Baird ISD | CCMR Board-Adopted Plan

2026–27 through 2030–31 • Prepared for October 26, 2026 Board consideration

Section A: Plan Information

Item	Response
Campus	Baird High School
Plan	College, Career, and Military Readiness (TEC § 11.186)
Subject	CCMR
Prepared by	[Enter name and title]
Coordinating administrator	[Enter responsible administrator name and title]
Plan term	2026–27 through 2030–31
Five-year deadline	August 2031
Baseline source	TEA 2025 Closing the Gaps, Baird HS, pp. 4 and 6: 39% (9 of 23), based on Class of 2024 graduates; 2025 accountability release.

Section B: Goal Statement

The percentage of Baird High School annual graduates meeting at least one CCMR indicator used in the Student Achievement domain will increase from 39% (9 of 23) in the 2025 accountability report (Class of 2024 outcome data) to 100% for the Class of 2031, reported by August 2031.

A 95% monitoring floor triggers intervention; it is not a lower annual performance target.

Section C: Baseline and Annual Targets — All Students

Years refer to graduating classes, not school years. The 2025 accountability CCMR baseline uses Class of 2024 graduates; the Class of 2025 result must be obtained separately if the Board intends a graduating-class-2025 baseline. Future counts depend on cohort size.

Measure	Baseline	Class 2027	Class 2028	Class 2029	Class 2030	Class 2031
Required: CCMR Student Achievement indicator	39% (9/23), 2025 accountability (2024 graduates)	≥60%	≥70%	≥80%	≥90%	100%
Local: college ready in RLA and math (TSIA benchmark)	2025 baseline unavailable; 2026 benchmark 52.4% (11/21)	≥52.4%	≥53%	≥55%	≥58%	≥60%

The 2025 Closing the Gaps report does not provide the 2025 graduating class college-ready-in-both-subjects result. This local measure retains the 2026 operational benchmark for monitoring only; it is not an adopted 2025-baseline Board goal until a verified 2025 result is supplied.

Other strategic monitoring measures (not proposed as adopted Board goals until actual baselines are documented):

Measure	2027	2028	2029	2030	2031
CCMR Outcomes Bonus eligibility	≥60%	≥65%	≥70%	≥75%	≥80%
Two or more CCMR indicators	≥60%	≥65%	≥68%	≥72%	≥75%
Postsecondary credential (unduplicated)	≥40%	≥42%	≥45%	≥48%	≥50%

The source plan lacks numerical baseline values for these three measures. Do not adopt them as independent Board goals until their baseline year, count, percentage and source are added. Credential definition for local monitoring: associate degree, Level I/II certificate, or qualifying industry-based certification, unduplicated.

Section D: Closing the Gaps Student Group Targets

Source: TEA 2025 Closing the Gaps, Baird HS, pages 4 and 6. The report was released in 2025 but its CCMR row measures 2024 graduates. N/E is used only where the CCMR group is not evaluated; TEA suppresses some small group counts, so those counts cannot be certified from this report alone. Do not substitute STAAR test counts for graduate CCMR counts. Verify suppressed group counts with the campus confidential cohort roster before adoption.

Student group	Evaluated? / count	Baseline	2027	2028	2029	2030	2031
Economically Disadvantaged	Y / 12	25% (3/12)	≥40%	≥55%	≥70%	≥85%	100%
Hispanic	N / <5 (masked)	N/E	N/E	N/E	N/E	N/E	N/E
White	Y / 19	47% (9/19)	≥60%	≥70%	≥80%	≥90%	100%
African American	N / 0 reported	N/E	N/E	N/E	N/E	N/E	N/E
Two or More Races	N / 0 reported	N/E	N/E	N/E	N/E	N/E	N/E
Current and Former Special Education	Current: N / 6; former: count not published	N/E*	N/E	N/E	N/E	N/E	N/E
Emergent Bilingual	N / 0 reported (current)	N/E	N/E	N/E	N/E	N/E	N/E
High Focus (evaluated group)	Y / 14	29% (4/14)	≥40%	≥55%	≥70%	≥85%	100%

For any group not evaluated under TEA minimum-size rules, replace entries with “Not evaluated” and the verified count. For each evaluated group, set five annual targets no lower than that group’s verified baseline.

Section E: Progress Monitoring and Reporting

Item	Response
Interim measures	Quarterly senior-class roster: verified CCMR, projected CCMR at graduation, TSIA/SAT/ACT college readiness, dual-credit completion, associate-degree and certificate progress, IBC plus aligned program-of-study completion, projected Outcomes Bonus eligibility, multiple CCMR indicators, and individual plans for students not yet CCMR.
Reporting quarters	Quarterly to Board: fall, winter, spring, and summer/year-end; final Class of 2031 results by August 2031, subject to TEA publication timing.
If Action Needed	Identify non-CCMR students; assign counselor/administrator and individualized pathway; schedule testing, tutoring, course or credential completion; review progress monthly and escalate barriers.
Early Childhood K–3 PD	Not applicable to CCMR plan.

Use On Track / Monitor / Action Needed. Report each percentage with its actual student count; publicly mask counts under five as “fewer than 5.” Present the annual report at a public Board meeting and post it to district and campus websites. Do not identify individual students in public scorecards.

Pre-Adoption Completion Checklist

☐ Name the preparing and coordinating administrators.

☐ Confirm 2026 CCMR baseline against official TEA Student Achievement measure and cite report/year.

☐ Obtain official Closing the Gaps campus table; complete every student-group row and five annual targets.

☐ Verify the college-readiness local measure and its baseline definition.

☐ Add actual baselines before promoting Outcomes Bonus, 2+ indicators, or credential measures to adopted goals.

☐ Use current graduating cohort counts in each annual and quarterly report.

Section D verification note: *The report shows 6 current special education graduates but does not give an unduplicated current-and-former special education count. N/E for the combined group is provisional. Hispanic CCMR counts are masked; the non-White remainder is four graduates, so the Hispanic count is below five. TEA does not publish a 2025 graduating-class CCMR outcome in this report. Obtain the confidential 2025 graduating cohort subgroup extract to certify every N/E designation and establish a true Class of 2025 baseline.