



**HB 3 in 30: College, Career, or Military
Readiness Outcomes Bonus and Exam
Reimbursements**

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Introductions

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- **Jamie Crowe**
Executive Director, Performance Reporting
- **Heather Justice**
Division Director, College, Career, and Military Preparation

- College, Career, or Military Ready (CCMR) Outcomes Bonus
 - ✓ CCMR Outcomes Bonus Background
 - ✓ CCMR Outcomes Bonus Calculation Method
 - ✓ CCMR Outcomes Bonus Criteria and Data Sources
 - ✓ CCMR Outcomes Bonus Funding Timeline
 - ✓ CCMR Outcomes Bonus Spending Requirements
- Study on Alternative Career Readiness Measure for Small and Rural Districts
- College Preparation Exam and Industry-Based Certification Exam Reimbursement

HB 3 incorporates three of the Texas Commission of Public School Finance's recommendations related to CCMR:

- ✓ Creates CCMR outcomes funding
- ✓ Provides sufficient funding for the state to pay for one SAT, ACT, or TSIA optional assessment for every student in Texas during high school
- ✓ Amends high school graduation requirements to require the completion of either the FAFSA or TAFSA form

Why this Matters



The CCMR incentives allow districts to earn additional funds for **preparing graduates for college, a career, or the military.**



The purpose is to further the goal set under the state's plan for higher education developed under Texas Education Code (TEC) §61.051 for at least **60 percent of all adults aged 25 to 34 in Texas to achieve a postsecondary degree or workforce credential by 2030.**



House Bill 3 CCMR incentives are directly aligned with the Texas Education Agency strategic plan that **every child is prepared for success in college, career, or the military.**

CCMR Outcomes Bonus Background

College, Career, or Military Readiness Outcomes Bonus

CCMR bonuses are paid for each annual graduate above a certain threshold percentage

- **Economically Disadvantaged: \$5,000** for each CCM-Ready economically disadvantaged annual graduate above a threshold
- **Non-Economically Disadvantaged: \$3,000** for each CCM-Ready non-economically disadvantaged annual graduate above a threshold

Rules will be adopted to formalize the fixed threshold percentages.



College, Career, or Military Readiness Outcomes Bonus

In addition to the economically disadvantaged / non-economically-disadvantaged CCMR bonuses, CCMR bonuses are paid for each annual graduate:

- **Special Education:** **\$2,000** for each CCM-Ready annual graduate enrolled in special education

Defining College, Career, or Military Readiness

The CCMR bonus uses a more rigorous standard for CCMR than the academic accountability system:

➤ **College:**

- ✓ Texas Success Initiative (TSI) score on SAT/ACT/TSI Assessment (TSIA) **and**
- ✓ Earned an associate degree prior to graduation *or* enrolled in college by the fall immediately after high school graduation

➤ **Career:**

- ✓ TSI score on SAT/ACT/TSIA **and**
- ✓ Received an industry-based certification / Level I / Level II certificate

➤ **Military:**

- ✓ Armed Services Vocational Aptitude Battery (ASVAB) passing score **and**
- ✓ Enlisted in U.S. Armed Forces after graduation

CCMR Bonus Calculation Methodology

Determining the Thresholds

Outcomes bonuses are paid for annual graduates above a threshold.

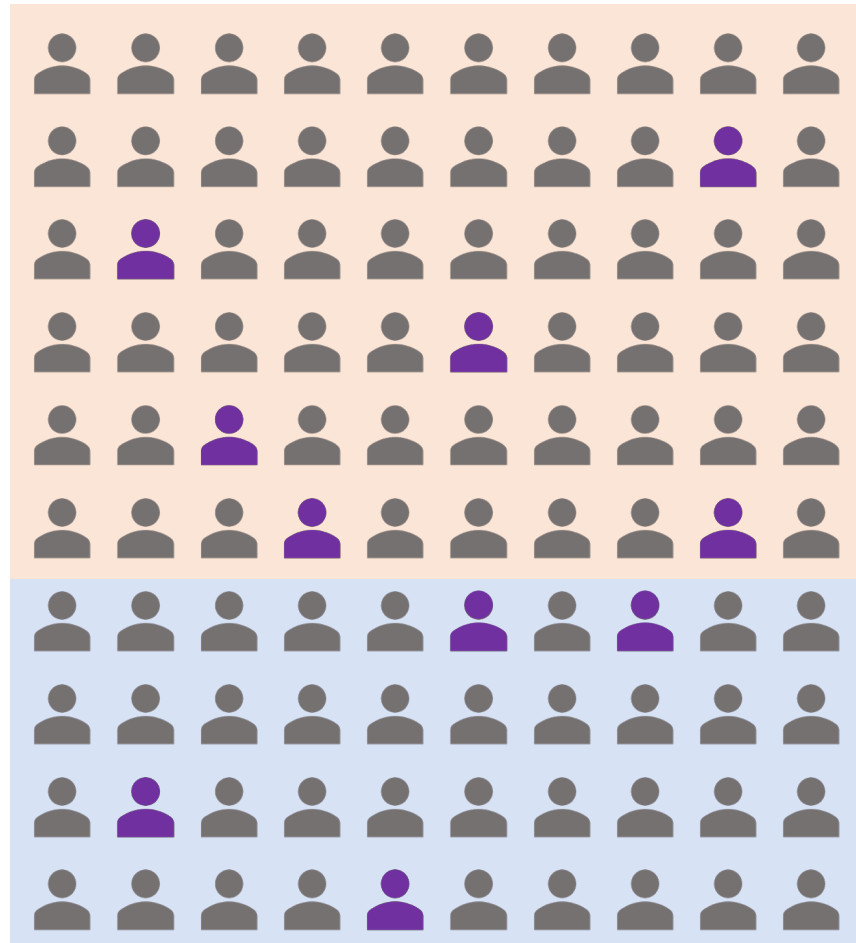
- ✓ The thresholds are set **one time**, in rules to be adopted spring 2020.
- ✓ **Statute requires the use of a specific methodology to set the thresholds.**
 - Specifically, TEA must look at data from 2016-17 annual graduates, and set the thresholds equal to 25th percentile of district CCMR rates that year, for **all three student groups** (economically disadvantaged, non-economically disadvantaged, and special education)
 - The 25th percentile is determined by ranking each district's CCMR percentage, by student group, from highest to lowest.
 - The cut point is set at the lowest 25 percent.
- ✓ The thresholds **will be fixed**. Going forward, the 25th percentile concept is irrelevant. It is only used one time to set the initial threshold percentages.

Bonus for Graduates Above the Threshold

- The CCMR bonus is paid for each annual graduate, in each of the three categories, above the minimum threshold.
- The **thresholds will be defined by rule in the spring** when final data are available. Preliminarily, assume the thresholds are the following:
 - 20% for non-economically disadvantaged
 - 9% for economically disadvantaged
 - 0% for special education

How to Calculate the Bonus: An Example

Assume 100 Annual Graduates



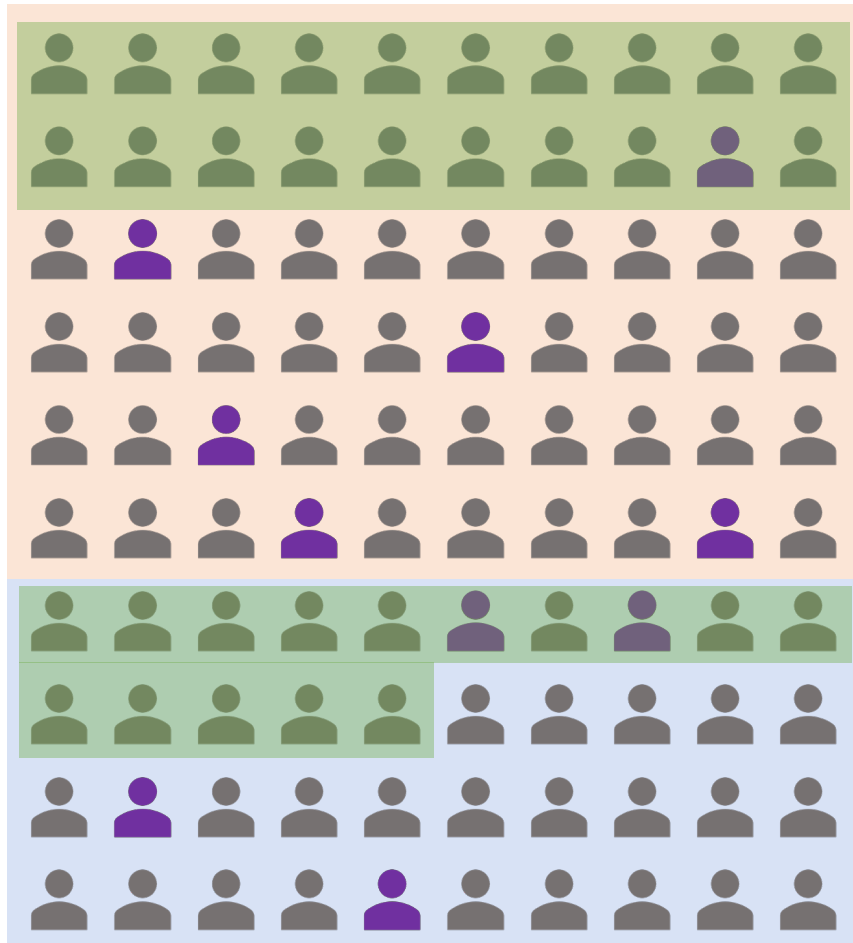
= 60 are economically disadvantaged

= 10 receive special education services

= 40 are non-economically disadvantaged

How to Calculate the Bonus: An Example

Assume 100 Annual Graduates

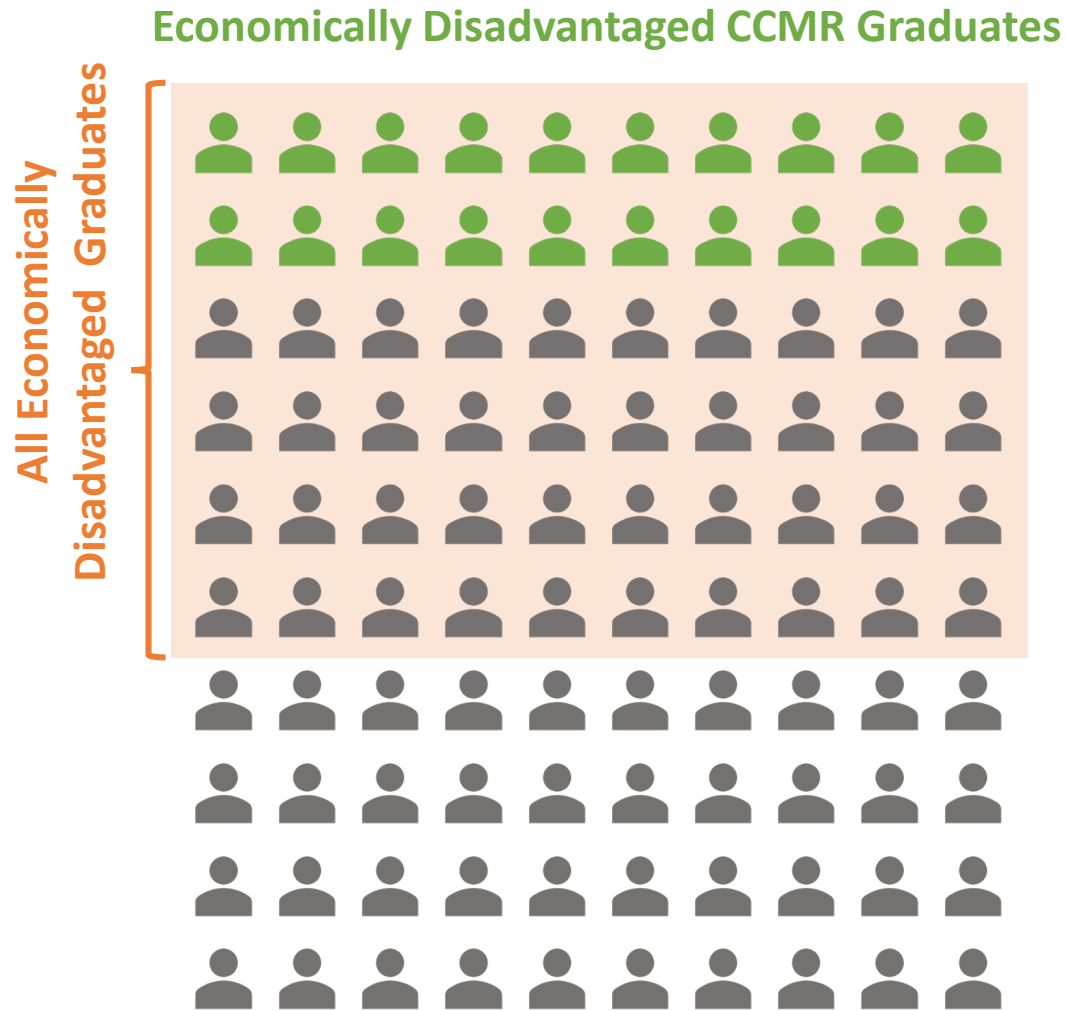


= 60 are economically disadvantaged
(20 are CCMR)

= 10 receive special education services
(3 are CCMR)

= 40 are non-economically disadvantaged
(15 are CCMR)

Calculating CCMR Bonus: Eco Dis



Step 1: Multiply eco dis grads (60) by threshold percent in rule for eco-dis (use 9%, but likely to change).

$$60 \times 9\% = 5.4$$

Step 2: The agency will always round down when determining the threshold count. 5.4 graduates turns into 5 graduates.

$$5.4 = 5$$

Step 3: Subtract the threshold count (5) from total eco dis CCMR graduates (20) to get the count of eco-dis CCMR graduates above threshold for the bonus.

$$20 - 5 = 15$$

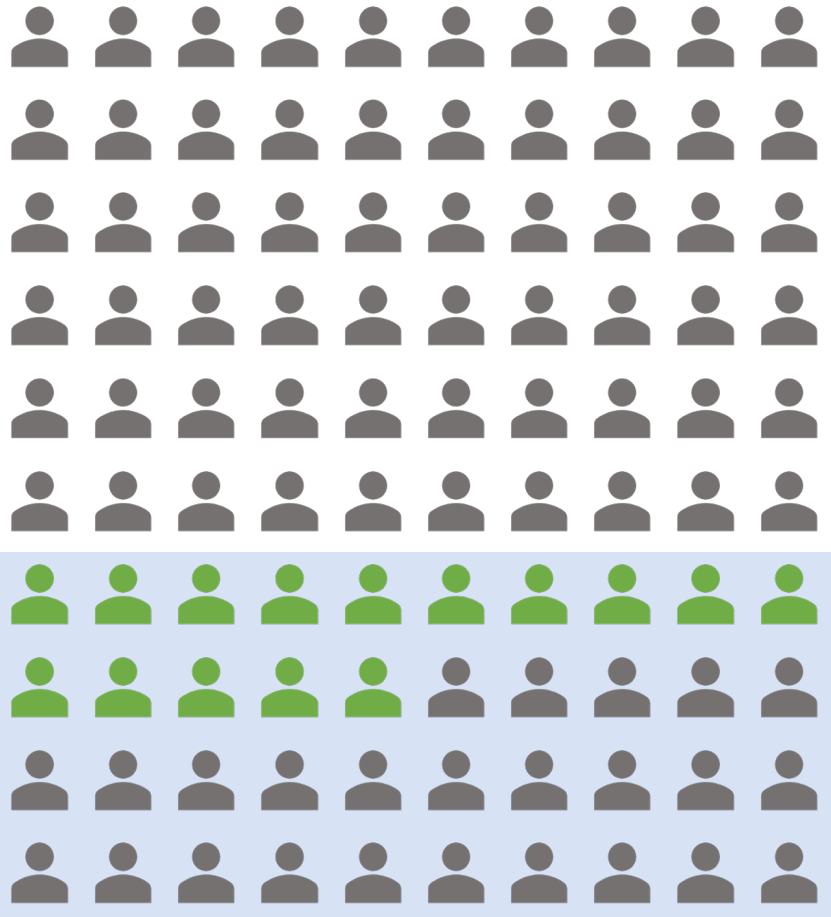
Step 4: Multiply that by the eco-dis bonus amount (\$5,000).

$$15 \times \$5,000 = \$75,000$$

Bonus Funding To District: **\$75,000**

Calculating CCMR Bonus: Non-Eco Dis

Non-Economically Disadvantaged CCMR Graduates



Step 1: Multiply non-eco-dis grads (40) by threshold percent in rule for non-eco-dis (use 20%, but likely to change).

$$40 \times 20\% = 8.0$$

Step 2: The agency will always round down when determining the threshold count. 8.0 graduates turns into 8 graduates.

$$8.0 = 8$$

Step 3: Subtract the threshold count (8) from total non-eco-dis CCMR graduates (15) to get the count of non-eco-dis CCMR graduates above threshold for the bonus.

$$15 - 8 = 7$$

Step 4: Multiply that by the non-eco-dis bonus amount (\$3,000).

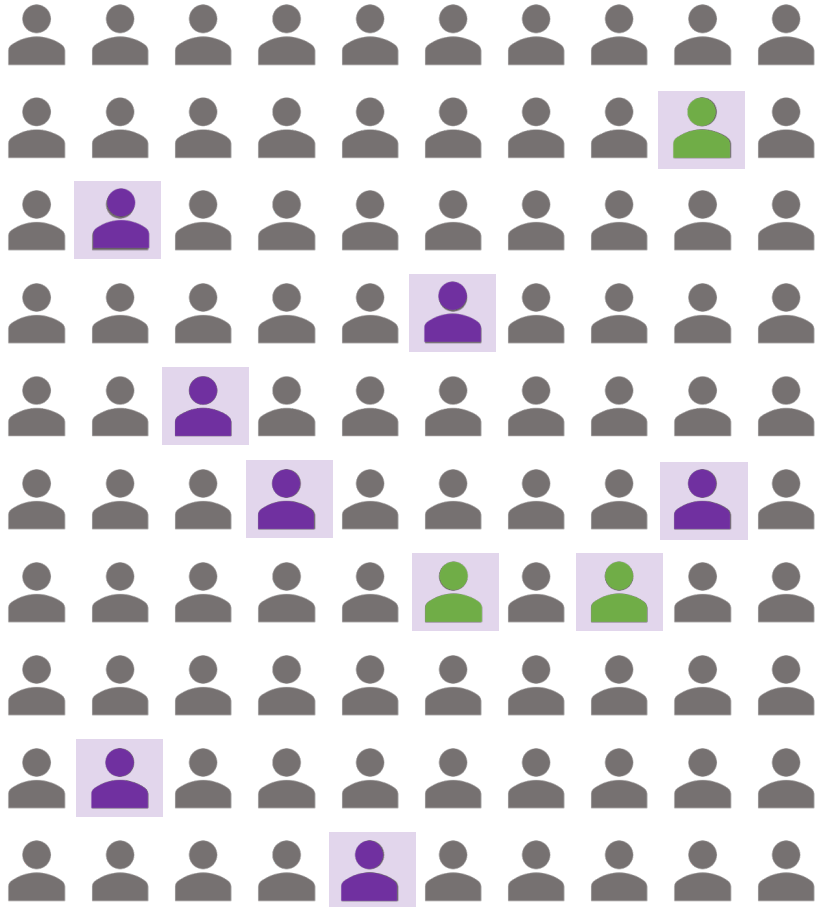
$$7 \times \$3,000 = \$21,000$$

Bonus Funding To District: \$21,000

Calculating CCMR Bonus: Special Education

Special Education CCMR Graduates

All Special Education Graduates



While the methodology to calculate CCMR outcomes bonus payments for students receiving special education services involves a threshold calculation, the threshold percentage is 0% given the 25th percentile of state performance in 16-17.

This makes the calculation easier:

All Special Education CCMR graduates generate a bonus.

Step 1: Multiply remainder the number of special education CCMR graduates (3) by SpEd bonus amount (\$2,000).

$$3 \times 2,000 = 6,000$$

Bonus Funding To District: \$6,000

How to Calculate the Bonus: An Example

Bonus total for economically disadvantaged: \$75,000

Bonus total for non-economically disadvantaged: \$21,000

Bonus total for special education: \$6,000

Total CCMR Outcomes Bonus Funding To District: **\$102,000**

Who is Included in the Calculations

Cohort vs. Annual Graduate

- A cohort is a group of students who began grade 9 in public school in a particular school year and were expected to graduate four years later. TEA places students in a cohort based on their first appearance in grade 9 in Texas public schools, with repeaters excluded.
- Annual graduates are students who graduate from a district or campus in a school year regardless of cohort. This is separate from and may include different students than the cohort.
- Annual graduates are used for the CCMR Outcomes Bonus calculations. Cohort is not considered.

Example: If they graduated in 2018, regardless of how many years it took them to graduate, they will be included in calculations for the first year's CCMR Outcomes Bonus payments.

CCMR Criteria & Data Sources

Texas Success Initiative (TSI) Criteria

The Texas Higher Education Coordinating Board (THECB) established criterion scores for the TSIA, SAT, and ACT which demonstrate college readiness.

TSIA	SAT	ACT
≥ 351 on Reading	≥ 480 on the Evidence-Based Reading and Writing (EBRW)	≥ 19 on English and ≥ 23 Composite
≥ 350 on Mathematics	≥ 530 on Mathematics	≥ 19 on Mathematics and ≥ 23 Composite

- SAT, ACT, and TSIA **data will come directly from testing vendors.**
- Enrollment in college is defined as being enrolled on the **12th day of class in the fall semester** following high school graduation (to be proposed during rulemaking).
- Enrollment data will come directly from the **Texas Higher Education Coordinating Board (THECB) and National Student Clearinghouse.**

Industry-Based Certification Data

- Industry-Based Certification (IBC) data will continue to be self-reported for the next few years as part of the **TSDS PEIMS fall submission** and resubmission.
 - TEA will attempt to work with testing vendors to get data directly in the years ahead.

- Level I and Level II certificate data will come **directly from THECB**.

- The time period for a graduate to earn an IBC, Level I, or Level II certificate will be established in rule (fall following high school graduation).
 - Will **reflect timeline of College enrollment** deadline.

- TEA will begin validating enlistment records against data from **the Department of Defense** starting spring 2020.
 - Criteria related to military enlistment for academic accountability and the CCMR Outcomes Bonus will be identical.
- Since all enlistees must pass the ASVAB, **enlistment data will provide confirmation** of both requirements (passing the ASVAB and enlisting).
- The time period for a graduate to enlist in the military will be established in rule (fall following high school graduation).
 - Will **reflect timeline of college enrollment** deadline.

Category Determination

- Students are reported as **economically disadvantaged** if they are identified as such in the **TSDS PEIMS fall submission** during their senior year or the summer submission following their senior year.
 - Refer to the **TSDS PDM1-120-012 and PDM3-120-007 Student Indicator Reports by Grade**.
- Students are reported as **receiving special education services** if they are identified as such in the **TSDS PEIMS special programs attendance record** submitted following their senior year.
 - Refer to the **TSDS PDM3-120-013 Special Programs Attendance Data Report**.

Verifying Data & Supporting Students To & Through

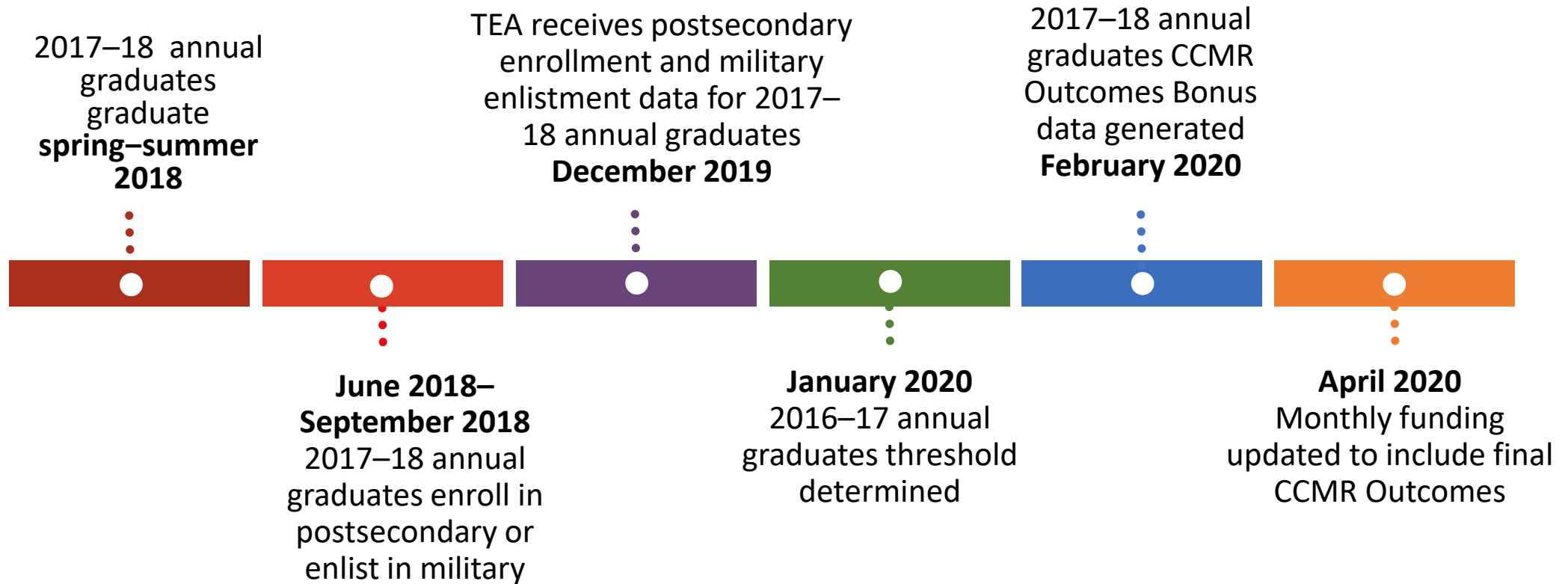
- TEA currently provides CCMR student listings to districts for academic accountability; however, college enrollment is not included, and military enlistment is self-reported.

Campus Name	CAMPUS	DISTRICT	Student name	SSN	TSDS Uniq ID	Local ID	Date of Birth	Race/Ethnicity	Econ	EL	Sped/ FSped	Cont Enrl	Grad Status	ELA/Reading			Mathematics			Ind Cert	Level II Cert	Armed Forces		
														TSIA	ACT	SAT	ELA	TSIA	ACT				SAT	Math
SAMPLE SCHOOL	999999999	999999	SAMPLE, SAMPLE	123456789	012345678	987654321	8/25/1999	White	N			Y	Y	Y	N	-	Y	Y	N	-	Y	N		N
SAMPLE SCHOOL	100000000	999999	SAMPLE, SAMPLE	223456789	112345678	987654322	6/12/2000	American Indian	Y			Y	Y	-	-	-	-	-	-	-	-	N		N
SAMPLE SCHOOL	100000001	999999	SAMPLE, SAMPLE	323456789	212345678	987654323	7/18/2000	Hispanic	Y	C	S	Y	Y	-	-	-	-	-	-	-	-	N		N
SAMPLE SCHOOL	100000002	999999	SAMPLE, SAMPLE	423456789	312345678	987654324	6/8/1999	White	N			N	Y	Y	N	-	Y	N	N	-	N	N		N

- The agency will provide districts with the aggregated counts of graduates who meet the criteria for the Outcomes Bonus.
- Agency staff are working with the National Student Clearinghouse and the DoD in order to provide as much information as possible to districts for the CCMR Bonus.

CCMR Outcomes Bonus Funding Timeline

Funding Starts in 2019–20 from 2017–18 Graduates



Key Point: Districts will receive an outcomes bonus in the 2019-2020 school year and this bonus will be generated from 2017-2018 graduates.

CCMR Bonus Spending Requirements

Spending Requirements: 55% spent on Improving CCMR for grades 8-12

Allowable/Suggested Use of Funds

➤ Support for College and Career Advising

- Preparation, professional development, and training for counselors on:
 - FAFSA
 - College entrance requirements
 - Career awareness and exploration activities for students
 - Work-Based Learning

➤ Support for establishing and/or maintaining College and Career Readiness School Models

➤ Support for Teacher and Student Preparation

- Preparation, professional development, and training for teachers on:
 - ACT and/or SAT
 - Dual credit
 - Advanced Placement (AP)
 - International Baccalaureate (IB)
- Preparation for students on:
 - ACT and/or SAT
 - Dual credit
 - Advanced Placement (AP)
 - International Baccalaureate (IB)

Spending requirements will be posted to the Financial Accountability System Resource Guide (FASRG)

Frequently Asked Question



Question

Can CCMR Outcomes Bonus be spent on funding for a college and career adviser?



Answer

Yes, these positions support students in a to and through postsecondary advising program and would be an appropriate use of funds to support more students in meeting CCMR measures

Frequently Asked Question



Question

Can CCMR Outcomes Bonus be spent on technology tools/platforms that assist in advising students in College and Career Readiness?



Answer

Yes, these systems reduce the work load of counselors and connect students to college and career modules, opportunities, and planning for CCMR.

Frequently Asked Question



Question

Can CCMR Outcomes bonus be spent on student scholarships to postsecondary?



Answer

Once the district meets the 55% minimum on CCMR for grades 8-12, they can determine uses of funds for the remaining amount. There is a three-pronged test that must be satisfied for spending funds on scholarships/payment plans. TEA would defer to local legal counsel to help the LEA determine the constitutionality of their proposal.



Key Takeaway

For further analysis, see the Texas Attorney General's opinion which specifically addresses the use of funds related to student scholarships.

<https://www2.texasattorneygeneral.gov/opinions/opinions/51paxton/op/2018/kp0204.pdf>

Alternative Career Readiness Measures for Rural and Small Districts

Career Readiness Alternative Application

- On application by a school district, the commissioner may allow a district to demonstrate career readiness for CCMR Outcomes Bonus by completing a coherent sequence of courses required to obtain an industry-accepted certificate.
- TEA is looking into the timeline and possibility of this option.
 - TEA will send out a TAA with additional information by October 2019.

Study on Alternative Career Readiness

Not later than January 2021, TEA shall conduct a study on alternative career readiness measures **for small and rural districts** to determine if annual graduates demonstrate career readiness as it applies to the CCMR Outcomes Bonus

- Connection to **Career and Technical Education (CTE)**
- Connection to **Work-Based Learning**

In Statute:

The Study on Alternative Career Readiness can be found in HB 3 §48.1101.

College Preparation Exam and Industry-Based Certification Exam Reimbursement

College Preparation Exam and Industry-Based Certification Exam Reimbursement

Funding formulas now include a **reimbursement** to districts to offer one free **college preparation exam & Industry-Based Certification exam** per student before they graduate.



Reimbursement is provided **once per high school student** for SAT/ACT/TSIA



Reimbursement is provided **once per high school student** for any of the Industry-Based Certifications in A-F accountability **if the student passes the exam**

In Statute:

The College Preparation Assessment Reimbursement can be found in HB 3 §48.155.

The Certification Examination Reimbursement can be found in HB 3 §48.156.



Reimbursement is provided once per high school student for SAT, ACT, or TSIA

- A district is entitled to **reimbursement for the amount of fees paid** by the district for the administration of an assessment instrument under Section 39.0261 (a)(3)
 - ACT, SAT, or TSIA
- Pays for one exam for students in the **spring of their junior OR senior year**

Allocation

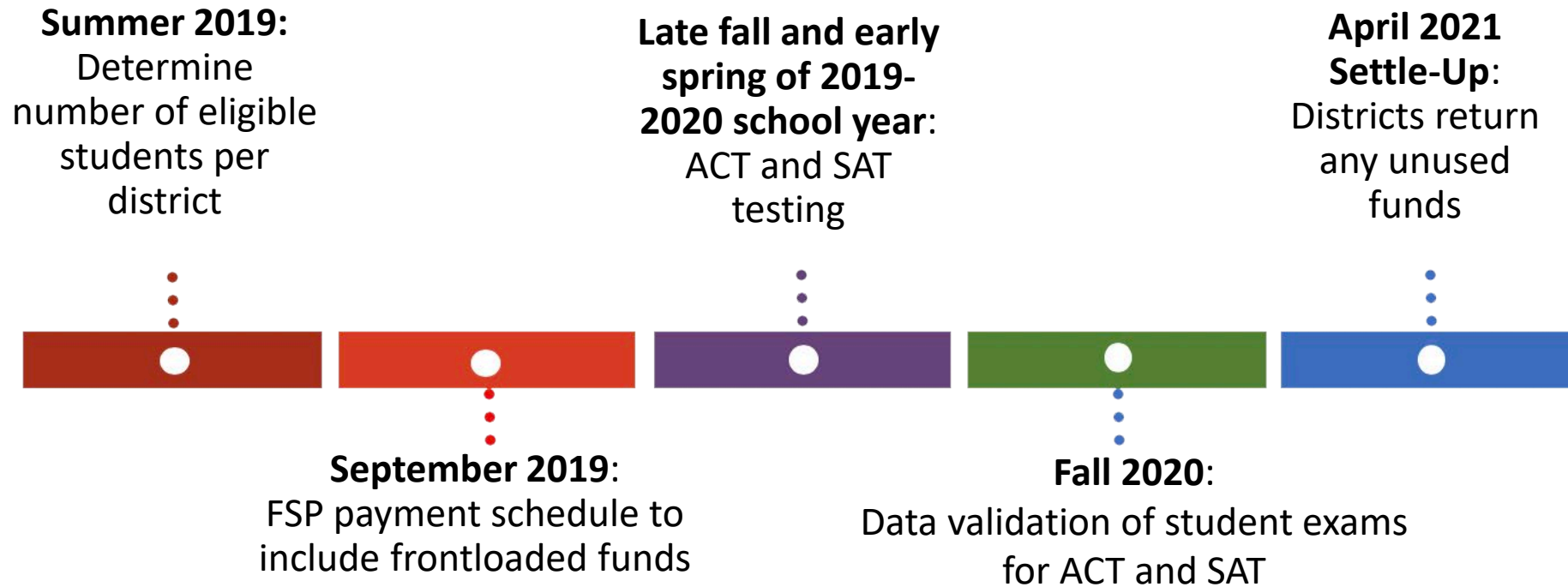
- TEA will allocate funding beginning in **September of 2019-2020** school year
 - TEA projects allocations based on the number of juniors and seniors currently enrolled in the district at **100% of juniors and 50% of seniors taking** the ACT or SAT
 - Districts will settle-up in **April of 2021** to return unused funds
 - Recapture districts would see a smaller recapture payment
 - Districts will need to keep track of students and their selected exams for back-up documentation
 - TEA will work to update the TReX system to include information about student ACT, SAT, and TSIA exam information and reimbursement

Key Point: Districts will receive funding for these exam fees “front loaded”. If students do not take these exams, this funding will be returned to the agency during settle-up.

Fees/Allowable Use of Funds

- TEA will pay for the **basic exam** for ACT and SAT
 - TEA will not cover additional portions of the exam such as writing
 - TEA will not pay for **late fees**
- If a student takes more than one exam, TEA will pay for the **highest cost exam** between ACT, SAT, or TSIA

College Exam Reimbursement Timeline



**The process for TSIA will be determined and released in September 2019*



Reimbursement is provided **once per high school student** for any of the Industry-Based Certifications in A-F accountability

➤ **TEA → District**

A school district is entitled to reimbursement for the amount of a subsidy paid by the district for a student's certification exam

➤ **District → Student**

A student is entitled to a subsidy if the student:

- Successfully completes the CTE program of the district in which the student received training and instruction for employment; or
- Is enrolled in a special education program
- The student passes a certification exam
- A student may not receive more than one subsidy under this section

Allocation

District allocations will be released beginning in **September of 2019-2020** school year

- Provides districts with funds to pay for IBCs when the student earns the IBC
- Unused funds or additional funding to cover the cost of exam fees paid for students who earn a certification will be a part of the April 2021 settle-up process
- Districts will need to keep track of students and their selected exams for back-up documentation
 - TEA will work to update the TReX system to include information about student IBC exam information and reimbursement

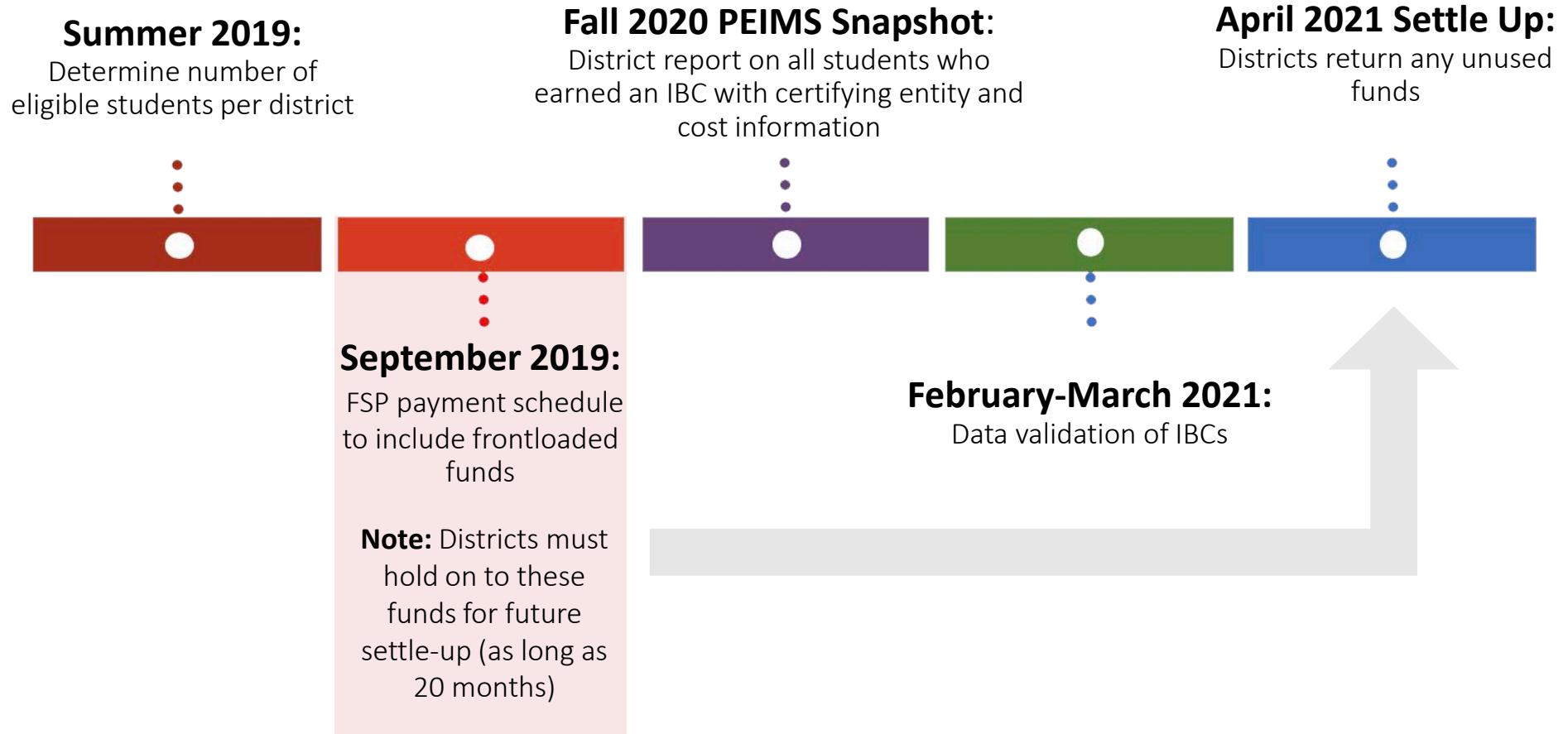
Calculation

Statewide CTE enrollment x Statewide percentage of IBCs earned x growth projection

- $1.39\text{M} \times 2.7\% \text{ pass rate} \times 103\% \text{ for growth} = (112,590 \text{ projected IBC earned})$
- $112,590 \times \$105 \text{ (avg cost of IBCs)} = \$11,821,950$
- $\$11,821,950 / 1.39\text{M} = \8.51 per student
- District CTE enrollment x \$8.51 per student = district allocation

Industry-Based Certifications Exam Reimbursement Timeline

Year 1



*The list of Industry-Based Certifications for accountability can be found here: <https://tea.texas.gov/cte/>

The Free Application for Federal Student Aid (FAFSA)

Graduation requirement that every student must complete a **FAFSA to graduate**, or otherwise opt-out.

- The commissioner must convene a FAFSA advisory board to advise on policy & implementation recommendations
- **The requirement begins with students who are seniors in the 2021-2022 school year**

***Additional Information coming in the November 14th Webinar**

House Bill 3: Resources

Stay tuned for the most up-to-date information from TEA on the implementation of House Bill 3



tea.texas.gov/HB3

Visit tea.texas.gov/HB3 for the most up-to-date information



HB3info@tea.texas.gov

Email HB3info@tea.texas.gov with any questions

A photograph of a classroom scene. A male teacher in a light blue shirt is standing and has his hands raised. Several young students are seated at a table, also with their hands raised. The background shows a blue storage cabinet with various supplies, a red pennant with the number '21', and colorful educational posters on the wall.

Thank you!

Additional questions: Email HB3info@tea.texas.gov
(include CCMR in the subject line)