



NEVADA
Department of
Education



CCR DIPLOMA COUNSELOR GUIDE

Advancing Student Success
with the College and Career Ready Diploma



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CCR DIPLOMA COUNSELOR GUIDE

(Excerpt)

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INTRODUCTION

College and career readiness, from middle school through high school, is essential to prepare students for the diverse opportunities after graduation, whether it be higher education, entering the workforce or exploring other opportunities.

Nevada Administrative Code (NAC) 389.900 outlines the general requirements for career and technical education; this guide provides additional information about the requirements of the College and Career Ready Diploma (CCR) with practical strategies that can be implemented immediately. The guide is designed to support Nevada's educational leaders to embed postsecondary advising and planning to empower students to make informed decisions about their future¹, providing best practices that district personnel, local education agencies (LEAs) and charter organizations can apply across grade levels in order to enhance CCR Diploma outcomes across Nevada². Nevada's CCR Diploma Counselor Guide ensures that students not only meet graduation requirements but also gain valuable insights and experiences that align with their interests and aspirations³. By emphasizing the pivotal

role middle and high schools play in shaping young people's future, the CCR Diploma Counselor Guide lays the foundation for successful transitions into postsecondary endeavors.

Additionally, the guide offers district personnel, local education agencies (LEAs), and charter organizations practical strategies to implement best practices that enhance College and Career Readiness Diploma outcomes across Nevada. This CCR Diploma Counselor Guide ensures that students not only meet graduation requirements but also gain valuable insights and experiences that align with their interests and aspirations. By emphasizing the pivotal role middle and high schools play in shaping young people's futures, this guide lays the foundation for successful transitions into postsecondary endeavors.

1 Curry, J. R., Milsom, A., & DEd, L. S. (2021); Falco, L. D., & Steen, S. (2018).

2 Hughes, K. L., & Karp, M. J. M. (2004); Sampson, J. P., Hooley, T., & Marriot, J. (2011).

3 Tierney, W. G., Bailey, T., Constantine, J., Finkelstein, N., & Hurd, N. F. (2009).

Purpose of and Using this Guide

Nevada's K-12 counselors play a pivotal role in guiding students as they navigate their educational journey, helping them set realistic goals, explore diverse pathways, and build the confidence necessary to pursue their aspirations.⁴ This guide serves as an essential resource to empower counselors in advising students about Nevada's "[College and Career Ready \(CCR\) Diploma](#)."

Designed to support comprehensive college and career readiness planning, this research-based guide equips counselors with the tools, strategies, and resources needed to help students transition successfully into postsecondary education or career pathways. It outlines the requirements for the CCR Diploma and provides actionable

steps that students can take to meet these requirements. The guide also includes evidence-driven strategies that counselors and CCR team members can use to develop students' awareness, knowledge, and skills, ultimately helping them achieve their goals.

Aligned with the Nevada Educator Performance Framework (NEPF), this guide enhances counselors' abilities to provide effective guidance, ensuring every student has the opportunity to reach their full potential. Whether advising students on course selections, career exploration, or goal setting, this guide empowers counselors to offer personalized, comprehensive support tailored to each student's needs.

⁴ Nevada Administrative Code § 389.187. <https://www.leg.state.nv.us/nac/NAC-389.html>

The CCR Diploma—A State Initiative

Frequently Asked Questions

What is the College and Career Ready Diploma?

The Nevada College and Career Ready (CCR) Diploma is a state-designated diploma that recognizes high school students who have exceeded the standard graduation requirements by completing advanced coursework and demonstrating readiness for postsecondary success. Supported by the Nevada legislation, this diploma is part of Nevada's strategic effort to ensure graduates possess the academic knowledge, technical skills, and employability traits needed to succeed in college, career training programs, or the workforce.⁵ Students who earn the CCR Diploma show that they are prepared to meet the demands of a competitive and rapidly changing global economy.

How does the CCR Diploma differ from Nevada's other high school diplomas?

In Nevada, students have the option of earning one of two general education diplomas—the Advance Diploma and the Standard Diploma, or the inclusive-adaptive diplomas for students requiring accommodations.⁶ The [CCR Diploma](#) demonstrates a higher level of rigor than the two general education diplomas, requiring the same credit units and GPA requirements as the Advance Diploma, plus additional advance coursework and endorsement requirements.⁷ Students can fulfill these additional requirements in a variety of ways, such as earning a Seal of Biliteracy or completing two or more credits in a specified course area, and by earning a college-ready endorsement or a career-ready endorsement.⁸

Can students earn one of the other State Seals to fulfill a CCR Diploma requirement?

Only the Seal of Biliteracy fulfills a requirement to earn the Nevada CCR Diploma. Students, however, can choose to earn one or more of the other State Seals—Seal of Civics,⁹ Seal of Financial Literacy,¹⁰ Seal of STEM,¹¹ and/or Seal of STEAM¹²—as endorsements of high level of proficiency in a specific content area added to their diploma.

5 Nevada Revised Statute § 390.605. <https://www.leg.state.nv.us/nrs/NRS-390.html>

6 Nevada Revised Statute § 390.600. <https://www.leg.state.nv.us/nrs/NRS-390.html>

7 Nevada Department of Education. <https://doe.nv.gov/offices/office-of-teaching-and-learning/high-school-graduation>

8 Nevada Revised Statute § 390.605. <https://www.leg.state.nv.us/nrs/NRS-390.html>

9 Nevada Revised Statute § 388.5933 (Seal of Civics). <https://www.leg.state.nv.us/NRS/NRS-388.html#NRS388Sec5933>

10 Nevada Revised Statute § 388.596 (Seal of Financial Literacy) <https://www.leg.state.nv.us/NRS/NRS-388.html#NRS388Sec596>

11 Nevada Revised Statute § 388.594 (Seal of STEM) <https://www.leg.state.nv.us/NRS/NRS-388.html#NRS388Sec594>

12 Nevada Revised Statute § 388.597 (Seal of STEAM) <https://www.leg.state.nv.us/NRS/NRS-388.html#NRS388Sec597>

How will this guide assist counselors and educators with student supports relevant to high school graduation and college and career readiness?

This guide was developed to help Nevada counselors and CCR teams of educators prepare students for college and career readiness, as well as assist students and families in navigating the complexity of the CCR Diploma requirements. The guide attempts to address such needs and support counselors and CCR teams with a hub of information, recommended practices, and actionable tools, ensuring that every student receives the guidance needed for informed decision-making and action towards planning and future goals.

What information did NDE use to identify the strategies and activities offered in this guide?

NDE developed this guide with a strong focus on equipping Nevada students with both technical and durable skills (soft skills), in alignment with the principles of ONET's job classification system. The development process was guided by the understanding of how Nevada practitioners perceived the state's revised legislative diploma requirements and the role of college and career readiness (CCR) in preparing students for success in the workforce.

In Fall 2024, NDE partnered with WestEd to conduct a survey aimed at understanding the perspectives of over 300 education professionals, including counselors, school administrators, and CTE coordinators across 15 Local Education Agencies (LEAs). This survey was crucial for identifying the strategies and activities necessary to ensure that students and families understood the value of the CCR Diploma and how to attain it.

Survey findings revealed several key concerns and needs among educators. One of the main challenges identified was the complexity of the CCR Diploma requirements and the lack of understanding about its benefits. With these insights, NDE and WestEd collaborated to identify research-based strategies and resources that emphasize the development of both technical competencies and durable skills—key elements of ONET's job classifications. Durable skills (soft skills) such as communication, problem-solving, collaboration, and adaptability were identified as crucial for success in both education and the workforce. These soft skills are essential components of the activities and resources developed in the guide, ensuring that students are not only prepared academically but also equipped with the interpersonal and cognitive skills necessary for lifelong success.

Alignment with the Purpose of the CCR Counselor Guide

The Nevada CCR Diploma Counselor Guide is designed to provide flexible, comprehensive support to counselors as they guide students through their academic and career planning. To ensure clarity and effective implementation, the guide separates the middle school and high school grade bands, offering targeted recommendations for each stage of students' academic journeys. Each grade level may present specific needs, decision points, transition steps, and timely support that are crucial for a student's success.

However, recognizing that students' needs can vary, the toolkit allows for flexibility in how these steps and activities are implemented. Many of the recommended actions can be adapted to suit individual

grade levels, regional contexts, and local school environments. This flexibility also includes the ability to introduce key steps to students new to the school, ensuring they have the necessary support to “catch up” in their planning and preparation for the future.

Counselors and College and Career Readiness (CCR) teams are encouraged to tailor these elements to best serve the unique needs of their students and communities. They are also empowered to develop and share new tools, strategies, and resources as their work evolves. By offering this adaptability, the guide aims to foster an environment of continuous improvement and collaboration, ensuring that counselors can provide the most effective, personalized support for each student's success.

Crosscutting Approaches Across All Grades

To effectively prepare students for the CCR Diploma, evidence suggests that several cross-cutting approaches should be integrated across all grade levels. Research-based approaches, such as embedding college and career planning activities into

coursework¹³ and providing 1:1 advising to help students set goals and connect interim activities to reach those goals,¹⁴ can be scaffolded and delivered iteratively to reinforce meaningful connections between planning, engagement, and readiness.

¹³ Hughes, K. L., & Karp, M. J. M. (2004); Bridgstock, R., Grant-Imaru, M., & McAlpine, A. (2019).

¹⁴ Bettinger, E. P., & Baker, R. (2014); Perna, L. W., & Jones, A. P. (2013).

Key guiding questions counselors and CCR team members can ask for any grade band include:

- *How are we integrating career and academic planning in our curriculum across all grade levels?*
- *What systems do we have in place to ensure that every student receives personalized advising?*

Additionally, across grade levels schools can establish a strong and supportive culture of college and career readiness through strategies and practices such as:

- Incorporating reflective practices and tools
- Engaging with caregivers and community partners
- Professional development for staying current with labor market trends
- Regular transcript review and milestone tracking reflective practices

By establishing a robust framework for career and academic planning, schools can ensure that students' individual needs and interests are addressed holistically¹⁵. The steps and guidance that follow are organized into three key College and Career Ready strands:

	ACADEMIC AND CAREER PLANNING
	SKILL DEVELOPMENT AND EXPERIENCE
	POSTSECONDARY PREPARATION AND SUPPORT

The guide separates middle and high school grade bands to clearly outline recommended activities aligned with each stage of a student's academic and career development, in support of Nevada's CCR Diploma requirements. Within each grade level, students may face unique decision points, transition milestones, and needs for timely support. While certain activities are specific to each grade, many can be adapted to fit individual student readiness as well as regional, local, and school-specific contexts. Key CCR-related steps and experiences can also be introduced to new students to help them catch up in their academic and career planning. Counselors and CCR teams are encouraged to tailor the scope and sequence of these elements to meet the needs of their students and communities, while also innovating, integrating, and sharing new tools and resources that advance CCR Diploma outcomes.

15 Datnow, A., Park, V., Peurach, D. J., & Spillane, J. P. (2022).