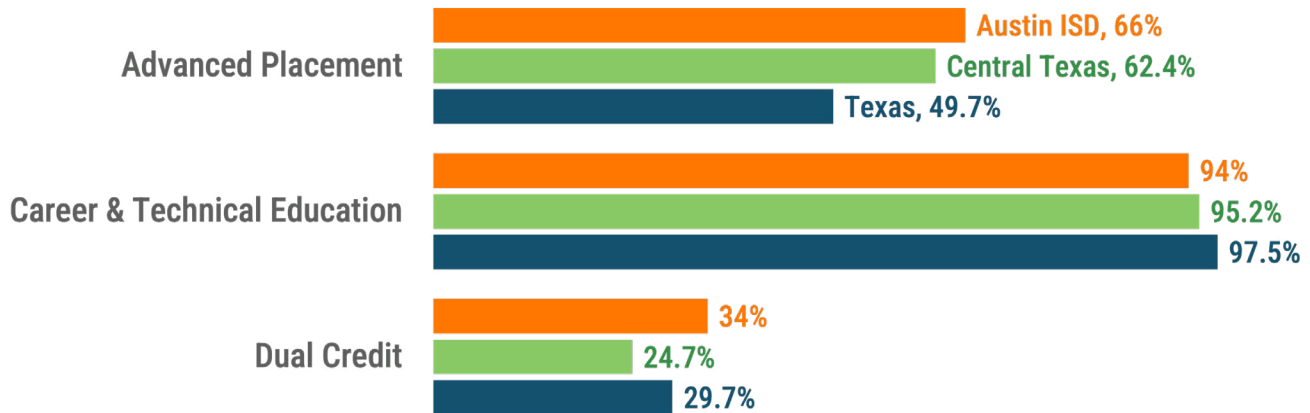


Postsecondary opportunities have expanded significantly, offering students diverse pathways to success beyond traditional high school education. Together, these opportunities empower students to tailor their educational experiences to their interests and career aspirations, paving the way for a successful future.

## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Austin ISD, Central Texas, and Texas



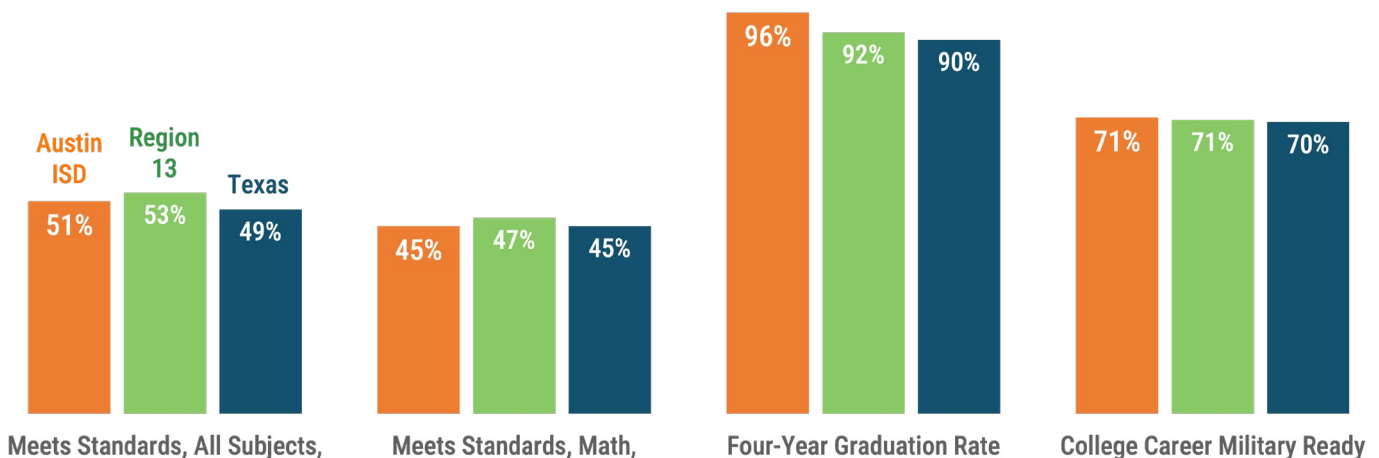
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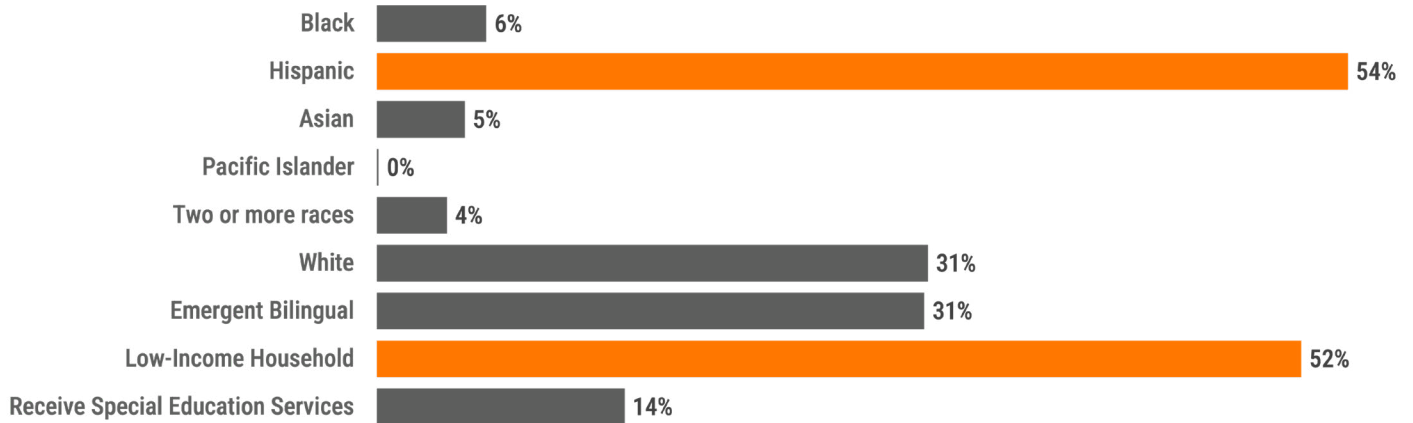
## Academic Outcomes Comparing Students in Austin ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Austin ISD Student Demographics, School Year 2024-25

Total Students: 73,198



## Austin ISD Teachers, School Year 2024-25

Average Salary: \$58,510

Less Than 5 Years Experience: 36.3%

Holds Advanced Degree: 28.6%

Teacher Turnover Rate: 32%

Student-to-Teacher Ratio: 16.5 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Austin ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$14,892,000

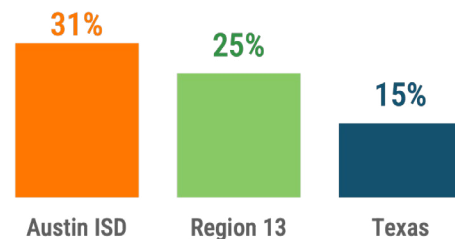
**Accessed Outcomes Bonus Funding:** \$4,629,000

**Available CCMR Outcomes Bonus to be Accessed:**

**\$10,263,000**

Total Expenditures Per Student: \$14,272  
Teacher Incentive Allotment (TIA): \$688,735  
Combined Tax Rate 2022-23: 1.00%

## CCMR Outcomes Bonus Accessed, 2022-23



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[PFlores@E3Alliance.org](mailto:PFlores@E3Alliance.org)

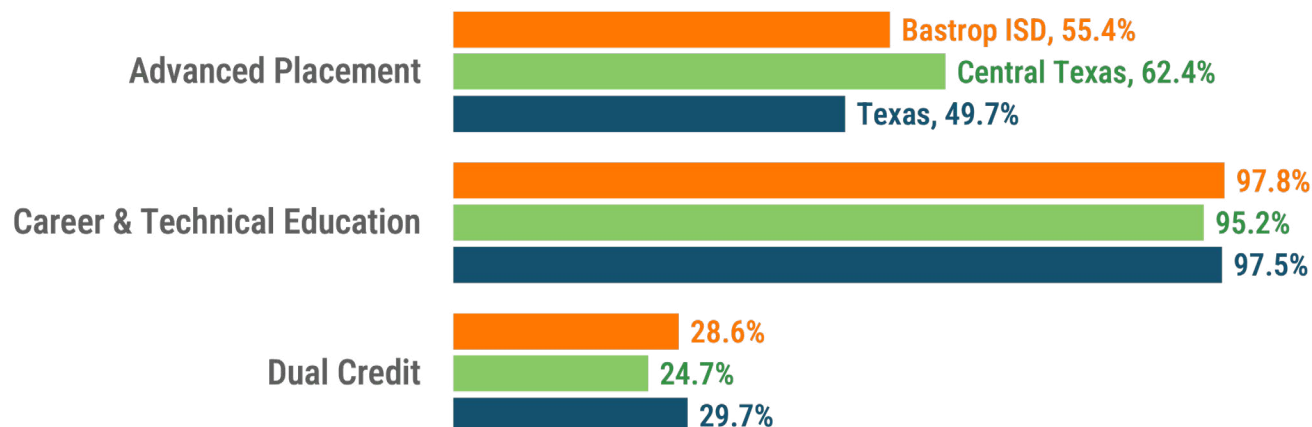
**E3 Alliance**

[e3alliance.org](https://e3alliance.org)

Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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### Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Bastrop ISD, Central Texas, and Texas



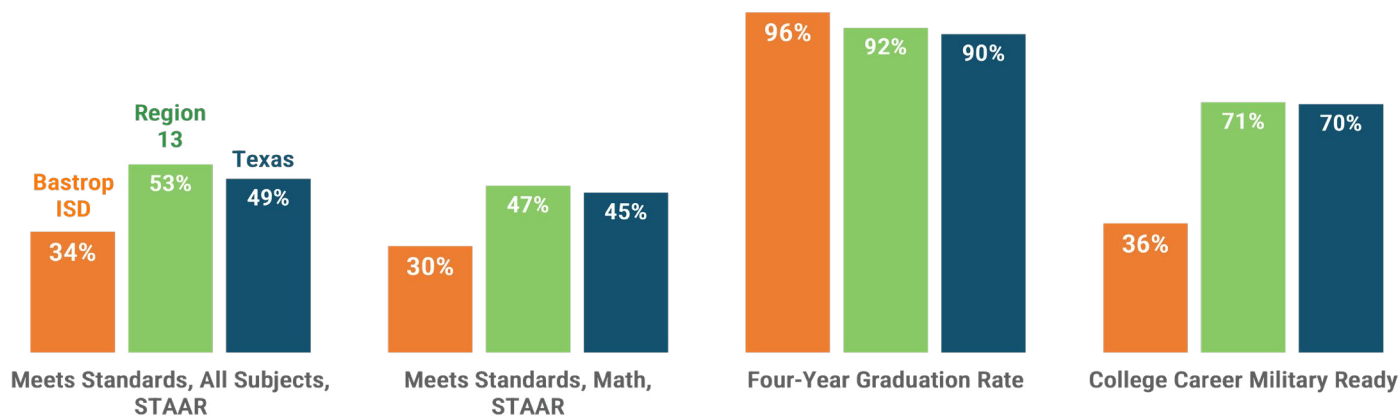
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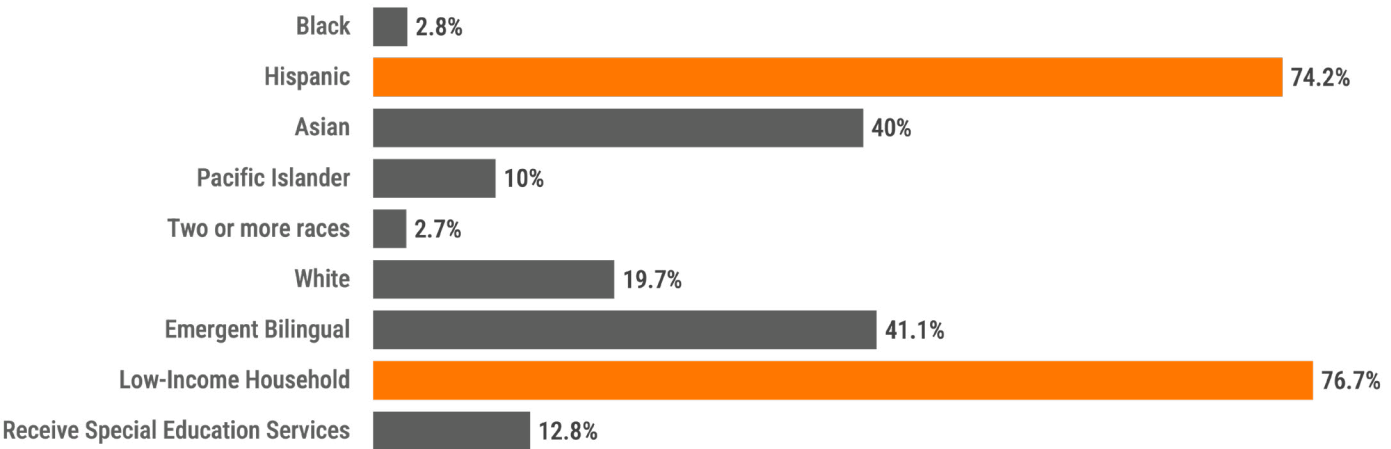
### Academic Outcomes Comparing Students in Bastrop ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

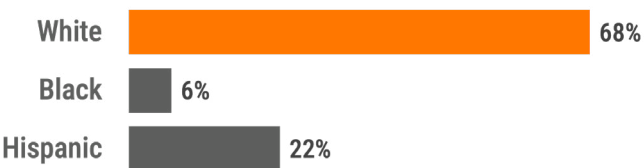
Bastrop ISD Student Demographics, School Year 2024-25

Total Students: 12,449



Bastrop ISD Teachers, School Year 2024-25

Average Salary: \$56,432  
Less Than 5 Years Experience: 44.9%  
Holds Advanced Degree: 21.4%  
Teacher Turnover Rate: 26.1%  
Student-to-Teacher Ratio: 16 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Bastrop ISD Financials

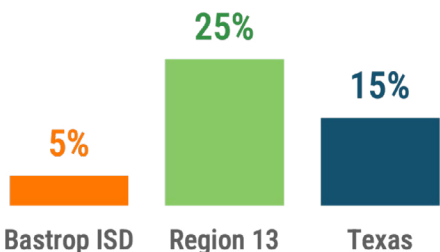
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$3,458,000  
**Accessed Outcomes Bonus Funding:** \$175,000  
**Available CCMR Outcomes Bonus to be Accessed:**

\$3,283,000

Total Expenditures Per Student: \$12,188  
Teacher Incentive Allotment (TIA): \$0  
Combined Tax Rate 2022-23: 1.26%

CCMR Outcomes Bonus Accessed, 2022-23



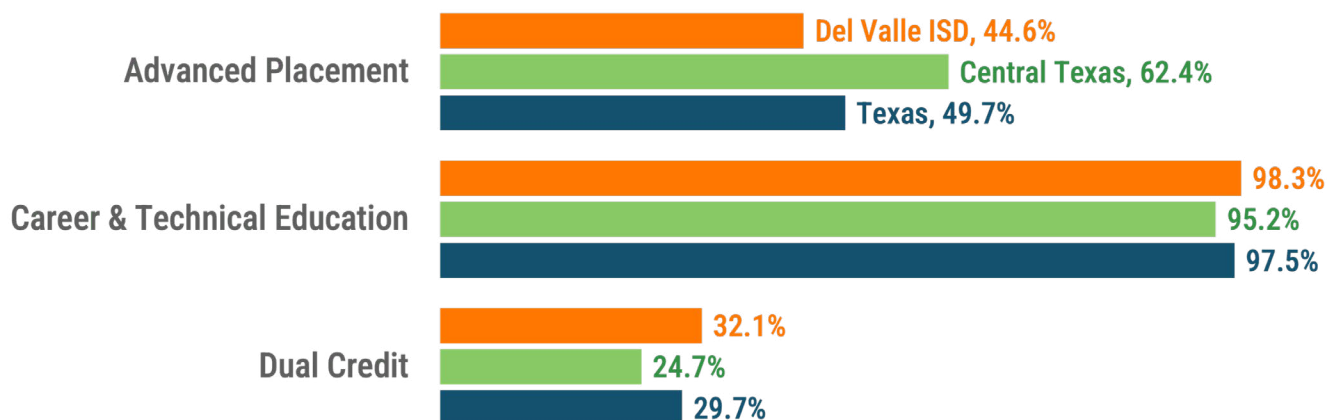
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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Del Valle ISD, Central Texas, and Texas



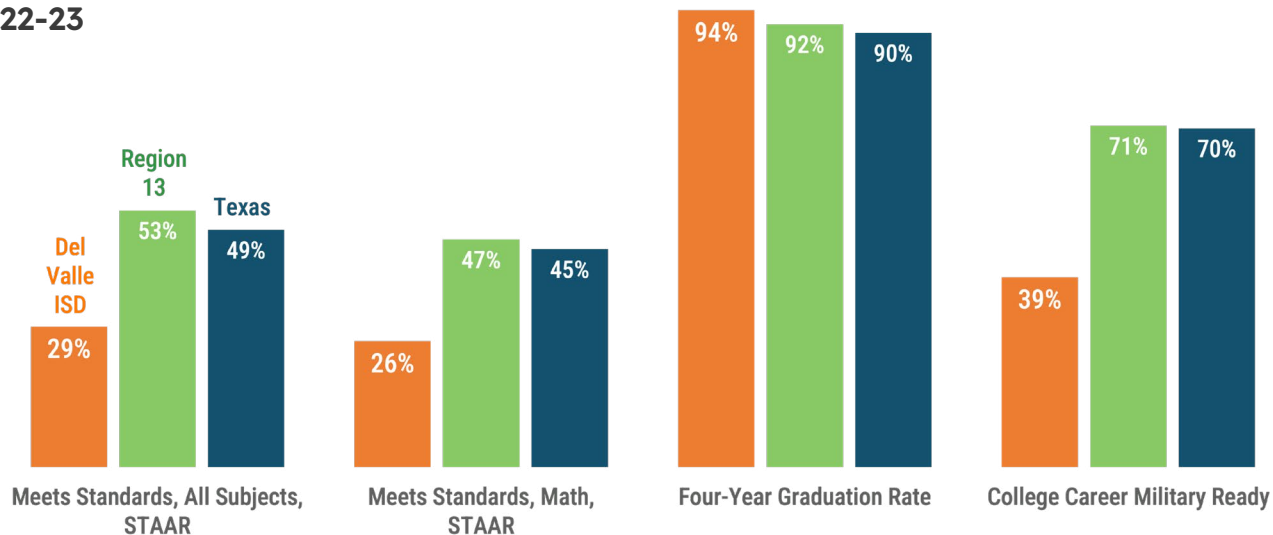
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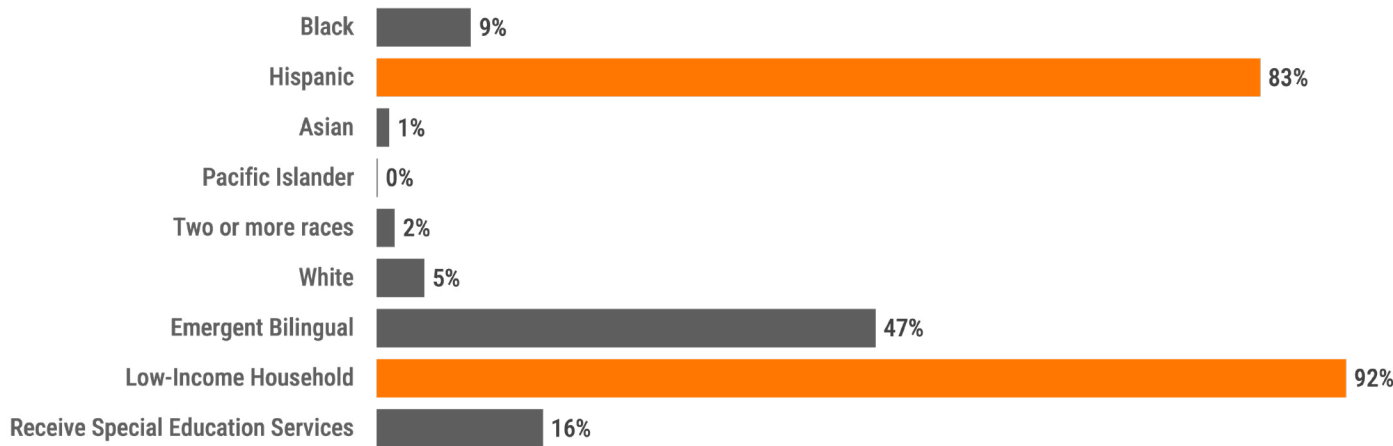
## Academic Outcomes Comparing Students in Del Valle ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Del Valle ISD Student Demographics, School Year 2024-25

Total Students: 11,059



Del Valle ISD Teachers, School Year 2024-25

Average Salary: \$61,057  
Less Than 5 Years Experience: 43%  
Holds Advanced Degree: 24%  
Teacher Turnover Rate: 31%  
Student-to-Teacher Ratio: 15 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Del Valle ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

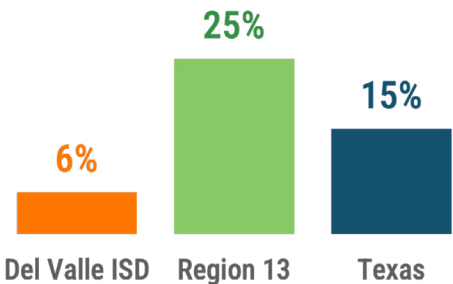
**Potential Outcomes Bonus Funding:** \$3,746,000  
**Accessed Outcomes Bonus Funding:** \$225,000  
**Available CCMR Outcomes Bonus to be Accessed:**

\$3,521,000

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Total Expenditures Per Student: \$15,939  
Teacher Incentive Allotment (TIA): \$0  
Combined Tax Rate 2022-23: 1.18%

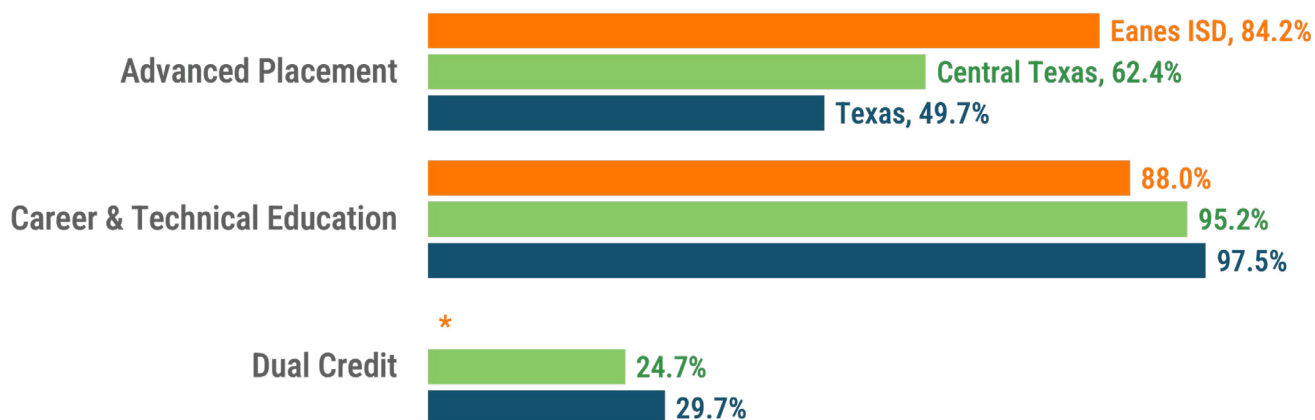
CCMR Outcomes Bonus Accessed, 2022-23



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[PFlores@E3Alliance.org](mailto:PFlores@E3Alliance.org)

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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Eanes ISD, Central Texas, and Texas



\* Masked due to low count (fewer than 5 students had this outcome)

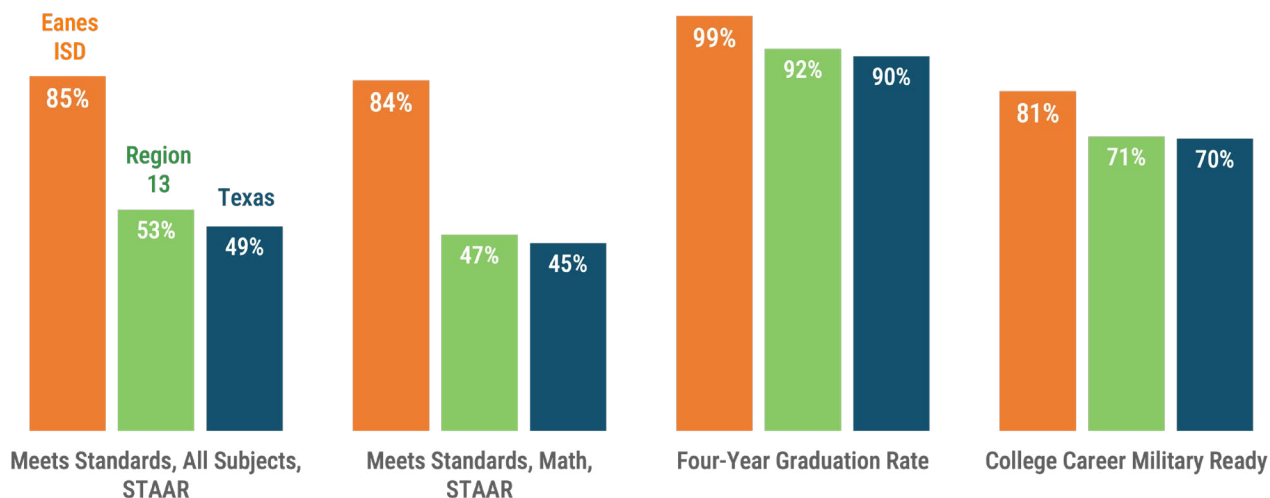
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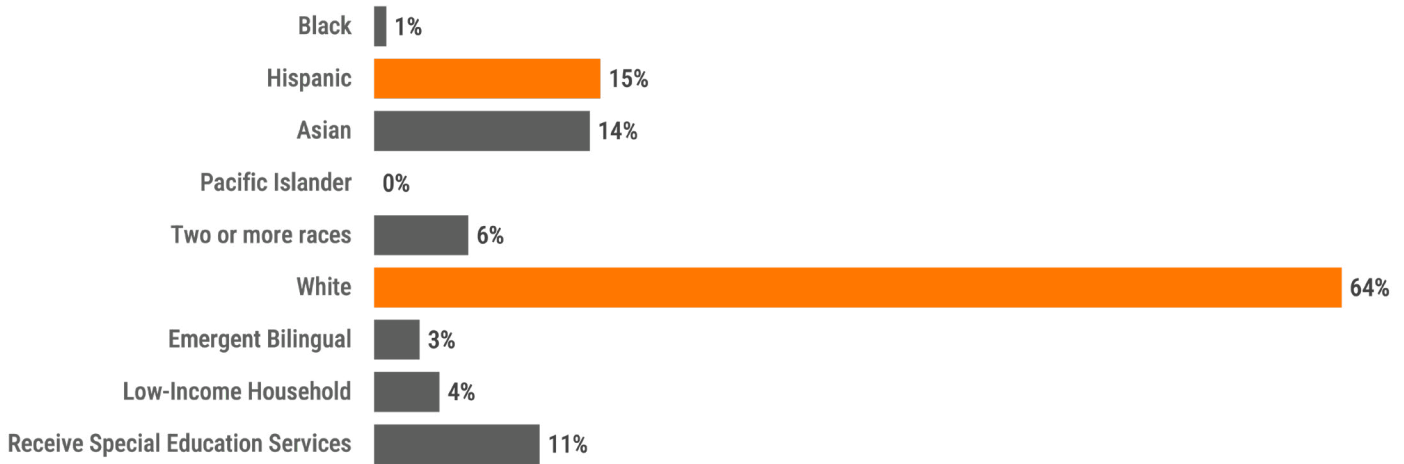
## Academic Outcomes Comparing Students in Eanes ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Eanes ISD Student Demographics, School Year 2024-25

Total Students: 7,720



## Eanes ISD Teachers, School Year 2024-25

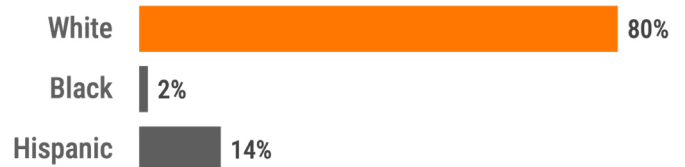
Average Salary: \$59,286

Less Than 5 Years Experience: 36%

Holds Advanced Degree: 37%

Teacher Turnover Rate: 21%

Student-to-Teacher Ratio: 13 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Eanes ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$1,751,000

**Accessed Outcomes Bonus Funding:** \$1,115,000

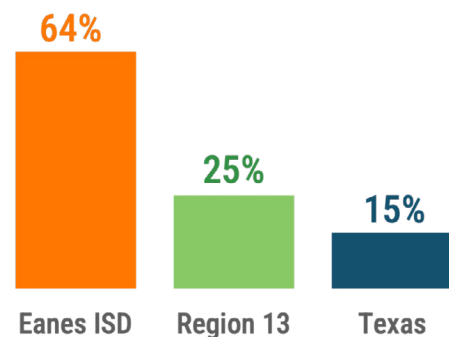
**Available CCMR Outcomes Bonus to be Accessed:**

# \$636,000

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Total Expenditures Per Student: \$14,562  
Teacher Incentive Allotment (TIA): \$6,633  
Combined Tax Rate 2022-23: 1.00%

## CCMR Outcomes Bonus Accessed, 2022-23



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[PFlores@E3Alliance.org](mailto:PFlores@E3Alliance.org)

**E3 Alliance**

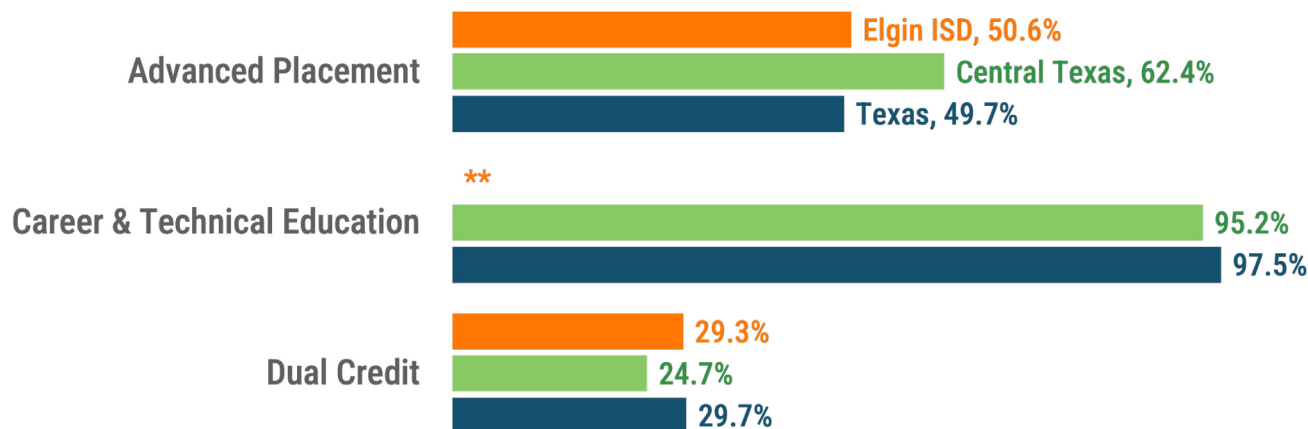
[e3Alliance.org](https://e3Alliance.org)

Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.



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### Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Elgin ISD, Central Texas, and Texas



\*\* Masked due to high proportion (fewer than 5 students did NOT have this outcome)

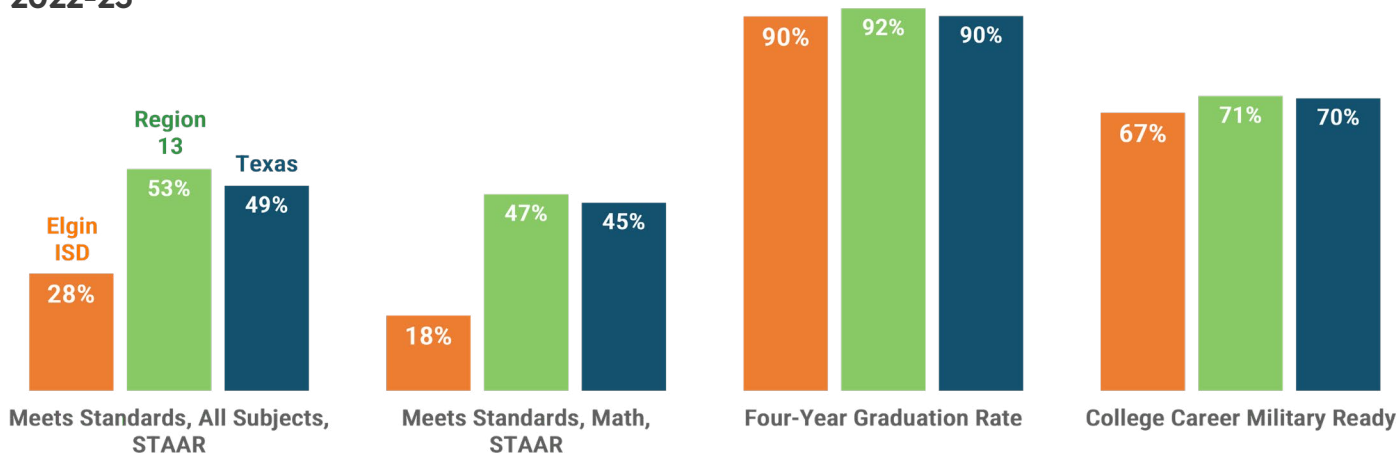
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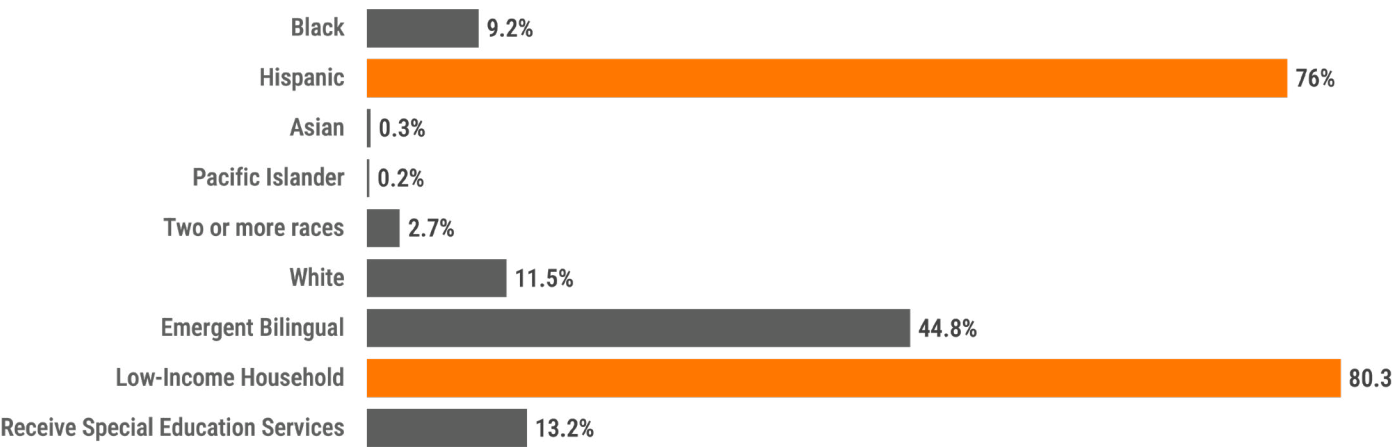
### Academic Outcomes Comparing Students in Elgin ISD, Region 13, and Texas, 2022-23



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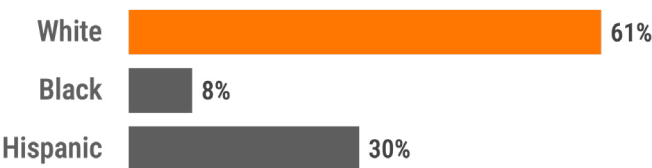
Elgin ISD Student Demographics, School Year 2024-25

Total Students: 5,389



Elgin ISD Teachers, School Year 2024-25

Average Salary: \$56,673  
Less Than 5 Years Experience: 54.5%  
Holds Advanced Degree: 19.7%  
Teacher Turnover Rate: 32.4%  
Student-to-Teacher Ratio: 18 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Elgin ISD Financials

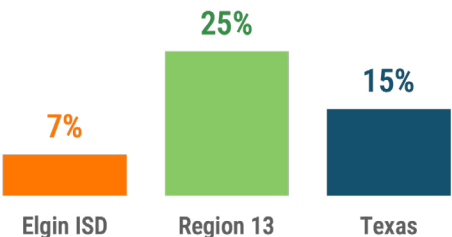
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$1,410,000  
**Accessed Outcomes Bonus Funding:** \$100,000  
**Available CCMR Outcomes Bonus to be Accessed:**

\$1,310,000

Total Expenditures Per Student: \$13,324  
Teacher Incentive Allotment (TIA): \$4515  
Combined Tax Rate 2022-23: 1.41%

CCMR Outcomes Bonus Accessed, 2022-23



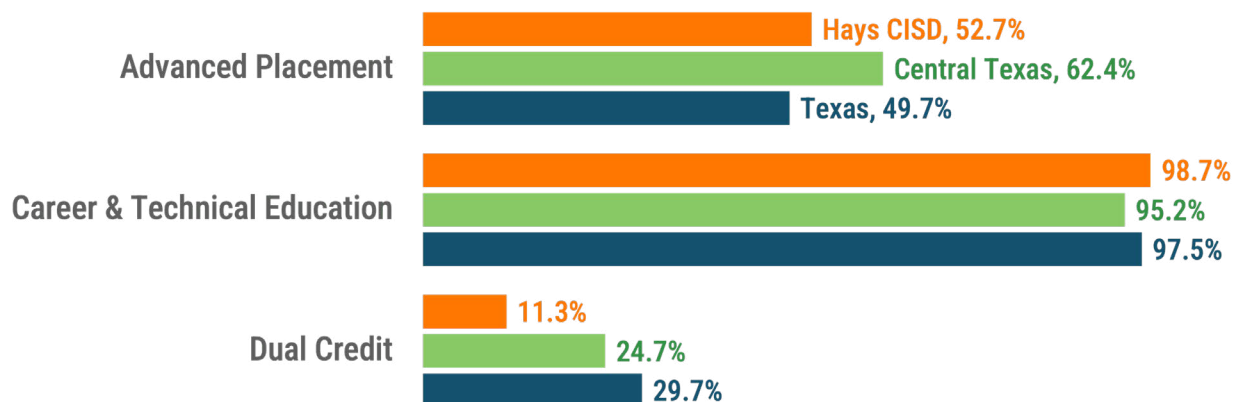
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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Hays CISD, Central Texas, and Texas



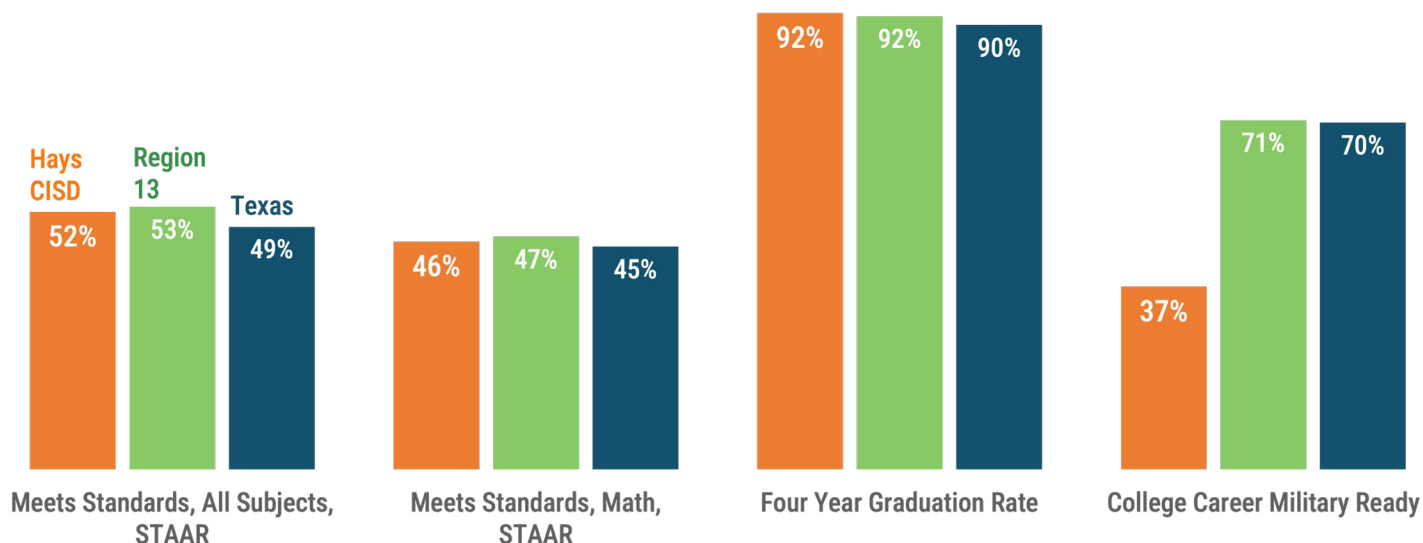
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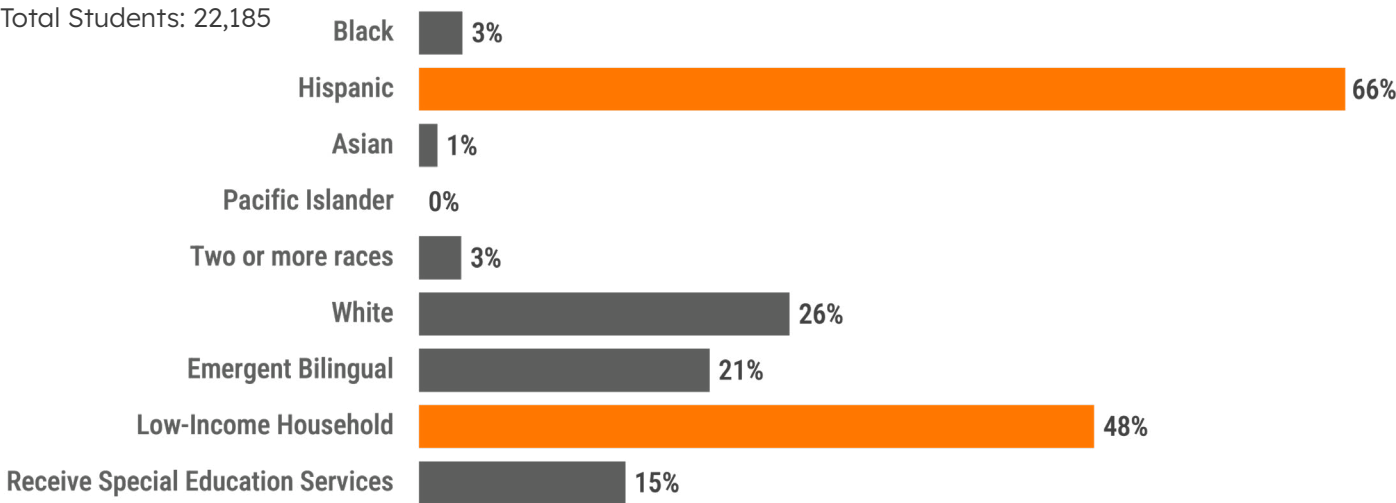
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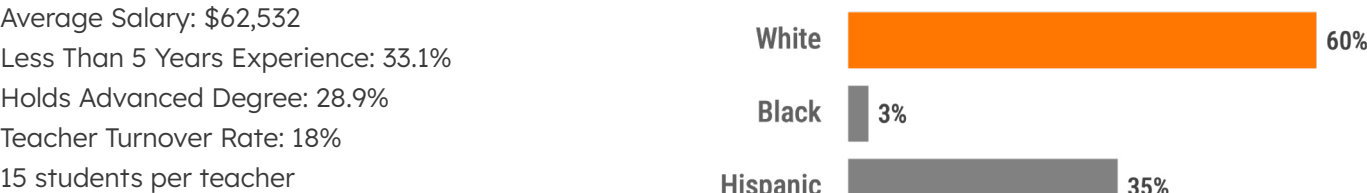
## Academic Outcomes Comparing Students in Hays CISD, Region 13, and Texas, 2022-23



Hays CISD Student Demographics, School Year 2024-25



Hays CISD Teachers, School Year 2024-25



Source: E3 Alliance analysis of Texas Education Agency Texas Academic Performance Reports.

Hays CISD Financials

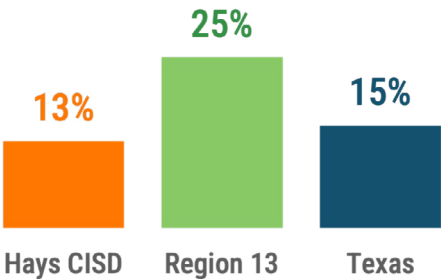
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

Total Expenditures Per Student: \$13,857  
Teacher Incentive Allotment (TIA): \$625,663  
Combined Tax Rate 2022-23: 1.34%

CCMR Outcomes Bonus Accessed, 2022-23

Potential Outcomes Bonus Funding: \$5,312,000  
Accessed Outcomes Bonus Funding: \$674,000  
Available CCMR Outcomes Bonus to be Accessed:

\$4,638,000



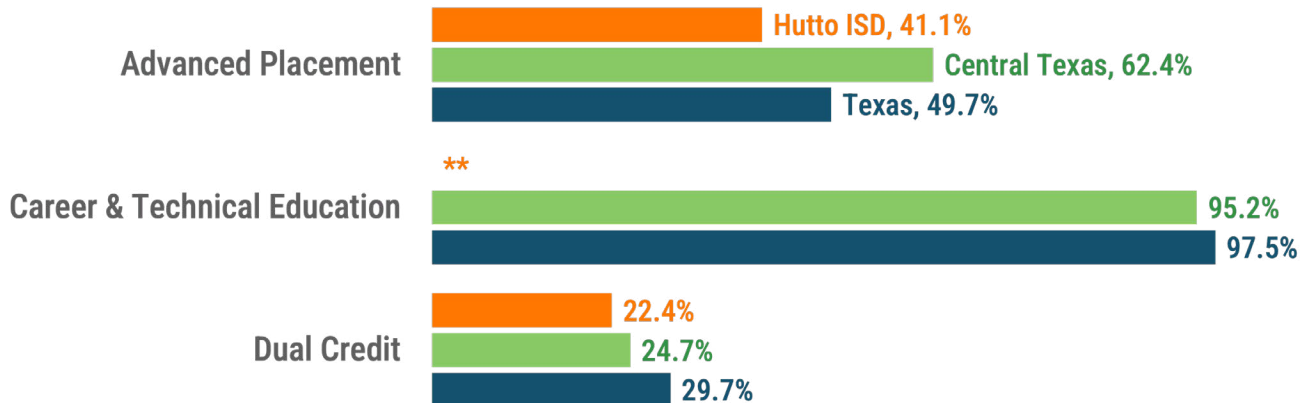
Source: E3 Alliance analysis of Texas Education Agency School District State Aid Reports, Summary of Finances

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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Hutto ISD, Central Texas, and Texas



\*\* Masked due to high proportion (fewer than 5 students did NOT have this outcome)

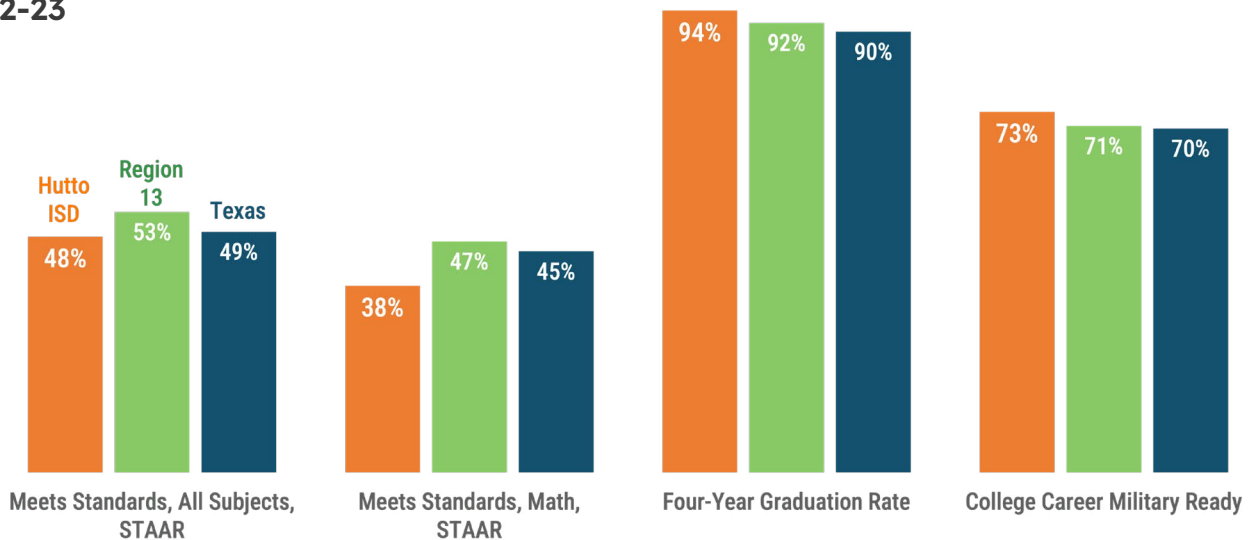
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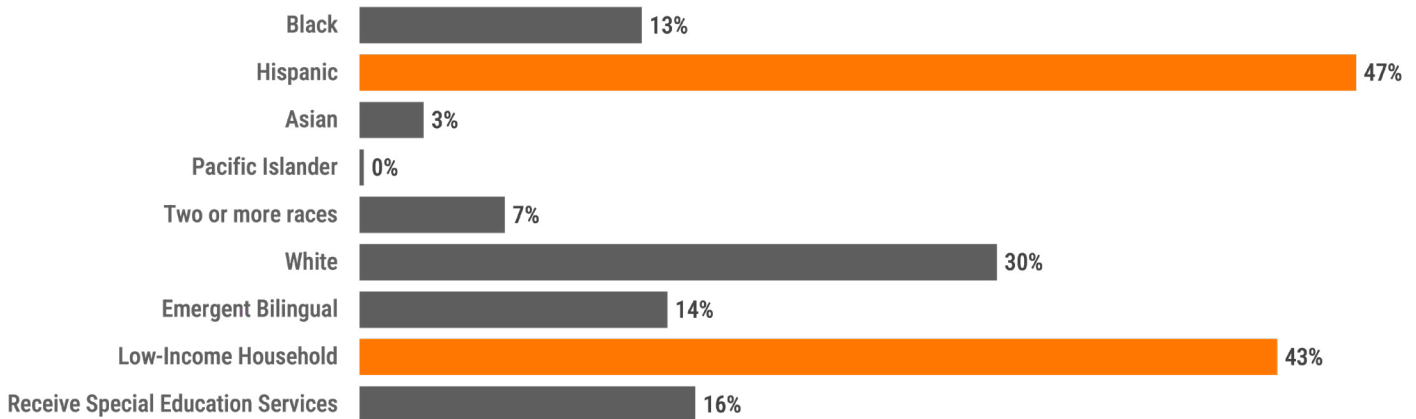
## Academic Outcomes Comparing Students in Hutto ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Hutto ISD Student Demographics, School Year 2024-25

Total Students: 9,598



## Hutto ISD Teachers, School Year 2024-25

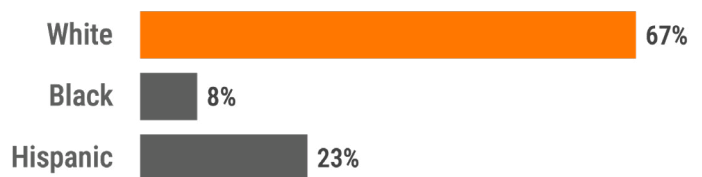
Average Salary: \$61,057

Less Than 5 Years Experience: 43%

Holds Advanced Degree: 24%

Teacher Turnover Rate: 31%

Student-to-Teacher Ratio: 15 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Hutto ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$2,352,000

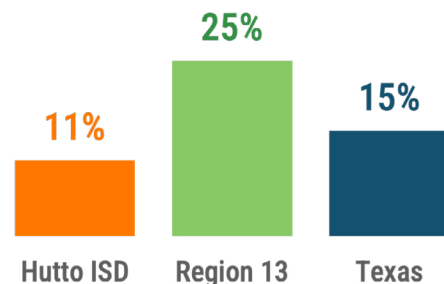
**Accessed Outcomes Bonus Funding:** \$253,000

**Available CCMR Outcomes Bonus to be Accessed:**

**\$2,099,000**

Total Expenditures Per Student: \$14,679  
Teacher Incentive Allotment (TIA): \$37,000  
Combined Tax Rate 2022-23: 1.39%

### CCMR Outcomes Bonus Accessed, 2022-23



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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

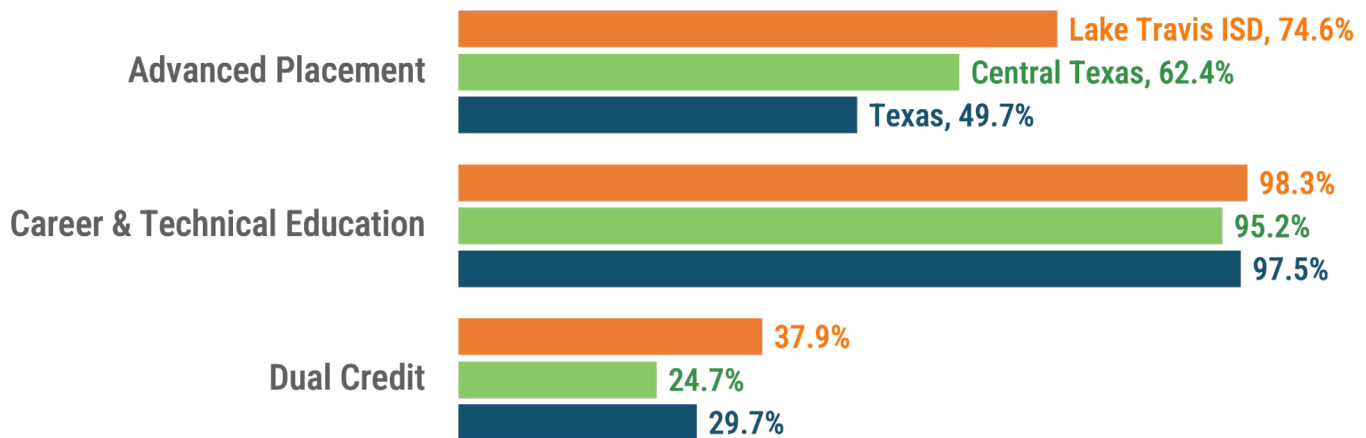
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**E3 Alliance**

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### Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Lake Travis ISD, Central Texas, and Texas



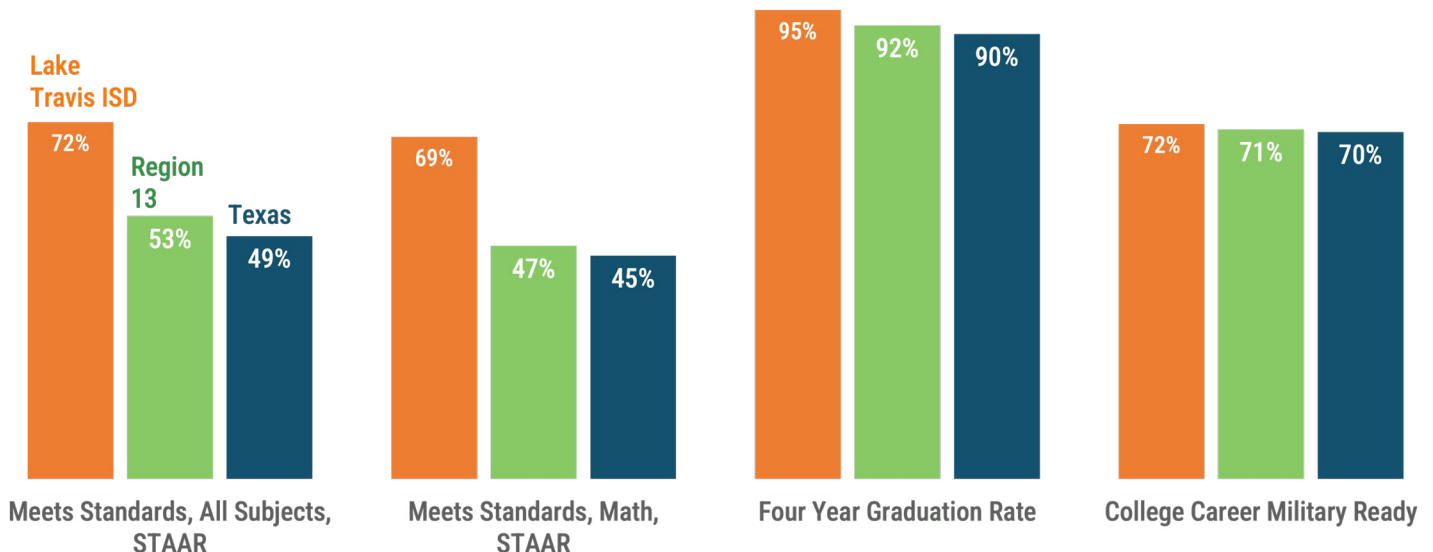
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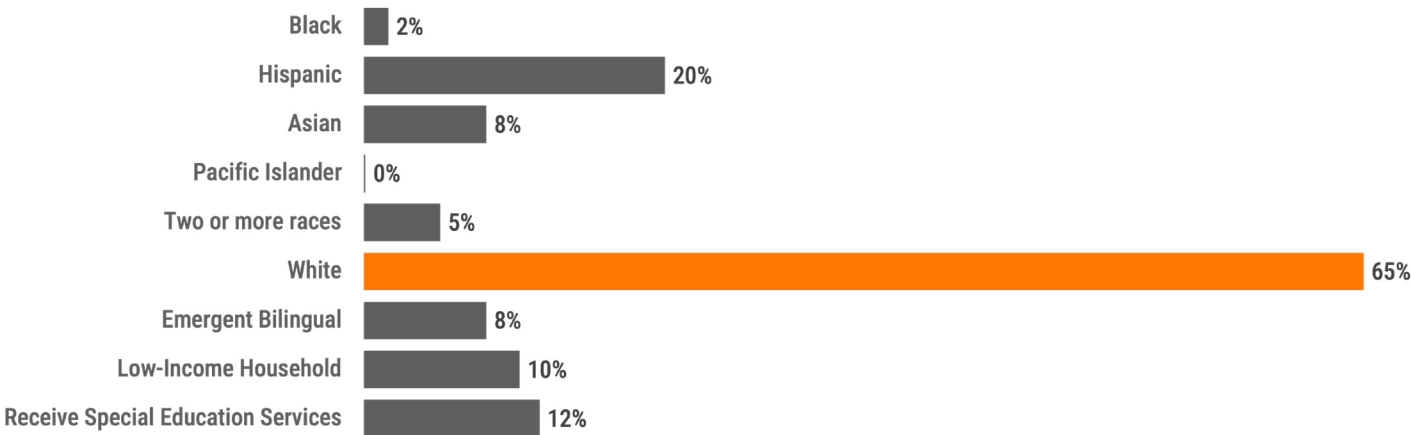
**Career and Technical Education (CTE)** programs allow students to gain industry-recognized certificates and practical skills, preparing them for immediate employment or further education in high-demand fields.

### Academic Outcomes Comparing Students in Lake Travis ISD, Region 13, and Texas, 2022-23



Lake Travis ISD Student Demographics, School Year 2024-25

Total Students: 11,358



Lake Travis ISD Teachers, School Year 2024-25

Average Salary: \$60,752  
Less Than 5 Years Experience: 36.3%  
Holds Advanced Degree: 30.5%  
Teacher Turnover Rate: 22%  
17 students per teacher



Source: E3 Alliance analysis of Texas Education Agency Texas Academic Performance Reports.

Lake Travis ISD Financials

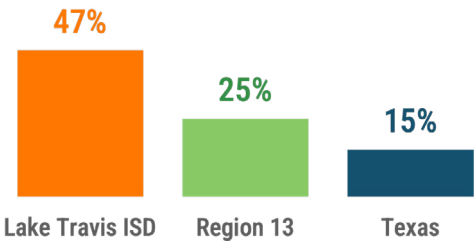
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

Total Expenditures Per Student: \$14,830  
Teacher Incentive Allotment (TIA): \$12,939  
Combined Tax Rate 2022-23: 1.2%

CCMR Outcomes Bonus Accessed, 2022-23

Potential Outcomes Bonus Funding: \$2,269,000  
Accessed Outcomes Bonus Funding: \$1,065,000  
Available CCMR Outcomes Bonus to be Accessed:

\$1,204,000



Source: E3 Alliance analysis of Texas Education Agency School District State Aid Reports, Summary of Finances

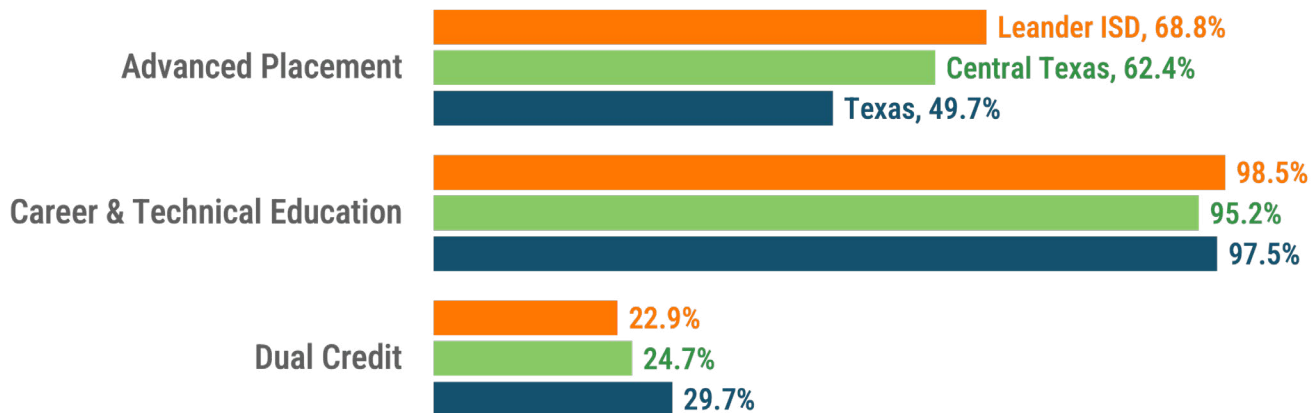
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### Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Leander ISD, Central Texas, and Texas



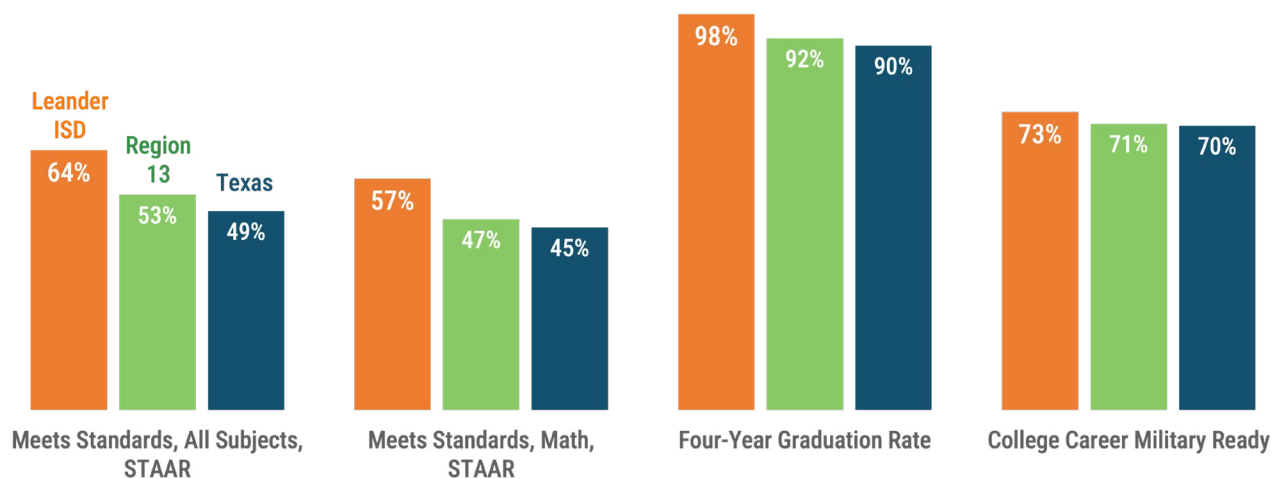
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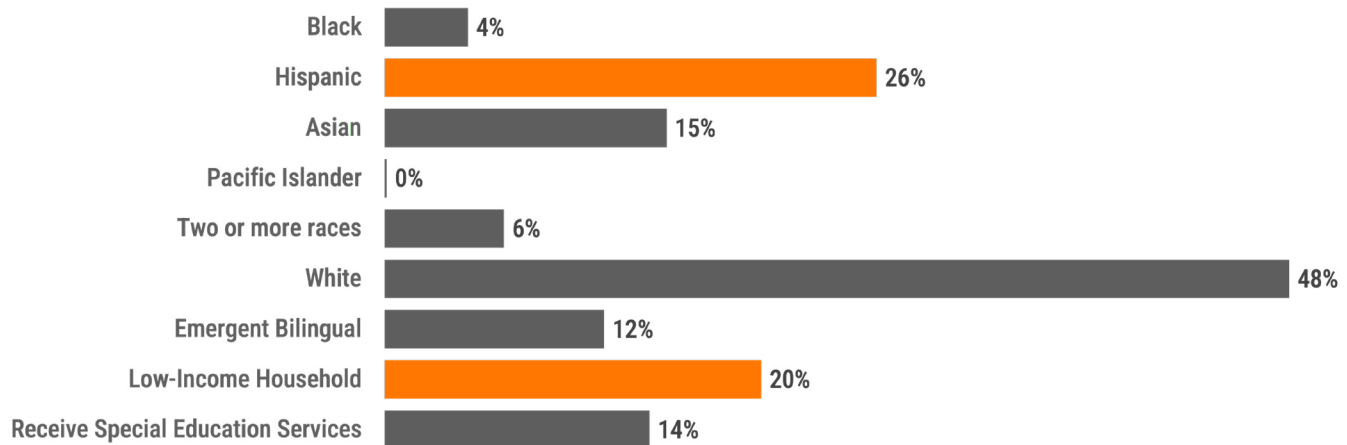
### Academic Outcomes Comparing Students in Leander ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Leander ISD Student Demographics, School Year 2024-25

Total Students: 42,320



## Leander ISD Teachers, School Year 2024-25

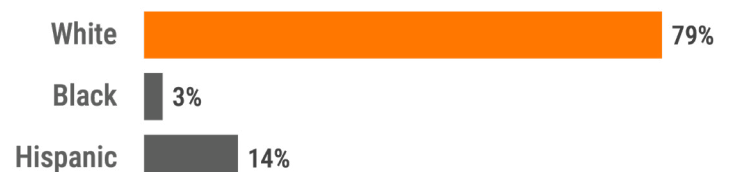
Average Salary: \$58,713

Less Than 5 Years Experience: 30%

Holds Advanced Degree: 24%

Teacher Turnover Rate: 22%

Student-to-Teacher Ratio: 14 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Leander ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$8,921,000

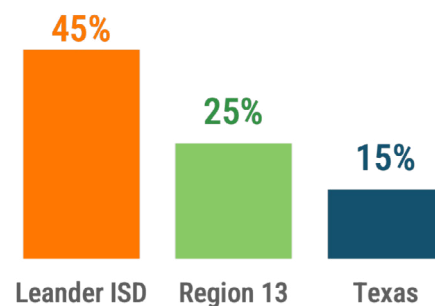
**Accessed Outcomes Bonus Funding:** \$4,048,000

**Available CCMR Outcomes Bonus to be Accessed:**

# \$4,873,000

Total Expenditures Per Student: \$13,254  
Teacher Incentive Allotment (TIA): \$15,757  
Combined Tax Rate 2022-23: 1.27%

## CCMR Outcomes Bonus Accessed, 2022-23



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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

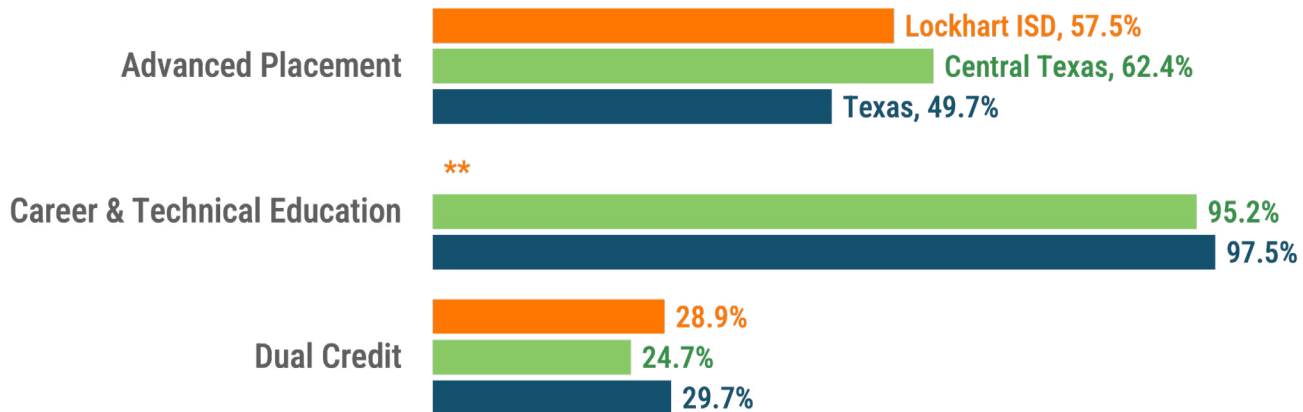
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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Lockhart ISD, Central Texas, and Texas



\*\* Masked due to high proportion (fewer than 5 students did NOT have this outcome)

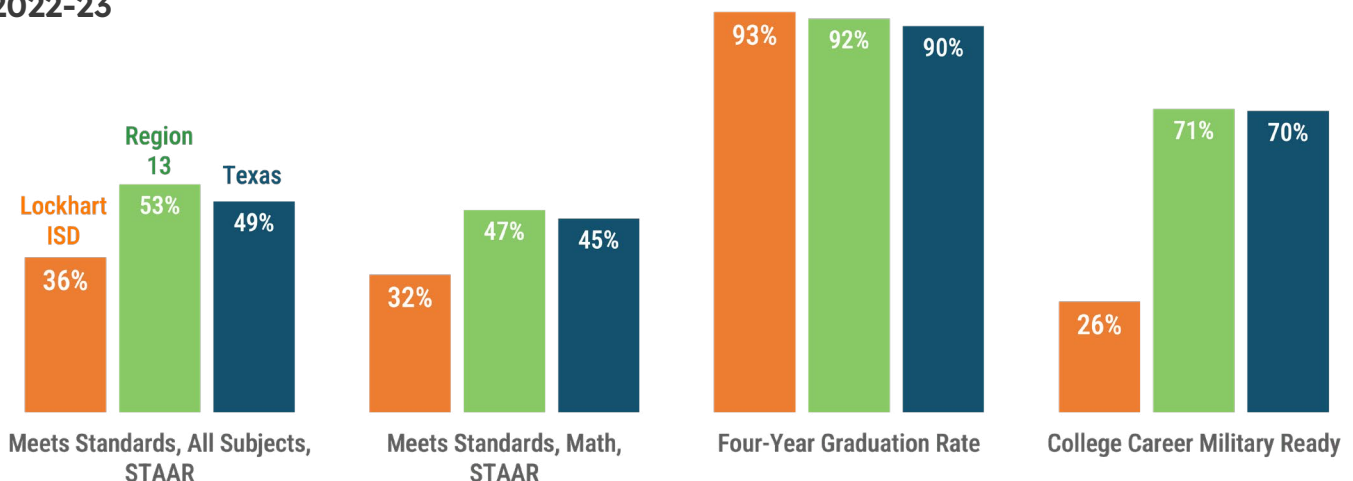
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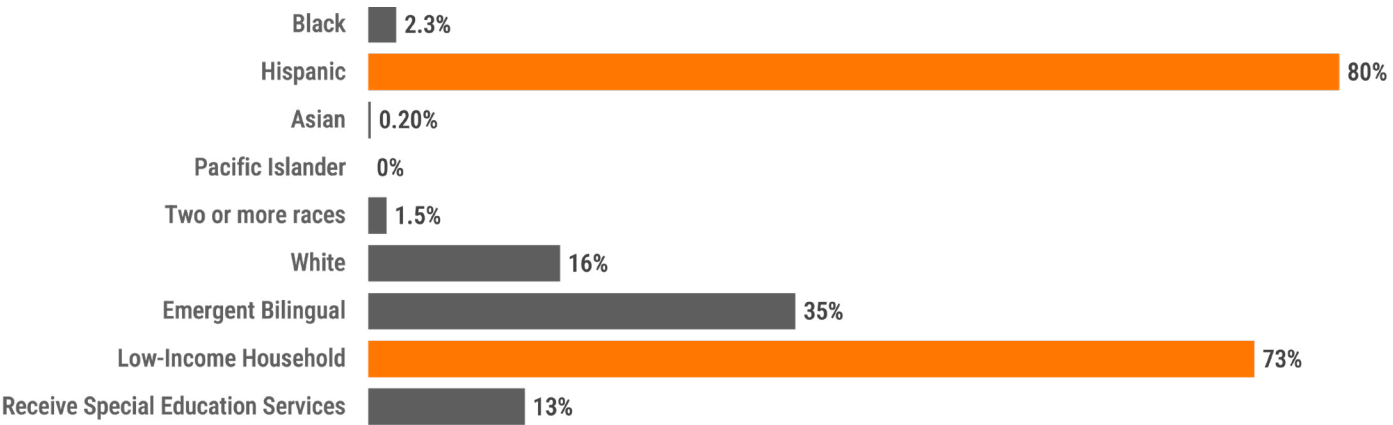
## Academic Outcomes Comparing Students in Lockhart ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Lockhart ISD Student Demographics, School Year 2024-25

Total Students: 6,430



Lockhart ISD Teachers, School Year 2024-25

Average Salary: \$56,565  
Less Than 5 Years Experience: 51.2%  
Holds Advanced Degree: 19.6%  
Teacher Turnover Rate: 24.4%  
Student-to-Teacher Ratio: 16 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

Lockhart ISD Financials

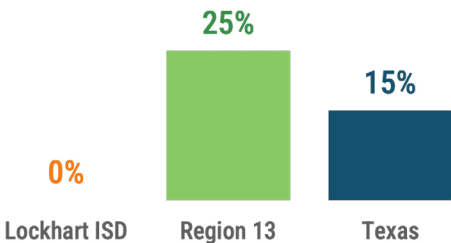
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

Potential Outcomes Bonus Funding: \$1,828,000  
Accessed Outcomes Bonus Funding: \$0  
Available CCMR Outcomes Bonus to be Accessed:

\$1,828,000

Total Expenditures Per Student: \$11,000  
Teacher Incentive Allotment (TIA): \$416,098  
Combined Tax Rate 2022-23: 1.11%

CCMR Outcomes Bonus Accessed, 2022-23



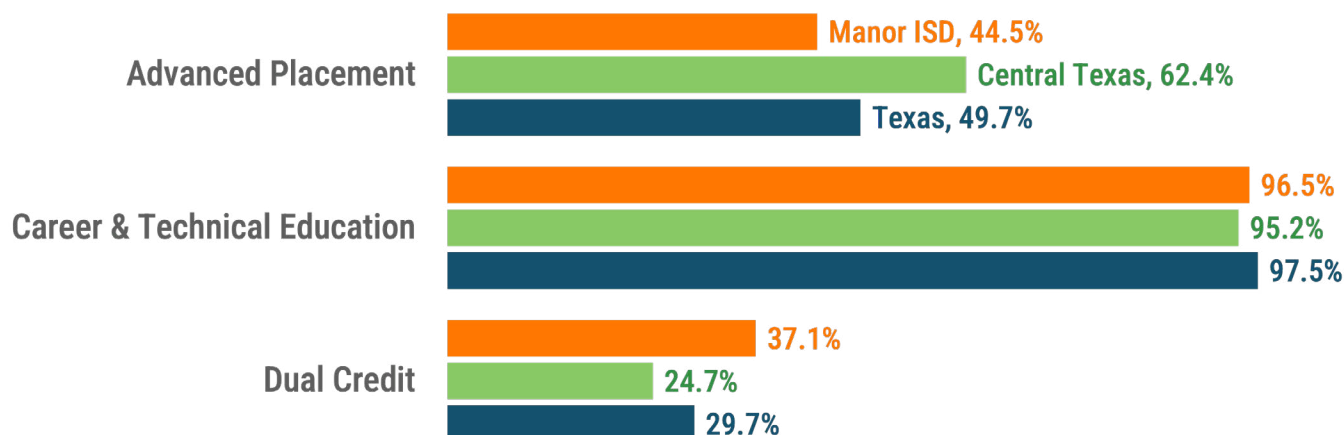
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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Manor ISD, Central Texas, and Texas



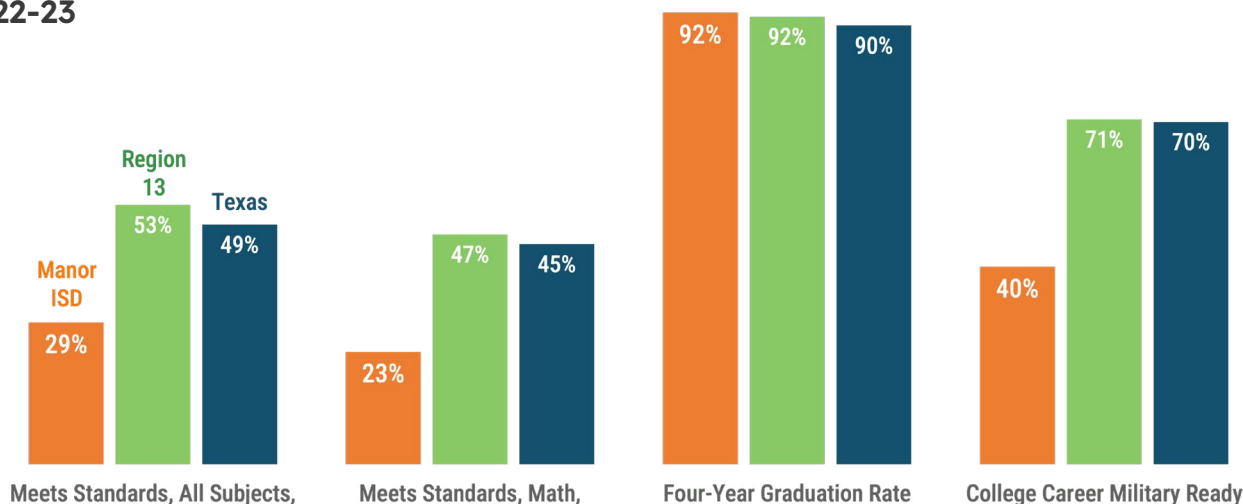
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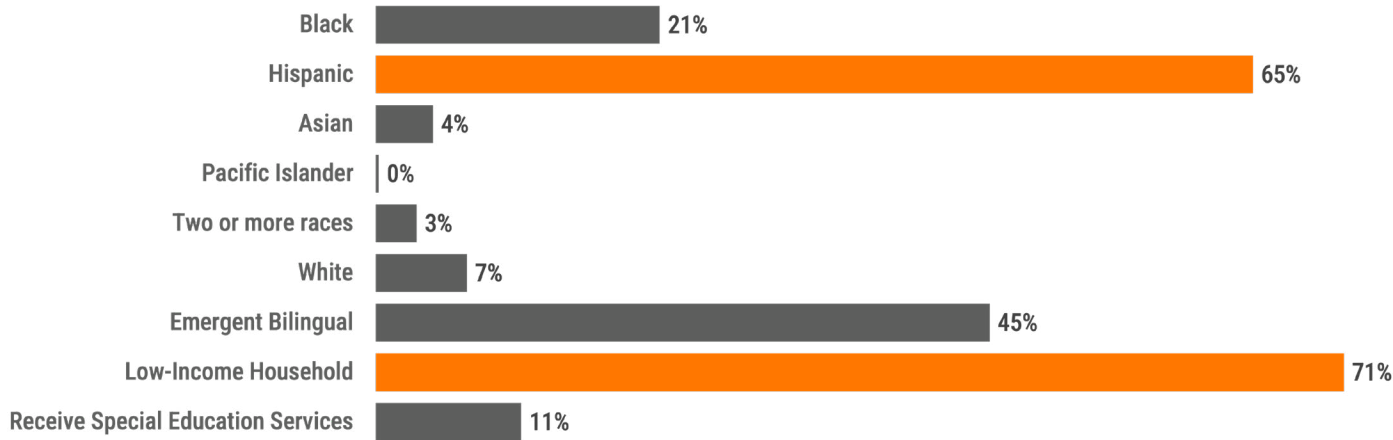
## Academic Outcomes Comparing Students in Manor ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

### Manor ISD Student Demographics, School Year 2024-25

Total Students: 9,227



### Manor ISD Teachers, School Year 2024-25

Average Salary: \$58,454  
Less Than 5 Years Experience: 56.6%  
Holds Advanced Degree: 19.5%  
Teacher Turnover Rate: 41%  
Student-to-Teacher Ratio: 15 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

### Manor ISD Financials

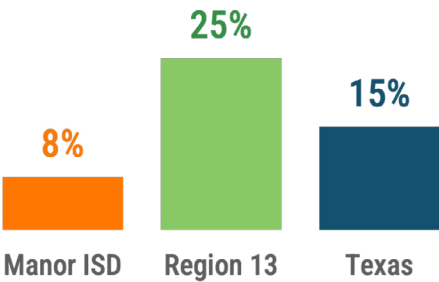
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$2,560,000  
**Accessed Outcomes Bonus Funding:** \$197,000  
**Available CCMR Outcomes Bonus to be Accessed:**

**\$2,363,000**

Total Expenditures Per Student: \$15,738  
Teacher Incentive Allotment (TIA): \$0  
Combined Tax Rate 2022-23: 1.35%

### CCMR Outcomes Bonus Accessed, 2022-23



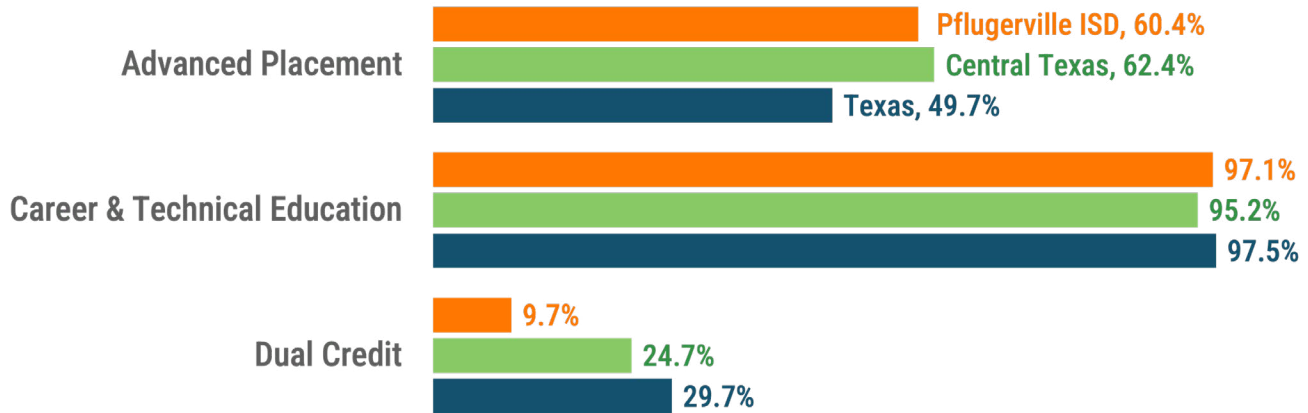
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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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### Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Pflugerville ISD, Central Texas, and Texas



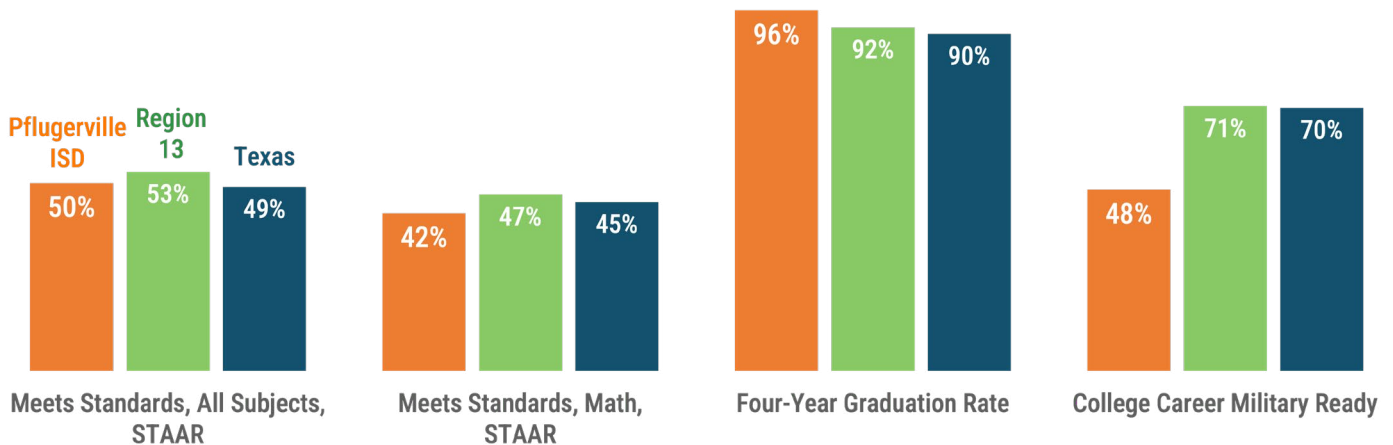
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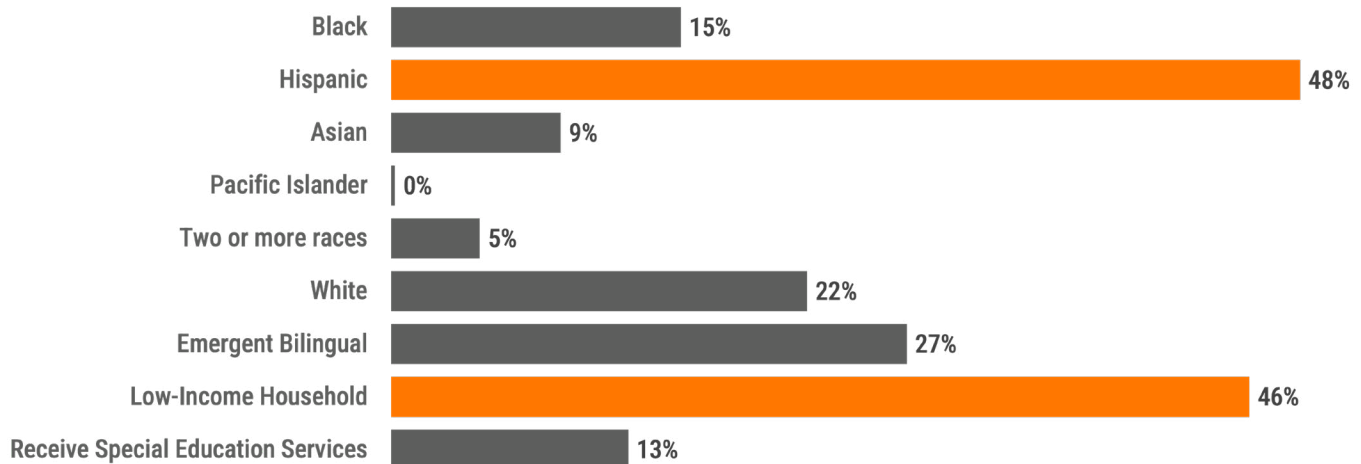
### Academic Outcomes Comparing Students in Pflugerville ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Pflugerville ISD Student Demographics, School Year 2024-25

Total Students: 25,419



## Pflugerville ISD Teachers, School Year 2024-25

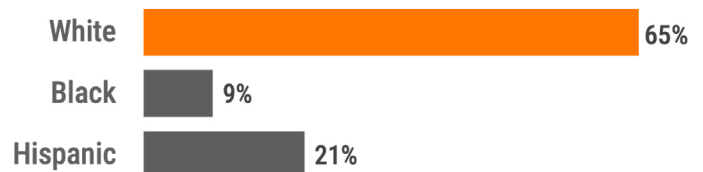
Average Salary: \$57,953

Less Than 5 Years Experience: 36.3%

Holds Advanced Degree: 29%

Teacher Turnover Rate: 25%

Student-to-Teacher Ratio: 14 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Pflugerville ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$6,007,000

**Accessed Outcomes Bonus Funding:** \$1,256,000

**Available CCMR Outcomes Bonus to be Accessed:**

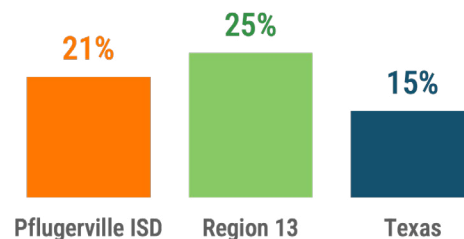
# \$4,751,000

Total Expenditures Per Student: \$13,915

Teacher Incentive Allotment (TIA): \$1,287,838

Combined Tax Rate 2022-23: 1.26%

## CCMR Outcomes Bonus Accessed, 2022-23



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Source: E3 Alliance analysis of Texas Education Agency, School District State Aid Reports, Summary of Finances.

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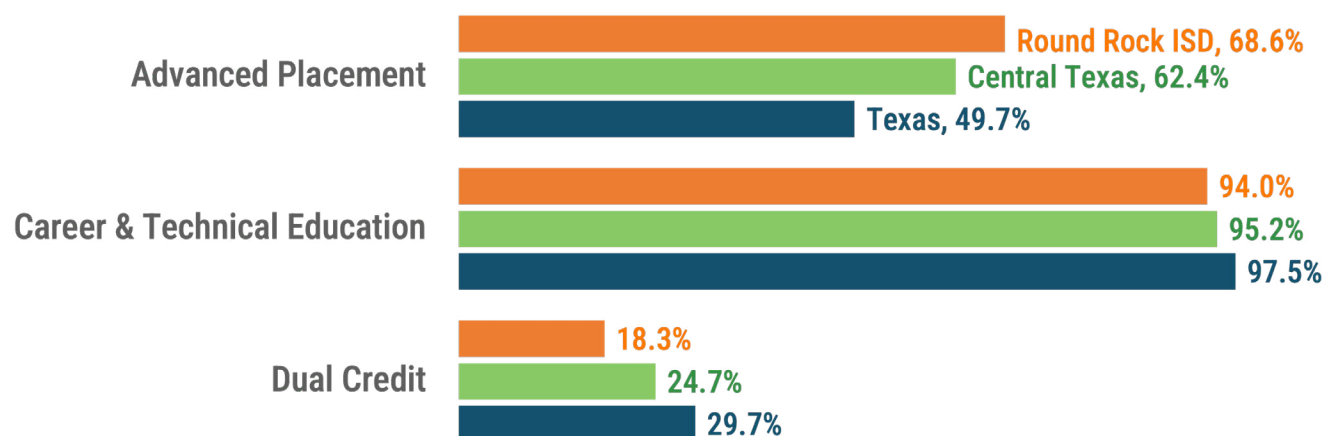
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## Advanced Placement, Career & Technical Education, and Dual Credit Student Enrollment, comparing Round Rock ISD, Central Texas, and Texas



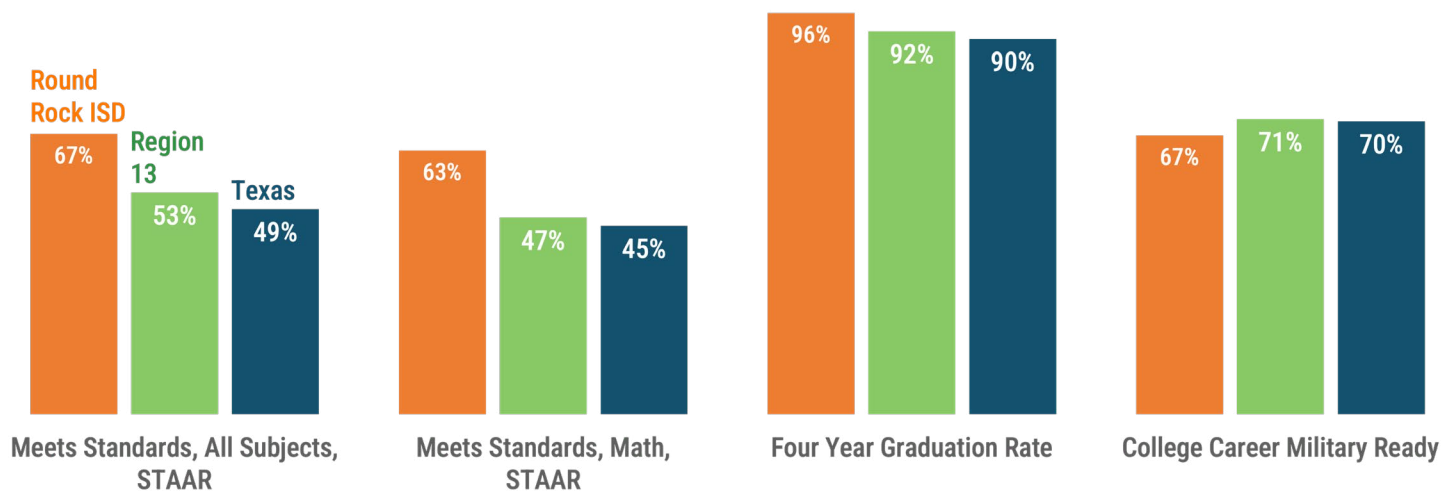
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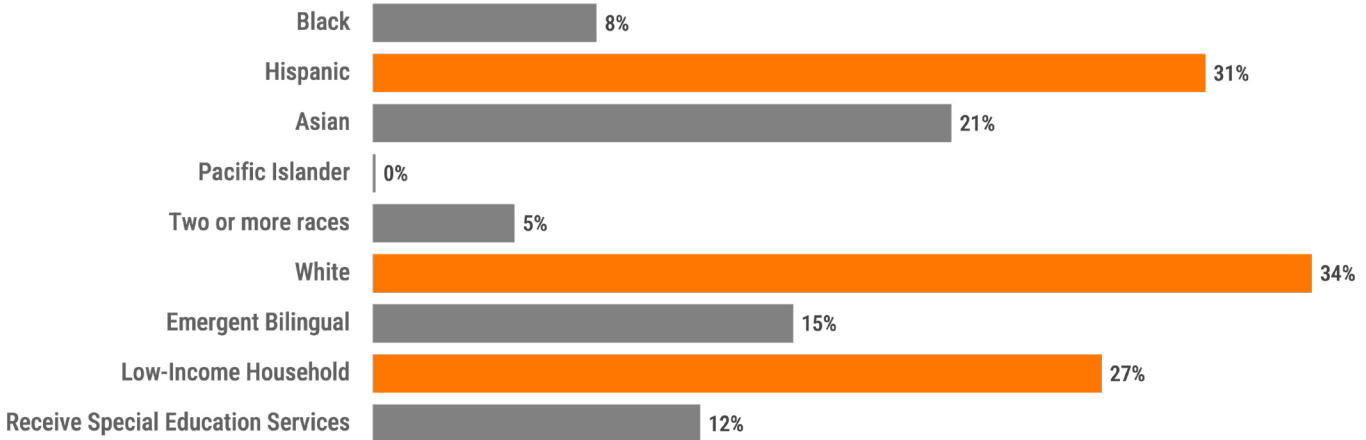
**Career and Technical Education (CTE)** programs allow students to gain industry-recognized certificates and practical skills, preparing them for immediate employment or further education in high-demand fields.

## Academic Outcomes Comparing Students in Round Rock ISD, Region 13, and Texas, 2022-23



## Round Rock ISD Student Demographics, School Year 2024-25

Total Students: 46,349



## Round Rock ISD Teachers, School Year 2024-25

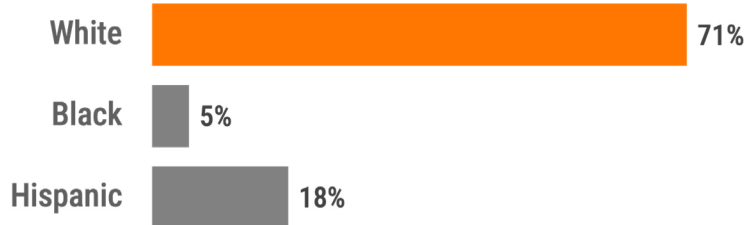
Average Salary: \$60,570

Less Than 5 Years Experience: 33.6%

Holds Advanced Degree: 29.2%

Teacher Turnover Rate: 23.9%

14 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency Texas Academic Performance Reports.

## Round Rock ISD Financials

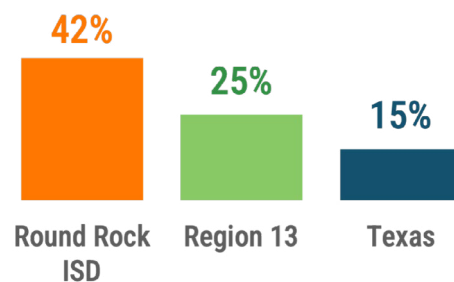
The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

Total Expenditures Per Student: \$12,293  
Teacher Incentive Allotment (TIA): \$97,638  
Combined Tax Rate 2022-23: 1.00%

### CCMR Outcomes Bonus Accessed, 2022-23

**Potential Outcomes Bonus Funding:** \$10,564,000  
**Accessed Outcomes Bonus Funding:** \$4,385,000  
**Available CCMR Outcomes Bonus to be Accessed:**

**\$6,179,000**



Source: E3 Alliance Analysis of Texas Education Agency School District State Aid Reports, Summary of Finances

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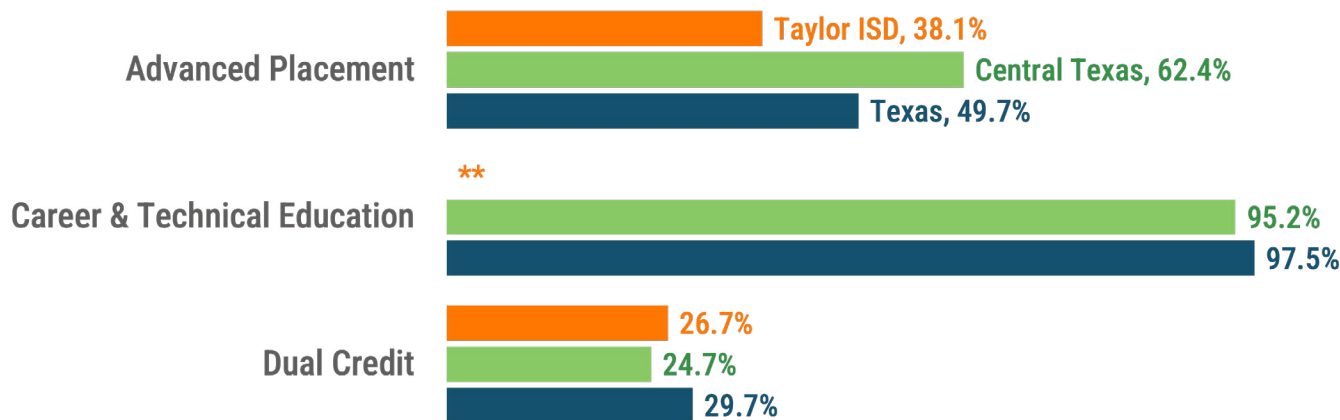
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\*\* Masked due to high proportion (fewer than 5 students did NOT have this outcome)

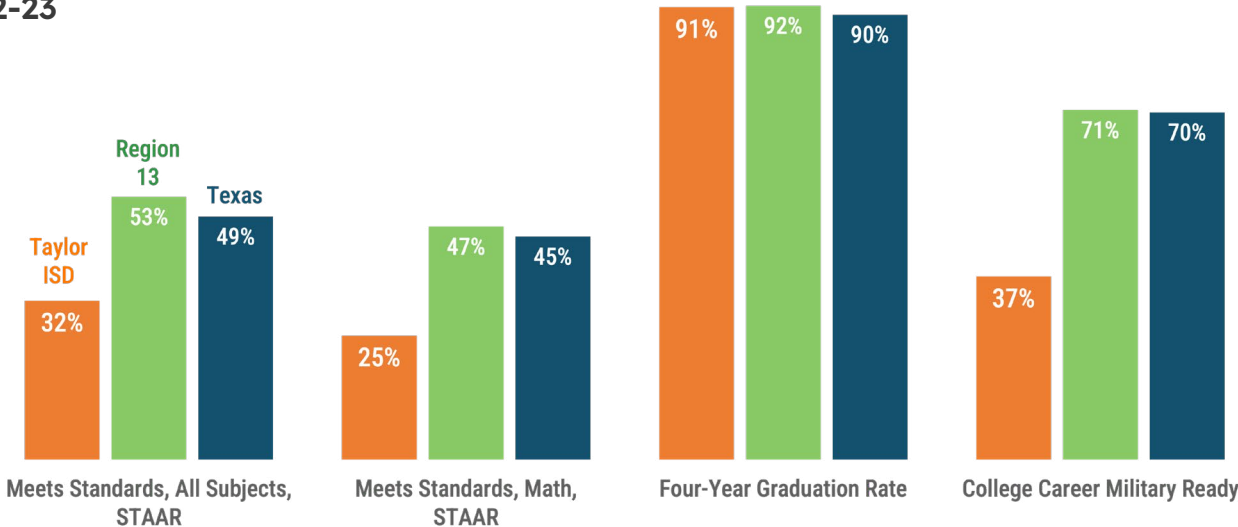
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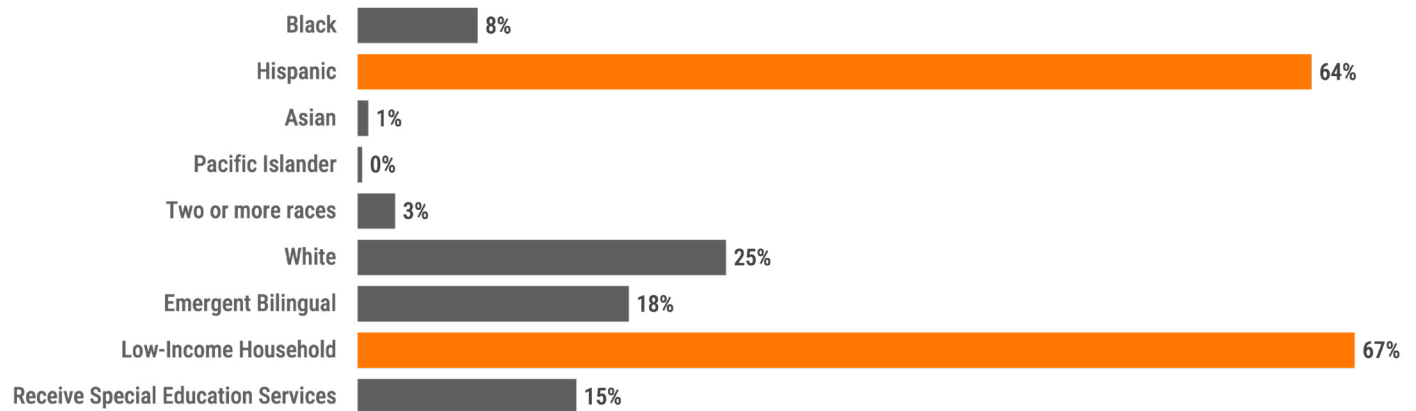
## Academic Outcomes Comparing Students in Taylor ISD, Region 13, and Texas, 2022-23



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Taylor ISD Student Demographics, School Year 2024-25

Total Students: 3,106



## Taylor ISD Teachers, School Year 2024-25

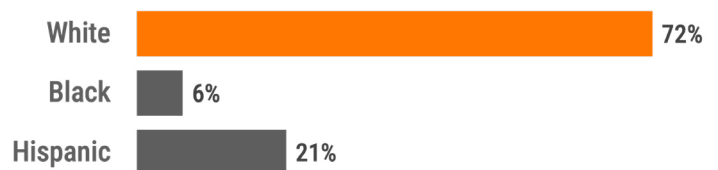
Average Salary: \$56,502

Less Than 5 Years Experience: 45%

Holds Advanced Degree: 22%

Teacher Turnover Rate: 34%

Student-to-Teacher Ratio: 15 students per teacher



Source: E3 Alliance Analysis of Texas Education Agency, Texas Academic Performance Report (TAPR).

## Taylor ISD Financials

The College Career and Military Readiness (CCMR) Outcomes Bonus is funding a district can access when students meet postsecondary readiness requirements as set by the TEA.

**Potential Outcomes Bonus Funding:** \$856,000

**Accessed Outcomes Bonus Funding:** \$165,000

**Available CCMR Outcomes Bonus to be Accessed:**

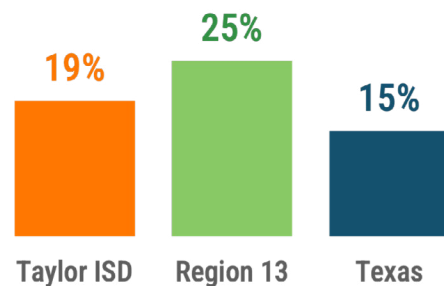
# \$691,000

Total Expenditures Per Student: \$12,406

Teacher Incentive Allotment (TIA): \$0

Combined Tax Rate 2022-23: 1.28%

### CCMR Outcomes Bonus Accessed, 2022-23



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