

United Independent School District



House Bill 3 (HB3) Board Adopted Goals and Plans Annual Progress Update September 2026

**Curriculum and Instruction
College, Career, Military Readiness (CCMR)
Early Childhood Literacy and Mathematics**

House Bill 3 - Purpose

In keeping alignment with the state's 60x30TX (by 2030, at least 60 percent of Texans ages 25-34 will have a certificate or degree), the School Finance Commission set the following two key checkpoints:

1. Sixty (60) percent of all students will perform at the state's "Meets" standard at third grade reading and math; and
2. Sixty (60) percent of all high school seniors will graduate without the need for remediation and will achieve an industry-accepted certificate aligned with a living wage job, enroll in a post-secondary education, or enroll in the military after high school graduation.

HB3 - Plan Requirements

HB3 requires school boards to adopt detailed plans developed by their management teams that achieve goals in two key areas:

1. Early childhood literacy and mathematics (EC-LM) proficiency; and
2. College, career, military readiness (CCMR)

Board Approved 2026-2030 Five Year Plan
September 2025



CCMR Plans



United ISD provides students with multiple opportunities to attain college, career and/or military readiness by high school graduation. The following are key initiatives:

- ★ Increase Dual Enrollment participation by providing opportunities to earn credit while in high School (Early Start, Gold, Laredo College -Level 1 Certificate, Early College High Schools).
- ★ Restructure TSIA success plans to increase passing rates through integrated test preparation, expanded testing opportunities after Algebra 2, English 3 and college prep, and targeted student remediation boot camps.
- ★ Increase the participation of student taking an AP Exam and meeting passing score of a 3 or higher on AP examinations.
- ★ Continue the current practices for CTE Programs of Study offerings aligned to an Industry Based Certification for Completer and IBC attainment status **(2028 TEA Change)**.
- ★ Continue and adjust to TEA approved College Prep Courses in ELA and Math offered to 12th grade students not meeting college readiness through a college entrance exam **(2028 TEA Change)**.
- ★ Continue with Middle Schools 8th grade TSIA testing Initiative in preparation for high school dual enrollment opportunities upon entering 9th grade.

CCMR is a critical component of the state's accountability system and UISD students who further their college, career or military participation post-secondary generate funding for the school district through Outcome Based Bonus upon meeting TEA criteria.

CCMR Goals

United High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 85% to 92% by August 2030.



99% ✓

97% ✓

Yearly Target Goals

2025	2026	2027	2028	2029	2030
66%	85%	86%	88%	90%	92%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	85%	*	*	*	*	*	70%	84%	*	70%	83%	44%
2027	*	86%	*	*	*	*	*	71%	85%	*	71%	84%	45%
2028	*	88%	*	*	*	*	*	73%	86%	*	73%	85%	47%
2029	*	90%	*	*	*	*	*	75%	88%	*	75%	87%	48%
2030	*	92%	*	*	*	*	*	77%	90%	*	77%	89%	49%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

United South High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 90% by August 2030



94% ✓

95% ✓

Yearly Target Goals

2025	2026	2027	2028	2029	2030
62%	84%	86%	88%	89%	90%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	63%	83%	*	63%	76%	40%
2027	*	86%	*	*	*	*	*	64%	85%	*	64%	77%	41%
2028	*	88%	*	*	*	*	*	65%	87%	*	65%	79%	42%
2029	*	89%	*	*	*	*	*	67%	88%	*	67%	81%	44%
2030	*	90%	*	*	*	*	*	69%	89%	*	69%	83%	46%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

Alexander High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 91% by 2030.



Yearly Target Goals					
2025	2026	2027	2028	2029	2030
70%	84%	86%	88%	89%	91%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	70%	83%	*	69%	83%	44%
2027	*	86%	*	*	*	*	*	71%	85%	*	70%	84%	45%
2028	*	88%	*	*	*	*	*	73%	87%	*	72%	85%	47%
2029	*	89%	*	*	*	*	*	75%	88%	*	74%	87%	48%
2030	*	90%	*	*	*	*	*	77%	89%	*	76%	89%	49%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

CCMR Goals

L.B. Johnson High School CCMR Campus Goals



The percentage of graduates that meet the criteria for CCMR will increase from 84% to 90% by August 2030.



95% ✓

94% ✓

Yearly Target Goals

2025

2026

2027

2028

2029

2030

70%

84%

86%

88%

89%

90%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	63%	83%	*	62%	76%	40%
2027	*	86%	*	*	*	*	*	64%	84%	*	63%	77%	41%
2028	*	88%	*	*	*	*	*	65%	85%	*	64%	79%	42%
2029	*	89%	*	*	*	*	*	67%	87%	*	65%	81%	44%
2030	*	90%	*	*	*	*	*	69%	89%	*	67%	83%	46%

*Student groups without data do not meet the minimum number of 20 students based on FIDE requirements.



United ISD CCMR Goals

UNITED ISD College, Career, Military Readiness (CCMR) Board Outcome Goals

The percent of graduates that meet the criteria for CCMR will increase from 84% to 91% by August 2030.

95% ✓

96% ✓

Yearly Target Goals

2025 (2024 Grads)	2026 (2025 Grads)	2027 (2026 Grads)	2028** (2027 Grads)	2029 (2028 Grads)	2030 (2029 Grads)
65%	84%	86%	88%	89%	91%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2026	*	84%	*	*	*	*	*	67%	83%	*	66%	80%	42%
2027	*	86%	*	*	*	*	*	68%	85%	*	67%	81%	43%
2028	*	88%	*	*	*	*	*	69%	86%	*	69%	82%	45%
2029	*	89%	*	*	*	*	*	71%	88%	*	70%	84%	46%
2030	*	91%	*	*	*	*	*	73%	89%	*	72%	86%	47%

* - Student Groups without data do not meet the minimum number of 25 students based on HB3 requirements.

** - TEA Accountability Changes to the CTE Tler System and College Prep Course Approval.

2026-2030 EC Literacy and Mathematics Board Goals

Early Childhood Literacy Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 60% to 65% by June 2030.

Subject: Reading/ELA Curriculum: Grade 03 Language: E Version(s): SS,STAAR-Sp,STAAR-Alt2 Date: 5 2026
Demographic Group(s): All Students Join Demos Using: OR
Source: Admin

2026 Goal - 60%

2025 58%

Sub-population	Students Tested	Approaches Grade Level		Meets Grade Level		Masters Grade Level	
		#	%	#	%	#	%
All Students	2781	2200	79%	1659	60%	830	30%

Early Childhood Mathematics Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 60% by June 2030.

Subject: Mathematics Curriculum: Grade 03 Language: E Version(s): SS,STAAR-Sp,STAAR-Alt2 Date: 5 2026
Demographic Group(s): All Students Join Demos Using: OR
Source: Admin

2026 Goal - 53%

2025 52%

Sub-population	Students Tested	Approaches Grade Level		Meets Grade Level		Masters Grade Level	
		#	%	#	%	#	%
All Students	2780	2046	74%	1400	50%	659	24%

Plan of
Action

Plans for Early Childhood Literacy

In order to ensure student academic achievement targets are met, a specific professional development plan for instructional support will be implemented across district elementary campuses:

- ★ HB 3 - Reading Academies certification for all K-3 teachers, including special education teachers, and principals and assistant principals
- ★ i-Ready Inform for all K-3 students in Reading administered at beginning, middle, and end-of-the-year
- ★ Personalized Instruction lessons for all K-3 students after each i-Ready Inform administration
- ★ Scheduled PLCs targeting TEKS instruction, benchmark/checkpoint data-analysis, and student engagement instructional activities
- ★ Professional development in the implementation of newly adopted math curriculum(i-Ready, Pear Assessment, Fluency Fight)
- ★ Periodic PLCs with school administrators
- ★ Progress monitoring systems at the district level
- ★ Identification and delivery of instructional support specific to campuses who are at the risk of not meeting Closing the Gaps Performance Targets

Plans for Early Childhood Mathematics

In order to ensure student academic achievement targets are met, a specific professional development plan for instructional support will be implemented across district elementary campuses:

- ★ i-Ready Inform for all K-3 students in Math administered at beginning, middle, and end-of-the-year
- ★ Personalized Instruction lessons for all K-3 students after each i-Ready assessment administration
- ★ Scheduled PLCs targeting TEKS instruction, benchmark/checkpoint data-analysis, and student engagement instructional activities
- ★ Professional development in the implementation of new Math adoption instructional resources
- ★ Periodic PLCs with school administrators
- ★ Progress monitoring systems at the district level
- ★ Identification and delivery of instructional support specific to campuses who are at the risk of not meeting Closing the Gaps Performance Targets

Elementary Campus Goals

					 <u>UHS Feeder Schools Goals</u>	
United High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals						
Elementary Campus	2026		2027	2028	2029	2030
Borchers Elementary	65%	✓	65%	65%	65%	65%
De Llano Elementary	61%	✓	62%	63%	64%	65%
Malakoff Elementary	62%	✓	62%	63%	64%	65%
San Isidro Elementary	65%	✓	65%	65%	65%	65%
Fasken Elementary	62%	✓	63%	64%	65%	65%
Finley Elementary	56%		57%	58%	59%	60%
Kazen Elementary	65%	✓	65%	65%	65%	65%
Muller Elementary	62%		62%	63%	64%	65%
Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals						
Elementary Campus	2026		2027	2028	2029	2030
Borchers Elementary	65%	✓	65%	65%	65%	65%
De Llano Elementary	55%	✓	56%	57%	58%	59%
Malakoff Elementary	54%	✓	55%	56%	57%	58%
San Isidro Elementary	65%	✓	65%	65%	65%	65%
Fasken Elementary	48%		49%	50%	51%	52%
Finley Elementary	49%		50%	51%	52%	53%
Kazen Elementary	65%	✓	65%	65%	65%	65%
Muller Elementary	63%	✓	63%	63%	64%	65%

Elementary Campus Goals



**USHS Feeder
Schools Goals**

United South High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Cuellar Elementary	54% ✓	55%	56%	57%	58%
Freedom Elementary	65%	65%	65%	65%	65%
Garcia Elementary	53%	54%	55%	56%	57%
Killam Elementary	39% ✓	42%	45%	48%	50%
Ruiz Elementary	64%	64%	64%	64%	65%
Salinas Elementary	42% ✓	44%	46%	48%	50%
Zaffirini Elementary	62%	62%	63%	64%	65%

Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Cuellar Elementary	48% ✓	49%	50%	51%	52%
Freedom Elementary	56%	57%	58%	59%	60%
Garcia Elementary	43%	44%	46%	48%	50%
Killam Elementary	37% ✓	40%	43%	46%	50%
Ruiz Elementary	61%	62%	63%	64%	65%
Salinas Elementary	36% ✓	39%	43%	47%	50%
Zaffirini Elementary	48% ✓	49%	50%	51%	52%

Elementary Campus Goals

				 <u>AHS Feeder Schools Goals</u>	
Alexander High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency					
Yearly Target Goals					
Elementary Campus	2026	2027	2028	2029	2030
Benavides Elementary	65% ✓	65%	65%	65%	65%
Clark Elementary	48%	49%	50%	51%	52%
Gutierrez Elementary	47% ✓	48%	49%	50%	51%
Newman Elementary	53%	54%	55%	56%	57%
Nye Elementary	64% ✓	64%	64%	64%	65%
Trautmann Elementary	64% ✓	64%	64%	64%	65%
R. J. Santos Elementary	43% ✓	44%	46%	48%	50%
Campus Outcome Goals for Early Childhood Math Proficiency					
Yearly Target Goals					
Elementary Campus	2026	2027	2028	2029	2030
Benavides Elementary	65% ✓	65%	65%	65%	65%
Clark Elementary	49%	50%	51%	52%	53%
Gutierrez Elementary	50%	51%	52%	53%	54%
Newman Elementary	49%	50%	51%	52%	53%
Nye Elementary	61% ✓	62%	63%	64%	65%
Trautmann Elementary	61%	62%	63%	64%	65%
R. J. Santos Elementary	36% ✓	39%	42%	46%	50%

Elementary Campus Goals



**LBJ Feeder
Schools Goals**

Lyndon B. Johnson High School Feeder Pattern Campus Outcome Goals for Early Childhood Literacy Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Arndt Elementary	42% ✓	44%	46%	48%	50%
Centeno Elementary	55% ✓	56%	57%	58%	59%
Juarez-Lincoln Elementary	52%	53%	54%	55%	56%
Kennedy-Zapata Elementary	65% ✓	65%	65%	65%	65%
Prada Elementary	65%	65%	65%	65%	65%
Perez Elementary	65% ✓	65%	65%	65%	65%
Roosevelt Elementary	58%	59%	60%	61%	62%
Veterans Memorial Elementary	63% ✓	63%	63%	64%	65%

Campus Outcome Goals for Early Childhood Math Proficiency Yearly Target Goals

Elementary Campus	2026	2027	2028	2029	2030
Arndt Elementary	32% ✓	40%	43%	46%	50%
Centeno Elementary	48%	49%	50%	51%	52%
Juarez-Lincoln Elementary	50%	51%	52%	53%	54%
Kennedy-Zapata Elementary	65%	65%	65%	65%	65%
Prada Elementary	49%	50%	51%	52%	53%
Perez Elementary	65%	65%	65%	65%	65%
Roosevelt Elementary	54%	55%	56%	57%	58%
Veterans Memorial Elementary	41% ✓	43%	45%	47%	50%