

NORTH CAROLINA

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**PORTRAIT** of a  
**GRADUATE**



# Overview

- The North Carolina Portrait of a Graduate **launched in October 2022**, the culmination of a nine-month design process that included multiple sectors and 1,200 design team members.
- **Seven competencies (now referred to as DURABLE SKILLS)** were identified to ensure that students are prepared for success beyond high school. These competencies (also referenced as durable skills), when combined with academic rigor, will create a deeper, more engaged learning experience for North Carolina students. Additionally, these durable skills could be a “non-academic” indicator of school quality.

# Why Create a Portrait?

- Employers seek Durable Skills nearly four times (3.8X) more frequently than the top 5 technical or hard skills
- The need for students to develop soft skills alongside academic and technical skills was apparent long before the pandemic. However, COVID-19 greatly accelerated it.”

*-America Succeeds Report*

## Zooming into North Carolina



WE STUDIED  
**2.8 MILLION**  
JOB POSTINGS  
FROM THE PAST  
**2 YEARS**



ACROSS  
**22 OCCUPATIONS,  
20 INDUSTRIES,  
AND OVER  
45,000 COMPANIES**



**77%**  
OF THOSE JOB  
POSTINGS REQUESTED  
**AT LEAST ONE  
DURABLE SKILL**

**2.1M NORTH CAROLINA JOBS** DEMANDED DURABLE SKILLS

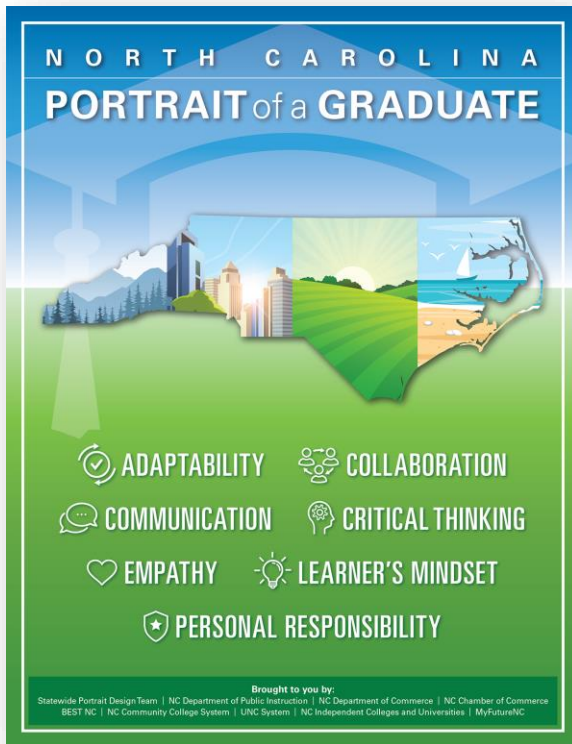

[Learn more: NC-America-Succeeds-FactSheet-20-21.pdf \(durableskills.org\)](#)

# Recapping the Process & Partners

- This process involved nearly 1,200 North Carolinians from across the state including K-12 educators, administrators, families, employers, communities, and higher education institutions.
- NCDPI began working directly with local school districts and charter schools during Spring 2022 to solicit broad participation and engagement.
- Volunteers were organized into Design Teams, which collaborated over three months.


# Landscape Shifts

- During Design Team meetings, participants discussed four major shifts affecting the world and how those shifts could influence student learning.
  - Workforce
  - Pace of Change
  - Global
  - Human Interaction

NORTH CAROLINA  
PORTRAIT of a GRADUATE


### NORTH CAROLINA COMPETENCY SET



ADAPTABILITY

**North Carolina Graduates...**


- Demonstrate agility in thought processes and problem-solving.
- Accept feedback, praise, setbacks, and criticism.
- Balance diverse viewpoints and beliefs to reach workable solutions.
- Demonstrate flexibility when navigating challenging situations.
- Exhibit steadfastness despite difficulty, opposition, and/or failure.



COLLABORATION

**North Carolina Graduates...**


- Contribute and respond to diverse perspectives to achieve a common goal.
- Leverage strengths to resolve conflict and foster teamwork.
- Interact respectfully with others in digital and in-person interactions.
- Embrace a variety of roles in a group as a participant and a leader.



COMMUNICATION

**North Carolina Graduates...**

- Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills.
- Listen to decipher meaning, values, attitudes, and intentions.
- Ask questions and synthesize messages to seek understanding.
- Engage in productive discourse to resolve disagreements.
- Craft communication for a range of purposes and audiences.
- Use storytelling and public speaking to express ideas and connect with others.



CRITICAL THINKING

**North Carolina Graduates...**

- Analyze, assess, and reconstruct personal thought processes.
- Apply thinking that is clear, rational, and evidence-based.
- Evaluate and prioritize solutions to difficult or complex problems.
- Employ creative improvements to systems, processes, and organizations.

Learn more here: <https://bit.ly/NCPortrait>



# North Carolina Competency Set



ADAPTABILITY



COLLABORATION



COMMUNICATION



CRITICAL  
THINKING



EMPATHY



LEARNER'S  
MINDSET



PERSONAL  
RESPONSIBILITY

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## North Carolina Graduates...

- Demonstrate understanding, sensitivity, concern, and respect.
- Share in others' feelings, opinions, and experiences through personal and digital connections.
- Value and embrace diverse cultures and unique perspectives.
- Foster belonging and trust through mutual respect and dialogue.



**EMPATHY**

## North Carolina Graduates...

- Possess an ongoing desire to learn, unlearn, and relearn.
- Embrace curiosity to experience new ideas, demonstrate growth, and persist through challenges.
- Translate knowledge to provide different contexts to drive change and innovation.
- Develop positive attitudes and beliefs about learning.



**LEARNER'S  
MINDSET**

## North Carolina Graduates...

- Adhere to a set of core values that are evident in choices and actions.
- Earn trust and respect through honest, principled behaviors.
- Honor commitments.
- Recognize how personal decisions and actions have impacts beyond self.
- Take ownership of decisions and persevere through challenges.
- Demonstrate self-control and composure.



# Unveiled!

- Roundtable discussion
- 2022 Sandhills Regional TOY Elizabeth Santamour
- 2022 Wells Fargo NC Principal of the Year Dr. Patrick Greene
- 6 students
  - Micah
  - Raj
  - Shyanne
  - Emersen
  - Marcela
  - Lily



# Spanish Assets



## Preguntas más comunes

Para discusión entre estudiantes o padres en colegios o distritos, o miembros de la comunidad que busquen información adicional sobre el propósito, el proceso y siguientes pasos del Retrato de un Graduado.

### P. ¿Qué es el Retrato de un Graduado?

- El Retrato de un Graduado es una perspectiva colectiva que articula las aspiraciones que tiene Carolina del Norte de definir de mejor manera las habilidades que requieren los estudiantes para ser exitosos después de la secundaria. Fue desarrollado por y basado en más de 1.150 residentes de Carolina del Norte de todo el estado.
- Este Retrato incluye los saberes, la mentalidad y las habilidades que los estudiantes deberían poseer para alcanzar el éxito en un mundo rápidamente cambiante y complejo.

### P. ¿Por qué crear este Retrato de un Graduado para Carolina del Norte?

- Hoy, más que nunca, las experiencias educativas deben no solo proveer la adquisición de contenidos rigurosamente académicos, sino también promover de manera más deliberada la comunicación, la comunicación, la adaptabilidad y otras habilidades durables que los estudiantes necesitan para prosperar.
- Nuestro sistema de responsabilidad debe proveer un panorama más integral de lo que significa el éxito del estudiante. El Retrato ayudará a lograrlo al servir como medida más balanceada, demostrando el crecimiento y el desempeño de un estudiante mientras garantiza su preparación para la vida civil, su carrera o la universidad.

### P. ¿Quién estuvo involucrado en la creación del Retrato de un Graduado?

- El proceso de diseño del Retrato de un Graduado fue liderado a nivel regional porque el sistema educativo del estado se fortalece al involucrar directamente a la comunidad en la estructuración del trabajo.
- Más de 1.150 residentes de Carolina del Norte, desde las montañas hasta la costa; educadores, estudiantes, familias y representantes de empresas locales, instituciones sin ánimo de lucro, juntas de desarrollo de trabajadores y de educación superior conformaron los cuatro Equipos de Diseño del Retrato.
- Para fortalecer sus capacidades, los ocho Directores Regionales de NC DPI (Departamento de Instrucción Pública de Carolina del Norte) trabajaron directamente con distritos escolares para lograr participación y compromisos más amplios. Más del 75 por ciento de los participantes en los Equipos de Diseño fueron reclutados localmente.
- El NC DPI también consiguió la colaboración de aliados del sector de todo el estado para asegurar que todas las voces y perspectivas estén representadas, incluyendo las del Sistema de Universidades Comunitarias de CN, el Sistema de las Universidades de Carolina del Norte, Institutos y Universidades Independientes, BestINC, myFutureNC, Comunidades en Escuelas, el Departamento de Comercio de Carolina del Norte, juntas de desarrollo de trabajadores, el Instituto de Asuntos Emergentes y la Cámara de Comercio de Carolina del Norte.

## CAROLINA DEL NORTE • RETRATO DE UN GRADUADO

### P. ¿Cómo fue el proceso de creación del Retrato de un Graduado?

- Los Equipos de Diseño del Retrato de un Graduado se reunieron tres veces para generar una visión unificada y colectiva para todos los estudiantes, y definir las competencias requeridas por los estudiantes para ser exitosos y prosperar en este mundo.
- A lo largo de tres reuniones, los Equipos de Diseño del Retrato:
  - Examinaron los cambios del mundo y las implicaciones sobre nuestros estudiantes.
  - Discutieron las competencias requeridas por los estudiantes para prosperar hoy y mañana.
  - Identificaron y contextualizaron esas competencias para nuestros estudiantes que deben partir de una visión compartida y a nivel estatal.
  - Discutieron cómo hacer del Retrato de un Graduado una realidad para todos los estudiantes.
- Es a lo largo de estas discusiones que los Equipos de Diseño del Retrato decidieron de forma colectiva qué competencias deberían incluirse en el Retrato, y qué debería saber y ser capaz de hacer un estudiante competente a nivel global al graduarse de la secundaria.

### P. ¿Cuál es el objetivo del Retrato de un Graduado?

- El Retrato a nivel estatal de Carolina del Norte identifica las competencias con las que preparar a los estudiantes para un mundo siempre cambiante que está impulsado por la tecnología, la interacción humana y la innovación.
- Este Retrato provee a líderes escolares y profesores con un marco de referencia para que diseñen la instrucción de manera que promueva competencias para el mundo real y preparación para el mundo laboral.
- Una meta complementaria es usar el Retrato — que resalta las competencias más valoradas por residentes de Carolina del Norte — para anclar un nuevo sistema multi medidas de exámenes y responsabilidades que sea más balanceado. Esto es un enfoque diferente al actual sistema de exámenes y responsabilidades, el cual le asigna a las pruebas un valor demasiado alto para determinar el desempeño de los estudiantes y las escuelas.
- En últimas, el Retrato promueve un mejor alineamiento entre futuros empleadores, comunidades, proveedores de educación superior y las familias que dependen de nuestras escuelas para la preparación de los estudiantes ante el plan post secundario de su elección.

### P. Una vez se adopte el Retrato por parte de un distrito escolar, ¿qué significa esto para los estudiantes y sus padres? ¿Qué cambia para los estudiantes?

- Para la mayoría de las comunidades del estado, esta será la primera vez que realmente escuchan y vean expresados en términos tangibles y alcanzables los deseos, sueños y aspiraciones colectivos de los estudiantes de Carolina del Norte.
- Los padres y estudiantes deben esperar ver que las competencias identificadas se incorporadas a las experiencias de aprendizaje en sus salones, empezando desde la primaria y cultivadas hasta su graduación.
- Los padres y estudiantes pueden anticipar evaluaciones que vayan de la mano con los requerimientos de un mundo cambiante y dinámico; que no dependen solo de las pruebas de fin de grado o fin de curso, sino que se complementan con diversos factores que califican las destrezas tales como la adaptabilidad, la colaboración y la comunicación que preparan a los estudiantes para el mundo laboral y la interacción cívica.

# To assist schools: the POG Playbook

- **When:** Monthly distribution to the field November-May
- **Why:** To familiarize districts with the Portrait durable skills
  - Elementary
  - Middle
  - High school
- **How:**
  - To spark conversations in schools
  - To identify / promote activities around each competency
  - To make the Portrait tangible to schools
  - Activities for teachers, administrators, counselors and central office

## Portrait of a Graduate Playbook

The North Carolina Department of Public Instruction Portrait of a Graduate Playbook will help stakeholders familiarize and build Portrait of a Graduate competencies released on October 18, 2022. This Playbook is intended to provide Public School Unit leaders, teachers, and support staff with a broader understanding of the durable skills and mindsets identified as essential for North Carolina graduates to embody. This Playbook will also serve as a resource for external stakeholders (i.e. business leaders, county commissioners, clergy, etc.). It provides valuable insight as to how the identified competencies, when demonstrated by North Carolina graduates, can factor into post-secondary employment, enlistment, or enrollment into higher education or credential attainment.

This Portrait of a Graduate Playbook is a living document that will be updated periodically with resources. **Each month, we will add another competency until all seven are reflected in this document.** Please check back monthly for updates to the resources in the Monthly Map, Resources, & Example Activities section.


Phase I: Familiarizing

Phase II: Operationalizing

Phase III: Assessing

# Check out the Portrait and Resources:

- **Where:**
  - [Resources tab!](#) of the NC Portrait of a Graduate webpage
  - The Playbook
- **Learn more:**
  - View the final Portrait [here](#)
  - View an FAQ [here](#).
  - Visit the webpage [here](#)



The screenshot shows a navigation menu with three tabs: "Competencies", "Process and Partners", and "Resources". The "Resources" tab is currently selected and highlighted. Below the navigation, there is a heading "Download the North Carolina Portrait of a Graduate resources." followed by a list of links: "Portrait and Competencies: [English](#) | [Spanish](#)", "FAQs: [English](#) | [Spanish](#)", "Communications Toolkit: [English](#) | [Spanish](#)", and "Portrait of a Graduate Playbook [PDF](#)". The "Portrait of a Graduate Playbook [PDF](#)" link is highlighted in yellow. On the right side of the page, there is a blue logo for "NORTH CAROLINA PORTRAIT of a GRADUATE" and a section titled "Email us" with the text "Adopt the NC Portrait or host community conversations."

Competencies Process and Partners Resources

Download the North Carolina Portrait of a Graduate resources.

- Portrait and Competencies: [English](#) | [Spanish](#)
- FAQs: [English](#) | [Spanish](#)
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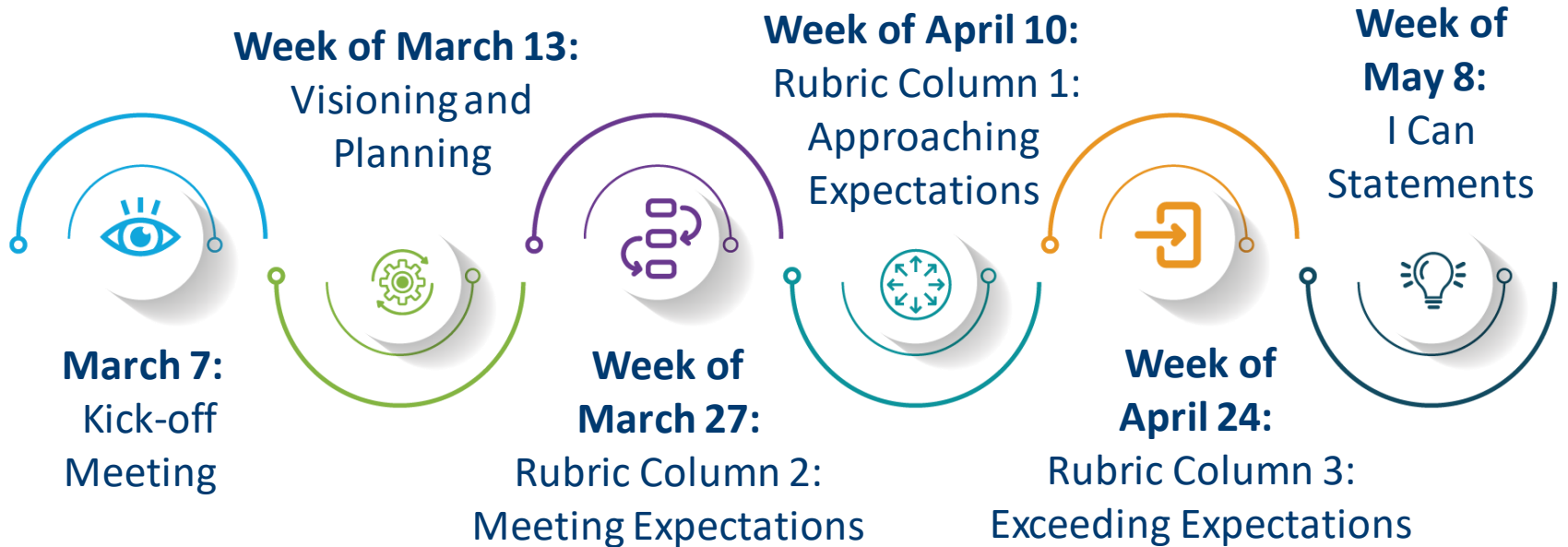
**EMAIL US**

[Email us](#)

Adopt the NC Portrait or host community conversations.

## Phases II- Rubrics

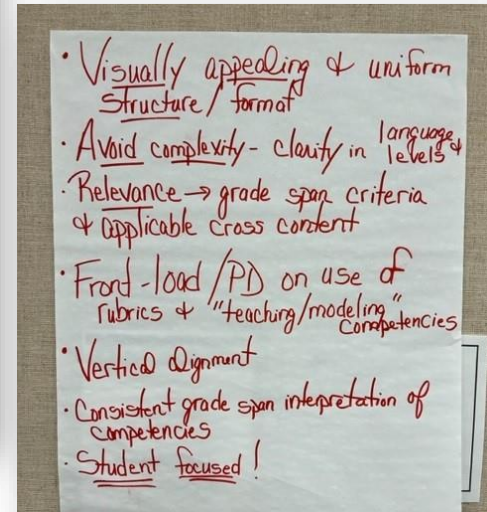
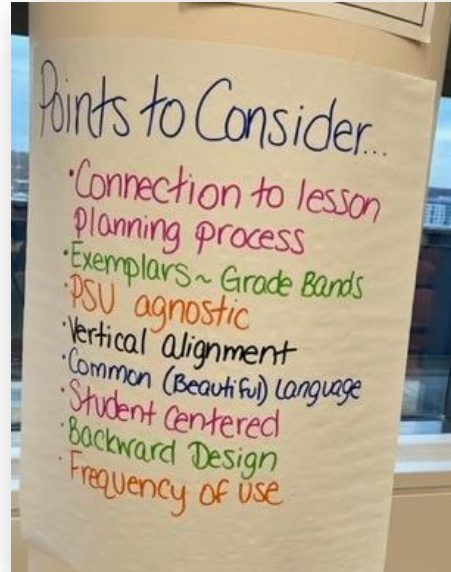
- Goal: support educators, admins, and students in building and implementing the durable skills that prepare them for an ever-changing world.
  - **What:** the Rubric Writing Teams will develop grade span rubrics for each of the 7 competencies
  - **Who:** recruited educators, principals/assistant principals, CAOs, school counselors and others with specific knowledge to support this work from all 8 education regions. Leadership Team identified and expanded
  - **How:** Battelle for Kids will facilitate the process
  - **When:** March through June 2023



## Rubric Development: Design Timeline


# The Leadership Team

- Expanded to include CTE, Standards, Accountability and Testing and adding EC
- Provide leadership around the direction of the work
  - Design principles
  - Key decisions about development and implementation
- Champion the work



# Create Suggestions for Use Document

- Will accompany the Portrait of a Graduate Rubrics
- "Suggestions for Use" will ease implementation in school buildings and classrooms



**Rubric Description and Suggestions for Use**

Assessing the North Carolina Portrait of a Graduate Competencies – Communication, Critical Thinking, Adaptability, Empathy, Learner’s Mindset, and Personal Responsibility – is imperative for any credible 21<sup>st</sup> century teaching and learning initiative.

The North Carolina Competency rubrics support educators in assessing the competencies throughout their systems of teaching and learning. This master set of North Carolina Competency Set rubrics covers grades K-2, 3-5, 6-8, and 9-12 in each of the North Carolina Carolina competencies: Communication, Critical Thinking, Adaptability, Empathy, Learner’s Mindset, and Personal Responsibility.

These rubrics have been designed with formative assessment of student work in mind, but they can be adapted for many additional uses. These general purpose rubrics are designed to:

- Define the performance areas associated with each of the North Carolina Competency Set.
- Define important dispositions and habits of mind associated with each of the North Carolina Competency Set.
- Support balanced, formative assessment of the North Carolina Competencies.
- Illustrate a continuum of performance, including exemplary performance, in each category.
- Provide a common vocabulary for stakeholders regarding the North Carolina Competency Set.
- Be adapted for use in different grade levels and core academic subject areas.
- Help teachers assess performance on complex tasks that enable students to demonstrate mastery of targeted 21<sup>st</sup> century skills.
- Be customized by educators, specialists, curriculum designers, assessment designers and/or students.

It is important to note that the rubrics are “content agnostic” - - by design, they have not been aligned with any core academic subject areas. Users of the rubrics may choose to adapt them for such use.

# Not a Flat Stanley

- Hosted business roundtable with America Succeeds to gain further feedback on durable skills
- Communication plan in progress for rubrics/ suggestions for use document
- AIM conference (Julie Pittman)
- Portrait of an Administrator (Tabari Wallace)

## Phase III - Assessment

- Planning – May 2023
- Kickoff Fall 2023
- Integrate into CBE platform
- Indicator for School Performance Grade Redesign

NORTH CAROLINA



# PORTRAIT of a GRADUATE





# Thank you!

Visit [bit.ly/NCPortrait](https://bit.ly/NCPortrait) for more information.  
#NCPortraitofaGraduate