

United Independent School District



House Bill 3 (HB3) Board Adopted Goals and Plans

Curriculum and Instruction
College, Career, Military Readiness (CCMR)
Early Childhood Literacy and Mathematics

House Bill 3 - Purpose

In keeping alignment with the state's 60x30TX (by 2030, at least 60 percent of Texans ages 25-34 will have a certificate or degree), the School Finance Commission set the following two key checkpoints:

1. Sixty (60) percent of all students will perform at the state's "Meets" standard at third grade reading and math; and
2. Sixty (60) percent of all high school seniors will graduate without the need for remediation and will achieve an industry-accepted certificate aligned with a living wage job, enroll in a post-secondary education, or enroll in the military after high school graduation.

HB3 - Plan Requirements

HB3 requires school boards to adopt detailed plans developed by their management teams that achieve goals in two key areas:

1. Early childhood literacy and mathematics (EC-LM) proficiency; and
2. College, career, military readiness (CCMR)

Plan Requirements for Each Area

- ★ Assign at least one district-level administrator to oversee the coordination of each plan:
 - Dr. Angelica Sanchez, Executive Director for CCMRE will oversee the CCMR goals
 - Zaida Gonzalez, Executive Director for Elementary Education will oversee EC-LM goals.
- ★ Set specific, quantifiable, annual goals for five years at each campus
- ★ Plans and progress must be reviewed at least annually by the board at a public meeting
- ★ Post annual report on district and campus website

Specific Requirements

CCMR	EC-LM
<p>Annual goals for aggregate student growth on CCMR readiness indicators evaluated under the Student Achievement Domain (AP, Industry Based Certificates, TSIA2, SAT/ACT, Dual Enrollment, Associate Degree, On Ramps, and SpEd Advanced Graduates).</p> <p>Annual goals for students in each group evaluated under the Closing the Gaps Domain with 25 or more students in the group (Hispanic, Special Ed., Economic Disadvantaged, English Learner, Continuously Enrolled and Non-Continuously Enrolled).</p>	<p>Annual goals for aggregate student growth on 3rd grade math and reading STAAR assessment</p> <p>Annual goals for students in each group evaluated under the Closing the Gaps Domain with 25 or more students in the group (Hispanic, Special Ed., Economic Disadvantaged, English Learner, Continuously Enrolled and Non-Continuously Enrolled).</p> <p>Targeted professional development for classroom teachers in kindergarten through 3rd grade for campuses identified as not meeting plan goals.</p>

Texas College, Career, and Military Readiness: Increased Rigor

CCMR performance has skyrocketed in Texas, with average performance now at 65 percent. Given these improvements, and the statutory objective of A–F accountability to make Texas a national leader in preparing students for postsecondary success, the cut point for an **A has been adjusted to 88 percent** for high school/K-12 campuses. This raises the bar to begin to meet Texas’s definition of excellence for CCMR.

CCMR Cut Points from 2017-2022	
A	60% of Graduates are CCMR
B	48% of Graduates are CCMR
C	39% of Graduates are CCMR
D	26% of Graduates are CCMR
F	25% and Below of Graduates are CCMR

New CCMR Cut Points for 2023-2027	
A	88% of Graduates are CCMR
B	78% of Graduates are CCMR
C	64% of Graduates are CCMR
D	51% of Graduates are CCMR
F	50% and Below of Graduates are CCMR

Student Achievement: CCMR Refreshed Indicators



College Ready

- Meet criteria of 3 on AP or 4 on IB examinations
- Meet Texas Success Initiative (TSI) criteria (SAT/**ACT**/TSIA1 or TSIA2/College Prep course) in reading and mathematics
- Complete a course for dual credit (9 hours or more in any subject or 3 hours or more in ELAR/mathematics)
- Earn an associate degree
- Complete an OnRamps dual enrollment course and qualify for at least 3 hours credit



Military Ready

- Enlist in the United States Armed Forces (**2023 grads and beyond**)
- Enlist in the Texas National Guard (**2023 grads and beyond**)



Career Ready

- A graduate earning an industry-based certification (IBC) who also completes a career and technical education program of study aligned with that IBC. (**phased-in**)
- Graduate with completed IEP and workforce readiness (graduation type codes 04, 05, 54, or 55)
- Earn a level I or level II certificate
- Graduate under an advanced diploma plan and be identified as a current special education student

Items in **bold** are updated for 2023 graduates



United ISD CCMR Goals

UNITED ISD College, Career, Military Readiness (CCMR) Board Outcome Goals

The percent of graduates that meet the criteria for CCMR will increase from 84% to 91% by August 2030.

95% ✓

Yearly Target Goals

2025 (2024 Grads)	2026 (2025 Grads)	2027 (2026 Grads)	2028** (2027 Grads)	2029 (2028 Grads)	2030 (2029 Grads)
65%	84%	86%	88%	89%	91%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	67%	83%	*	66%	80%	42%
2027	*	86%	*	*	*	*	*	68%	85%	*	67%	81%	43%
2028	*	88%	*	*	*	*	*	69%	86%	*	69%	82%	45%
2029	*	89%	*	*	*	*	*	71%	88%	*	70%	84%	46%
2030	*	91%	*	*	*	*	*	73%	89%	*	72%	86%	47%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

** - TEA Accountability Changes to the CTE Tler System and College Prep Course Approval.

CCMR Goals

United High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 85% to 92% by August 2030.



99% ✓

Yearly Target Goals

2025	2026	2027	2028	2029	2030
66%	85%	86%	88%	90%	92%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	85%	*	*	*	*	*	70%	84%	*	70%	83%	44%
2027	*	86%	*	*	*	*	*	71%	85%	*	71%	84%	45%
2028	*	88%	*	*	*	*	*	73%	86%	*	73%	85%	47%
2029	*	90%	*	*	*	*	*	75%	88%	*	75%	87%	48%
2030	*	92%	*	*	*	*	*	77%	90%	*	77%	89%	49%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

United South High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 90% by August 2030



94% ✓

Yearly Target Goals

2025	2026	2027	2028	2029	2030
62%	84%	86%	88%	89%	90%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	63%	83%	*	63%	76%	40%
2027	*	86%	*	*	*	*	*	64%	85%	*	64%	77%	41%
2028	*	88%	*	*	*	*	*	65%	87%	*	65%	79%	42%
2029	*	89%	*	*	*	*	*	67%	88%	*	67%	81%	44%
2030	*	90%	*	*	*	*	*	69%	89%	*	69%	83%	46%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

Alexander High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 91% by 2030.



94% ✓

Yearly Target Goals

2025	2026	2027	2028	2029	2030
70%	84%	86%	88%	89%	91%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	*	84%	*	*	*	*	*	70%	83%	*	69%	83%	44%
2022	*	86%	*	*	*	*	*	71%	85%	*	70%	84%	45%
2023	*	88%	*	*	*	*	*	73%	87%	*	72%	85%	47%
2024	*	89%	*	*	*	*	*	75%	88%	*	74%	87%	48%
2025	*	90%	*	*	*	*	*	77%	89%	*	76%	89%	49%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

L.B. Johnson High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 90% by August 2030.



95%



Yearly Target Goals

2025	2026	2027	2028	2029	2030
70%	84%	86%	88%	89%	90%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	63%	83%	*	62%	76%	40%
2027	*	86%	*	*	*	*	*	64%	84%	*	63%	77%	41%
2028	*	88%	*	*	*	*	*	65%	85%	*	64%	79%	42%
2024	*	89%	*	*	*	*	*	67%	87%	*	65%	81%	44%
2025	*	90%	*	*	*	*	*	69%	89%	*	67%	83%	46%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.



CCMR Plans



United ISD provides students with multiple opportunities to attain college, career and/or military readiness by high school graduation. The following are key initiatives:

- ★ Increase Dual Enrollment participation by providing opportunities to earn credit while in high School (Early Start, Gold, Laredo College -Level 1 Certificate, Early College High Schools).
- ★ Restructure TSIA success plans to increase passing rates through integrated test preparation, expanded testing opportunities after Algebra 2, English 3 and college prep, and targeted student remediation boot camps.
- ★ Increase the participation of student taking an AP Exam and meeting passing score of a 3 or higher on AP examinations.
- ★ Continue the current practices for CTE Programs of Study offerings aligned to an Industry Based Certification for Completer and IBC attainment status **(2028 TEA Change)**.
- ★ Continue and adjust to TEA approved College Prep Courses in ELA and Math offered to 12th grade students not meeting college readiness through a college entrance exam **(2028 TEA Change)**.
- ★ Continue with Middle Schools 8th grade TSIA testing Initiative in preparation for high school dual enrollment opportunities upon entering 9th grade.

CCMR is a critical component of the state's accountability system and UISD students who further their college, career or military participation post-secondary generate funding for the school district through Outcome Based Bonus upon meeting TEA criteria.

2021-2025 EC Literacy and Mathematics Board Goals

Early Childhood Literacy Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 31% to 49% by June 2025.



STAAR Results by Demographic for UNITED ISD

Subject: Reading/ELA Curriculum: Grade 03 Language: E Administration: 5 2025 Test Version(s): SS,STAAR-Sp,STAAR-Alt2
Demographic Group(s): All Students Join Demos Using: OR
Source: Snapshot

Sub-population	Students Tested	Approaches Grade Level		Meets Grade Level		Masters Grade Level	
		#	%	#	%	#	%
All Students	2773	2295	83	1640	59	771	28

Early Childhood Math Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 20% to 48% by June 2025.

Subject: Mathematics Curriculum: Grade 03 Language: E Version(s): SS,STAAR-Sp,STAAR-Alt2 Date: 5 2025
Demographic Group(s): All Students Join Demos Using: OR
Source: Snapshot

Sub-population	Students Tested	Approaches Grade Level		Meets Grade Level		Masters Grade Level	
		#	%	#	%	#	%
All Students	2775	2127	77%	1456	52%	566	20%

Early Childhood Literacy



Early Childhood Literacy Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 59% to 65% by June 2030.

Yearly Target Goals

2026	2027	2028	2029	2030
60%	61%	62%	63%	65%

Closing the Gaps Student Groups Yearly Targets

	Hispanic	White	Asian	Special Ed	Eco. Disadv.	EB	Cont. Enrolled	Non-Cont Enrolled
2026	60%	*	*	33%	56%	52%	*	*
2027	61%	*	*	34%	57%	53%	*	*
2028	62%	*	*	35%	58%	54%	*	*
2029	63%	*	*	36%	59%	55%	*	*
2030	64%	*	*	37%	60%	56%	*	*

Sources: DMAC STAAR Reports

* Student groups - **do not meet** the minimum number of 25 students to determine percentages, as per HB3 Board Goal Requirements.

Early Childhood Mathematics



Early Childhood Math Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 52% to 60% by June 2030.

Yearly Target Goals

2026	2027	2028	2029	2030
53%	54%	56%	58%	60%

Closing the Gaps Student Groups Yearly Targets

	Hispanic	White	Asian	Special Ed	Eco. Disadv.	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	53%	*	*	32%	49%	47%	*	*
2027	54%	*	*	33%	50%	48%	*	*
2028	56%	*	*	34%	51%	49%	*	*
2029	58%	*	*	35%	52%	50%	*	*
2030	60%	*	*	36%	53%	51%	*	*

Sources: DMAC STAAR Reports

* Student groups - **do not meet** the minimum number of 25 students to determine percentages, as per HB3 Board Goal Requirements.

Elementary Campus Goals



**UHS Feeder
Schools Goals**

United High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Borchers Elementary	65%	65%	65%	65%	65%
De Llano Elementary	61%	62%	63%	64%	65%
Malakoff Elementary	62%	62%	63%	64%	65%
San Isidro Elementary	65%	65%	65%	65%	65%
Fasken Elementary	62%	63%	64%	65%	65%
Finley Elementary	56%	57%	58%	59%	60%
Kazen Elementary	65%	65%	65%	65%	65%
Muller Elementary	62%	62%	63%	64%	65%

Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Borchers Elementary	65%	65%	65%	65%	65%
De Llano Elementary	55%	56%	57%	58%	59%
Malakoff Elementary	54%	55%	56%	57%	58%
San Isidro Elementary	65%	65%	65%	65%	65%
Fasken Elementary	48%	49%	50%	51%	52%
Finley Elementary	49%	50%	51%	52%	53%
Kazen Elementary	65%	65%	65%	65%	65%
Muller Elementary	63%	63%	63%	64%	65%

Elementary Campus Goals



**USHS Feeder
Schools Goals**

United South High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Cuellar Elementary	54%	55%	56%	57%	58%
Freedom Elementary	65%	65%	65%	65%	65%
Garcia Elementary	53%	54%	55%	56%	57%
Killam Elementary	39%	42%	45%	48%	50%
Ruiz Elementary	64%	64%	64%	64%	65%
Salinas Elementary	42%	44%	46%	48%	50%
Zaffirini Elementary	62%	62%	63%	64%	65%

Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Cuellar Elementary	48%	49%	50%	51%	52%
Freedom Elementary	56%	57%	58%	59%	60%
Garcia Elementary	43%	44%	46%	48%	50%
Killam Elementary	37%	40%	43%	46%	50%
Ruiz Elementary	61%	62%	63%	64%	65%
Salinas Elementary	36%	39%	43%	47%	50%
Zaffirini Elementary	48%	49%	50%	51%	52%

Elementary Campus Goals



**AHS Feeder
Schools Goals**

Alexander High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency

Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Benavides Elementary	65%	65%	65%	65%	65%
Clark Elementary	48%	49%	50%	51%	52%
Gutierrez Elementary	47%	48%	49%	50%	51%
Newman Elementary	53%	54%	55%	56%	57%
Nye Elementary	64%	64%	64%	64%	65%
Trautmann Elementary	64%	64%	64%	64%	65%
R. J. Santos Elementary	43%	44%	46%	48%	50%

Campus Outcome Goals for Early Childhood Math Proficiency

Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Benavides Elementary	65%	65%	65%	65%	65%
Clark Elementary	49%	50%	51%	52%	53%
Gutierrez Elementary	50%	51%	52%	53%	54%
Newman Elementary	49%	50%	51%	52%	53%
Nye Elementary	61%	62%	63%	64%	65%
Trautmann Elementary	61%	62%	63%	64%	65%
R. J. Santos Elementary	36%	39%	42%	46%	50%

Elementary Campus Goals



**LBJ Feeder
Schools Goals**

Lyndon B. Johnson High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Arndt Elementary	42%	44%	46%	48%	50%
Centeno Elementary	55%	56%	57%	58%	59%
Juarez-Lincoln Elementary	52%	53%	54%	55%	56%
Kennedy-Zapata Elementary	65%	65%	65%	65%	65%
Prada Elementary	65%	65%	65%	65%	65%
Perez Elementary	65%	65%	65%	65%	65%
Roosevelt Elementary	58%	59%	60%	61%	62%
Veterans Memorial Elementary	63%	63%	63%	64%	65%

Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Arndt Elementary	32%	40%	43%	46%	50%
Centeno Elementary	48%	49%	50%	51%	52%
Juarez-Lincoln Elementary	50%	51%	52%	53%	54%
Kennedy-Zapata Elementary	65%	65%	65%	65%	65%
Prada Elementary	49%	50%	51%	52%	53%
Perez Elementary	65%	65%	65%	65%	65%
Roosevelt Elementary	54%	55%	56%	57%	58%
Veterans Memorial Elementary	41%	43%	45%	47%	50%

Plans for Early Childhood Literacy & Mathematics

In order to ensure student academic achievement targets are met, a specific professional development plan for instructional support will be implemented across district elementary campuses:

- ★ HB 3 - Reading Academies certification for all K-3 teachers, including special education teachers, and principals and assistant principals
- ★ i-Ready Diagnostic Assessments for all K-3 students in Math and Reading administered at beginning, middle, and end-of-the-year
- ★ Personalized Instruction lessons for all K-3 students after each i-Ready assessment administration
- ★ Scheduled PLCs targeting TEKS instruction, benchmark/checkpoint data-analysis, and student engagement instructional activities
- ★ Professional development in the implementation of research-based learning platforms
- ★ Periodic PLCs with school administrators
- ★ Progress monitoring systems at the district level
- ★ Identification and delivery of instructional support specific to campuses who are at the risk of not meeting Closing the Gaps Performance Targets