Proficiency Score.

$$\text{Percent Tested Multiplier} = \frac{1}{0.95} \times \text{percent tested}$$

Example of how multiplier affects final Proficiency Score

If Percent Tested	Percent Tested Multiplier	×	Example Avg. Proficiency	=	Avg. Proficiency w/Multiplier	Conversion to Score out of 30	Proficiency Score
90% →	0.9473	×	0.9312	=	0.8821	× 100 × 0.30 =	26.46
95% →	1.0000	×	0.9312	=	0.9312	× 100 × 0.30 =	27.94
100% →	1.0526	×	0.9312	=	0.9802	× 100 × 0.30 =	29.41

Growth (50% for K-8 / 20% for 9-12)

Intent

The Growth Indicator is designed to award schools points for the progress students make on state achievement assessments. The Growth Indicator is designed to fairly compare students who enter school at different levels. It also demonstrates a student’s growth and academic progress, even if the student is not yet able to demonstrate proficiency.

Clarification

Only includes Full Academic Year (FAY) students.

Individual Student Growth Percentiles

The Student Growth Percentile (SGP) is used to compare students to peers who scored similarly on their previous state achievement test and describe how much they’ve grown compared to said peers on the most recent state achievement test.

For instance, students across the state who score a similar score on their Grade 6 ELA test are then compared to each other after taking their Grade 7 ELA test. A student who has an SGP of 40 scored better than 40% of their “similar score” Grade 6 ELA peers on the Grade 7 ELA.

Example Student Growth Percentile Determination

Student	Example Spring 2023 Grade 6 ELA Score	→	Example Spring 2024 Grade 7 ELA Score	→	Example Student Growth Percentile	Growth Category
Cory	2100	→	2220	→	37	Average
Shawn	2100	→	2150	→	15	Low
Jack	2100	→	2225	→	51	Average
Topanga	2100	→	2240	→	94	High
Angela	2100	→	2235	→	83	High
Eric	2100	→	2142	→	10	Low
All AZ Students*	2100	→	varies	→	varies	varies

*When determining SGP, students are compared to all students across the state who earned a similar score on the previous exam, not just the student’s school/district.

Growth Category Ranges:

- SGP of 01-33: Low Growth
- SGP of 34-66: Average Growth
- SGP of 67-99: High Growth

Growth (50% for K-8 / 20% for 9-12)

Growth Calculation

Points are awarded to students based on how they performed on their previous assessment, and how much they grew.

- Students who demonstrate low growth provide no points
- Students who previously were minimally proficient but demonstrate high growth provide the greatest number of points.

Prior-Year Achievement Level	Low Growth (SGP 1-33)	Average Growth (SGP 34-66)	High Growth (SGP 67-99)
Highly Proficient	0	1	1
Proficient	0	1	1.2
Partially Proficient	0	1	1.8
Minimally Proficient	0	1	2

The points awarded per proficiency-growth comparison in the table above are then multiplied by the percent of students at the site who fall in each proficiency-growth comparison. This is done for ELA and Math, with the totals for each are added together as each comprises half of the total possible points.

Example Calculation (Elementary ELA)

Prior-Year Achievement Level	Low Growth			Average Growth			High Growth		
	Multiplier	×	Example Percent of Students	Multiplier	×	Example Percent of Students	Multiplier	×	Example Percent of Students
Highly Proficient	0	×	6.56	1	×	8.10	1	×	9.19
Proficient	0	×	9.19	1	×	17.72	1.2	×	20.13
Partially Proficient	0	×	5.25	1	×	5.47	1.8	×	7.88
Minimally Proficient	0	×	3.06	1	×	3.28	2	×	4.16
SUM							90.42		
ELA Growth Score (Sum × Times 0.25)*							22.6		

*Multiplied by 0.25 (25%) as this example is just for ELA which is half of the 50% for growth for K-8 schools. The same process would be done for Math and the two scores would then be added for the total Growth Indicator score.

For grades 9-12, the sum would instead be multiplied by 0.10 (10%) as Growth is 20% in the 9-12 model.

English Learners (10%)

Intent

The English Learner Indicator is designed to award schools for ELs who increase their AZELLA (and AltELPA) performance level score and growth score.

Clarification

Schools must have at least 10 EL FAY students represented in each sub indicator below to earn any score for the EL Indicator. Total A-F points factor in a missing EL Indicator, without punishment, if applicable.

EL Proficiency Component Calculation (0 - 5 points)

The EL Proficiency Component focuses on the percentage of ELs meeting proficiency on the AZELLA (and AltELPA). The number of students at a site demonstrating proficiency on the AZELLA (and AltELPA) is divided by the number of students tested at the site to determine the EL Percent Proficient.

A school's EL Percent Proficient on the AZELLA (and AltELPA) is compared to the average percentage of EL students who score proficient in Arizona.

Schools can earn up to 5 points according to the following system:

School's EL Proficiency is...	Greater or Equal to State Avg.	0.01-0.50 SD Below State Avg.	0.51-1.00 SD Below State Avg.	1.01-2.00 SD Below State Avg.	2.01-3.00 SD Below State Avg.	0% Proficient
Points Earned	5	4	3	2	1	0

English Learners (10%)

EL Growth Component Calculation (0 - 5 points)

The EL Growth Component focuses on how EL students as a site have improved their English language proficiency. EL student growth is determined using their current year AZELLA (or AltELPA) compared to their previous result, with points assigned based on how many levels a student improved. Unlike the Proficiency Component, the EL Growth Component factors in EL growth towards proficiency.

Prior EL Tested Level	→	Current Year EL Level	Level Jumps (Weight)
Pre-Emergent / Emergent Basic (or Basic / Intermediate) Intermediate	→ → →	No Change	0
Pre-Emergent / Emergent Basic (or Basic / Intermediate) Intermediate	→ → →	Basic Intermediate Proficient	1
Pre-Emergent / Emergent Basic (or Basic / Intermediate)	→ →	Intermediate Proficient	2
Pre-Emergent / Emergent	→	Proficient	3

The number of level jumps students make factor into a weighted average for calculating a site's growth.

Example of how Average EL Growth is calculated

Students Improved...	Example Count	×	Level Jump Weight	=	Weighted Count	Divide by Total Tested	Weighted Growth Per Level
0 Proficiency Levels	8	×	0	=	0	÷ 21	0.00
1 Proficiency Level	8	×	1	=	8	÷ 21	0.38
2 Proficiency Levels	5	×	2	=	10	÷ 21	0.48
3 Proficiency Levels	0	×	3	=	0	÷ 21	0.00
Total Tested	21					SUM	0.86 (86%)
						Average EL Growth	

A school's Average EL Growth is compared to the statewide EL proficiency rate. Schools can earn up to 5 points, according to the following system:

School's Avg. EL Growth is...	Greater or Equal to State Avg.	0.01-0.50 SD Below State Avg.	0.51-1.00 SD Below State Avg.	1.01-2.00 SD Below State Avg.	2.01-3.00 SD Below State Avg.	0% Proficient
Points Earned	5	4	3	2	1	0

Acceleration, Readiness (10% for K-8)

Intent

The Acceleration, Readiness Indicator is generally designed to reward schools for improvements over time or for having a high rate of special education students in general education classrooms.

Clarifications

- Components Include FAY students only unless specified otherwise.
- A maximum of 10 points can be earned for the indicator.

Grade 8 Math Performance Component (0 | 2.5 | 5 points)

Highly Proficient (HP) Rate Improvement - Schools earn 2.5 points if either of the following are met:

- The percentage of grade 8 math HP students is greater than or equal to 60%.
- The percentage of grade 8 math HP students in the current year is the same/higher than the prior year.

Minimally Proficient (MP) Rate Improvement - Schools earn 2.5 points if either of the following are met:

- The percentage of grade 8 math MP students is less than or equal to 10%.
- The percentage of grade 8 math MP students in the current year is the same/lower than the prior year.

Example of Grade 8 Math Minimally Proficient

Descriptor	Values	Notes
Current Year Percent MP	28.48%	← Not less than 10%
Prior Year Percent MP	30.30%	← Current Year is lower than Prior Year
Points Earned	2.5	← At least one condition met (full points)

Grade 3 ELA Minimally Proficient Component (0 | 5 points)

Minimally Proficient (MP) Rate Improvement - Schools earn 5 points if either of the following are met:

- The percentage of grade 3 ELA MP students is less than or equal to 12%.
- The percentage of grade 3 ELA MP students in the current year is the same/lower than the prior year.

Chronic Absenteeism Component (0 | 2 points)

Clarifications

- Chronic absenteeism is defined as missing more than 10% of the school year.
 - For a 180 day school year, this translates to missing more than 18 days.
- All absences are included, whether they are excused or not.
- Components include FAY and non-FAY students.

Chronic Absenteeism Reduction Schools earn 2 points if either of the following are met:

- The percentage of K-8 Chronic Absences is less than or equal to 4%.
- The percentage of K-8 Chronic Absences in the current year is the same/lower than the prior year.

Acceleration, Readiness (10% for K-8)

Subgroup Improvement Component (0 | 2 | 4 | 6 points)

Clarifications

- Up to 2 points can be earned per subject (Math & ELA) for each of the 13 subgroups.
 - This equates to 52 possible points (2 × 2 × 13), but points earned will be capped at 6.
- Only subgroups of at least 10 FAY students are eligible for points.
- Proficiency calculations for each subgroup is the same as described on page 2.

Average Proficiency Improvement - Schools earn 2 points, per subject, per subgroup if:

- A subgroup's average proficiency rate increased compared to the prior year.

Example of Subgroup Improvement Points

Subgroup	ELA Proficiency Rates				Math Proficiency Rates					
	Current Year %	↔	Prior Year %	→	Points Earned	Current Year %	↔	Prior Year %	→	Points Earned
African American										
Asian	122.5	>	98.33	→	2	111.67	>	100.0	→	2
Hispanic	71.72	<	77.82	→	0	68.62	<	70.23	→	0
Native American										
Pacific Islander	-		-		-	-		-		-
White	93.32	<	96.35	→	0	88.24	<	90.58	→	0
Two + Races	84.00	<	88.57	→	0	90.0	>	87.14	→	2
EL and FEP 1-4	41.05	<	65.71	→	0	43.16	<	59.29	→	0
Foster Care										
Homeless										
Income Eligibility	55.71	<	59.44	→	0	57.86	>	57.22	→	2
Parent in Military	-		-		-	-		-		-
SPED	28.48	<	45.24	→	0	44.57	<	45.95	→	0
Points	Uncapped				8	Capped				6

Special Education Inclusion Component (0 | 2 points)

Clarifications

- Includes FAY students receiving special education services as of October 1 of applicable year.
- Students must participate in general education classrooms for at least 80% of their school day.

Average Proficiency Improvement - Schools earn 2 points if:

- The percentage of special education students in general education classrooms for more than 80% of their day is greater than the average statewide percentage.

Graduation (20% for 9-12)

Intent

The Graduation Indicator is intended to hold schools accountable for their graduation rate and award points for improvement from the previous year.

Clarifications

- When determining letter grades for a given school year, the graduation data used in the Graduation Indicator starts from the year prior to the given school year (lags behind a year) as graduation data for the given year takes additional time to be finalized.
 - For instance, when looking at letter grade determination for the 2023-2024 school year, cohort 2023 data is utilized, not cohort 2024.
- Students are considered 'non-graduates' for the purposes of graduation rate calculations unless schools appropriately determine and indicate a student should not be included in the school's graduation rate calculation. More information on who can be excluded from the calculation can be found in the Arizona Business Rules.
 - For instance, if a student transfers to an out of state in April of their senior year, schools must request and receive acceptable documentation to show the student has enrolled out of state before indicating to the state (through an appropriate withdrawal code) that the student should no longer be included in the schools graduation rate determination.

4 to 7-Year Graduation Rate Component (0 - 10 points)

The 4-7 Year Graduation rate component looks at the graduation rate for four consecutive cohorts. These graduation rates are then multiplied by a given weight to determine points earned for each cohort. These points are then added together to determine the total points earned with a maximum of 10 points possible.

Example 4 to 7-Year Graduation Rate Calculation

Years (Cohort Example)	Sample Grad Rate (%)	×	Weight	=	Points Earned	
4-year (Cohort 2023)	88.4	×	0.05	=	4.42	
5-year (Cohort 2022)	90.89	×	0.04	=	3.64	
6-year (Cohort 2021)	93.68	×	0.025	=	2.34	
7-year (Cohort 2020)	95.17	×	0.005	=	0.48	
SUM					10.88	
capped at 10 →					POINTS EARNED	10.0

Graduation (20% 9-12)

4-Year Graduation Rate Improvement Component (0 | 5 | 10 points)

The 4-Year Graduation Rate Improvement component compares the most recent applicable 4-year cohort's graduation rate to the 4-year graduation rate of the previous cohort, awarding points based on improvement or maintaining a sufficiently high graduation rate.

Summary	If the most recent applicable cohort's 4-year graduation rate is...	then	Points
High Enough	90% or higher	→	10
Grew	More than 2% above the previous cohort's 4-year graduation rate	→	10
Maintained	Within 2% of the previous cohort's 4-year graduation rate	→	5
Dropped	More than 2% below the previous cohort's 4-year graduation rate	→	0

Example 4-Year Graduation Rate Improvement Calculation

Cohort 2023 4-Year Grad. Rate	-	Cohort 2022 4-Year Grad. Rate	=	Difference	→	Summary	→	Points
88.40%	-	89.74%	=	-1.34%	→	Maintained	→	5

College & Career Readiness (20% for 9-12)

Intent

The College & Career Readiness Indicator (CCRI) is designed to award points to schools who encourage graduates to engage in a variety of activities that will prepare them for post-secondary success.

Clarifications

- CCRI Scores are self-reported
- Included seniors should have been enrolled from October 1 through May 1 of their senior year.
- Students who graduated early should be included in the data of their graduating cohort.
 - A cohort 2024 student who graduates in May of 2023 should be included in the CCRI for the 2023-2024 school year.
- Students can earn point in two categories: **College (Blue)** and **Career (Red)**

College & Career Readiness Point Description

Students in the graduating cohort can earn points for College or Career points from a variety of sources. Below is a non-exhaustive list of available activities for which CFSD students tend to earn the most points.

Category	Point Value	Activity
College	1.0	Meets all 16 Arizona Board of Regents program of study requirements
College	0.5 per exam	Meets ACT Cut Score (0.5 points for each - Math, ELA, Science)
College	0.5 per exam	Meets SAT Cut Score (0.5 points for each - Math, English)
College	0.5 per exam	Meets AP Cut Score (0.5 points per exam - maximum of 2.0 points)
College / Career	0.5	Completes the FAFSA
College / Career	0.5 per seal	Earns Arizona Diploma Seals (e.g. Biliteracy or Arts) - 2 seals max
Career	1.25	Completes CTE Sequence and passes AZ Technical Skills Assessment
Career	0.5 each	Passes a CTE course that also provides college credit (dual enrollment)
Career	0.25 each	Completes a CTE course that is not part of a completed sequence
Career	0.5 each	Earns Industry-Recognized Credentials, Certificate, or License (max = 1)
Career	0.5	Meets Benchmarks on ASVAB
Career	0.5	Completes well-defined Work-Based Learning of at least 120 hours

Note: Activities that are labeled as **College / Career (Purple)** can be counted as either a red or blue activity for each individual student (whichever the school determines to best maximize a student's score described on next page).

College & Career Readiness (20% for 9-12)

College & Career Readiness Score Calculation (0 - 20)

Each student in the graduating cohort is assigned a score based on how many College and/or Career points they earned.

CCRI Points Earned	Score for Student
A student accumulates at least 1 point	10
A student accumulates at least 2 points	20
A student accumulates at least 1 College point AND at least 1 Career point	22

All student scores are then averaged together to determine the score earned for the College and Career Readiness Indicator.

Example CCRI Calculation

Student	Meets ACT Cut Score (0.5 per subject)	Meets AP Cut Score (0.5 per exam)	Completes CTE Sequence (1.25)	Blue Points	Score
				Red Points	
Cory	1.0	0.5	-	1.5	10
				0.0	
Shawn	0.5	-	1.25	0.5	10
				1.25	
Jack	0.5	0.5	1.25	1.0	22
				1.25	
Topanga	1.5	2.0	-	2.5	20
				0.0	
Angela	1.0	1.0	1.25	2.0	22
				1.25	
Eric	0.5	-	-	0.5	0
				0.0	
Note: Only 3 activities represented in example				Average Score (Points Earned for Indicator)	14

Bonus Points (Up to +5 for K-8 | +9 for 9-12)

Special Education Enrollment Bonus (+ 0 | 1 | 1.5 | 2 points)

Clarifications

- Includes FAY students receiving special education services as of October 1 of applicable year.

Calculation

Schools earn points based on how their special education enrollment compares to the statewide special education enrollment average according to the system below. The closer a school's special education enrollment is to the statewide average, the more points a school receives.

- K-8 schools are compared to the K-8 state average.
- 9-12 schools are compared to the 9-12 state average.

If School's SPED Enrollment is....	Below 60% of the State Avg.	60% to 69% of the State Avg.	70% to 79% of the State Avg.	80% or more of the State Avg.
Points Earned	0	1	1.5	2

Science Proficiency Bonus (+ 0 | 1.5 | 3 points)

Clarifications

- Includes FAY students for proficiency calculation.
- Includes all students enrolled on the first day of AzSCI testing window for 95% tested calculation.
- Only portion of A-F Letter Grade determination that includes AzSCI data.

Calculation

Schools who had 95% of their students take the Arizona Science Assessment (AzSCI) can earn bonus points based on their school's percent of students who reach proficiency compared to the state average.

- K-8 schools are compared to the K-8 state average.
- 9-12 schools are compared to the 9-12 state average.

If School's AzSCI Proficiency is....	Less than or equal to State Avg	Greater than (but under 1 SD of) the State Avg.	Greater than (and over 1 SD of) the State Avg.
Points Earned	0	1.5	3

Bonus Points (Up to +5 for K-8 | +9 for 9-12)

ACT Aspire Participation Bonus (+ 0 | 1.5 | 3 points / 9-12 only)

Clarifications

- Includes all students enrolled on the first day of the ACT Aspire testing window.
- Only portion of A-F Letter Grade determination that includes Aspire data.

Calculation

Schools earn points based on their participation rate (percent tested) on ACT Aspire.

If Schools ACT Aspire Percent Tested is...	Less than 95%	90% through 94.9%	95% or Higher
Points Earned	0	1.5	3

CCRI: Military/Post-Secondary Enrollment Bonus (+ 1 point / 9-12 only)

Clarifications

- CCRI Scores are self-reported
- Included seniors should have been enrolled from October 1 through May 1 of their senior year.
- Students who graduated early should be included in the data of their graduating cohort.
 - A cohort 2024 student who graduates in May of 2023 should be included in the CCRI for the 2023-2024 school year.

Calculation

CFHS utilizes self-reported student data from ECAP lessons done by the counseling department to collect post-graduation plans, in addition to college acceptance information from MaiaLearning.

Schools earn 1 point if they meet either of the following conditions:

- They increase the percentage of graduating cohort that either enroll in post-secondary education or enlist in the military, compared to the previous cohort.
- The percentage of the graduating cohort that either enroll in post-secondary education or enlist in the military is greater than or equal to 85%

Letter Grade Determination

Schools Total Points earned across all indicators (with Bonus Points) are compared to cut scores approved by the State Board of Education.

Approved 2023-2024 Cut Scores

Model	A	B	C	D	F
K-8	100 - 84	83.99 - 72	71.99 - 60	59.99 - 47	46.99 - 0
9-12	100 - 82	81.99 - 65	64.99 - 48	47.99 - 31	30.99 - 0

ACRONYMS LIST

- AASA - Arizona's Academic Standards Assessment
 - Administered to grades 3-8
- ACT - American College Test
 - Administered to grade 11
- AltELPA - Alternate English Language Proficiency Assessment
- AZELLA - Arizona English Language Learner Assessment
- AzSCI - Arizona Science Assessment
 - Administered to grades 5, 8, 11
- CCRI - College & Career Readiness Indicator
- EL - English Learner
- FAY - Full Academic Year
 - Students enrolled within the first ten days of the school's calendar year and continuously enrolled until the first weekday of April. Students with breaks in enrollment fewer than 10 calendar days in the same school are still considered FAY.
- FEP - Fully English Proficient
- MSAA - Multi-State Alternative Assessment
- Proficiency Descriptions
 - MP - Minimally Proficient
 - PP - Partially Proficient
 - P - Proficient
 - HP - Highly Proficient
- SD - Standard Deviation