

CCMR in Accountability vs Outcomes Bonus Guide

CCMR Outcomes Bonus (OB) Overview

Under House Bill 3 (HB 3), 86th Legislature, 2019, the Texas Education Agency (TEA) annually awards districts CCMR OB funding. The purpose of the CCMR OB funding is to reward school systems for not only preparing students for college, a career, and the military, but for students taking the next step in their career planning by enrolling in postsecondary institutions, completing a credential, and/or enlisting in the military, as defined in Texas Education Code, [§48.110](#) and Title 19 of Texas Administrative Code, [§74.1007](#). CCMR OBs are paid annually to recognize the accomplishments of graduates who exceed a certain percentage threshold across three specific student groups: economically disadvantaged, non-economically disadvantaged, and students served in special education programs.

To demonstrate how school systems across the state are meeting the CCMR OB readiness criteria, a CCMR OB Counts by District report is available on the [Performance Reporting Resources webpage](#). Schools and school systems are also able to access CCMR OB reports and student listings through the TEAL Accountability Application. The Texas Performing System (TPRS) will also be updated in late summer with a CCMR OB District Report, which will be found under the Postsecondary Outcomes reports in the Postsecondary tab. *Note: Accepted PEIMS Working Submission CCMR indicator data used for accountability ratings **are not** reflected in CCMR Outcomes Bonus.*

Comparing CCMR Accountability vs Outcomes Bonus

The CCMR OB is a financial incentive for districts based on student outcomes in readiness, while CCMR for Academic Accountability refers to the evaluation of school performance based on students' readiness for postsecondary success within state accountability. Requirements for credit in the CCMR component of the academic accountability system, as well as CCMR Outcomes Bonuses, are indicated below.

CCMR Indicator	CCMR in Accountability	CCMR in Outcomes Bonus
College Ready	Meets Texas Success Initiative (TSI) criteria (through the ACT, SAT, TSIA or College Preparatory courses) or Earns dual course credits or Meets criteria on AP/IB exams or Earns an associate degree or Qualifies for OnRamps course credits or Graduates with an advanced diploma plan and received special education services	Earns an associate degree by August 31 st immediately following high school graduation ----- OR ----- Meets ACT, SAT, or TSIA college readiness criteria (college preparatory courses not applicable), and enrolls at a postsecondary educational institution immediately following high school graduation

CCMR Indicator	CCMR in Accountability	CCMR in Outcomes Bonus
Career Ready	Earns an industry-based certification and aligned program of study concentrator or completer*	Meets ACT, SAT, or TSIA college readiness criteria (college preparatory courses not applicable),
Career Ready	or Graduates with completed IEP and workforce readiness or Earns a level I or level II certificate	and Earns an industry-based certification* or earns a level I or level II certificate by August 31 st , immediately following high school graduation**
Military Ready	Enlists in the U.S. Armed Forces/Texas National Guard <i>Included as of 2025, accountability with 2024 graduates.</i>	Enlists in the U.S. Armed Forces/Texas National Guard by December 31 st immediately following high school graduation <i>Included as of 2024 graduates Outcomes Bonuses.</i>

* See [Phase-In Schedule for Sunsetting IBCs and alignment with Programs of Study in Chapter 2 of the 2026 Accountability Manual \(p.19-21\)](#). IBC + Program of Study Completer (3-year phase-in) began with the class of 2024 for 2025 accountability. The program of study requirement for IBCs for CCMR in accountability does not apply to the CCMR Outcomes Bonus.

** An annual graduate of an adult education program operated under a charter demonstrates career readiness by earning an industry-accepted certificate not later than six months after completing the program, per Texas Education Code (TEC) [§12.263](#)

Thresholds

CCMR Outcomes Bonuses (CCMR OB) are awarded annually for achieving a percentage threshold of graduates demonstrating college, career, or military readiness across three specific student groups, and are defined in the Texas Education Code, [§48.110](#), and Title 19 of Texas Administrative Code, [§74.1007](#).

The CCMR OB Thresholds are:

- 11% of annual graduates who are economically disadvantaged
- 24% of annual graduates who are not economically disadvantaged
- 0% of annual graduates who are enrolled in a Special Education program. Graduates who were enrolled in a special education program count towards either economically disadvantaged or non-economically disadvantaged, in addition to the special education group.

Funding is awarded per qualifying graduate in excess of the threshold. In 2025, the 89th Legislature Regular Session, SB 568 updated TEC, [§48.110](#) to allow for \$4,000 to be awarded if the annual graduate is enrolled in a special education program, regardless of whether the annual graduate is educationally disadvantaged.

Cohort	Funding per qualifying graduate in excess of the threshold
Economically Disadvantaged	\$5,000
Non-Economically Disadvantaged	\$3,000
Special Education	\$4,000

Reporting Time Frames

Graduating Class	Accountability Reported	Outcomes Bonus Reported
2023-24 Graduates	Preliminary 2025 ratings - August 2025 Final 2025 ratings – December 2025	Early 2024 Counts – Fall 2025 Final 2024 Counts - Spring 2026
2024-25 Graduates	Preliminary 2026 ratings - August 2026 Final 2026 ratings – December 2026	Early 2025 Counts – Fall 2026 Final 2025 Counts - Spring 2027
2025-26 Graduates	Preliminary 2027 ratings - August 2027 Final 2027 ratings – December 2027	Early 2026 Counts – Fall 2027 Final 2026 Counts - Spring 2028
2026-27 Graduates	Preliminary 2028 ratings - August 2028 Final 2028 ratings – December 2028	Early 2027 Counts – Fall 2028 Final 2027 Counts - Spring 2029

Frequently Asked Questions

Is there a deadline for outcomes to count towards the Outcomes Bonus?

Yes. Most qualifying CCMR Outcomes Bonus achievements must be earned **by August 31 immediately following high school graduation**. CCMR Outcomes Bonuses timelines vary for graduates of Adult Education Charter Schools. An annual graduate of an adult education program demonstrates career readiness by earning an industry-accepted certificate not later than six months after completing the program.

What is the difference between Early Counts and Final Counts?

CCMR Outcomes Bonus Early Counts are a preliminary snapshot of CCMR Outcomes Bonus eligibility for a graduating class, which is intended to give districts early visibility into potential CCMR Outcomes Bonus counts and funding impacts. Early counts include graduates who met TSI criteria, earned associate degrees or IBCs, and those who enrolled in postsecondary institutions immediately after high school based on National Student Clearinghouse (NSC data) but do not yet include data from the Texas Higher Education Coordinating Board (THECB). CCMR Outcomes Bonus Final Counts, which include data for postsecondary enrollment from THECB, are the official and final determination of CCMR Outcomes Bonus eligibility and funding.

Why might Outcomes Bonus counts differ from accountability data or other CCMR reports?

Counts may differ because:

- The Outcomes Bonus uses **different readiness criteria**
- Some outcomes (such as college enrollment) are required only for the Outcomes Bonus
- Data sources and timing differ across reporting systems

How are postsecondary enrollment data collected by TEA?

TEA determines postsecondary enrollment using two sources:

- **THECB Data (Texas public institutions):** Postsecondary enrollment for Texas public Institutes of Higher Education (IHEs) is identified through data matching between high school graduate records and postsecondary enrollment records provided to Texas Public Education Information Resource (TPEIR) by the Texas Higher Education Coordinating Board (THECB). These data include any Texas high school graduate who enrolls in any Texas public 2-year or 4-year institution in the first fall semester following high school graduation. The THECB defines enrollment on the 12th class day at the institute of higher education. These data do not reflect non-credit enrollments.
- **National Student Clearinghouse (private and out-of-state institutions):** Enrollment is determined for both private in-state and out-of-state [schools](#) in partnership with the National Student Clearinghouse, based on a submitted list of Texas high school graduates. TEA's use of NSC data does not include non-credit enrollment. NSC enrollment reporting is tied to NSLDS (National Student Loan Data System) and student aid tracking, which are either credit-bearing or degree/certificate-seeking programs. which are either credit-bearing or degree/certificate-seeking programs.

Where can I learn more about postsecondary enrollment?

- The [Undergraduate Enrollment Dashboard](#), managed by the THECB, includes additional information on Enrollment data by academic programs at Texas two- and four-year public institutions by year, semester, classification, and more.
- The [Texas Talent Trajectory \(T3\) Dashboard](#), also managed by THECB, allows users to filter data by Texas regions, counties, school districts, campuses, and student characteristics, such as family economic status, ethnicity, and gender. This dashboard is currently updated for 8th-grade cohorts in 2012, 2013, and 2014.
- The [National Student Clearinghouse Research Center](#) publishes data on postsecondary metrics, with the majority of institutions in the United States represented in the data provided to the Clearinghouse.

How is the program of study Completer requirement applied to IBC attainment?

The program of study Completer requirement is an academic accountability requirement as of 2027, which requires students to be a Completer in a Program of Study to earn CCMR for their aligned IBC associated with the program. It does not apply to CCMR Outcomes Bonus calculations.

Are sunseting IBC limits applied?

Sunseting IBC caps and phase-in rules that apply to accountability **do not apply** to the CCMR Outcomes Bonus. Additionally, the cap on Tier 3 IBCs proposed for the 2028 refresh of the academic accountability system, beginning with 2027 graduates, does not apply to CCMR OBs.

How does the 2028 refresh of the A-F system impact CCMR Outcomes Bonuses?

A-F Accountability and CCMR OBs are aligned to different sections of the Texas Education Code and operate independently. As such, changes to indicators or methodology within the A-F system do not impact CCMR OBs. The cap on Tier 3 IBCs, proposed at whichever is greater between 5% of graduates or 5 students, within the A-F system, does not impact CCMR Outcomes Bonuses.

Differential weighting of CCMR indicators, proposed to begin with 2031 accountability ratings, affects academic accountability ratings only and does not change how CCMR Outcomes Bonus eligibility or funding is calculated.

If my school system has submitted Working Submissions due to PEIMS data error submissions, will the new data be applied to the CCMR Outcomes Bonus?

No. The data submitted through a Working Submission does not change a district's PEIMS Accepted data, which is the data used to calculate CCMR Outcomes Bonuses. HB 8 specifically allows for data corrections to be used for CCMR calculations in accountability, beginning with 2026 ratings, and not for any other programs or areas of accountability, including CCMR OBs. Additional information on PEIMS Working Submissions for CCMR accountability ratings calculations can be found in the [Working Submissions Under HB 8: Guidance Document](#).

Is it possible to appeal CCMR OBs?

In accordance with [§74.1007](#), upon the preliminary release of the final counts listing, school districts and open-enrollment charter schools have 30 days to file an appeal of student-level data. School districts and open-enrollment charter schools must file an appeal and submit all supporting documentation within 30 days of the release of the preliminary listing.

- An appeal must be filed by following the instructions provided with the release of the student listing. The basis for appeals should be a data or calculation error attributable to TEA or a testing contractor.
- The appeals process is not a permissible method to correct data that were inaccurately reported to TEA by the school district or open-enrollment charter school. A school district or open-enrollment charter school that submits inaccurate data must follow the procedures and timelines for resubmitting data as specified in the Texas Education Data Standards. Appeals from school districts and open-enrollment charter schools that missed data resubmission window opportunities will be denied.

For questions regarding the final counts or student-level listings, please contact the [Performance Reporting Help Desk](#).