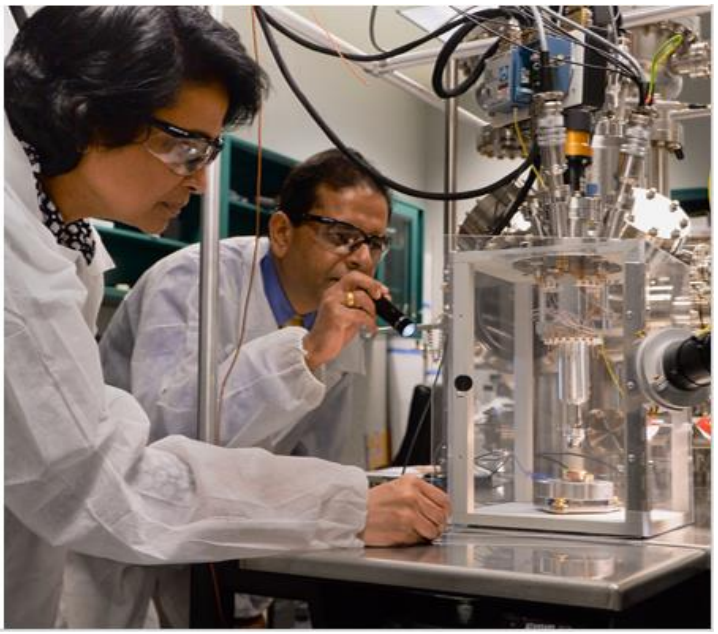
College and Career Readiness Advisor



Contents

DISTRICT SUPPORT TEAM 4

FBISD CORE BELIEFS AND COMMITMENTS 5

FBISD STRATEGIC FRAMEWORK 6

DISTRICT GOALS AND OBJECTIVES 7

PROFILE OF A GRADUATE 8

COLLEGE AND CAREER READINESS ADVISOR PHILOSOPHY 9

GENERAL RESPONSIBILITIES OF COLLEGE AND CAREER READINESS ADVISORS 10

Post Secondary Advising 10

Graduation Requirements 10

Events 10

College and Career Military Readiness Support 10

CCRA Responsibilities for TEA Accountability 11

Additional Daily CCRA Campus Duties 11

SchooLinks Platform 11

CCRA TIMELINE OF JOB ROLES/ACTIVITIES 12

COMMONLY USED PLATFORMS/PROGRAMS 14

Academic Planning - School inks 14

ApplyTexas 14

ASVAB 14

Big Future 14

College Representative Visits 14

HCC Partnership 15

UT OnRamps Dual Enrollment 15

Military Enlistment Support 15

Scholarships and Tracking 15

Skyward & Transcripts 15

Summer College Application Boot Camps 16

Test Prep Companies and College Consultants 16

The Common Application 16

TSI Prep Boot Camp 16

TSIA2 Testing 16

Working with Families 16

CCMR ACCOUNTABILITY 17

STAAR Component—Methodology 17

College, Career, and Military Readiness (CCMR) Component 17
College, Career, and Military Readiness (CCMR) Component – Who is Evaluated 18
CCMR Component – Minimum Size Criteria & Small Numbers Analysis 18
College, Career, and Military Readiness Component—Methodology 19
College, Career, and Military Readiness (CCMR) Component – Outcome Bonus 19
Graduation Rate (or Annual Dropout Rate) Component 20
Alternative Measure: Annual Dropout Rate 20
BOARD POLICY EIC (LOCAL) 21
CCRA TEAM MEMBERS 22
HELPFUL LINKS 23

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FBISD CORE BELIEFS AND COMMITMENTS

FBISD STRATEGIC FRAMEWORK

FBISD

INSPIRE • EQUIP • IMAGINE

Strategic Framework

CORE BELIEFS AND COMMITMENTS

Core Belief 1: All students can reach their full potential.
Commitment: Fort Bend ISD will provide an educational system that will enable all students to reach their full potential.

Core Belief 2: We believe student success is best achieved…
…through effective teachers that inspire learning.
Commitment: Fort Bend ISD will recruit, develop and retain effective teachers.
…in a supportive climate and safe environment.
Commitment: Fort Bend ISD will provide a supportive climate and a safe learning/ working environment.
…by empowered and effective leaders throughout the system.
Commitment: Fort Bend ISD will provide and promote leadership development at all levels.
…in a well-functioning, high-performing community of learners.
Commitment: Fort Bend ISD will be a collaborative, efficient and effective learning community.

MISSION AND VISION

MISSION
Fort Bend ISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

VISION
Fort Bend ISD will graduate students who exhibit the attributes of the District's Profile of a Graduate.

DISTRICT GOALS AND OBJECTIVES

The Fort Bend Independent School District (FBISD) Board of Trustees developed and adopted District Goals and Objectives to align and assist with prioritizing work across the district. These goals and objectives outline a commitment to a student-centered approach to curriculum, instruction, and assessment that will enable all students to reach their full potential.

District Goal 1: Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

District Goal 2: Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

District Goal 3: Fort Bend ISD will recruit, develop, and retain high quality teachers and staff

District Goal 4: Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

District Goal 5: Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

PROFILE OF A GRADUATE

The vision of FBISD is to graduate students who exhibit the attributes of the District's Profile of a Graduate. A Fort Bend ISD graduate has a rigorous academic foundation, strong character, and is:

…equipped with skills for life.

Fort Bend ISD graduates exhibit grit and determination in all aspects of life; respect self and others; engage in healthy life choices; are literate and articulate; proficient with technology; and meaningfully and practically apply knowledge in productive ways.

…a servant leader.

Fort Bend ISD graduates demonstrate confidence while maintaining a humble and kind demeanor; prioritizing the needs of others while accepting responsibility for themselves and are accountable for their own actions; are optimistic; and strive to bring out the best in others.

…an effective communicator.

Fort Bend ISD graduates communicate clearly both orally and in writing; respectfully and actively listen to others; appropriately engage in courageous conversations; and appropriately adapt their communication style to the audience.

…a critical thinker.

Fort Bend ISD graduates are visionary and solutions-oriented problem solvers; are inquisitive and innovative; and have the courage to actively challenge conventional methods in order to improve themselves and the world around them.

…a compassionate citizen.

Fort Bend ISD graduates are empathetic to their fellow citizens, exhibiting care and concern for others; are inclusive and embrace differences; are culturally aware; actively engage in improving our diverse community; exercise their right to vote; and are dependable, respectful, trustworthy, and self-disciplined.

…a collaborative team member.

Fort Bend ISD graduates work effectively with others to achieve group goals; take actions that respect the needs and contributions of others; yield their own objectives to the goals of the team; and positively facilitate and contribute to teamwork.

…a life-long learner.

Fort Bend ISD graduates approach life with wonder and curiosity; seek opportunities to be creative; possess a thirst for knowledge and the ability to adapt to change; and are academically prepared to pursue and attain futures beyond what they can imagine!

COLLEGE AND CAREER READINESS ADVISOR PHILOSOPHY

The College and Career Readiness Advisor (CCRA) is dedicated to inspiring all Fort Bend ISD high school students and their families to realize that success in college and/or career is achievable with proper planning, preparation, and support. The CCRA provides essential tools and guidance to help students, and their families make the most of the extensive programs offered by Fort Bend ISD. The mission of the CCRA is to ensure every student is aware of and fully utilizes all available post-secondary opportunities.

GENERAL RESPONSIBILITIES OF COLLEGE AND CAREER READINESS ADVISORS

Post Secondary Advising

- Provide a College and Career Readiness Center for students to visit, receive, counseling, prep for college readiness testing, and support for college and career inquiries.
- Build relationships with all high school students through regular meetings to help them with decisions related to post-secondary planning.
- Plan meetings with all grade levels to discuss:
    - Post secondary options.
    - Utilization of tools in SchooLinks to help find career and college paths.
    - Utilization of tools in SchooLinks to complete college applications and scholarships
    - Important steps to be considered each year.
    - Senior conferences with the counselors, individual conferences in the Fall and Spring, English class visit to the College Center for FAFSA completion in the Fall.
    - Provide college & career support and advisement to all high school students.

- Collaborate with counselors to help support students in their guidance of post-secondary decisions and how best to utilize their high school experience to achieve this.
- Collect data on students' college readiness scores for the ACT, SAT, and/or TSIA2 from Schoolinks in order to help students with the college application and planning process.

Graduation Requirements

- Oversee, implement, and track student completion of the FAFSA/TASFA or Opt-Out as this is a graduation requirement.
    - It is required for ALL seniors to submit a FAFSA/TASFA/Opt-Out form.
    - Opens between October 1st and December 1st
    - Schedule a FAFSA Parent Night at the end of September.
    - Provide detailed instructions and videos on how to complete.
    - English classes visit to the College Center to help with FAFSA.
    - Keep track through the FAFSA SchooLinks Submission Form (required PROOF of submission)
    - Create master spreadsheet with all seniors (update with bump up & entry)
    - Completed by the third Friday in January Meet with Seniors who did not complete and have them complete an opt-out form.

Events

- Develop partnerships with college & career training programs that facilitate a smooth post-secondary transition for students and parents.
- Collaborate with all CCRA's and district coordinator for district-wide college & career events including annual district college fairs.
- Create and promote college & career events for students and parents
- Manage and facilitate College and Career Readiness programs and activities such as college, career and military campus visits.

College and Career Military Readiness Support

- Oversee, implement, and coordinate campus-based testing for the TSIA2 and ASVAB
- Promote SAT and ACT weekend testing dates.
- Support students in registering with the College Board and ACT Success for weekend tests.
- Support the Campus Assessment Coordinator with PSAT testing for 10th, and 11th grade students in the fall of each year.
- Organize and conduct TSIA2 testing on campus. TSIA2 Student Information Brochure. Accuplacer User Guide.
- Collaborate with Counselors and Special Education to ensure students that need accommodation have completed the required forms by the College Board, the IHE (Institutions of Higher Education) for TSIA2, and ACT. College Board Accommodations Website. ACT Accommodations Website.

CCRA Responsibilities for TEA Accountability

Tracking students' College, Career, and Military Readiness (CCMR) indicators is essential for meeting TEA accountability standards. Monitoring and reporting these indicators ensures that schools receive credit for preparing students for life beyond high school.

To be considered "CCMR ready," students must fulfill at least one of the following criteria:

- Meet TSI (Texas Success Initiative) criteria in both ELA/Reading and Mathematics through assessments or by successfully completing college preparatory courses
- Achieve qualifying scores on Advanced Placement (AP) or International Baccalaureate (IB) exams
- Earn dual credit by completing eligible college-level courses
- Obtain an approved Industry-Based Certification (IBC)
- Earn an associate degree
- Graduate with a completed IEP (Individualized Education Program) and demonstrate workforce readiness
- Earn a Level I or Level II workforce certificate
- Complete an OnRamps dual-enrollment course and qualify for college credit
- Graduate under an advanced diploma plan (RHSP, DAP, FHSP-E, or FHSP-DLA) while being identified as a current special education student

Additional Daily CCRA Campus Duties

- Maintain and track students' engagement in college and career activities using a monthly tracking tool
- Attend scheduled meetings with district personnel
- Collaborate with the campus principal to coordinate field trips to local universities
- Partner with campus stakeholders to review student data for enrollment in college, career, and military courses
- Contribute to creating the campus improvement plan, setting and assessing goals for college, career, and military readiness
- Organize grade-level assemblies and classroom presentations
- Conduct senior workshops focused on college applications
- Schedule and facilitate visits from college representatives
- Use data collection methods to evaluate college and career readiness programs and events on campus
- Develop and modify the school profile based on data collected
- Plan and host events for parents and students at the campus and district level, including College Information Nights and Financial Aid Nights
- Lead initiatives to foster a strong college and career-focused culture within the school and community

SchooLinks Platform

SchooLinks is a comprehensive platform used by CCRAs to guide students through their CCMR journey. It serves as a central hub where advisors can monitor progress, provide personalized support, and connect students to key planning tools and resources.

The platform ensures students stay on track for graduation and are equipped to make informed postsecondary choices. CCRAs use SchooLinks to manage and support a variety of tasks, including:

College Applications & Transcript Requests

- Support students with **college applications** and **transcript requests**
- Assist with **letters of recommendation** and required documentation

Career Exploration & Assessments

- Provide tools for career interest assessments and pathway exploration

Scholarship & Financial Aid Resources

- Share scholarship opportunities and assist with applications
- Guide students through FAFSA and TASFA processes

Goal Setting & Academic Planning

- Help students set and monitor academic and postsecondary goals
- Develop course plans that align with college or career paths

Communication & Progress Tracking

- Share important dates, events, and CCMR reminders
- Track progress toward CCMR benchmarks and graduation readiness

CCRA TIMELINE OF JOB ROLES/ACTIVITIES

July

- Summer College Boot Camps
- Reflection & Planning
- Update CCRA website page

August

- SchooLinks Update Training/Train Teachers
- Schedule Events & Meetings
- Freshmen Orientations
- SAT Weekend Coordinator (some)

September

- Grade Level Assemblies / Classroom Presentations
- Senior Workshops
- Complete College Applications
- Attend CIP Meetings
- Host College Visits – including HARN
- ACCEPTED Program – recognizing students with plans for their future
- Financial Aid
- FAFSA Completion Work
- Scholarship Tracking
- Prepare Advisory Lessons

October

- Financial Aid
- FAFSA Completion Work
- District College Fairs
- PSAT School day – assist CAC
- Senior Workshops
- Complete College Applications
- Host College Visits
- Attend CIP Meetings
- ACCEPTED Program – recognizing students with plans for their future
- SAT Weekend Coordinator (some)
- Scholarship Tracking
- Prepare Advisory Lessons

November

- Early Admission Deadlines
- Senior Workshops
- Financial Aid
- FAFSA Completion Work
- ASVAB Testing (this may be done on a different month on different campuses)
- Complete College Applications
- Host College Visits
- Attend CIP Meetings
- ACCEPTED Program – recognizing students with plans for their future
- Scholarship Tracking
- SAT Weekend Coordinator (some)
- Prepare Advisory Lessons

December

- Application Deadlines
- Senior Workshops
- Financial Aid
- FAFSA Completion Work
- Complete College Applications
- Host College Visits
- Attend CIP Meetings
- ACCEPTED Program – recognizing students with plans for their future
- Assist with STAAR Testing
- Scholarship Tracking
- Prepare Advisory Lessons

January	February	March
•Dual Credit Enrollment Preparation •Complete College Applications •Financial Aid & FAFSA •Host College Visits •Attend CIP Meetings •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some) •Prepare Advisory Lessons	•Dual Credit Enrollment •Complete College Applications •Attend CIP Meeting •Financial Aid and FAFSA •SAT School Day Preparation •Train Staff for SAT School Day •Host College Visits – Including HARN •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some of us) •Prepare Advisory Lessons (some of us)	•Grade Level Assemblies •SAT School Day •Dual Credit Enrollment •Complete College Applications •Attend CIP Meeting •Financial Aid and FAFSA •Host College Visits •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some) •Prepare Advisory Lessons

April	May	June
•Dual Credit Auditing •TSIA2 Testing •Requesting Final Transcripts – Graduation Survey •Assist with STAAR Testing •Complete College Applications •Attend CIP Meeting •Financial Aid and FAFSA •Host College Visits •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some) •Prepare Advisory Lessons	•Senior Activities •Requesting Final Transcripts – Graduation Survey •Assist with STAAR Testing •TSIA2 Testing •Complete College Applications •Attend CIP Meeting •Financial Aid and FAFSA •Host College Visits •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some) •Prepare Advisory Lessons	•Graduation Support •Reflection & Planning •TSIA2 Testing •Dual Credit Enrollment •ACCEPTED Program – recognizing students with plans for their future •Scholarship Tracking •SAT Weekend Coordinator (some)

COMMONLY USED PLATFORMS/PROGRAMS

Academic Planning - School inks

SchooLinks is the district's web-based platform for college and career planning. Students will use it for college applications, transcripts, and career planning. Your district login and password are the same as Skyward and other district programs. Training resources are available on SharePoint.

- Update **School Profile** and upload to SchooLinks (Primarily in August)
    - SAT/ACT information (TEA)
    - PEIMS Information (Population, free & reduced lunch)
    - Admin Team, School information
    - AP Testing (AP Coordinator)
    - National Merit (Counselor)
- Update School information in SchooLinks (August)
- Update Counselors for grade levels
- Turn on/off LOR and Transcript Request
- Update student email addresses
- Manage transcript request & pending letter of recommendations
- Matching status for Common App applications
- Surveys from your school
- Email communication through SchooLinks

ApplyTexas

All Texas public and many private colleges use ApplyTexas for students to submit college applications. You will have access to the 'Counselor's Suite'. This allows you to go in and view all the students' applications and where they are in the process. Another feature of the Counselor's Suite is the ability to look at the status of FAFSA's for each student.

ASVAB

The ASVAB (Armed Services Vocational Aptitude Battery) is an assessment produced and administered by the military, covering a variety of knowledge and skills. Students are not required to take the test, though we are required to offer it. Interested students will take the test during the school day on campus. Once the tests are scored (about 30 days), an ASVAB representative will be on campus to present a general overview of the results. The ASVAB is not just for the military. It is a very good assessment tool for both knowledge and skills and their connection to careers. The CCRA is the person in charge of coordinating this test on campus.

Notification of the offer can be sent via SchooLinks e-mail, flyers, parent newsletters, etc., but it must be sent to all 10th through 12th graders and their parents; the campus must provide documentation that this was completed.

Big Future

Big Future by College Board is a comprehensive resource for college planning. The link below provides information to parents on how they can assist their children with college options.
https://bigfuture.collegeboard.org/for-parents

College Representative Visits

Throughout the school year, college reps from Texas and across the country set up college information sessions on high school campuses in FBISD. The majority of these will be during the school day. Each high school's principal has the authority to determine how these are conducted. Possible methods include:

- Allowing students to sign up for a specific date/time through SchooLinks, that is, during the school day and not during lunches.
- Restrict college visits to lunches only.

Each Campus must keep a sign-in/out sheet for all college representatives and military recruiter visits. These are tracked and summarized for reports to the Board of Trustees at the end of each school year.

HCC Partnership

Fort Bend ISD partners with Houston Community College (HCC) to offer eligible high school students the opportunity to earn both high school and college credit through dual credit courses. These courses are taught by instructors who meet college-level credentials and are delivered on high school campuses, HCC campuses, or online.

To qualify, students must demonstrate college readiness on a State of Texas approved placement test.

Learn More about HCC Dual Credit
FBISD Dual Credit Presentation (PDF)
FBISD Dual Credit Page

UT OnRamps Dual Enrollment

FBISD also partners with the University of Texas at Austin to offer OnRamps courses, which allow students to earn both college and high school credit.

Key Features:

- Over 17 courses available in science, math, humanities, and more
- Courses taught by high school teachers with curriculum designed by UT faculty
- Students receive separate grades for high school and college components
- College credit is optional; students choose whether to accept it
- Credits are transferable to all Texas public universities and many private institutions
- FAST Program covers costs for eligible students
- Students who qualify are TSI-exempt

Military Enlistment Support

All military branches are welcome to FBISD campuses but must schedule visits in advance through the College and Career Readiness Advisor (CCRA).
Lunch visits and unscheduled drop-ins are not permitted.

TEA requires that all military enlistments are tracked annually. Coordination between the CCRA, registrar, and recruiters is essential to properly record military-bound students. Typically, registrars can track military-bound students via transcript or diploma requests.

Scholarships and Tracking

One of the key responsibilities of CCRAs is to manage and track student scholarship offers in SchooLinks.
Best Practices:

- Post all verified scholarships in SchooLinks
- Count all scholarships awarded to students, even if they don't plan to accept
- Do not include need-based aid (grants, loans) unless it is competitive
- Gather verification letters in SchooLinks
- Document all student and parent communication
- Submit monthly reports to the district with offers and awards from SchooLinks

Skyward & Transcripts

FBISD uses Skyward as its student data management system, which houses grades, attendance, class schedules, and transcripts. Multiple times per year, campus registrars upload senior transcripts from Skyward into SchooLinks.

Once uploaded, unofficial transcripts, which do not include class rank per the district's EIC Local policy, can be printed directly from SchooLinks by counselors, registrars, or CCRAs for students and parents.

Official transcripts, such as those required for college applications, NCAA, NAIA, or scholarships, must be prepared and sent by the campus registrar only. Students must request these official transcripts through SchooLinks. While the process for sending may vary slightly by campus, all official transcript requests must be initiated by the student in the system.

Summer College Application Boot Camps

Each summer, FBISD hosts College Application Boot Camps in partnership with the Houston Area Recruiters Network (HARN).

Features:

- College fair, guest speakers, and hands-on support for ApplyTexas & Common App
- Topics include financial aid, essays, SAT/ACT/TSIA prep
- Held at one North and one South campus
- Attendance: 300–500 students per event
- CCRA participation is expected

Test Prep Companies and College Consultants

FBISD utilizes Khan Academy through College Board for free test prep services. FBISD does not allow for-profit test prep companies or college consulting agencies of any kind to do high school visits or free practice tests.

The Common Application

The Common App is primarily used by private colleges and some out-of-state public universities.

- Students request letters of recommendation and transcripts through the platform
- SchooLinks is used to manage and track Common App submissions and matching

TSI Prep Boot Camp

FBISD and HCC offer TSI Boot Camps during the fall and spring for students in grades 8–10.
These camps prepare students for the Texas Success Initiative Assessment (TSIA2) and are crucial for those planning to enroll in Dual Credit courses.

TSIA2 Testing

The Texas Success Initiative Assessment 2.0 (TSIA2) is a state-required college placement exam offered by FBISD for graduating seniors and students seeking dual credit placement.

The TSI program helps Texas public colleges determine whether students are ready for college-level coursework in reading, writing, and math. Students who do not meet the required benchmarks must enroll in a Developmental Education (DE) program.

Key Points:

- TSIA2 is a computer-based test developed by College Board's Accuplacer Program.
- It is the only accepted placement test in Texas for students who are not TSI Complete via SAT or ACT scores.
- Unless exempt, students must meet TSIA2 benchmarks to enroll in entry-level college credit courses at Texas public colleges or universities.
- Students may also demonstrate readiness by completing a college-level course (e.g., through dual credit) or receiving a TSI exemption.

In FBISD:

- TSIA2 coordination is managed by Lead Counselors, College and Career Readiness Advisors (CCRAs), and Campus Assessment Coordinators.
- New CCRAs will receive an Accuplacer account and be trained in administering the TSIA2.

Working with Families

For helpful family engagement resources, visit:
First in the Family – College Planning

CCMR ACCOUNTABILITY

STAAR Component—Methodology

One point is given for each percentage of assessment results that are at or above the following:

- Approaches Grade Level or above
- Meets Grade Level or above
- Masters Grade Level

The STAAR component score is calculated by dividing the total points (cumulative performance for the three performance levels) by three resulting in an overall score of 0 to 100 for all districts and campuses. The percentage by performance level and STAAR component score are rounded to the nearest whole number. **Example Calculation: STAAR Component Score**

STAAR Performance	Reading	Math	Science	Social Studies	Totals	Percentages
Number of Assessments	531	482	330	274	1617	
Approaches Grade Level or Above	325	323	143	87	878	54%
Meets Grade Level or Above	220	190	45	76	531	33%
Masters Grade Level	109	165	41	22	337	21%
Total Percentage Points						**108**
Student Achievement Domain STAAR Component Score (Total Percentage Points ÷ 3)						**36**

College, Career, and Military Readiness (CCMR) Component

The College, Career, and Military Readiness (CCMR) component of the Student Achievement domain measures how well graduates are prepared for postsecondary success, whether in college, the workforce, or the military.

The CCMR denominator includes annual graduates from the prior school year. For example, in the 2024 accountability year, CCMR reflects students who graduated in the Class of 2023. These students may differ from longitudinal graduation cohorts and include students who graduated through an Individual Graduation Committee (IGC) decision.

To be considered "college, career, or military ready," a graduate must meet at least one of the following criteria:

- **Meet Texas Success Initiative (TSI) Criteria**
  A graduate must demonstrate college readiness in both Reading/Language Arts (RLA) and Mathematics through one of the following:
  - Meeting TSIA1 and/or TSIA2 college-ready benchmarks
  - Meeting SAT or ACT college-ready benchmarks
  - Successfully completing a college prep course (per TEC §28.014 and TEC §51.338), aligned between the LEA and a partner IHE

  New for 2024:
  - ACT criteria have changed; see Appendix H of the 2024 TEA Accountability Manual
  - College prep course credit must be earned in 12th grade for future accountability years
  - College prep courses will soon require TEA review and approval

  Additional Notes:
  - TSIA assessments may be administered through October following graduation
  - SAT scores accepted through June, and ACT through July
  - A student may meet RLA and math requirements on different assessments
- **Earn Dual Credit**
  - At least three college credit hours in RLA or math
    OR
  - At least nine college credit hours in any subject area

- **Meet AP/IB Exam Criteria**
  - Score of 3 or higher on an AP exam
  - Score of 4 or higher on an IB exam
- **Earn an Associate Degree**
  - By August 31 immediately following high school graduation
- **Complete an OnRamps Dual Enrollment Course**
  - Qualify for at least three hours of university or college credit in any subject
  - Course must be officially recorded and graded by a UT Instructor of Record
- **Earn an Industry-Based Certification (IBC)**
  - Must be on the TEA-approved list under 19 TAC §74.1003
  - Student must meet all certification requirements from the issuing entity

  Future Changes:
  - IBCs must be aligned with an approved program of study
  - Some certifications will be phased out; see the accountability manual for details
- **Graduate with Completed IEP and Workforce Readiness**
  - Graduation type codes 04, 05, 54, or 55
  - Indicates the student completed an IEP and demonstrated employment readiness or self-help skills
- **Military Enlistment**
  - Enlist in any branch of the U.S. Armed Forces or the Texas National Guard (Army, Navy, Air Force, Coast Guard, Marine Corps, or Space Force)
- **Graduate Under Advanced Diploma Plan as a Special Education Student**
  - Identified as receiving special education services during the graduation year
  - Graduation plan includes:
    - Recommended High School Plan (RHSP)
    - Distinguished Achievement Plan (DAP)
    - Foundation Plan with Endorsement (FHSP-E)
    - Foundation Plan with Distinguished Level of Achievement (FHSP-DLA)
- **Earn a Level I or Level II Certificate**
  - In any workforce education area
  - See Appendix D or H of the 2024 TEA Accountability Manual for qualifying certificates

College, Career, and Military Readiness (CCMR) Component – Who is Evaluated

- All students are evaluated as one group in the CCMR component.
- A campus or district is evaluated on CCMR if there are **at least 10 annual graduates** in the current year.

CCMR Component – Minimum Size Criteria & Small Numbers Analysis

To ensure fair and accurate scoring, the College, Career, and Military Readiness (CCMR) component follows specific minimum size rules:

- A campus or district is evaluated on CCMR if it has at least 10 annual graduates in the current accountability year.
- If there are fewer than 10 graduates, a small numbers analysis is used instead.

What is Small Numbers Analysis?

When the annual graduate count is too low (fewer than 10), the Texas Education Agency calculates a three-year average using data from the three most recent graduating classes.

- This analysis combines the number of graduates who met at least one CCMR indicator from the Classes of 2023, 2022, and 2021.
- It also totals the number of all graduates from those same three years.

If the combined total across all three years includes 10 or more graduates, the campus or district is evaluated for CCMR based on this three-year average.

College, Career, and Military Readiness Component—Methodology

The College, Career, and Military Readiness (CCMR) score is designed to reflect how well a district or campus is preparing students for success after high school. To calculate this score, one point is awarded for each annual graduate who meets at least one of the approved CCMR indicators. These indicators include meeting college readiness benchmarks through the TSI, completing dual credit or OnRamps courses, earning an Industry-Based Certification (IBC), or formally enlisting in the military, among others.

Once the total number of graduates who meet any CCMR indicator is determined, the district or campus uses the following formula:

CCMR Score = (Number of Graduates Who Met at Least One CCMR Indicator) ÷ (Total Number of Annual Graduates)

This calculation produces a value between 0 and 1, which is then converted to a 0–100 scale and rounded to the nearest whole number. The resulting score becomes the campus or district's official CCMR component score, which is part of the Student Achievement domain under the state accountability system.

Important Notes:

- If applicable, the sunsetting IBC cap is applied during this step, limiting how many certifications may be counted toward the final score.
- Any graduate who was not enrolled in a Texas public school at any point during the four years prior to their graduation is excluded from the CCMR denominator.

Example: 2021 CCMR Score Calculation

Number of 2021 Graduates Who Accomplished at Least One of the CCMR Indicators		
Number of Graduates Who Accomplished at Least One of the CCMR Indicators		**Number of 2021 Annual Graduates**
Total	**208**	**365**
Student Achievement Domain CCMR Component Score (Number of Graduates Who Accomplished at Least One of the CCMR Indicators ÷ Number of 2021 Annual Graduates)		**57**

College, Career, and Military Readiness (CCMR) Component – Outcome Bonus

School districts across Texas may be eligible to receive additional bonus funding ranging from $3,000 to $5,000 per student when students achieve certain postsecondary readiness milestones. This incentive, known as the Outcome Bonus, is built into the state's accountability system and was established to reward districts for their efforts in preparing students for success beyond high school—whether that path includes college enrollment, career training, or military service.

The intent behind the Outcome Bonus is to motivate and support school systems in providing meaningful, forward-thinking college and career readiness programming. By tying funding to student outcomes, the Texas Legislature aims to ensure that districts invest in the tools, resources, and strategies that help all students graduate with a clear plan and the skills necessary to thrive in their next step.

Districts may qualify for this bonus funding based on how their students perform in the following two categories:

College Ready

- Student earns an associate degree,
  OR
- Student meets Texas Success Initiative (TSI) criteria *and* enrolls in a postsecondary institution immediately after high school

Career Ready

- Student meets Texas Success Initiative (TSI) criteria,
  AND
- Earns an Industry-Based Certification (IBC) or a Level I or Level II workforce certificate

By supporting students in meeting these criteria, districts not only help prepare graduates for meaningful postsecondary success but also benefit from the funding that can be reinvested into expanding readiness programs and support services.

Graduation Rate (or Annual Dropout Rate) Component

The Graduation Rate component is a critical part of the Student Achievement domain and is used to evaluate how effectively high schools guide students toward earning a high school diploma within a set time frame. This component reflects a school's commitment to ensuring students stay on track, complete their academic requirements, and graduate ready for college, career, or military pathways.

In situations where a graduation rate is not available—for example, on newer campuses or specialized programs—TEA uses the annual dropout rate as a substitute. This dropout rate is then converted into a positive measure, serving as a proxy to assess overall student completion performance.

To ensure campuses and districts are evaluated fairly, the Texas Education Agency (TEA) reviews multiple graduation timelines and selects the rate that yields the highest possible score for accountability purposes. This method gives schools credit for both on-time and extended-time graduates, recognizing that some students may need additional time to complete their education.

Graduation Rate Options:

- **Four-Year Graduation Rate**
  This is the standard metric used to determine if students graduate on time—that is, within four years of entering high school as a ninth grader.
  A campus qualifies to report a four-year graduation rate if it meets one of the following conditions:
    - The campus served both grade 9 and grade 11 or 12 during the first and fifth years of the student cohort, or
    - The campus served grade 12 during both the first and fifth years of the cohort's timeline.

- **Five-Year Graduation Rate**
  This rate tracks the same student cohort for one additional year beyond the traditional four-year timeline. It captures students who may have needed an extra year to graduate but still completed their requirements successfully.

- **Six-Year Graduation Rate**
  This rate extends the window to two years beyond the expected graduation date, allowing districts to receive credit for students who persist and eventually graduate, even if they require additional time due to personal, academic, or life circumstances.

Alternative Measure: Annual Dropout Rate

In certain cases, a campus may not yet have the data necessary to calculate a graduation rate—most commonly when the campus is new or does not yet have a complete four-year student cohort. When this happens, the Texas Education Agency (TEA) uses an alternative measure to ensure the campus is still evaluated fairly within the accountability system.

If a campus serves grades 9–12 but does not have an available graduation rate, TEA will substitute the prior year's annual dropout rate for students in grades 9 through 12.

To align with the graduation rate metric, this dropout rate is converted into a positive measure that estimates the campus's progress toward keeping students enrolled and on track to graduate. While not a direct replacement for a graduation rate, this adjusted measure helps reflect the campus's ability to support student retention and reduce early exits from high school.

BOARD POLICY EIC (LOCAL)

The FBISD Board of Trustees emphasizes the importance of students' social-emotional development and the achievement of all seven Profile of a Graduate attributes. As part of this commitment, the Board has revised Policy EIC (Local) to better align with these values.

The goal of the policy change is to promote fairness for the greatest number of students while minimizing any negative impact on others. The revised policy is effective immediately.

View Board Policy EIC (Local)

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HELPFUL LINKS

College & Career Planning Tools

- SchooLinks *(Sign in using 1Link/Clever)*
- College Board (SAT)
- Accuplacer (TSI Scores)
- ACT Counselor's Success Portal
- ApplyTexas Counselor's Suite
- Common App Demo Dashboard
- Common Black College Application Counselor's Suite
- Slate Applications Portal
- OnRamps – UT Austin

Financial Aid

- FAFSA – Free Application for Federal Student Aid
- TASFA – Texas Application for State Financial Aid

Athletics Eligibility

- NCAA Counselor's Portal
- NAIA Counselor's Suite

Military Readiness

- **ASVAB Test Coordinator** – Darryl Miller: darryl.e.miller.civ@army.mil

Dual Credit & Postsecondary Partnerships

- HCC Dual Credit Smart Sheets
- **HCC Dual Credit Director** – Christine Awad, Director of P-16 Program: christine.awad@hccs.edu
- FBISD Counseling and Postsecondary Readiness
- **Houston Area Recruiters Network (HARN)** – Whitney Harrison: whitley.harrison@okstate.edu

Transcript Requests

- Submit via SchooLinks *(Sign in using 1Link/Clever)*