



The College, Career and Military Ready (CCMR) Comprehensive Counseling Program is administered by the Dallas Independent School District Counseling Services Department (CSD). CCMR Counseling staff provides systems, training, guidance, and resources to district counselors and campus administrators to address barriers preventing student success and foster CCMR readiness. In 2023-24, three CCMR counseling coordinators were funded through Title IV (\$340,000), a 63 percent decrease from 2022-23 (\$919,822, 8 coordinators).

Key Findings

Implementation

- A total of 62 PD sessions were held covering 11 PD topics ranging from counseling program updates and advising to mental health and grief. Based on prior needs assessments, counseling coordinators placed emphases on improving counselors' understanding of College, Career and Military (CCMR) readiness & postsecondary advising and increasing Sense of Belonging.
- Overall, 447 Counselors and Student Facilitators participated in professional development (PD) sessions.
- Counseling coordinators conducted 1,207 activities across 9 activities covering district events to system support.

Stakeholder Feedback

Fall Counseling Needs Survey

- Fifteen percent of respondents noted that counselor's roles and responsibilities were not clearly identified on their campuses.
- Thirty-six percent of respondents indicated that they needed help with one or more areas, including system support, responsive services, individual student planning, and guidance lessons.

Campus Counselor Perceptions

- The majority of respondents found both CCMR and Sense of Belonging PD sessions informative and helpful in preparing to support students. While most participants implemented the discussed materials, counselor support from school leadership was less prevalent for Sense of Belonging strategies.

Outcomes

- Overall, 83 percent of counselors who served high school students participated in at least two CCMR PD sessions.
- In total, 94 percent of campuses with a Sense of Belonging score below 75 percent participated in targeted PD sessions.
- All 38 campuses with a predicted graduation rate below 80 percent received recommended action steps by counseling coordinators. Review of End-of-Year graduation data showed that two of the 38 campuses missed the benchmark.
- Fifty-five percent of seniors met TSI in ELA/Reading and Mathematics (28% excluding College Prep Courses).
- A total of 83.1 percent of seniors were college, career, and military (CCMR) ready at the end of the 2023-24 school year.
- Overall, 90 percent of Dallas ISD seniors graduated.

Recommendations

- **Continue to provide high quality PD sessions to counselors.**

Although survey respondents highlighted the quality of PD sessions received, some also noted the continued need for consistent, relevant, and well-organized PD sessions.

- **Continue to conduct senior records reviews.**

Counselors noted in the 2024 Counseling survey that the action plans provided by counseling coordinators were helpful to increase effectiveness of advising and were helpful to increase graduation numbers.

- **Work to maintain data governance and integrity.**

Counseling Coordinators should continue to work with data controllers and IT to accurately track program participation to increase the accuracy of future data analyses.

- **Consider using leading indicators to set annual program goals.**

To set more up to date annual goals, consider using leading indicators like TSI completion rates or dual credit hours instead of solely relying on lagging CCMR results. This allows for monitoring progress throughout the year and better assessment of program effectiveness.