

DATE:	August 28, 2025
SUBJECT:	CCMR Outcomes Bonus for 2024 Graduates Early Counts
CATEGORY:	Performance Reporting
NEXT STEPS:	Share with appropriate staff

The purpose of this communication is to inform school systems of the College, Career, or Military Readiness Outcomes Bonus (CCMR OB) Early Counts student listing for the Class of 2024 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 “CCMR Resources.”

Background

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.

In accordance with HB 2, 89th Legislature, Regular Session, 2025, CCMR OBs for students in special education programs will increase from \$2,000 to \$4,000. Please find further details in the To the Administrator Addresses Correspondence from July 10, 2025, [House Bill 2 \(HB 2\) Implementation: Foundation School Program \(FSP\) Funding Formula Changes and Preliminary School Year 2025-2026 Summary of Finances \(SOF\) Reports](#)

The CCMR OB thresholds are:

- 11% of annual graduates who were economically disadvantaged
- 24% of annual graduates who were not economically disadvantaged
- There is no threshold for annual graduates who were 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 was economically disadvantaged
- \$3,000 if the annual graduate was not economically disadvantaged
- \$4,000 if the annual graduate was enrolled in a special education program, regardless of whether the annual graduate was economically 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 TSI criteria and
- Earns an industry-based certification (IBC), a level I certificate, or a level II certificate

Military ready:

- Enlisting in the Armed Forces of the United States or the Texas National Guard. *The military enlistment indicator was included for the Class of 2024 in 2025 accountability and in CCMR OB based on a district-submitted form collection.*

Early counts include graduates who met TSI criteria, earned associate degrees or IBCs, and those who enrolled in postsecondary institutions immediately after high school ***but do not yet include data from the Texas Higher Education Coordinating Board (THECB) for postsecondary institution enrollment.***

The full statewide listing of these CCMR OB Early Counts by District is available. The [CCMR OB 2024 Annual Graduates Early Counts](#) report and [CCMR OB Early Counts Explanation of Methodology and Sources](#) are posted on the [Performance Reporting Resources](#) webpage.

2025–2026 Summary of Finances (SOF) Reports and Payment Schedule

The early counts allow for better financial planning for the 2025–2026 fiscal year. Early counts for the Class of 2024 will be incorporated into the Legislative Payment Estimates (LPE) column of the 2025–26 Summary of Finances (SOF) reports and paid throughout the year in accordance with the district's payment schedule. The SOF reports will display the count of annual graduates in excess of the threshold percentages of 2024 annual graduates who demonstrated college, career, or military readiness.

Resources

While CCMR OB is a financial incentive for school systems based on student outcomes in readiness, 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 OBs can be found using the CCMR in Accountability vs Outcomes Bonus resource posted on the Performance Reporting Resources webpage.

To demonstrate how school systems across the state are meeting the CCMR OB readiness criteria, a CCMR OB district report is also available for school systems in the [Texas Performance Reporting System \(TPRS\)](#) under the Postsecondary Outcomes reports in the Postsecondary tab.

Contact

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.

For questions regarding the early counts file, please contact the Performance Reporting Division at performance.reporting@tea.texas.gov.

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