

2025 HOUSE EDUCATION

HB 1404

2025 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

HB 1404
1/29/2025

Relating to requirements to qualify for the North Dakota scholarship.

10:00 a.m. Chairman Heinert called the hearing to order.

Members Present: Chairman Heinert, Vice Chairman Schreiber- Beck, Representatives, Conmy, Hager, Hatlestad, Hauck, Heilman, Jonas, Longmuir, Maki, Marchall, Morton, Novak, Osowski

Discussion Topics:

- ACT Scores
- ND Military pathway

10:00 a.m. Representative Schreiber- Beck introduced the bill and submitted testimony. #32029

10:03 a.m. Jim Upgren, Legislative Liaison, NDDPI, testified in favor and submitted testimony. #32390 #32389

10:12 a.m. Dr. Alyssa Martin, Director of ND Center for Distance Education, NDCDE, testified in favor.

10:15 a.m. Kaitlyn Allen, Director of Curriculum, NDCDE, testified in favor and submitted testimony. #32242 #32243 #32553

10:28 a.m. Chairman Heinert closed the hearing.

10:28 a.m. Representative Hager moved a Do Pass.

10:28 a.m. Representative Marschall seconded the motion.

Representatives	Vote
Representative Pat D. Heinert	Y
Representative Cynthia Schreiber-Beck	Y
Representative Liz Conmy	Y
Representative LaurieBeth Hager	Y
Representative Patrick R. Hatlestad	Y
Representative Dori Hauck	Y
Representative Matthew Heilman	Y
Representative Jim Jonas	Y
Representative Donald W. Longmuir	Y
Representative Roger A. Maki	N
Representative Andrew Marschall	Y

Representative Desiree Morton	Y
Representative Anna S. Novak	Y
Representative Doug Osowski	Y

Motion Carried: 13-1-0

Bill Carrier: Representative Marshall

10:30 a.m. Chairman Heinert closed the hearing.

Additional written testimony:

Brenda Zastoupil, Financial aid director for the ND University System, submitted neutral testimony #32597

Leah Kuball, Committee Clerk

REPORT OF STANDING COMMITTEE
HB 1404 ([25.0520.04000](#))

Education Committee (Rep. Heinert, Chairman) recommends **DO PASS** (13 YEAS, 1 NAY, 0 ABSENT OR EXCUSED AND NOT VOTING). HB 1404 was placed on the Eleventh order on the calendar.

HB1404

House Education Committee Hearing
Representative Heinert, Committee Chairman

1/29/25 10AM

Testimony of: Cynthia Schreiber-Beck, District 25 Representative

House Bill No. 1404 provides updates to the North Dakota scholarship.

To summarize, the bill adds the following options for students meeting the indicators to qualify for the [North Dakota Scholarship](#):

- In the Postsecondary Ready pathway, it provides students with the option of earning a score equivalent to a 24 on the ACT on the new NDA+ Assessment, which could then be used in place of receiving a score of 24 on the ACT.
- In the Workforce Ready pathway, it provides students with the option of earning a score equivalent to a 24 on the ACT on the new NDA+ Assessment, which could then be used in place of receiving a score of 24 on the ACT, the same as it would in the Postsecondary Ready section.
- The bill draft also removes some soon-to-be obsolete language in the Workforce Ready pathway relating to the ACT test that was used for accountability. Students will no longer have this option, as after this year's seniors graduate, there will be no more students that would have taken the ACT for accountability. Fortunately, students going forward will have the possibility of meeting this indicator by scoring proficient or better on the new NDA+ exam.
- The bill draft also includes the option of completing two credits of a military coursework pathway as an additional option to be used for the additional indicators of the military ready pathway.

Jim Upgren, from the Department of Public Instruction, will provide more in-depth information regarding House Bill No. 1404.

I am requesting your favorable consideration of House Bill No. 1404.



Testimony on House Bill 1404
Presented by Kaitlyn Allen, Director of Curriculum, NDCDE
January 29, 2025

Chairman Heinert, members of the committee, thank you for the opportunity to speak before you today. My name is Kaitlyn Allen, and I serve as the Director of Curriculum at the North Dakota Center for Distance Education (NDCDE). I am here to provide testimony regarding House Bill 1404, specifically addressing the changes outlined on page 4 of the bill.

Traditionally, the North Dakota scholarship has aligned with the Choice Ready framework, ensuring students are prepared for post-secondary education, the workforce, or the military. The recent update from the ESSA Committee has formally incorporated the Military Pathway into this framework, providing students with a structured and high-quality option for pursuing careers in military service. My role today is to outline what this program will look like, ensuring a clear understanding of its quality, scope, and the benefits it provides to students and the state.

Overview of the Military Pathway Program

The Military Pathway Program allows students to complete two units within an approved sequence of courses designed to support their preparation for military service. These courses provide foundational knowledge, skill-building, and real-world applications aligned with military expectations. By completing these courses, students will develop critical skills in leadership, physical fitness, problem-solving, and career planning, all of which are essential for success in both military and civilian careers. The Military Pathway Program allows students to complete two units within an approved sequence of courses that support their preparation for military service. These courses include:

- **Introduction to Military Careers** – Provides an overview of military branches, career pathways, rank structures, and core responsibilities of service members.

Students explore the values, traditions, and leadership expectations within military environments. **What students gain:** A foundational understanding of military culture, career options, and expectations, helping them make informed decisions about military service.

- **ASVAB Essentials: Skills for Military Success** (*Prerequisite: Introduction to Military Careers*) – Prepares students for the ASVAB exam by strengthening skills in arithmetic reasoning, word knowledge, paragraph comprehension, and mechanical understanding. Success in this course helps students meet enlistment qualification requirements. **What students gain:** Improved test-taking strategies and subject-matter expertise that enhance their ability to achieve qualifying ASVAB scores for military enlistment. (Prerequisite: Introduction to Military Careers)
- **Military Health & Fitness** – Covers physical fitness standards required for military service, including strength training, endurance exercises, and mental resilience. Students learn about the importance of nutrition, injury prevention, and military fitness assessments. **What students gain:** Physical conditioning, self-discipline, and resilience, ensuring they meet or exceed the physical readiness standards for military service.
- **Career Foundations in Military Leadership** (*Prerequisite: ASVAB Essentials*) – Focuses on leadership principles, teamwork, and ethical decision-making in military contexts. Students engage in scenarios that build communication, discipline, and problem-solving skills necessary for leadership roles. **What students gain:** Strong leadership, teamwork, and problem-solving abilities that prepare them for leadership roles within the military and beyond. (Prerequisite: ASVAB Essentials)
- **Military Leadership Capstone** (*Prerequisite: Completion of three other Military Pathway courses*) – A culminating experience where students apply learned concepts through project-based activities, job shadowing, or mentorship with military personnel. This course provides hands-on insights into leadership responsibilities and career readiness in military service. **What students gain:** Practical experience and professional networking opportunities that enhance their readiness for military service and career advancement. (Prerequisite: Completion of three other Military Pathway courses)

These courses provide students with foundational knowledge of military structure, leadership, physical fitness, and career planning. The curriculum is designed in partnership with the North Dakota National Guard, ensuring that students gain real-world insights and preparation aligned with military expectations.

Current Implementation & Enrollment Capacity

- The **first course** in the Military Pathway Program has already launched, with 36 enrollments demonstrating student interest.
- Subject to NDCDE receiving its appropriations request the program has the capacity to support **up to 1,500 enrollments** at no cost to students or schools, ensuring accessibility and equity in military career preparation.

Key Benefits & Addressing Common Questions

- 1. Why offer a scholarship if students already receive financial benefits from the Guard?**
 - a. This program ensures that students who wish to pursue post-secondary education have a clear pathway to do so, whether they choose to enlist or seek further education. The scholarship provides flexibility in career planning and ensures multiple opportunities for student success.
- 2. What recruitment strategies will be used to engage students in the program?**
 - a. We are finalizing a **Memorandum of Understanding (MOU) with the North Dakota National Guard** to align recruitment efforts.
 - b. We will utilize similar pathways that the Guard already uses for recruitment, ensuring seamless access to interested students.
 - c. We will leverage our partnerships with public schools to increase awareness, especially among counselors.
- 3. How does this program align with broader education and workforce goals?**
 - a. One of the challenges that the military has cited with recruitment is “limited familiarity with the military in the general population”--this program allows students to gain this awareness.
 - b. The curriculum is developed **in-house**, as no comparable program currently exists. This ensures North Dakota remains at the forefront of military career education.
 - c. We have **aligned program standards with DPI and military requirements**, and we are working closely with the **Education Standards and Practice Board (ESPB)** to ensure quality instruction and teacher recruitment.

Conclusion

House Bill 1404 represents a critical step in expanding educational and career opportunities for North Dakota students. By formally integrating the Military Pathway into the Choice Ready framework, we are providing students with a clear, structured pathway toward military service, leadership development, and long-term career success. I urge you to support this bill to ensure North Dakota remains a leader in preparing students for military and workforce readiness.

Thank you for your time and consideration. I will stand for any questions you may have.

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HB 1404 Presentation



Program's Mission

The Virtual Military Pathway Program is designed to prepare students for careers in military service and fulfill requirements under the North Dakota Choice-Ready Framework. With the recent ESSA Committee update, this program now fully integrates into the Choice Ready framework to support scholarship eligibility. The program provides structured, high-quality courses that enhance students' knowledge and skills in military-related areas, preparing them for future careers.



The North Dakota National Guard has been a key partner in the development of the Military Pathway Program. Their involvement includes:

- **Standards Review:** Providing expertise to ensure program standards align with real-world military expectations and career readiness goals.
- **Course Development Support:** Assisting with course content reviews to maintain relevance and accuracy in military education.
- **Learning Coach Roles:** The Guard will be Serving as mentors and learning coaches, offering guidance, support, and real-world insights to students pursuing the Military Pathway.

This collaboration ensures the program equips students with the knowledge, skills, and experiences needed to succeed in military service and beyond.



NORTH DAKOTA CHOICE READY

The North Dakota **CHOICE READY** framework is a tool to assist educators to ensure all students successfully depart high school possessing the **ESSENTIAL SKILLS** necessary to be ready for life. The journey begins by ensuring students leave having the **ESSENTIAL SKILLS** to be successful for whichever path they choose. Students shall then strive to be **POST-SECONDARY READY**, **WORKFORCE READY**, and/or **MILITARY READY**.



ESSENTIAL SKILLS

Earn a North Dakota high school diploma

Complete a 9-week **Career Education Course/Individual Counseling** (15.1-21-18), **Financial Literacy** (15.1-21-21), and pass **ND Civics Test** (15.1-21-27), **Computer Science/Cybersecurity Requirement** (15.1-21-02.2), and **four or more additional indicators**:

- 25 hours of Community Service
- Two or More Years in Organized Extra-Curricular Activities
- 95% Attendance (not counting school-related absences)
- Successfully Complete a Capstone Project
- Career Exploration Experience
- Successfully Complete an Online Learning Course
- Two or More Years in Organized Co-Curricular Activities
- Demonstrate Competency in 21st Century Skills
- Multicultural Awareness

Students shall then complete two or more of the **CHOICE READY** components below.



POST-SECONDARY READY

Complete a **Four-Year Rolling Career Plan**, and earn a **2.8 GPA or greater**, and complete one academic indicator set below:

ACT / SAT minimum or subsections scores:

ACT English – 18
 ACT Reading – 22 SAT Reading/Writing – 480
 ACT Math – 21 SAT Math – 530
 ACT Science – 23

or

Two or more additional indicators:

- Advanced Placement Course (A, B, or C) or (4, 3, or 2)
- Dual Credit Course (A, B, or C) or (4, 3, or 2)
- Algebra II (A, B, or C) or (4, 3, or 2)
- Advanced Placement Exam (3+)
- International Baccalaureate Exam (4+)
- 3.0 GPA in core course requirement for NDUS admission
- CREAM (Eng./Math) Course (70% or greater)
- Complete three Fine Arts Courses (A, B, or C) or (4, 3, or 2)



WORKFORCE READY

Complete a **Four-Year Rolling Career Plan**, and complete two or more additional indicators:

- Complete three CTE courses or more (A, B, or C) or (4, 3, or 2)
- Complete Career Ready Practices (3.0)
- Dual Credit Course (A, B, or C) or (4, 3, or 2)
- WorkKeys (Gold or Silver)
- Technical Assessment/Industry Credential
- Workplace Learning Experience (40 hrs.)
- Work-based Learning Experience (Perkins V) (40hrs)
- NDSA (Reading/Math) Level 3 or greater or (ACT for Accountability: English – 19/Math – 22)
- Complete three World Language Courses (A, B, or C) or (4, 3, or 2)

MILITARY READY

Complete a **Four-Year Rolling Career Plan**, **ASVAB score of 31 or greater** (as determined by branch), or acceptance into the military.

Quality Citizenship (No Expulsions/Suspensions)

Physically Fit - Successfully complete required PE courses (A, B, or C) or (4, 3, or 2)

and

Complete **two or more** additional indicators from the **Post-Secondary** or **Workforce** options.

or

Complete two credits of JROTC or Civil Air Patrol

or

Complete **two credits** in the **Military Pathway Program**, selecting from the following courses:

- Introduction to Military Careers (1/2 credit)
- ASVAB Essentials: Skills for Military Success (1/2 credit, pre-reg Introduction to Military Careers)
- Military Health & Fitness (1/2 credit)
- Career Foundations in Military Leadership (1/2 credit, pre-reg ASVAB Essentials)
- Military Leadership Capstone (1/2 credit, pre-reg complete three other military pathway courses)

Under the Military Ready portion of the framework, students can demonstrate readiness by completing the following:

- **Baseline Requirements:**
 - ASVAB score of 31 or greater or military acceptance.
 - Quality citizenship with no expulsions or suspensions.
 - Physical fitness, evidenced by successful completion of PE courses (grade A, B, or C).
- **Program-Specific Coursework:** In addition to the baseline requirements, students would now have the option to complete two credits in the Military Pathway Program, which includes:
 - Introduction to Military Careers (0.5 credit)
 - ASVAB Essentials: Skills for Military Success (0.5 credit, prerequisite: Introduction to Military Careers)
 - Military Health & Fitness (0.5 credit)
 - Career Foundations in Military Leadership (0.5 credit, prerequisite: ASVAB Essentials)
 - Military Leadership Capstone (0.5 credit, prerequisite: three other Military Pathway courses)
- **Additional Indicators Remain:** Students can still meet Military Ready requirements by completing in lieu of pursuing the military pathway program:
 - Two or more credits in JROTC or Civil Air Patrol.
 - Two or more additional indicators from the Post-Secondary or Workforce pathways.

PROGRAM STANDARDS:

See all standards: [Link](#)



STANDARD ONE MILITARY CONTEXT

Key competencies:

- Understanding military history and its role in national security.
- Acquire knowledge of modern military missions and organizational structures.



STANDARD TWO HOLISTIC PERSONAL MILITARY READINESS

Key competencies:

- Leadership within military units.
- Ethical decision-making aligned with military values.
- Physical and mental readiness for military service.
- Leading diverse teams effectively and promoting unit cohesion by respecting cultural differences.



STANDARD THREE MILITARY CAREER READINESS

Key competencies:

- Preparing for military careers, including working with recruiters and passing the ASVAB.
- Understanding military benefits and career advancement opportunities.



STANDARD FOUR MILITARY CRITICAL & DIGITAL SKILLS (21ST CENTURY SKILLS)

Key competencies:

- Applying critical thinking and problem-solving in military settings.
- Using digital tools and demonstrating cybersecurity awareness.
- Collaborating and communicating effectively in diverse military teams.

Introduction to Military Careers (MIS03 15045)

(1/2 credit)

ASVAB Essentials: Skills for Military Success (MIS03 15046)

(1/2 credit, Pre-req: Introduction to Military Careers)

Military Health & Fitness (MIS03 15047)

(1/2 credit)

Career Foundations in Military Leadership (MIS03 TBD)

(1/2 credit, Pre-req: ASVAB Essentials)

Military Leadership Capstone: Skills for Success (MIS03 TBD)

(1/2 credit, Pre-req: Completed three other MPP courses)

Total Credits: 2.5

Program Details

- Students must complete two credits or any combination of the following Military Pathway courses:
 - Introduction to Military Careers
 - ASVAB Essentials: Skills for Military Success
 - Military Health & Fitness
 - Career Foundations in Military Leadership
 - Military Leadership Capstone
- Some courses have prerequisites:
 - ASVAB Essentials: Prerequisite: Introduction to Military Careers.
 - Career Foundations in Military Leadership: Prerequisite: ASVAB Essentials.
 - Military Leadership Capstone: Requires completion of three other MPP courses; includes in-person job shadowing opportunities.

DPI HAS CREATED NEW MIS03 CODES FOR COURSES IN THE MILITARY PROGRAM

Introduction to Military Careers and Service

Course Overview

This course introduces students to diverse military career pathways across branches of service. Through detailed units, students explore career-specific skills and responsibilities, while engaging in activities that connect them with real-world military experiences and the ND National Guard.

UNIT ONE

WELCOME TO THE MILITARY

- Understand the missions and history of U.S. military branches.
- Learn about service requirements and how the military fits within the government.

UNIT TWO

MILITARY AVIATION CAREERS

- Explore career paths in aviation, including pilots and aviation support roles.
- Understand relationships between aviators and support teams.

UNIT THREE

LOGISTICS, SUPPLY, & TRANSPORTATION CAREERS

- Discover the backbone careers that enable military missions.
- Analyze the impact of logistics on soldier success.

UNIT FOUR

LAW & ORDER IN A UNIFORM

- Study military legal systems and career tracks.
- Learn how military law differs from civilian systems.

UNIT FIVE

BOOTS ON THE GROUND: COMBAT OPERATIONS CAREERS

- Understand the missions and history of U.S. military branches.
- Learn about service requirements and how the military fits within the government.

UNIT SIX

MILITARY BRAINS: TECHNOLOGY, ENGINEERING, INTELLIGENCE

- Explore career paths in aviation, including pilots and aviation support roles.
- Understand relationships between aviators and support teams.

UNIT SEVEN

MILITARY BEHIND THE SCENES

- Discover the backbone careers that enable military missions.
- Analyze the impact of logistics on soldier success.

UNIT EIGHT

MILITARY MEDICAL SERVICES

- Study military legal systems and career tracks.
- Learn how military law differs from civilian systems.

Key Insights



Why offer scholarships alongside Guard incentives?

Students may still choose to pursue secondary education alongside military service. Additionally, while the Guard provides financial incentives for enlistment, the scholarship is designed to support broader educational opportunities, ensuring students have multiple pathways to achieve their career goals. This allows for flexibility in career planning, enabling students to explore additional education and training that can enhance their long-term success both within and beyond military service.

How many students can the program support?



The program is well-prepared to support up to 1,500 enrollments at no cost* to students or schools. Through strategic marketing and partnerships, we aim to fully subsidize this number.

*Subject to NDCDE receiving its appropriations request

What recruitment strategies will be used?



We are finalizing an MOU with the ND National Guard to align recruitment efforts.

We plan to Utilize the same recruitment pathways the Guard uses to engage students in the Military Program.

Questions?

Kaitlyn Allen, NDCDE Director of Curriculum, kaitlyn.d.allen@k12.nd.us

Dr. Alyssa Martin, NDCDE State Director, alyssa.martin@k12.nd.us

CW4 Jess Willard, North Dakota Army National Guard, jess.m.willard.mil@army.mil

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NORTH DAKOTA SCHOLARSHIP as aligned to the Choice Ready Framework

The North Dakota Scholarship framework is a tool to assist educators in understanding the requirements of the ND Scholarship, as listed in North Dakota Century Code 15.1-21-02.10. Requirements begin with the **ESSENTIAL SKILLS** section. Students shall then strive to be **POST-SECONDARY READY**, **WORKFORCE READY**, and/or **MILITARY READY**, according to the requirements listed below.



ESSENTIAL SKILLS (15.1-21-02.10(5))

Check here when student has completed Essential Skills ☐

- ☐ Earn a **North Dakota high school diploma**
- ☐ Complete a **9-week Career Education/Individual Counseling, 4-year Rolling Plan**, pass **ND Civics Test**, earn a **3.0 or higher overall GPA**, and **four or more** additional indicators:
 - ☐ 25 hours of Community Service
 - ☐ 95% Attendance (not counting school related absences)
 - ☐ Career Exploration Experience
 - ☐ Two or more years in organized Co-Curricular Activities
 - ☐ Two or more years in organized Extra-Curricular Activities
 - ☐ Successfully complete a Capstone Project
 - ☐ Successfully complete an online learning course
 - ☐ Demonstrate competency in 21st Century Skills

Students shall achieve Essential Skills above, and complete two or more of the **CHOICE READY** components below to be eligible for the ND Scholarship.



Check here when student is Post-Secondary Ready ☐

POST-SECONDARY READY

Complete both indicator sets below:

ACT/SAT minimum composite score:

- ☐ ACT composite of 24 , or
- ☐ SAT composite of 1180

and

Two or more additional indicators:

- ☐ Advanced Placement Course (A, B, or C) (4, 3, or 2)
- ☐ Dual Credit Course (English or Math) (A, B, or C) (4, 3, or 2)
- ☐ Algebra II (A, B, or C) (4, 3, or 2)
- ☐ Advanced Placement Exam (3+)
- ☐ International Baccalaureate Exam(4+)
- ☐ 3.0 GPA in core course requirements for NDUS admission
- ☐ 3 fine arts courses (A, B, or C) (4, 3, 2)



Check here when student is Workforce Ready ☐

WORKFORCE READY

Complete both indicator sets below:

- ☐ 4 credits of CTE with 2 credits in same plan of study, **OR** 3 credits of same world language, Indigenous language, or sign language
- ☐ ACT of 24, or 5 or higher on all three WorkKeys tests or SAT composite of 1180

and

Two or more additional indicators:

- ☐ Complete Career Ready Practices Course
- ☐ Dual Credit Course (A, B, or C) (4, 3, or 2)
- ☐ Technical Assessment/Industry Credential
- ☐ Workplace Learning Experience (40 hrs.)
- ☐ Work-based Learning Experience (Perkins V) (40 hrs.)
- ☐ NDSA (Reading/Math) Level 3 or greater, or ACT for Accountability: English 19/Mathematics 22 or greater



Check here when student is Military Ready ☐

MILITARY READY

Complete both indicator sets below:

- ☐ **ASVAB score of 50 or greater**, or ASVAB score of 31 or greater and have completed Basic Training;
- ☐ **Physically Fit** – Successfully complete required PE courses (A, B, or C) (4, 3, or 2);

and

One indicator set:

- ☐ Complete **two or more** additional indicators from the **Post-Secondary** or **Workforce options**:
 - ☐ _____
 - ☐ _____
- ☐ 2 credits of JROTC
- ☐ Phase One of the Cadet Civil Air Patrol Program

**TESTIMONY ON HB 1404
HOUSE EDUCATION COMMITTEE**

January 29, 2025

**By: Jim Upgren, Legislative Liaison and Assistant Director of School Approval
and Opportunity
701-328-2244**

North Dakota Department of Public Instruction

Chairman Heinert and Members of the Committee:

My name is Jim Upgren, Legislative Liaison and Assistant Director in the Office of School Approval and Opportunity with the Department of Public Instruction. I am here on behalf of the department to speak in support of HB 1404.

The North Dakota Scholarship is a \$6000 college scholarship awarded to students based on requirements met while in high school. Any student that meets all the requirements of the scholarship gets a scholarship, regardless of how many students qualify. The North Dakota Scholarship requirements are aligned with North Dakota's Choice Ready high school accountability and quality metrics, but they are written with rigorous expectations above and beyond what is required for the basic Choice Ready baseline graduation requirements. Every student that qualifies for the scholarship will graduate Choice Ready, but not necessarily every student that graduates Choice Ready will qualify for the scholarship.

We created the North Dakota Scholarship chart because this is the best way to illustrate the scholarship requirements for schools, students, and parents, and I have

included a copy of the chart with my testimony for your reference. To have a chance to qualify for the scholarship, students must first meet four of the eight Essential Skills at the top of the chart in the yellow section. At the bottom of the chart are three pathways in blue: Post-Secondary Ready (on the left), Workforce Ready (in the middle), and Military Ready (on the right). Students who have a 3.0 grade-point-average and have met the Essentials Skills section at the top of the chart, and then meet the requirements of at least two of the three pathways at the bottom of the chart qualify for the North Dakota Scholarship.

HB 1404 creates two additional options for students to meet the indicators of the ND Scholarship. The first of those options would allow students to substitute an equivalent score on the new NDA+ summative assessment for the testing requirement in the Postsecondary and Workforce Ready pathways. The second option creates a pathway of military courses that can be used in the Military Ready pathway. I will begin by talking about the option for the NDA+ summative assessment.

The Postsecondary Ready pathway currently requires students to have either an ACT score of 24 or higher or an SAT score of 1180 or higher, and the Workforce Ready pathway requires an ACT of 24, SAT of 1180, or scores of 5 or higher on each of the three WorkKeys assessments (Applied Math, Graphic Literacy, Workplace Documents). HB 1404 would allow our new summative accountability assessment, the North Dakota Academic Progression of Learning and Understanding of Students

(abbreviated as NDAPLUS, or NDA+) to meet this requirement if the student receives a scale score of equal or greater academic rigor to a 24 on the ACT. This can be found on page 1, lines 9 through 12 for the Postsecondary Ready pathway, and on page 2, lines 18 through 21 for the Workforce Ready pathway. Because this is the first school year in which the NDA+ summative assessment will be given, we do not yet know what that equivalent scale score will be, and this process will take a year or two. Stan Schauer, the director in our Office of Assessment, is present today and can answer any questions specific to the NDA+ or the procedure for determining an NDA+ summative assessment scale score that is of equivalent academic rigor to a 24 on the ACT.

The Military Ready pathway currently requires an ASVAB score of 50 or higher, a C or better in the required PE course, and two indicators from either the Postsecondary or Workforce Ready pathways. HB 1404 would allow a pathway of military courses to substitute for the requirement of having two indicators from the other two pathways. This can be found on page 4, lines 2 through 7. To meet the requirements of the military coursework pathway, a student would need to earn two credits from any combination of Introduction to Military Careers, ASVAB Essentials: Skills to Military Success, Military Health and Fitness, Career Foundations in Military Leadership, and Military Leadership Capstone. The North Dakota Center for Distance Education has begun to offer the first of these courses, and they were also recently added as an option under the Military Ready pathway for Choice Ready. This pathway

is an excellent way for students to learn more about the military and decide whether to pursue a career in the military.

One other thing that the bill does is that it removes some obsolete language regarding the ACT when used for accountability. One of the options students have for additional indicators under the Workforce Ready pathway is scoring proficient or better in both reading and math on the state's annual accountability assessment. Prior to the 2024-2025 school year, schools had the option to use the ACT as its accountability assessment. However, starting with the 2024-2025 school year, all students will take the new NDA+ summative assessment in tenth grade as the annual accountability assessment. Because the last cohort of students to take the ACT for accountability were juniors last year, the Class of 2025 would be the last class that could possibly use the ACT for accountability as one of its indicators. Therefore, the bill strikes language on page 3, lines 14 through 16, related to the use of the ACT for accountability, and this would take effect starting with the 2025-2026 school year.

NDDPI fully supports HB 1404 to allow students additional options that are the same level of rigor as the options currently available to qualify for the ND Scholarship. I request that the committee give HB 1404 a "Do Pass" recommendation.

Chairman Heinert and Members of the Committee that concludes my prepared testimony and I will stand for any questions that you may have.



ND
CDE

MILITARY PROGRAM

Explore military careers and build real-world skills with hands-on experiences in leadership, fitness, and career preparation. Start your journey today!

Prepare for Your Future with the Military Pathway Program
Get Ready for Success in Military Careers and Beyond!

Developed by the North Dakota Center for Distance Education and the National Guard, this program gives high school students real-world insights into military careers while building skills valuable in any field. Through hands-on experiences like volunteer work and job shadowing, you'll explore different roles in the U.S. military, strengthen leadership skills, and learn to manage stress. With personal fitness goals and ASVAB prep included, you'll be prepared for what's next—whether that's the military, college, a career, or a combination of the three.

QUESTIONS?

Visit the North Dakota Center
for Distance Education:
<https://www.cde.nd.gov/>

PROGRAM COMPLETION REQUIREMENTS

Introduction to Military Careers

(1/2 credit)

ASVAB Essentials: Skills for Military Success

(1/2 credit, Pre-req: Introduction to Military Careers)

Military Health & Fitness

(1/2 credit)

Career Foundations in Military Leadership

(1/2 credit, Pre-req: ASVAB Essentials)

Military Leadership Capstone: Skills for Success

(1/2 credit, Pre-req: Completed three other MPP courses)

Total Credits: 2.5

**Program
recommended for
grades 11-12**

CHOICE READY INTEGRATION:

Prepared for Service, Skilled for Success: Essential Training for Military and Workforce Readiness

- **Essential Skills:** Any course in the program will allow students to gain at least two essential skills. By completing all five courses, students learn six essential skills.
- **Military Ready:** Students who complete two credits, meet citizenship and physical fitness requirements, and score 31 or above on the ASVAB satisfy the "Military Ready" requirements in the Choice Ready Framework.
- **Workforce Ready:** Through courses such as ASVAB Essentials and Career Foundations in Military Leadership, students can make more informed choices about which CTE courses are best suited to them.

CHOICE-READY

For more information on the Choice-Ready Framework visit:





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ND Academic/CTE/ND Scholarship Usage
Brenda Zastoupil, NDUS Financial Aid Director
1/29/2025

Academic Year	# Disbursed
2023-24	5,261
2022-23	5,318
2021-22	5,444
2020-21	5,344
AVERAGE	5,341

2025 SENATE EDUCATION

HB 1404

2025 SENATE STANDING COMMITTEE MINUTES

Education Committee
Room JW216, State Capitol

HB 1404
3/12/2025

Relating to requirements to qualify for the North Dakota scholarship.

9:00 a.m. Vice-Chairman Lemm called the hearing to order.

Members Present: Vice-Chairman Lemm; Senators: Axtman, Boschee, Gerhardt, and Wobbema.

Members Absent: Chairman Beard

Discussion Topics:

- Postsecondary and Workforce Ready pathway
- Military Coursework pathway
- ND Academic Progression of Learning and Understanding of Students (NDA+)
- Provides additional options
- Ensures flexible pathways
- Utilize existing outreach strategies

9:00 a.m. Representative Schreiber-Beck, District #25, introduced the bill and submitted testimony #39695.

9:04 a.m. Jim Upgren, Department of Public Instruction Legislative Liaison, testified in favor and submitted testimony #40569.

9:16 a.m. Stan Schauer, Assistant Director School Approval and Opportunity Department of Public Instruction, testified in favor.

9:30 a.m. Rebecca Pollert, Assistant Director Fiscal Management ND Center for Distance Learning, testified in favor.

9:31 a.m. Kaitlyn Allen, Director of Curriculum ND Center for Distance Learning, testified in favor and submitted testimony #40729.

Additional written testimony:

Carter Gill, Vice President Governmental Affairs ND Student Association, submitted testimony in favor #40855.

9:42 a.m. Vice-Chairman Lemm closed the hearing.

Susan Helbling, Committee Clerk

HB1404

Senate Education Committee Hearing
Senator Beard, Committee Chair

March 12, 2025 9AM

Introduction and Testimony -- Cynthia Schreiber-Beck, District 25

House Bill No. 1404 provides updates to the North Dakota scholarship.

To summarize, the bill adds the following options for students meeting the indicators to qualify for the [North Dakota Scholarship](#):

1. In the Postsecondary Ready pathway, it provides students with the option of earning a score equivalent to a 24 on the ACT on the new NDA+ Assessment, which could then be used in place of receiving a score of 24 on the ACT.
2. In the Workforce Ready pathway, it provides students with the option of earning a score equivalent to a 24 on the ACT on the new NDA+ Assessment, which could then be used in place of receiving a score of 24 on the ACT, the same as it would in the Postsecondary Ready section.
3. The bill draft also removes soon-to-be obsolete language in the Workforce Ready pathway relating to the ACT test that was used for accountability. Students will no longer have this option, as after this year's seniors graduate, there will be no more students that would have taken the ACT for accountability. Fortunately, students going forward will have the possibility of meeting this indicator by scoring proficient or better on the new NDA+ exam.
4. The bill draft also includes the option of completing two credits of a military coursework pathway as an additional option to be used for the additional indicators of the military ready pathway.

Jim Upgren, from the Department of Public Instruction, will provide additional in-depth information regarding House Bill No. 1404.

I am requesting your favorable consideration of House Bill No. 1404.

**TESTIMONY ON HB 1404
SENATE EDUCATION COMMITTEE**

March 12, 2025

**By: Jim Upgren, Legislative Liaison and Assistant Director of School Approval
and Opportunity
701-328-2244**

North Dakota Department of Public Instruction

Chairman Beard and Members of the Committee:

My name is Jim Upgren, Legislative Liaison and Assistant Director in the Office of School Approval and Opportunity with the Department of Public Instruction. I am here on behalf of the department to speak in support of HB 1404.

The North Dakota Scholarship is a \$6000 college scholarship awarded to students based on requirements met while in high school. Any student that meets all the requirements of the scholarship gets a scholarship, regardless of how many students qualify. The North Dakota Scholarship requirements are aligned with North Dakota's Choice Ready high school accountability and quality metrics, but they are written with rigorous expectations above and beyond what is required for the basic Choice Ready baseline graduation requirements. Every student that qualifies for the scholarship will graduate Choice Ready, but not necessarily every student that graduates Choice Ready will qualify for the scholarship.

We created the North Dakota Scholarship chart because this is the best way to illustrate the scholarship requirements for schools, students, and parents, and I have

included a copy of the chart with my testimony for your reference. To have a chance to qualify for the scholarship, students must first meet four of the eight Essential Skills at the top of the chart in the yellow section. At the bottom of the chart are three pathways in blue: Post-Secondary Ready (on the left), Workforce Ready (in the middle), and Military Ready (on the right). Students who have a 3.0 grade-point-average and have met the Essentials Skills section at the top of the chart, and then meet the requirements of at least two of the three pathways at the bottom of the chart qualify for the North Dakota Scholarship.

HB 1404 creates two additional options for students to meet the indicators of the ND Scholarship. The first of those options would allow students to substitute an equivalent score on the new NDA+ summative assessment for the testing requirement in the Postsecondary and Workforce Ready pathways. The second option creates a pathway of military courses that can be used in the Military Ready pathway. I will begin by talking about the option for the NDA+ summative assessment.

The Postsecondary Ready pathway currently requires students to have either an ACT score of 24 or higher or an SAT score of 1180 or higher, and the Workforce Ready pathway requires an ACT of 24, SAT of 1180, or scores of 5 or higher on each of the three WorkKeys assessments (Applied Math, Graphic Literacy, Workplace Documents). HB 1404 would allow our new summative accountability assessment, the North Dakota Academic Progression of Learning and Understanding of Students

(abbreviated as NDAPLUS, or NDA+) to meet this requirement if the student receives a scale score of equal or greater academic rigor to a 24 on the ACT. This can be found on page 1, lines 9 through 12 for the Postsecondary Ready pathway, and on page 2, lines 18 through 21 for the Workforce Ready pathway. Because this is the first school year in which the NDA+ summative assessment will be given, we do not yet know what that equivalent scale score will be, and this process will take a year or two. Stan Schauer, the director in our Office of Assessment, is present today and can answer any questions specific to the NDA+ or the procedure for determining an NDA+ summative assessment scale score that is of equivalent academic rigor to a 24 on the ACT.

The Military Ready pathway currently requires an ASVAB score of 50 or higher, a C or better in the required PE course, and two indicators from either the Postsecondary or Workforce Ready pathways. HB 1404 would allow a pathway of military courses to substitute for the requirement of having two indicators from the other two pathways. This can be found on page 4, lines 2 through 7. To meet the requirements of the military coursework pathway, a student would need to earn two credits from any combination of Introduction to Military Careers, ASVAB Essentials: Skills to Military Success, Military Health and Fitness, Career Foundations in Military Leadership, and Military Leadership Capstone. The North Dakota Center for Distance Education has begun to offer the first of these courses, and they were also recently added as an option under the Military Ready pathway for Choice Ready. This pathway

is an excellent way for students to learn more about the military and decide whether to pursue a career in the military.

One other thing that the bill does is that it removes some obsolete language regarding the ACT when used for accountability. One of the options students have for additional indicators under the Workforce Ready pathway is scoring proficient or better in both reading and math on the state's annual accountability assessment. Prior to the 2024-2025 school year, schools had the option to use the ACT as its accountability assessment. However, starting with the 2024-2025 school year, all students will take the new NDA+ summative assessment in tenth grade as the annual accountability assessment. Because the last cohort of students to take the ACT for accountability were juniors last year, the Class of 2025 would be the last class that could possibly use the ACT for accountability as one of its indicators. Therefore, the bill strikes language on page 3, lines 14 through 16, related to the use of the ACT for accountability, and this would take effect starting with the 2025-2026 school year.

NDDPI fully supports HB 1404 to allow students additional options that are the same level of rigor as the options currently available to qualify for the ND Scholarship. I request that the committee give HB 1404 a "Do Pass" recommendation.

Chairman Beard and Members of the Committee that concludes my prepared testimony and I will stand for any questions that you may have.



NORTH DAKOTA SCHOLARSHIP as aligned to the Choice Ready Framework

The North Dakota Scholarship framework is a tool to assist educators in understanding the requirements of the ND Scholarship, as listed in North Dakota Century Code 15.1-21-02.10. Requirements begin with the **ESSENTIAL SKILLS** section. Students shall then strive to be **POST-SECONDARY READY**, **WORKFORCE READY**, and/or **MILITARY READY**, according to the requirements listed below.



ESSENTIAL SKILLS (15.1-21-02.10(5))

Check here when student has complete Essential Skills ☐

- ☐ Earn a **North Dakota high school diploma**
- ☐ Complete a **9-week Career Education/Individual Counseling, 4-year Rolling Plan**, pass **ND Civics Test**, earn a **3.0 or higher overall GPA**, and **four or more** additional indicators:
 - ☐ 25 hours of Community Service
 - ☐ 95% Attendance (not counting school related absences)
 - ☐ Career Exploration Experience
 - ☐ Two or more years in organized Co-Curricular Activities
 - ☐ Two or more years in organized Extra-Curricular Activities
 - ☐ Successfully complete a Capstone Project
 - ☐ Successfully complete an online learning course
 - ☐ Demonstrate competency in 21st Century Skills

Students shall achieve Essential Skills above, and complete two or more of the **CHOICE READY** components below to be eligible for the ND Scholarship.

Check here when student is Post-Secondary Ready ☐



POST-SECONDARY READY

Complete both indicator sets below:

ACT/SAT minimum composite score:

- ☐ ACT composite of 24 , or
- ☐ SAT composite of 1180

and

Two or more additional indicators:

- ☐ Advanced Placement Course (A, B, or C) (4, 3, or 2)
- ☐ Dual Credit Course (English or Math) (A, B, or C) (4, 3, or 2)
- ☐ Algebra II (A, B, or C) (4, 3, or 2)
- ☐ Advanced Placement Exam (3+)
- ☐ International Baccalaureate Exam(4+)
- ☐ 3.0 GPA in core course requirements for NDUS admission
- ☐ 3 fine arts courses (A, B, or C) (4, 3, 2)

Check here when student is Workforce Ready ☐



WORKFORCE READY

Complete both indicator sets below:

- ☐ 4 credits of CTE with 2 credits in same plan of study, **OR** 3 credits of same world language, Indigenous language, or sign language
- ☐ ACT of 24, or 5 or higher on all three WorkKeys tests or SAT composite of 1180

and

Two or more additional indicators:

- ☐ Complete Career Ready Practices Course
- ☐ Dual Credit Course (A, B, or C) (4, 3, or 2)
- ☐ Technical Assessment/Industry Credential
- ☐ Workplace Learning Experience (40 hrs.)
- ☐ Work-based Learning Experience (Perkins V) (40 hrs.)
- ☐ NDSA (Reading/Math) Level 3 or greater, or ACT for Accountability: English 19/Mathematics 22 or greater

Check here when student is Military Ready ☐



MILITARY READY

Complete both indicator sets below:

- ☐ **ASVAB score of 50 or greater**, or ASVAB score of 31 or greater and have completed Basic Training;
- ☐ **Physically Fit** – Successfully complete required PE courses (A, B, or C) (4, 3, or 2);

and

One indicator set:

- ☐ Complete **two or more** additional indicators from the **Post-Secondary or Workforce options**:
 - ☐ _____
 - ☐ _____
- ☐ 2 credits of JROTC
- ☐ Phase One of the Cadet Civil Air Patrol Program

Testimony on House Bill 1404
Presented by Kaitlyn Allen, Director of Curriculum, NDCDE
March 12, 2025

Chair Beard, members of the committee, thank you for the opportunity to speak before you today. My name is Kaitlyn Allen, and I serve as the Director of Curriculum at the North Dakota Center for Distance Education (NDCDE). I am here to provide testimony regarding House Bill 1404 and to highlight the importance of this legislation in furthering military career readiness opportunities for North Dakota students.

Traditionally, the North Dakota scholarship has aligned with the Choice Ready framework, ensuring students are prepared for post-secondary education, the workforce, or the military. The recent update from the ESSA Committee has formally incorporated the Military Pathway into this framework, providing students with a structured and high-quality option for pursuing careers in military service. My role today is to outline what this program will look like, ensuring a clear understanding of its quality, scope, and the benefits it provides to students and the state.

Context and Development of the Military Preparation Program

The foundation for this initiative began with North Dakota's Choice Ready framework, which ensures that students graduate with a well-defined path toward post-secondary education, the workforce, or military service. As part of our ongoing commitment to expanding student options, we explored models in other states and identified Virtual Arkansas' Military Preparation Program as an innovative approach that could serve as a reference point. Inspired by this program, we developed North Dakota's own Military Preparation Program to provide a structured, high-quality curriculum that prepares students for military careers while integrating with existing Choice Ready indicators.

This program was built in collaboration with the North Dakota National Guard, ensuring alignment with military career expectations and post-secondary options. Our goal is to create a seamless transition for students considering military service while maintaining academic rigor and career readiness.

Overview of the Military Preparation Program

The Military Preparation Program consists of five courses with two required units (four courses) within an approved sequence designed to prepare students for success in military service. These courses provide foundational knowledge, skill-building, and real-world applications aligned with military expectations.

Course Sequence and Learning Outcomes:

- **Introduction to Military Careers** – Provides an overview of military branches, career pathways, rank structures, and core responsibilities of service members.
 - What students gain: A foundational understanding of military culture, career options, and expectations to make informed decisions about service.
- **ASVAB Essentials: Skills for Military Success** (Prerequisite: Introduction to Military Careers) – Strengthens skills in arithmetic reasoning, word knowledge, paragraph comprehension, and mechanical understanding to prepare students for the ASVAB exam.
 - What students gain: Improved test-taking strategies and subject-matter expertise to achieve qualifying ASVAB scores.
- **Military Health & Fitness** – Covers physical fitness standards required for military service, including strength training, endurance exercises, and mental resilience.
 - What students gain: Physical conditioning, self-discipline, and resilience to meet or exceed military readiness standards.
- **Career Foundations in Military Leadership** (Prerequisite: ASVAB Essentials) – Focuses on leadership principles, teamwork, and ethical decision-making in military contexts.
 - What students gain: Leadership, communication, and problem-solving skills essential for both military and civilian careers.
- **Military Leadership Capstone** (Prerequisite: Completion of three other Military Preparation Program courses) – A culminating experience where students apply learned concepts through project-based activities, job shadowing, or mentorship with military personnel.
 - What students gain: Practical experience and networking opportunities to enhance career readiness.

This state-developed curriculum is unique—no comparable program currently exists in North Dakota. By embedding this coursework into our educational system, we are ensuring students gain exposure to military career options while developing essential leadership and workforce skills.

Current Implementation & Funding Request

- The first course in the program, Introduction to Military Careers, has already launched with 36 students enrolled—a strong indication of interest.
- NDCDE is seeking an appropriation to waive program costs for 100 students, ensuring equitable access for all North Dakota students interested in military careers.
- To date, we have \$192,000 allocated in our 25-27 budget for this initiative and have presented our budget request to the House.

Additionally, we are continuing to advocate for the North Dakota National Guard to secure the necessary Full-Time Equivalent (FTE) staff required to support program implementation effectively. This additional staffing is essential for ensuring long-term sustainability, student engagement, and program success.

Key Benefits & Addressing Common Questions

1. Why offer a scholarship if students already receive financial benefits from the Guard?

- This program ensures that students who wish to pursue post-secondary education or military careers have flexible pathways available.
- The scholarship removes financial barriers and encourages students to explore military careers with structured, high-quality coursework.

2. What recruitment strategies will be used to engage students?

- Finalizing a Memorandum of Understanding (MOU) with the North Dakota National Guard to align recruitment efforts.
- Utilizing existing Guard outreach strategies to ensure seamless access for interested students.
- Partnering with North Dakota schools and counselors to increase awareness of the program statewide.

3. How does this program align with broader education and workforce goals?

- Military recruiters have identified "limited familiarity with the military in the general population" as a recruitment challenge—this program directly addresses that gap.
- We have aligned program competencies with DPI and military standards, ensuring students gain relevant, applicable knowledge.
- The curriculum supports workforce development by reinforcing leadership, discipline, and career planning—critical skills for military and civilian careers.

Conclusion

House Bill 1404 represents a critical investment in expanding educational and career opportunities for North Dakota students. By integrating the Military Preparation Program into the Choice Ready framework, we are equipping students with essential skills and knowledge while strengthening North Dakota's leadership in military career preparation.

We urge your support of this bill to ensure that students have access to high-quality, no-cost military education pathways, and that the program is adequately staffed for sustainable success.

Thank you for your time and consideration. I will stand for any questions you may have.

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Distance Education

HB 1404 Presentation



Program's Mission

The Virtual Military Pathway Program is designed to prepare students for careers in military service and fulfill requirements under the North Dakota Choice-Ready Framework. With the recent ESSA Committee update, this program now fully integrates into the Choice Ready framework to support scholarship eligibility. The program provides structured, high-quality courses that enhance students' knowledge and skills in military-related areas, preparing them for future careers.



The North Dakota National Guard has been a key partner in the development of the Military Pathway Program. Their involvement includes:

- **Standards Review:** Providing expertise to ensure program standards align with real-world military expectations and career readiness goals.
- **Course Development Support:** Assisting with course content reviews to maintain relevance and accuracy in military education.
- **Learning Coach Roles:** The Guard will be Serving as mentors and learning coaches, offering guidance, support, and real-world insights to students pursuing the Military Pathway.

This collaboration ensures the program equips students with the knowledge, skills, and experiences needed to succeed in military service and beyond.



NORTH DAKOTA CHOICE READY

The North Dakota **CHOICE READY** framework is a tool to assist educators to ensure all students successfully depart high school possessing the **ESSENTIAL SKILLS** necessary to be ready for life. The journey begins by ensuring students leave having the **ESSENTIAL SKILLS** to be successful for whichever path they choose. Students shall then strive to be **POST-SECONDARY READY**, **WORKFORCE READY**, and/or **MILITARY READY**.



ESSENTIAL SKILLS

Earn a North Dakota high school diploma

Complete a 9-week **Career Education Course/Individual Counseling** (15.1-21-18), **Financial Literacy** (15.1-21-21), and pass **ND Civics Test** (15.1-21-27), **Computer Science/Cybersecurity Requirement** (15.1-21-02.2), and **four or more additional indicators**:

- 25 hours of Community Service
- Two or More Years in Organized Extra-Curricular Activities
- 95% Attendance (not counting school-related absences)
- Successfully Complete a Capstone Project
- Career Exploration Experience
- Successfully Complete an Online Learning Course
- Two or More Years in Organized Co-Curricular Activities
- Demonstrate Competency in 21st Century Skills
- Multicultural Awareness

Students shall then complete two or more of the **CHOICE READY** components below.



POST-SECONDARY READY

Complete a **Four-Year Rolling Career Plan**, and earn a **2.8 GPA or greater**, and complete one academic indicator set below:

ACT / SAT minimum or subsections scores:

ACT English – 18
 ACT Reading – 22 SAT Reading/Writing – 480
 ACT Math – 21 SAT Math – 530
 ACT Science – 23

or

Two or more additional indicators:

- Advanced Placement Course (A, B, or C) or (4, 3, or 2)
- Dual Credit Course (A, B, or C) or (4, 3, or 2)
- Algebra II (A, B, or C) or (4, 3, or 2)
- Advanced Placement Exam (3+)
- International Baccalaureate Exam (4+)
- 3.0 GPA in core course requirement for NDUS admission
- CREAM (Eng./Math) Course (70% or greater)
- Complete three Fine Arts Courses (A, B, or C) or (4, 3, or 2)



WORKFORCE READY

Complete a **Four-Year Rolling Career Plan**, and complete two or more additional indicators:

- Complete three CTE courses or more (A, B, or C) or (4, 3, or 2)
- Complete Career Ready Practices (3.0)
- Dual Credit Course (A, B, or C) or (4, 3, or 2)
- WorkKeys (Gold or Silver)
- Technical Assessment/Industry Credential
- Workplace Learning Experience (40 hrs.)
- Work-based Learning Experience (Perkins V) (40hrs)
- NDSA (Reading/Math) Level 3 or greater or (ACT for Accountability: English – 19/Math – 22)
- Complete three World Language Courses (A, B, or C) or (4, 3, or 2)

MILITARY READY

Complete a **Four-Year Rolling Career Plan**, **ASVAB score of 31 or greater** (as determined by branch), or acceptance into the military.

Quality Citizenship (No Expulsions/Suspensions)

Physically Fit - Successfully complete required PE courses (A, B, or C) or (4, 3, or 2)

and

Complete **two or more** additional indicators from the **Post-Secondary** or **Workforce** options.

or

Complete two credits of JROTC or Civil Air Patrol

or

Complete **two credits** in the **Military Pathway Program**, selecting from the following courses:

- Introduction to Military Careers (1/2 credit)
- ASVAB Essentials: Skills for Military Success (1/2 credit, pre-reg Introduction to Military Careers)
- Military Health & Fitness (1/2 credit)
- Career Foundations in Military Leadership (1/2 credit, pre-reg ASVAB Essentials)
- Military Leadership Capstone (1/2 credit, pre-reg complete three other military pathway courses)

Under the Military Ready portion of the framework, students can demonstrate readiness by completing the following:

- **Baseline Requirements:**
 - ASVAB score of 31 or greater or military acceptance.
 - Quality citizenship with no expulsions or suspensions.
 - Physical fitness, evidenced by successful completion of PE courses (grade A, B, or C).
- **Program-Specific Coursework:** In addition to the baseline requirements, students would now have the option to complete two credits in the Military Pathway Program, which includes:
 - Introduction to Military Careers (0.5 credit)
 - ASVAB Essentials: Skills for Military Success (0.5 credit, prerequisite: Introduction to Military Careers)
 - Military Health & Fitness (0.5 credit)
 - Career Foundations in Military Leadership (0.5 credit, prerequisite: ASVAB Essentials)
 - Military Leadership Capstone (0.5 credit, prerequisite: three other Military Pathway courses)
- **Additional Indicators Remain:** Students can still meet Military Ready requirements by completing in lieu of pursuing the military pathway program:
 - Two or more credits in JROTC or Civil Air Patrol.
 - Two or more additional indicators from the Post-Secondary or Workforce pathways.

PROGRAM STANDARDS:

See all standards: [Link](#)



STANDARD ONE MILITARY CONTEXT

Key competencies:

- Understanding military history and its role in national security.
- Acquire knowledge of modern military missions and organizational structures.



STANDARD TWO HOLISTIC PERSONAL MILITARY READINESS

Key competencies:

- Leadership within military units.
- Ethical decision-making aligned with military values.
- Physical and mental readiness for military service.
- Leading diverse teams effectively and promoting unit cohesion by respecting cultural differences.



STANDARD THREE MILITARY CAREER READINESS

Key competencies:

- Preparing for military careers, including working with recruiters and passing the ASVAB.
- Understanding military benefits and career advancement opportunities.



STANDARD FOUR MILITARY CRITICAL & DIGITAL SKILLS (21ST CENTURY SKILLS)

Key competencies:

- Applying critical thinking and problem-solving in military settings.
- Using digital tools and demonstrating cybersecurity awareness.
- Collaborating and communicating effectively in diverse military teams.

Introduction to Military Careers (MIS03 15045)

(1/2 credit)

ASVAB Essentials: Skills for Military Success (MIS03 15046)

(1/2 credit, Pre-req: Introduction to Military Careers)

Military Health & Fitness (MIS03 15047)

(1/2 credit)

Career Foundations in Military Leadership (MIS03 TBD)

(1/2 credit, Pre-req: ASVAB Essentials)

Military Leadership Capstone: Skills for Success (MIS03 TBD)

(1/2 credit, Pre-req: Completed three other MPP courses)

Total Credits: 2.5

Program Details

- Students must complete two credits or any combination of the following Military Pathway courses:
 - Introduction to Military Careers
 - ASVAB Essentials: Skills for Military Success
 - Military Health & Fitness
 - Career Foundations in Military Leadership
 - Military Leadership Capstone
- Some courses have prerequisites:
 - ASVAB Essentials: Prerequisite: Introduction to Military Careers.
 - Career Foundations in Military Leadership: Prerequisite: ASVAB Essentials.
 - Military Leadership Capstone: Requires completion of three other MPP courses; includes in-person job shadowing opportunities.

DPI HAS CREATED NEW MIS03 CODES FOR COURSES IN THE MILITARY PROGRAM

Introduction to Military Careers and Service

Course Overview

This course introduces students to diverse military career pathways across branches of service. Through detailed units, students explore career-specific skills and responsibilities, while engaging in activities that connect them with real-world military experiences and the ND National Guard.

UNIT ONE

WELCOME TO THE MILITARY

- Understand the missions and history of U.S. military branches.
- Learn about service requirements and how the military fits within the government.

UNIT TWO

MILITARY AVIATION CAREERS

- Explore career paths in aviation, including pilots and aviation support roles.
- Understand relationships between aviators and support teams.

UNIT THREE

LOGISTICS, SUPPLY, & TRANSPORTATION CAREERS

- Discover the backbone careers that enable military missions.
- Analyze the impact of logistics on soldier success.

UNIT FOUR

LAW & ORDER IN A UNIFORM

- Study military legal systems and career tracks.
- Learn how military law differs from civilian systems.

UNIT FIVE

BOOTS ON THE GROUND: COMBAT OPERATIONS CAREERS

- Understand the missions and history of U.S. military branches.
- Learn about service requirements and how the military fits within the government.

UNIT SIX

MILITARY BRAINS: TECHNOLOGY, ENGINEERING, INTELLIGENCE

- Explore career paths in aviation, including pilots and aviation support roles.
- Understand relationships between aviators and support teams.

UNIT SEVEN

MILITARY BEHIND THE SCENES

- Discover the backbone careers that enable military missions.
- Analyze the impact of logistics on soldier success.

UNIT EIGHT

MILITARY MEDICAL SERVICES

- Study military legal systems and career tracks.
- Learn how military law differs from civilian systems.

Key Insights



Why offer scholarships alongside Guard incentives?

Students may still choose to pursue secondary education alongside military service. Additionally, while the Guard provides financial incentives for enlistment, the scholarship is designed to support broader educational opportunities, ensuring students have multiple pathways to achieve their career goals. This allows for flexibility in career planning, enabling students to explore additional education and training that can enhance their long-term success both within and beyond military service.

How many students can the program support?



The program is well-prepared to support up to 1,500 enrollments at no cost* to students or schools. Through strategic marketing and partnerships, we aim to fully subsidize this number.

*Subject to NDCDE receiving its appropriations request

What recruitment strategies will be used?



We are finalizing an MOU with the ND National Guard to align recruitment efforts.

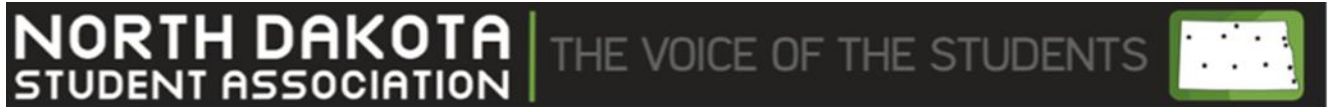
We plan to Utilize the same recruitment pathways the Guard uses to engage students in the Military Program.

Questions?

Kaitlyn Allen, NDCDE Director of Curriculum, kaitlyn.d.allen@k12.nd.us
Dr. Alyssa Martin, NDCDE State Director, alyssa.martin@k12.nd.us
CW4 Jess Willard, North Dakota Army National Guard, jess.m.willard.mil@army.mil

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**HB 1404**

March 12, 2025

Carter Gill, North Dakota Student Association

(701) 388-7589 | carter.gill@ndus.edu

Chair Beard and Members of the Committee: My name is Carter Gill and I am Vice President of Governmental Affairs for the North Dakota Student Association. I am here today in support of HB 1404.

The North Dakota Student Association is dedicated to ensuring that students have a voice at the table in policy that affects higher education. We consist of delegates from each of the 11 public North Dakota University System (NDUS) institutions, meeting monthly to engage students in discussions about North Dakota higher education policy. Since 1969, our mission has been to empower students, create collaboration between the student bodies of the North Dakota public universities, and to provide a student perspective on higher education policy.

This academic year, the NDSA passed [NDSA-01-2425](#): A Resolution in Support of the NDSA's Legislative Priorities for the 25-27 Biennium, wherein one of our priorities is "Incentivizing students to attend NDUS institutions by increasing the affordability of the NDUS through supporting scholarships and grants comparable to others in the region and to workforce needs." Expanding the eligibility for students to qualify for the North Dakota Scholarship is a great way for prospective students to be able to access higher education and incentivize students to stay in North Dakota to earn their degree to enter the North Dakota workforce.

Personally, as a recipient, the North Dakota scholarship assisted my family and me with affording North Dakota's higher education.

The NDSA supports the bill as is and asks that this committee gives HB 1404 a DO PASS recommendation.

2025 SENATE STANDING COMMITTEE MINUTES

Education Committee Room JW216, State Capitol

HB 1404
4/2/2025

Relating to requirements to qualify for the North Dakota scholarship.

10:11 a.m. Chairman Beard called the hearing to order.

Members Present: Chairman Beard; Vice-Chairman Lemm; Senators: Axtman, Boschee, Gerhardt, and Wobbema.

Discussion Topics:

- ACT for accountability
- Work Force Ready
- Updated language regarding modifications of the ACT

10:13 a.m. Jim Upgren, Legislative Liaison Department of Public Instruction, answered questions for the committee .

10:19 a.m. Senator Axtman moved Do Pass.

10:19 a.m. Senator Wobbema seconded the motion.

Senators	Vote
Senator Todd Beard	Y
Senator Randy D. Lemm	Y
Senator Michelle Axtman	Y
Senator Josh Boschee	Y
Senator Justin Gerhardt	Y
Senator Mike Wobbema	Y

Motion Passed 6-0-0

Senator Axtman will carry the bill.

10:20 a.m. Chairman Beard closed the hearing.

Susan Helbling, Committee Clerk

REPORT OF STANDING COMMITTEE
HB 1404 ([25.0520.04000](#))

Education Committee (Sen. Beard, Chairman) recommends **DO PASS** (6 YEAS, 0 NAYS, 0 ABSENT OR EXCUSED AND NOT VOTING). HB 1404 was placed on the Fourteenth order on the calendar. This bill does not affect workforce development.