

PRIORITY 1



EXCEPTIONAL STUDENT PERFORMANCE

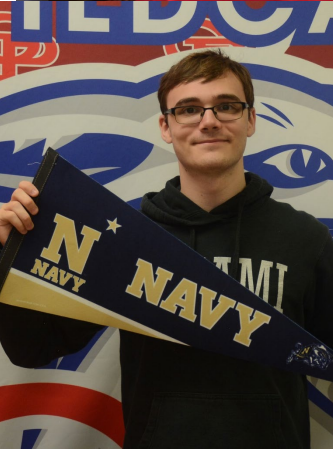
May 18, 2026 | Report to the G-PISD Board of Trustees



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Celebrations

PRIORITY 1



Priority 1 Report

May 18, 2026

- ▶ **Balanced Scorecard: Goals 1.3**
 - ▶ Review - Importance of CCMR on A-F Accountability
 - ▶ Review - Current & Prior Year(s) History / Data
 - ▶ Status - Current Progress
- ▶ **Key Strategic Actions**
- ▶ **Next Steps**
 - ▶ Differential CCMR Weighting
- ▶ **Q & A**



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Balanced Scorecard (BSC)

MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1

Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

PRIORITY 2

High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3

Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4

Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

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**EXCEPTIONAL STUDENT
PERFORMANCE**

Priority 1

GOALS 1.3



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1.3 - Annually increase student performance in College, Career, & Military Readiness (CCMR).

A-F Accountability Overview

"Where we are ..."



BETTER OF DOMAIN I OR II = 70%



DOMAIN III = 30%

DOMAIN I



STUDENT ACHIEVEMENT

Measures how well students perform academically and meet grade-level standards.



PERFORMANCE

DOMAIN II



SCHOOL PROGRESS

Measures academic growth and progress for all students over time.



GROWTH OR RELATIVE PERFORMANCE

DOMAIN III



CLOSING THE GAPS

Measures how well student groups are performing and reducing performance gaps.



SUBGROUP GROWTH AND PERFORMANCE



OUR GOAL:

Excellence for every student, every year. Our accountability system drives continuous improvement and ensures every student has the opportunity to succeed.

A-F Accountability Overview

"Where we are ..."

DOMAIN I






**STUDENT
ACHIEVEMENT**



PERFORMANCE

HIGH SCHOOL




 STAAR Performance	40%
 College, Career and Military Readiness	40%
 Graduation Rate	20%

WHAT IS CCMR?

"Where we are ..."

EARN 1 CCMR POINT – APPROVED INDICATORS

★ Students earn ONE CCMR point by meeting at least ONE of the state-approved ★
COLLEGE, CAREER, or MILITARY readiness indicators.

CCMR READINESS AREA	HOW A STUDENT EARNS THE POINT	EXAMPLES
 COLLEGE READINESS	Meet college readiness standards or earn college credit Student meets standards on an approved college readiness assessment or earns college credit in high school.	<ul style="list-style-type: none">• Pass the TSIA2 (ELAR & Math)• ACT benchmark score (English 19, Math 19)• SAT benchmark score (Evidence-Based Reading & Writing 480, Math 530)• Earn a grade of "C" or higher in a College Prep course with on-level TSI• Earn 3+ hours of dual credit• Earn an associate degree
 CAREER READINESS	Earn an industry-recognized certification or complete a CTE program of study Student earns an industry-based certification or completes a coherent sequence of CTE courses and earns an IBC.	<ul style="list-style-type: none">• Earn a Level I or Level II certificate• Earn a Tier I, Tier II, or Tier III Industry-Based Certification (IBC)• CTE Completer + Earn an IBC• Earn a license to practice in an occupation• Complete an apprenticeship program
 MILITARY READINESS	Commit to or achieve readiness for military service Student enlists in the U.S. Armed Forces or achieves a qualifying score on the ASVAB.	<ul style="list-style-type: none">• Enlist in the U.S. Armed Forces• Earn a minimum ASVAB score qualifying for enlistment• Complete JROTC with 3+ credits (for advanced rank credit)



EARNED = COUNTED

When a student meets ONE of the indicators above, GPISD reports it to TEA and the student earns ONE CCMR point toward college, career, and military readiness.






WHY IT MATTERS

CCMR points show that our graduates are prepared for what's next—college, a career, or the military—and help GPISD earn points toward state accountability.

Number of Seniors Earning CCMR Points*




ACCOUNTABILITY YEAR	2022	2023	2024	2025
 # CCMR Points	158	211	220	206
 # of Graduates	314	347	346	354
 % Meeting CCMR	50%	61%	64%	58%



*CCMR is a lagging indicator. Each year above is based on the graduating class of the previous year.

COLLEGE READINESS ATTAINED

Number of Students Who Attained College Readiness

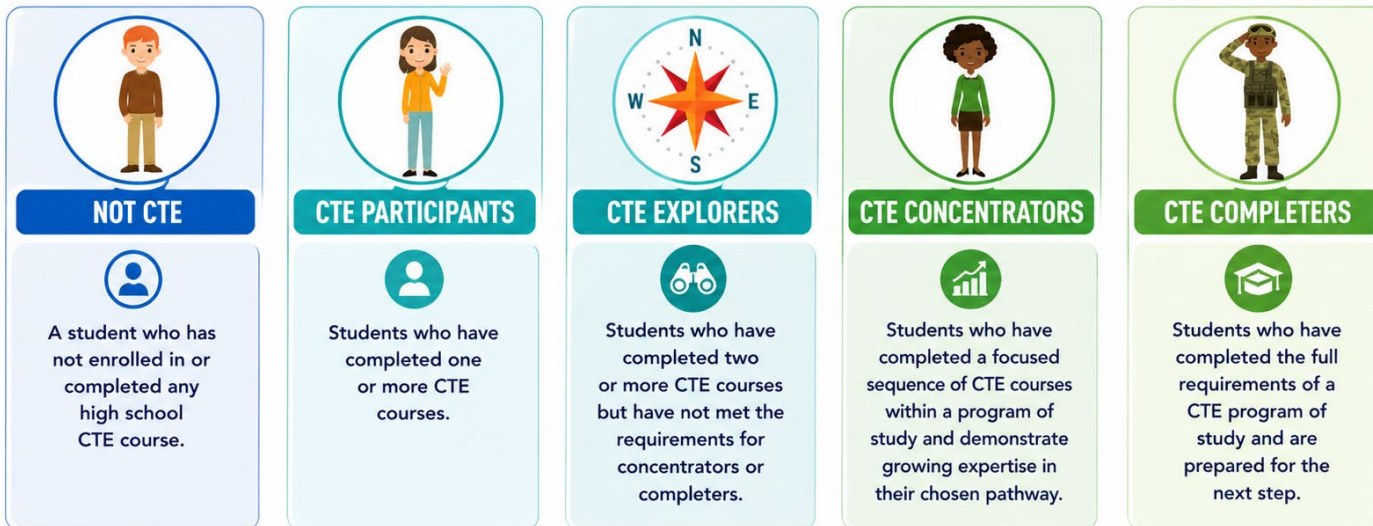
COLLEGE READINESS METHOD	2021-22	2022-23	2023-24	2024-25
 DUAL CREDIT (DC)	96	108	139	99
 ACT	9	4	3	4
 SAT	85	71	71	79
 TSIA	240	298	280	298
TOTAL STUDENTS	430	481	493	480



DISCLAIMER: A student can only be counted as college ready once, even if they met multiple college readiness measures.

★ CTE PARTICIPATION AND COMPLETION LEVELS ★

These levels describe a student's Career and Technical Education (CTE) experience from no participation to program completion.














★ **Every step counts.** CTE experiences help students build skills, explore careers, and achieve their goals.

*Participant and Explorer coded students do not have to pass high-school CTE courses or receive credit.

CAREER CLUSTERS & PATHWAYS

Exploring Pathways. Building Futures.















14 CAREER CLUSTERS	EXAMPLES OF PATHWAYS	
 1. Agriculture, Food, and Natural Resources	<ul style="list-style-type: none"> • Agribusiness Systems • Animal Systems • Environmental Service Systems 	<ul style="list-style-type: none"> • Food Products and Processing Systems • Plant Systems • Power, Structural, and Technical Systems
 2. Architecture and Construction	<ul style="list-style-type: none"> • Construction • Design/Pre-Construction 	<ul style="list-style-type: none"> • Maintenance/Operations • Skilled Trades
 3. Arts, Audio Visual Technology, and Communications	<ul style="list-style-type: none"> • Audio/Video Technology and Film • Journalism and Broadcasting • Performing Arts 	<ul style="list-style-type: none"> • Printing Technology • Visual Arts • Telecommunications
 4. Business, Marketing, and Finance	<ul style="list-style-type: none"> • Business Management • Entrepreneurship • Finance 	<ul style="list-style-type: none"> • Marketing • Professional Sales
 5. Education and Training	<ul style="list-style-type: none"> • Administration and Administrative Support • Early Learning 	<ul style="list-style-type: none"> • Teaching and Training • Human Services
 6. Energy	<ul style="list-style-type: none"> • Energy Systems 	<ul style="list-style-type: none"> • Power and Energy
 7. Health Science	<ul style="list-style-type: none"> • Biotechnology Research and Development • Diagnostic Services • Health Informatics 	<ul style="list-style-type: none"> • Therapeutic Services • Support Services
 8. Hospitality and Tourism	<ul style="list-style-type: none"> • Lodging • Recreation, Amusements and Attractions 	<ul style="list-style-type: none"> • Restaurants and Food/Beverage Services • Travel and Tourism
 9. Human Services	<ul style="list-style-type: none"> • Consumer Services • Counseling and Mental Health Services 	<ul style="list-style-type: none"> • Early Childhood Development and Services • Family and Community Services
 10. Information Technology	<ul style="list-style-type: none"> • Information Support and Services • Network Systems 	<ul style="list-style-type: none"> • Programming and Software Development • Web and Digital Communications
 11. Law and Public Service	<ul style="list-style-type: none"> • Correction Services • Emergency and Fire Management Services 	<ul style="list-style-type: none"> • Law Enforcement Services • Legal Services
 12. Manufacturing	<ul style="list-style-type: none"> • Production • Manufacturing Production Process Development • Maintenance, Installation, and Repair 	<ul style="list-style-type: none"> • Quality Assurance • Logistics Planning and Management Services • Welding
 13. Transportation, Distribution, and Logistics	<ul style="list-style-type: none"> • Facility and Mobile Equipment Maintenance • Health, Safety and Environmental Management 	<ul style="list-style-type: none"> • Logistics Planning and Management Services • Sales and Services
 14. Engineering	<ul style="list-style-type: none"> • Engineering Design and Development • Engineering Manufacturing 	<ul style="list-style-type: none"> • Engineering Systems • Engineering Technology



Pathways are specific programs of study within each career cluster that prepare students for high-demand careers.















CAREER CLUSTER ENROLLMENT – ALL STUDENTS

2021–22 to 2024–25

CAREER CLUSTER	2021–2022 COUNT	2022–2023 COUNT	2023–2024 COUNT	2024–2025 COUNT
 S1 - Agriculture, Food, and Natural Resources	42	44	75	78
 S2 - Architecture and Construction	0	0	0	8
 S3 - Arts, Audio Visual Technology, and Communications	54	50	84	71
 S4 - Business, Marketing, and Finance	158	193	281	214
 S5 - Education and Training	38	44	59	46
 S6 - Energy	0	2	4	20
 S7 - Health Science	97	120	214	197
 S8 - Hospitality and Tourism	4	13	81	99
 S9 - Human Services	89	84	107	75
 S10 - Information Technology	13	10	17	70
 S11 - Law and Public Service	1	1	0	0
 S12 - Manufacturing	44	59	131	159
 S13 - Transportation, Distribution and Logistics	22	33	42	1
 S14 - Engineering	19	19	44	64
TOTAL CAREER CLUSTER STUDENTS (ALL ENROLLMENT)	401	464	752	704

CAREER CLUSTER ENROLLMENT – SENIORS ONLY

2021–22 to 2024–25

CAREER CLUSTER	2021–2022 COUNT	2022–2023 COUNT	2023–2024 COUNT	2024–2025 COUNT
 S1 - Agriculture, Food, and Natural Resources	18	25	23	31
 S2 - Architecture and Construction	0	0	0	3
 S3 - Arts, Audio Visual Technology, and Communications	26	22	37	24
 S4 - Business, Marketing, and Finance	97	140	120	129
 S5 - Education and Training	17	25	21	23
 S6 - Energy	0	2	4	7
 S7 - Health Science	43	51	69	73
 S8 - Hospitality and Tourism	0	7	33	49
 S9 - Human Services	48	40	51	42
 S10 - Information Technology	7	3	6	23
 S11 - Law and Public Service	0	1	0	0
 S12 - Manufacturing	26	27	34	46
 S13 - Transportation, Distribution and Logistics	10	19	19	1
 S14 - Engineering	12	10	12	15
TOTAL CAREER CLUSTER' SENIOR STUDENTS	192	236	257	274

CAREER READINESS ATTAINED

Number of Students Who Earned Industry-Based Certifications (IBCs)

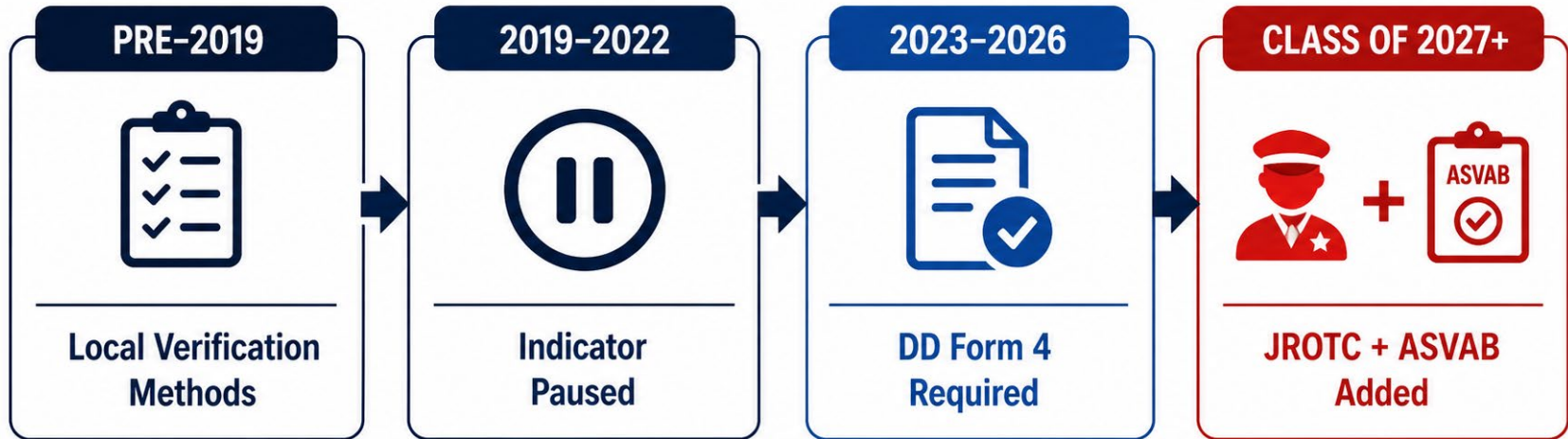
MEASURE	2021-22	2022-23	2023-24	2024-25
 IBCs (Industry-Based Certifications)	76	111	114	108



DISCLAIMER: A student can only be counted as career ready once, even if they earned multiple IBCs or met multiple career readiness measures.

MILITARY READINESS: HOW THE INDICATOR HAS CHANGED

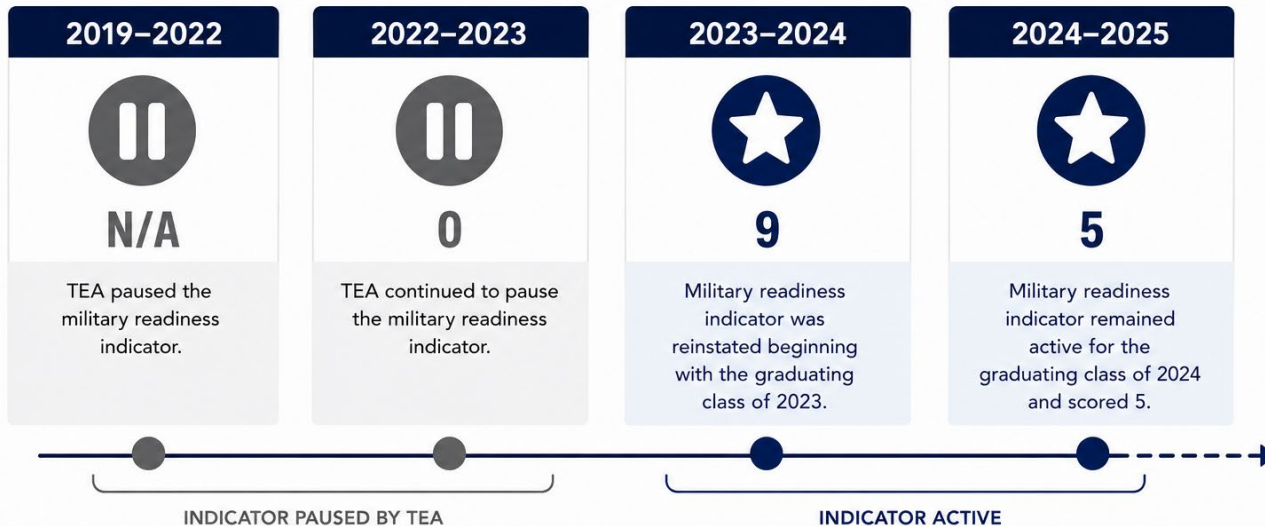
Texas has increased rigor ★ added new pathways over time.



Military readiness moved from local verification to stronger statewide pathways.

MILITARY READINESS INDICATOR OVER TIME

TEA paused the military readiness indicator until the graduating class of 2023.



KEY TAKEAWAY:

TEA paused the military readiness indicator for multiple graduating classes due to data discrepancies and verification challenges. The indicator was reinstated for the graduating class of 2023 and continues moving forward.



= Indicator Paused



= Indicator Active



= Data Not Available

Note: Military readiness may be earned through enlistment verification (DD Form 4) or, beginning with the Class of 2027, through JROTC completion + qualifying ASVAB score (per House Bill 8).

STATUS – Current Progress

"Where we are ..."

- ▶ 46 seniors have completed a total of 1,111 hours at Del Mar College throughout their HS careers.
- ▶ **Agricultural Science:** Several state qualifiers.
- ▶ **Audio/Visual:** 3 student submissions advanced to semifinals at the UIL Filmmakers Competition.
- ▶ **Cosmetology:** 4 GP students who are eligible to take the state board written exam and practical exam.
- ▶ **Culinary:** GP student won the state cupcake competition.
- ▶ **Health Science:** 2 GP students advanced to Area 2 competitions.
- ▶ **Welding:** GP students took first and second place at Del Mar College's Día De Los Muertos" Welding Competition.
- ▶ **Welding:** 25 seniors will walk the stage at Del Mar College to receive their Level 1 certificates.
- ▶ **Dual Credit:** Going into the 26-27 school year, we will have over 150 NEW dual credit students registered to take courses through the Islander Academy.

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KEY STRATEGIC ACTIONS

"Where we are ..."

Balanced scorecard: Goals 1.3

- Increase student enrollment in CTE coursework. ✓
- Create opportunities for CTE promotion. ✓
- Ensure complete Programs of Study, including industry-based certification tests. ✓
- Implement Texas College Bridge. ✓
- Support district needs to collaborate & engage with local industry support & needs. ✓

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NEXT STEPS

"Where we are going!"

- Onboard the new Director of CCMR and Counseling to lead districtwide readiness strategy and accountability alignment.
- Launch a Class of 2030 strategy beginning next year as freshmen, since this cohort will drive 2031 weighted CCMR results.
- Align freshman schedules into multi-year CTE pathways so more students reach concentrator/completer status by graduation.
- Conduct a CCMR risk audit focused on Tier 3 IBC dependence, DD-4 documentation, and single-indicator overreliance.
- Modernize readiness pathways by shifting toward higher-value IBCs, stronger industry alignment, and expanded PK-8 pipelines.

Do you have any questions?

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Thank you!



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