

USNA Proportional Outcomes Update



January 2017

Extracted from Nov 2015 Proportional Outcomes Study Deep Dive Brief

Proportional Outcomes Index (POI): An index of **1.0** means proportional representation (i.e., “equity”) for the educational outcome being analyzed (e.g., graduation completion) does exist for targeted group in comparison to the overall population.

Race/Ethnicity Graduation Rates

Classes 2009-2012

Categories	%Enroll	%Grad Total	POI
Other Race/Ethnic Groups (OREG)	23.7%	22.4%	0.95
White	74.4%	75.6%	1.02
OREG Composition	%Enroll	%Grad Total	POI
African American	4.4%	3.7%	0.84
Asian	2.9%	2.8%	0.98
Hispanic	10.5%	10.2%	0.97
Multi-Races	4.9%	4.7%	0.96

Classes 2013-2015

Categories	%Enroll	%Grad Total	POI
Other Race/Ethnic Groups (OREG)	35.0%	32.6%	0.93
White	65.0%	67.4%	1.04
OREG Composition	%Enroll	%Grad Total	POI
African American	7.9%	6.6%	0.84
Asian	4.7%	4.8%	1.02
Hispanic	13.6%	12.6%	0.93
Multi-Races	8.1%	7.5%	0.93

The gap in the proportional outcomes index widened between Whites and OREG from 2013-15. The largest disparity noticed is for African Americans.

Superintendent to AEB

- 1. Request further disaggregated data analysis, with an effort on controlling key variables such as entering academic aptitude, to better understand attrition patterns and causal factors for a lower African American POI.*
- 2. Continue proportionality outcome studies biennially**

2013-2016 Grad Rates by Entering Aptitude for Success

	1*	2	3	4	5	6	7	8*	Total
AA Midn	48.0%	72.7%	79.8%	78.9%	90.9%	95.5%	100%	-	76.3%
All Midn	57.6%	74.7%	83.2%	86.1%	87.7%	91.4%	93.3%	95.8%	87.0%
POI	0.83	0.97	0.96	0.92	1.04	1.05	1.07	-	0.88

Relative equity when compared by entering aptitude for success

Equity gap

* Note: 1 = least qualified; 8 = most qualified

Classes of	AA % Enroll	AA % Graduate	AA Grad Rate	Overall Grad Rate	AA POI
2013-2015	7.9%	6.6%	72.1%	86.1%	0.84
2014-2016	7.6%	6.7%	78.3%	87.8%	0.89
2015-2017*		*projection			0.96

Probable causes for improving African American POI

- Improved average entering aptitude for success
- Improved academic counseling
- Increasingly effective Academic Center
- NAPS preparation

Nationwide, 6-yr graduation rates are 60% overall; 41% for African Americans.

Summary of Findings

Proportional Outcome equity was not being achieved for all AA

- AA with stronger entering aptitude had relative equity with peers
- AA with weakest entering aptitude did not succeed equitably w/peers

Inequity cause for weakest entering aptitude AA's unknown

Recent Classes are achieving much more equity in success

Recommendations

Admissions and Academic Counseling review other potential causal factors

AEB continue biennial proportional outcomes review