

<b>DATE:</b>	<b>May 15, 2025</b>
<b>SUBJECT:</b>	<b>Final CCMR Outcomes Bonus Counts Reports for Class of 2023 Graduates</b>
<b>CATEGORY:</b>	<b>Performance Reporting</b>
<b>NEXT STEPS:</b>	<b>Share with appropriate staff</b>

The purpose of this communication is to inform school systems of the final College, Career, or Military Readiness Outcomes Bonus (CCMR OB) report and student listing for the Class of 2023 graduates, now available on the TEA Login (TEAL) Accountability application. A report of the counts by district is also on the [Performance Reporting Resources](#) webpage.

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 Outcomes Bonuses are paid annually for the accomplishments of graduates above a certain percentage threshold across three specific student groups: economically disadvantaged, non-economically disadvantaged and students served in special education programs.

The CCMR OB Thresholds are:

- 11% of annual graduates who are economically disadvantaged
- 24% of annual graduates who are not economically disadvantaged
- There is no threshold for 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.

The awards for each annual graduate in a cohort above the threshold are:

- \$5,000 if the annual graduate is economically disadvantaged
- \$3,000 if the annual graduate is not economically disadvantaged
- \$2,000 if the annual graduate is enrolled in a special education program, regardless of whether the annual graduate is educationally disadvantaged.

The CCMR OB readiness criteria are defined as:

College ready:

- Earns an associate degree, or

- Meets Texas Success Initiative (TSI) criteria and enrolls at a postsecondary institution immediately following high school.

Career ready:

- Meets Texas Success Initiative (TSI) criteria, and
- Earns an industry-based certification (IBC) or earns a level I or level II certificate.

Military ready:

- Enlisting in the Armed Forces of the United States or the Texas National Guard. The military enlistment indicator returned for the Class of 2023 in 2024 accountability and for use in CCMR OB based on a district-submitted form collection.

The full statewide listing of these CCMR Outcomes Bonus counts is available. The [CCMR OB 2023 Annual Graduates Final Counts](#) file is posted on the [Performance Reporting Resources](#) webpage.

Please note that 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 versus CCMR Outcomes Bonuses can be found using the [CCMR in Accountability vs Outcomes Bonus](#) resource posted on the [Performance Reporting Resources](#) webpage.

## Questions

For questions regarding CCMR OB criteria and questions about allowable and strategic uses of OB funding, please contact the College, Career, and Military Preparation Division at (512) 936-6060 or [ccmp@tea.texas.gov](mailto:ccmp@tea.texas.gov).

For questions regarding the early counts file, please contact the Performance Reporting Division at [performance.reporting@tea.texas.gov](mailto:performance.reporting@tea.texas.gov).

For questions regarding funding, please contact the State Funding Division at (512) 463-9238 or [sfinance@tea.texas.gov](mailto:sfinance@tea.texas.gov).