

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
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.

NOTE:

The state changed the rate for CCMR from 60% to 88% beginning with the Spring 2024 State Accountability Requirements.

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)

Note: The Early Childhood Literacy and Math Proficiency Results were shared with the board in July 2024.

Plan Requirements for Each Area

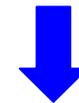
- ★ Assign at least one district-level administrator to oversee the coordination of each plan:
 - Christina S. Casanova, Executive Director for Accountability will oversee CCMR, and
 - Zaida Gonzalez, Director for Elementary Education will oversee EC-LM.
- ★ Set specific, quantifiable, annual goals for 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 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 Ready (CCMR) Board Outcome Goal

The percentage of graduates that meet the criteria for CCMR will increase from 59% to 65% by August 2025.

Yearly Target Goals

| 2021 | 2022 | 2023 | 2024 | 2025 |
|------|------|------|----------------|------|
| 59% | 60% | 61% | 63% 95% | 65% |

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 | * | 59% | * | * | * | * | * | 23% | 51% | * | 30% | 61% | 38% |
| 2022 | * | 60% | * | * | * | * | * | 24% | 52% | * | 31% | 62% | 39% |
| 2023 | * | 61% | * | * | * | * | * | 25% | 53% | * | 32% | 63% | 40% |
| 2024 | * | 63% | * | * | * | * | * | 27% | 55% | * | 34% | 65% | 42% |
| 2025 | * | 65% | * | * | * | * | * | 29% | 57% | * | 36% | 67% | 44% |

Source: United ISD High School Student Profile - CCMR Summary and Student List Reports

For 2021 Accountability, data for the Class of 2020 reflects the interruption to instruction and the limitations to additional CCMR, such as SAT, ACT, TSIA and Industry Based Certifications.

For 2022 Accountability, data for the Class of 2021 will be used and is currently at 49% as of 1/16/21. Updates to first semester dual credits earned will be presented in July and limited testing in a virtual/remote setting is still a concern.

* Student Groups without data do not meet the minimum number of 25 students to determine percentages, as per HB3 Board Goal Requirements.

CCMR Goals

United High School CCMR Campus Goal



The percentage of graduates that meet the criteria for CCMR will increase from 59% to 66% by August 2025.



Yearly Target Goals

| 2021 | 2022 | 2023 | 2024 | 2025 |
|------|------|------|----------------|------|
| 59% | 60% | 62% | 64% 97% | 66% |

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 | * | 59% | * | * | * | * | * | 23% | 51% | * | 30% | 61% | 38% |
| 2022 | * | 60% | * | * | * | * | * | 24% | 52% | * | 31% | 62% | 39% |
| 2023 | * | 62% | * | * | * | * | * | 26% | 54% | * | 33% | 64% | 41% |
| 2024 | * | 64% | * | * | * | * | * | 28% | 56% | * | 35% | 66% | 43% |
| 2025 | * | 66% | * | * | * | * | * | 30% | 58% | * | 37% | 68% | 45% |

* 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 Goal



The percentage of graduates that meet the criteria for CCMR will increase from 46% to 62% by August 2025.



Yearly Target Goals

| 2021 | 2022 | 2023 | 2024 | 2025 |
|------|------|------|----------------|------|
| 46% | 50% | 54% | 58% 94% | 62% |

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 | * | 46% | * | * | * | * | * | 14% | 43% | * | 13% | 48% | 19% |
| 2022 | * | 50% | * | * | * | * | * | 18% | 47% | * | 17% | 52% | 23% |
| 2023 | * | 54% | * | * | * | * | * | 22% | 51% | * | 21% | 56% | 27% |
| 2024 | * | 58% | * | * | * | * | * | 26% | 55% | * | 25% | 60% | 31% |
| 2025 | * | 62% | * | * | * | * | * | 30% | 59% | * | 30% | 64% | 35% |

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

CCMR Goals

Alexander High School CCMR Campus Goal



The percentage of graduates that meet the criteria for CCMR will increase from 65% to 70% by August 2025.



Yearly Target Goals

| 2021 | 2022 | 2023 | 2024 | 2025 |
|------|------|------|---|------|
| 65% | 66% | 68% | 69%  | 70% |
| | | | 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 |
|------|------------------|----------|-------|-----------------|-------|------------------|-------------------|------------|--------------|---------------------|-----|----------------|--------------------|
| 2021 | * | 65% | * | * | * | * | * | 28% | 59% | * | 29% | 67% | 44% |
| 2022 | * | 66% | * | * | * | * | * | 29% | 60% | * | 30% | 68% | 45% |
| 2023 | * | 68% | * | * | * | * | * | 31% | 62% | * | 32% | 70% | 47% |
| 2024 | * | 69% | * | * | * | * | * | 32% | 63% | * | 33% | 71% | 48% |
| 2025 | * | 70% | * | * | * | * | * | 33% | 64% | * | 34% | 72% | 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 Goal



The percentage of graduates that meet the criteria for CCMR will increase from 66% to 70% by August 2025.



Yearly Target Goals

| 2021 | 2022 | 2023 | 2024 | 2025 |
|------|------|------|------|------|
| 66% | 67% | 68% | 69% | 70% |
| | | | 97% | |

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 | * | 66% | * | * | * | * | * | 30% | 65% | * | 30% | 70% | 35% |
| 2022 | * | 67% | * | * | * | * | * | 31% | 66% | * | 31% | 71% | 36% |
| 2023 | * | 68% | * | * | * | * | * | 32% | 67% | * | 32% | 72% | 37% |
| 2024 | * | 69% | * | * | * | * | * | 33% | 68% | * | 33% | 73% | 38% |
| 2025 | * | 70% | * | * | * | * | * | 34% | 69% | * | 34% | 74% | 39% |

* 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:

- ★ High School campuses are TSIA2 testing sites providing multiple opportunities for college readiness attainment.
- ★ College Prep Courses in ELA and Reading will be provided to 12th grade students not meeting college readiness through an approved college entrance exam.
NOTE: The criteria for the College Prep Courses will change for the 2025-2026 school year, based on TEA and IHE requirements.
- ★ CTE Programs of Study offerings are aligned to an Industry Based Certification to allow Completer and IBC attainment status based on TEA Phase in timeline.
NOTE: Industry Based Certifications (IBCs) will change for the 2025-2026 school year, based on TEA requirements.
- ★ Dual Credit Programs provide opportunities to earn credit while in high School (Early Start, Gold, Laredo College -Level 1 Certificate, Early College High Schools, OnRamps)
- ★ Meet criteria of 3 on AP examinations

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.



CCMR Plans



Updates:

Due to the multiple changes in CCMR Requirements, the Instructional Accountability Department together with the Secondary Department will analyze end of year data and will present an updated Five Year Plan to ensure continued post-secondary readiness and success for our graduates.