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HB 3 Goal Setting

CONROE INDEPENDENT SCHOOL DISTRICT

June 24, 2025

Timeline & Process

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April 3, 2025	Preliminary HB 3 Planning in School Improvement
April 4, 2025	Provide a proposed timeline and rough draft of goal setting information to Student Achievement Board Subcommittee
Early June	Revise Goals based on the return of STAAR data.
June 10	Preliminary goal setting with the Student Achievement Board Subcommittee.
Mid-June Prior to Workshop	Submit draft of full Plan and Goals to the full board through a weekly superintendent update
June 18-23	Receive feedback from the Teaching & Learning departments & assistant superintendents
June 24, 2025 Board Workshop	HB 3 Plans and Goal Setting Workshop
July 15, 2025 Board Meeting	Submit the HB 3 Plans and Goals for board approval

HB 3 History and Policy

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- HB 3 was originally adopted during the 86th Texas Legislature in 2019.
- The Texas Education Codes which govern the implementation are:
  - TEC 11.185 for Early Childhood Literacy and Math
  - TEC 11.186 for College, Career, and Military Readiness
- TEA has developed a FAQ for HB 3 Board Adopted Plans and Goals
- The TEA presented the HB 3 Board Adopted Goals and Plans on September 19, 2019.

HB 3 Requirements

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TEC 11.185 and 11.186 require that the following be part of the Board adopted plan:

- Annual goals for students in each group evaluated under the Closing the Gaps domain under Section 39.053(c)(3)
- Annual goals for aggregate student growth in 3rd grade reading, 3rd grade math, and CCMR
- An assigned district level administrator to coordinate the implementation of the plan.
- Annual review by the board at a public meeting.

HB 3 Requirements

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Since the original adoption of HB 3 in 2019, some portions of Closing the Gaps have changed with 2023 Accountability Refresh. Those changes are addressed in our new goal setting process.

- All Closing the Gaps groups that are evaluated must be included in the plan, so these new groups have been added: High Focus, Highly Mobile, Foster, Homeless, Migrant, and EB (Current)
- The state changed the group size requirement from 25 to 10, so student groups with at least 10 students will now be reported.

HB 3 Data Sources

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Because HB 3 requires goals and aggregated growth to be reported for all Closing the Gaps student groups, data comes from a variety of sources both public and confidential including:

- Texas Academic Performance Report (TAPR) (Public)
- Closing the Gaps (Public)
- Texas Research Portal (Public)
- Student PEIMS data (Confidential)
- TIDE student data (Confidential)
- Local data systems and local calculations (Confidential)

Sometimes data from different sources may differ slightly based on accountability rule application or updates made between data pulls.

HB 3 TEA Recommendations

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- A stable 5-year system is best practice. We should do our best to create goals and progress measures that will not need to be altered during the 5-year period.
- It is important to choose progress measures that will directly impact our ability to meet the adopted Board Goals.
- It is best practice to choose no more than three progress measures for any adopted Board Goal.

TEA Contacts: Monica Jaloma & Glenn Nathan, TEA School Governance Department

Historical Data

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Early Childhood Literacy Board Goals				
Increase the percentage of 3rd grade students that score meets grade level or above on STAAR Reading from 52% to 56% by August 2025.				
Yearly Target Goals				
2021	**2022**	**2023**	**2024**	**2025**
52%	53%	54%	55%	56%
STAAR Results				
2021	**2022**	**2023**	**2024**	**2025**
53%	62%	61%	60%	59%

Historical Data

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Early Childhood Math Board Outcome Goals				
Increase the percentage of 3rd grade students that score meets grade level or above on STAAR Math from 51% to 55% by August 2025.				
Yearly Target Goals				
2021	**2022**	**2023**	**2024**	**2025**
51%	52%	53%	54%	55%
STAAR Results				
2021	**2022**	**2023**	**2024**	**2025**
51%	59%	59%	55%	57%

Historical Data

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CCMR Board Outcome Goals				
Increase the percentage of graduates that are college, career or military ready (CCMR) from 63% to 76% by August 2025.				
Yearly Target Goals				
2021	**2022**	**2023**	**2024**	**2025**
63%	65%	68%	72%	76%
CCMR Actual Percentage				
2021	**2022**	**2023**	**2024**	**2025**
63%	66%	69%	81%	76%

Month	Goal / Progress Measure	Evaluations / Other Business	Trainings
August	STAAR Preliminary		
September	STAAR Final		
October	Goal 1 Progress Measure 1.1 BOY Goal 1 Progress Measure 1.2 BOY Goal 2 Progress Measure 2.1 BOY Goal 2 Progress Measure 2.2 BOY		
November			
December			
January			
February	Annual Report Goal 1 Progress Measure 1.1 MOY Goal 1 Progress Measure 1.2 MOY Goal 2 Progress Measure 2.1 MOY Goal 2 Progress Measure 2.2 MOY Goal 3 Progress Measure 3.1 Goal 3 Progress Measure 3.2 Goal 3 Progress Measure 3.3		
March			
April			
May			
June	Goal 1 Progress Measure 1.1 EOY Goal 1 Progress Measure 1.2 EOY Goal 2 Progress Measure 2.1 EOY Goal 2 Progress Measure 2.2 EOY		
July			

Goals Draft

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Early Childhood Literacy Board Outcomes Goal 1

The percent of 3rd grade students that score meets grade level or above on STAAR Reading & Language Arts will increase from 59% to 67% by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
59%	60%	61%	63%	65%	67%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	45%	49%	68%	*	82%	*	68%	43%	40%	75%	42%	46%	24%	**	61%	52%	29%	*	29%	*
2026	46%	50%	68%	*	82%	*	68%	45%	42%	75%	44%	48%	25%	**	61%	54%	30%	*	30%	*
2027	47%	51%	69%	*	82%	*	68%	47%	44%	75%	46%	49%	26%	**	61%	55%	31%	*	31%	*
2028	49%	52%	69%	*	82%	*	68%	49%	46%	75%	48%	51%	27%	**	61%	57%	32%	*	32%	*
2029	50%	53%	70%	*	82%	*	68%	51%	48%	75%	50%	52%	28%	**	61%	58%	33%	*	33%	*
2030	51%	54%	70%	*	82%	*	68%	53%	50%	75%	52%	54%	29%	53%	61%	60%	34%	*	34%	*

*Goals are only set for student groups with at least 10 students. **Data is unable to be calculated locally.

Goals Draft

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Early Childhood Math Board Outcomes Goal 2

The percent of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 57% to 65% by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
57%	58%	59%	61%	63%	65%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	34%	49%	66%	*	78%	*	61%	44%	40%	71%	47%	49%	28%	**	59%	48%	28%	*	28%	*
2026	37%	51%	67%	*	80%	*	62%	46%	42%	73%	49%	51%	29%	**	60%	50%	29%	*	29%	*
2027	40%	53%	68%	*	82%	*	63%	48%	44%	74%	51%	53%	30%	**	61%	52%	30%	*	30%	*
2028	44%	54%	69%	*	83%	*	65%	50%	46%	76%	53%	55%	31%	**	61%	54%	31%	*	31%	*
2029	47%	56%	70%	*	85%	*	66%	52%	48%	77%	55%	57%	32%	**	62%	56%	32%	*	32%	*
2030	50%	58%	71%	*	87%	*	67%	54%	50%	79%	57%	59%	33%	59%	63%	58%	33%	*	33%	*

*Goals are only set for student groups with at least 10 students. **Data is unable to be calculated locally.

Goals Draft

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CCMR Board Outcomes Goal 3

The percentage of graduates that meet CCMR criteria will increase from 76% to 88% by August 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
76%	78%	81%	83%	86%	88%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	62%	71%	84%	75%	93%	*	85%	65%	65%	84%	60%	57%	75%	59%	80%	62%	**	**	**	**
2026	65%	75%	86%	78%	93%	*	87%	69%	69%	86%	64%	62%	79%	62%	83%	66%	**	**	**	**
2027	68%	79%	88%	80%	94%	*	88%	73%	73%	88%	68%	67%	83%	65%	86%	71%	**	**	**	**
2028	71%	82%	91%	83%	94%	*	90%	78%	78%	91%	73%	71%	86%	69%	89%	75%	**	**	**	**
2029	74%	86%	93%	85%	95%	*	91%	82%	82%	93%	77%	76%	90%	72%	92%	80%	**	**	**	**
2030	77%	90%	95%	88%	95%	*	93%	86%	86%	95%	81%	81%	94%	75%	95%	84%	**	**	**	**

*Goals are only set for student groups with at least 10 students. **Data is unable to be calculated locally.

Progress Measures Draft

DRAFT

We propose to use the following for progress monitoring:

Goal 1: Early Literacy

1. The percentage of Prekindergarten students that are “on track” based on Phonological Awareness on the Circle Literacy Progress Monitoring assessment.
2. The percentage of Grade K to 3 students who reach their growth projection on the NWEA MAP Growth Assessment is above 50%

Goal 2: Early Mathematics

1. The percentage of Prekindergarten students that are “on track” based on the Math Progress Monitoring portion of Circle.
2. The percentage of Grade K to 3 students who reach their growth projection on the NWEA MAP Growth Assessment is above 50%.

Goal 3: CCMR

1. The percentage of students who meet Texas Success Initiative (TSI) criteria in both Math and RLA.
2. The percentage of students who earn an industry based certification (IBC).
3. The percentage of economically disadvantaged graduates who meet CCMR.

Progress Measures Draft

DRAFT

Early Childhood Literacy Progress Measure 1.1

The percent of Pre-Kindergarten students that are on track on the End-of-Year Phonological Awareness CLI Circle assessment will increase from 81% to 86% by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
BOY 55% MOY 75% EOY 81%	82%	83%	84%	85%	86%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	76%	81%	80%	*	87%	*	80%	80%	80%	84%	82%	N/A	58%	N/A	N/A	N/A	74%	64%	76%	*
2026	77%	82%	81%	*	88%	*	81%	81%	81%	85%	83%	N/A	59%	N/A	N/A	N/A	75%	65%	77%	*
2027	78%	83%	82%	*	89%	*	82%	82%	82%	86%	84%	N/A	60%	N/A	N/A	N/A	76%	66%	78%	*
2028	79%	84%	83%	*	90%	*	83%	83%	83%	87%	85%	N/A	61%	N/A	N/A	N/A	77%	67%	79%	*
2029	80%	85%	84%	*	91%	*	84%	84%	84%	88%	86%	N/A	62%	N/A	N/A	N/A	78%	68%	80%	*
2030	81%	86%	85%	*	92%	*	85%	85%	85%	89%	87%	N/A	63%	N/A	N/A	N/A	79%	69%	81%	*

*Goals are only set for student groups with at least 10 students.

Progress Measures Draft

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Early Childhood Math Progress Measure 2.1

The percent of Pre-Kindergarten students that are on track on the End-of-Year Math Progress Monitoring portion of the CLI Circle assessment will increase from 92% to 95% by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
BOY 69% MOY 88% EOY 92%	93%	93%	94%	94%	95%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	92%	92%	92%	*	98%	*	87%	92%	91%	96%	93%	N/A	79%	N/A	N/A	N/A	87%	82%	88%	*
2026	93%	93%	93%	*	95%	*	88%	93%	92%	95%	94%	N/A	80%	N/A	N/A	N/A	88%	83%	89%	*
2027	94%	94%	94%	*	95%	*	89%	94%	93%	95%	95%	N/A	81%	N/A	N/A	N/A	89%	84%	90%	*
2028	95%	95%	95%	*	95%	*	90%	95%	94%	95%	95%	N/A	82%	N/A	N/A	N/A	90%	85%	91%	*
2029	95%	95%	95%	*	95%	*	91%	95%	95%	95%	95%	N/A	83%	N/A	N/A	N/A	91%	86%	92%	*
2030	95%	95%	95%	*	95%	*	92%	95%	95%	95%	95%	N/A	84%	N/A	N/A	N/A	92%	87%	93%	*

*Goals are not set for student groups with at least 10 students.

Progress Measures Draft

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Early Childhood Literacy Progress Measure 1.2

The percent of Kindergarten to Grade 3 students reaching their NWEA MAP Growth Projection on the Reading assessment will reach 55% by 2030.

Early Childhood Math Progress Measure 2.2

The percent of Kindergarten to Grade 3 students reaching their NWEA MAP Growth Projection on the Math assessment will reach 55% by 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
50% (National Norms)	51%	52%	53%	54%	55%

Closing the Gaps Student Groups Yearly Targets

Baselin		African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
20																					
20	Baseline (2025)												N/A		N/A	N/A	N/A				
20	2026												N/A		N/A	N/A	N/A				
20	2027												N/A		N/A	N/A	N/A				
20	2028												N/A		N/A	N/A	N/A				
*Goals a	2029												N/A		N/A	N/A	N/A				
	2030	55%	55%	55%	55%	55%	55%	55%	55%	55%	55%	55%	N/A	55%	N/A	N/A	N/A	55%	55%	55%	55%

*Goals are not set for student groups with at least 10 students.

Progress Measures Draft

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CCMR Progress Measure 3.1

The percent of graduates who meet Texas Success Initiative (TSI) criteria in both Math and English/Language Arts will increased from 47% to 60 % by June 2030

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
47%	49%	51%	54%	57%	60%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	30%	37%	57%	43%	82%	*	56%	**	30%	70%	16%	**	5%	**	**	**	**	*	23%	*
2026	32%	39%	59%	45%	84%	*	58%	**	32%	72%	18%	**	7%	**	**	**	**	*	25%	*
2027	34%	41%	61%	47%	86%	*	60%	**	34%	74%	20%	**	9%	**	**	**	**	*	27%	*
2028	37%	44%	64%	50%	89%	*	63%	**	37%	77%	23%	**	12%	**	**	**	**	*	30%	*
2029	40%	47%	67%	53%	92%	*	66%	**	40%	80%	26%	**	15%	**	**	**	**	*	33%	*
2030	43%	50%	70%	56%	95%	*	69%	**	43%	83%	29%	**	18%	**	**	**	**	*	36%	*

*Goals are not set for student groups with at least 10 students.

Progress Measures Draft

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CCMR Progress Measure 3.2

The percent of graduates who earn an industry based certification (IBC) and are completers will increase from 8% to 30 % by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
8% ***	15%	18%	22%	26%	30%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	6%	9%	8%	7%	6%	*	6%	**	10%	**	7%	**	7%	**	**	**	**	*	13%	*
2026	13%	16%	15%	14%	13%	*	13%	**	17%	**	14%	**	14%	**	**	**	**	*	20%	*
2027	16%	19%	18%	17%	16%	*	16%	**	20%	**	17%	**	17%	**	**	**	**	*	23%	*
2028	20%	23%	22%	21%	20%	*	20%	**	24%	**	21%	**	21%	**	**	**	**	*	27%	*
2029	24%	27%	26%	25%	24%	*	24%	**	28%	**	25%	**	25%	**	**	**	**	*	31%	*
2030	28%	31%	30%	29%	28%	*	28%	**	32%	**	29%	**	29%	**	**	**	**	*	35%	*

*Goals are only set for student groups with at least 10 students. *** Baseline Setting is using 2027 Accountability Standards for the Indicator

Progress Measures Draft

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CCMR Progress Measure 3.3

The percent of economically disadvantaged graduates who meet College, Career, and Military Readiness (CCMR) requirements will increase from 65 % to 76% by June 2030.

Yearly Target Goals

Baseline (2025)	2026	2027	2028	2029	2030
65%	67%	69%	72%	74%	76%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	Eco. Disadv.	Non Eco. Disadv.	EB (Current)	EB Current & Monitored)	Special Ed	Special Ed (Former)	Cont. Enrolled	Non Cont. Enrolled	Highly Mobile	Foster	Homeless	Migrant
Baseline (2025)	62%	71%	84%	75%	93%	*	85%	65%	65%	84%	60%	57%	75%	59%	80%	62%	**	**	**	**
2026	65%	73%	85%	76%	93%	*	85%	67%	67%	84%	62%	60%	77%	62%	81%	64%	**	**	**	**
2027	68%	75%	85%	76%	93%	*	85%	69%	69%	84%	64%	63%	79%	65%	82%	66%	**	**	**	**
2028	71%	76%	86%	77%	93%	*	85%	72%	72%	84%	67%	65%	80%	67%	83%	68%	**	**	**	**
2029	74%	78%	86%	77%	93%	*	85%	74%	74%	84%	69%	68%	82%	70%	84%	70%	**	**	**	**
2030	77%	80%	87%	78%	93%	*	85%	76%	76%	84%	71%	71%	84%	73%	85%	72%	**	**	**	**

*Goals are only set for student groups with at least 10 students.

Progress Measures Draft

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Use NWEA MAP Projected Growth for Grades K-3

- Find the percentage of students meeting the projected growth measure that is normed by NWEA MAP.
- The goal for the district and campuses would be set at 55%.

