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| DATE: | December 12, 2019 |
| SUBJECT: | House Bill 3 (HB 3) Implementation: CCMR Outcomes Bonus Allowable Expenses |
| CATEGORY: | Funding Implications |
| NEXT STEPS: | Share with appropriate staff |

The College, Career, and Military Readiness (CCMR) Outcomes Bonus provided by House Bill 3 (HB 3) of the 86th Texas Legislature and signed by Governor Abbott on June 12, 2019, supports the state’s mission to prepare every child for success in college, career, or the military. The items within HB 3 are aligned to the state’s 60x30 goals and provide funding to incentivize and reward innovation and achievement for districts who are demonstrating this alignment. CCMR Outcomes Bonuses are paid annually for the accomplishments of graduates above a certain percentage threshold. The purpose of the threshold concept is to ensure equity amongst the three groups measured: economically disadvantaged; non-economically disadvantaged; and students served in special education programs. Visit the [HB 3 FAQs](#) web page or view the August 8th CCMR [HB 3 in 30 video](#) for more details.

Purpose of Funds

The purpose of the CCMR Outcomes Bonus is to reward districts 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.

Amount of Funds

Districts will receive the following amounts for qualifying students that exceed the threshold performance set for each group (the threshold performance matches performance within each group meeting the CCMR standard at the 25th percentile of performance statewide). Special education students would count towards either economically disadvantaged or economically disadvantaged in addition to the special education group.

| Type of Student | Dollar Amount |
|-----------------|---------------|
| Eco Dis | \$5,000 |
| Non Eco Dis | \$3,000 |
| Sped | \$2,000 |

CCMR Outcomes Bonus Funding Guidelines

CCMR Outcomes Bonus funding for 2019-2020 will be generated from each district’s 2017-2018 annual graduates’ data, using thresholds set with 2016-2017 annual graduates’ data.

HB 3 requires 55 percent of the outcomes bonus funds to be spent on students in grades 8–12 and for activities related to college, career, or military readiness. Spending requirements will be posted to the Financial Accountability System Resource Guide (FASRG).

Once the district meets the 55 percent minimum spending on CCMR for grades 8-12, the district can determine the best use for remaining funds.

Allowable Use of Funds

Allowable use of CCMR Outcomes Bonus funds fall within categories related to: teacher training and professional development on CCMR content; student preparation for CCMR content; counseling and advising services; work-based learning; advanced academics; and College and Career Readiness School Models. Funds may be used for expenses that include equipment, supplies, salaries, stipends, tutors, software/subscriptions, rentals, transportation, or any expense incurred to prepare students for an opportunity to meet the measures tied to the CCMR Outcomes Bonus. The following are examples of how the funds may be used in each category.

- **Teacher training and professional development for CCMR content may include:**
 - Presenting at or traveling to and from training related to AP, IB, Dual Credit, ACT, SAT, TSIA, early college school models, CTE, AVID, ASVAB, NJROTC, WBL, as well as, counseling and advising students for college and careers.
 - Equipment and supplies associated with providing teacher training and professional development for CCMR content.
 - Extra-duty pay provided for teachers while writing curriculum to integrate College and Career Readiness Standards.
 - Substitutes to provide teachers time for collaborative planning with colleagues, college staff, business partners or administering mock assessments.

- **Student preparation for CCMR content may include:**
 - Assessment study guides.
 - A college preparation assessment administered to a student by the district, including ACT, SAT, and TSIA in addition to the assessment a student chooses for reimbursement.
 - A college credit earning opportunity, including AP, IB, CLEP, and Dual Credit courses.
 - ASVAB preparation.
 - Expense for preparation and/or earning an industry-based certification, excluding the one a student chooses for reimbursement.
 - Teacher extra duty pay for extended tutoring.
 - Teacher salary for assessment preparation course.

- **Counseling and advising services may include:**
 - Activities to help students identify which courses prepare them for a specific career or college degree plan.
 - Activities to provide awareness and support for students who wish to enlist in the military.
 - Sessions with content for FAFSA, college entrance requirements, career awareness and exploration activities, work-based learning opportunities, and developing a college degree plan.
 - Outreach sessions for students and parents with CCMR content, including participation in courses with college credit earning potential (including AP, IB, and Dual Credit) and earning CTE Industry-Based Certifications.

- **Work-based learning (WBL) opportunities may include:**
 - Videos and training for externships and internships.
 - Lessons to gain employability skills.
 - Transportation to work sites.
 - Intermediator contracts for services to facilitate/monitor students and work experience.

- **CTE and Industry-Based Certification (IBC) activities may include:**
 - Student and parent awareness sessions.
 - Pre-certification assessment activities.
 - Travel to test centers for IBC.

- **College and Career Readiness School Models (CCRSM) may include:**
 - Exploration activities and pre-planning year expenses.
 - Establishing an advisory team.
 - Operating expenses, including facility/utilities, salaries, tuition, and textbooks.
 - Negotiating college and business partnerships.
 - Community outreach to encourage enrollment.
 - CCRSM Conference travel.

For Further Information

Learn more about the CCMR sections of HB 3 in our HB 3 in 30 [webinars](#). If you have any questions regarding HB 3, please contact HB3info@tea.texas.gov or visit our [website](#). If you have questions regarding [College, Career, and Military Preparation](#), contact us at (512) 936-6060 or CCMP@tea.texas.gov.