

City of Houston Council Committee on Economic Development

HISD Q & A

1. When evaluating staff, are they based on TEA criteria?

Yes, a modified Texas Teacher Evaluation and Support System (T-TESS) is used in HISD.

Modifications are allowable by state statute.

Below are the primary differences between state adopted expectations for T-TESS and what HISD implemented:

- a. Formal observation: Statute requires a minimum of 45-minute observation. In 23-24 HISD implemented a minimum 60-minute observation. For 24-25 HISD will implement the 45-minute observation.
- b. Spot observations: The statute does not require information observations to be included in the overall evaluation, but also does not prevent a district from including. HISD elected to include the points for the informal observations in the overall evaluation score.

2. With NES model being new to HISD, will there be an opportunity to provide feedback/input through a survey?

Yes, this year, Houston ISD will distribute a survey to all teachers, assistant principals, and principals to gather feedback on their experience at their individual campuses as well as their experience holistically with the District. Beyond the survey, the model is being continuously improved everyday as principals, teachers, and district leadership collaborate to ensure that students are set up for success.

3. In your presentation you mentioned a decline in enrollment. Is there a plan to increase enrollment?

As HISD improves the education quality of campuses in underserved areas, we expect to see students return to those campuses. Additionally, this past spring, we created an enrollment incentive for principals to complete community outreach to connect with prospective families to share more about school offerings. By expanding PreK seats in campuses across the District, the District anticipates a stronger, more consistent enrollment pipeline.

4. The wraparound specialist at Navarro Middle School has departed and the position has been eliminated. The former wraparound specialist partnered with community/private businesses to operate a food market to provide food to families in need. Is there still an opportunity for community to step in to fill this gap?

Yes, HISD is currently working with community members and organizations such as the Houston Food Bank that assist in providing volunteers to help with the food distributions at Navarro Middle School. If Council members and their constituents are interested in volunteering, please contact Matthew Giles (matthew.giles@houstonisd.org). We welcome volunteers for help with food distribution across multiple HISD Campuses.

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5. What was the teacher turnover from the 2022-2023 school year compared to the 2023-2024 school year and turnover for this next school year?

In the 22-23 school year, a total of 1,744 teachers separated from the District. By comparison, in the 23-24 school year, a total of 3,654 teachers separated from the district out of a total of 11,473 teacher positions as of the October PEIMS snapshot. It is important to note that this year, the district implemented a system through observations and teacher coaching to more accurately evaluate instructional effectiveness. In 23-24, when taking a closer look at June and July separations, 1,462 teachers who separated from the district were rated Progressing II and below, most of whom were brought to file review for non-renewal based on performance and other factors. In 23-24, 1,163 teachers who separated from the district were rated Proficient I and above. As a District, there were fewer regrettable separations in June and July 2024 than there were total separations in June and July of 2023.

6. What are the turnover statistics compared between the school years?

In the 22-23 school year, a total of 1,744 teachers separated from the District. By comparison, in the 23-24 school year, a total of 3,654 teachers separated from the district out of a total of 11,473 teacher positions. Approximately 7 out of 10 teachers returned for the 24-25 school year.

7. With the budget deficit what is the plan to expand the NES system?

HISD will continue to support 130 New Education System Schools. At this time, the District does not plan to expand the NES system unless the state adjusts the Basic Allotment for the 25-26 school year.

8. How many students went to Japan and how many students went to Washington, D.C.?

Japan – 172 students
Washington DC – 297 students

9. Elaborate on the program that HISD is offered to student who studied education and attended an HBCUs in effort to uplift the students and the teachers?

HISD and Texas Southern University (TSU) created a partnership to train aspiring teachers. Through the initiative, students in TSU's College of Education will earn their teacher certification and get paid while working as a Teacher Apprentices in HISD's New Education System (NES) schools.

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10. What is that number that HISD offered last year to senior (college graduates)?
(NOTE: Supt. Miles stated he did not have that information but asked CM to submit and he would get that information).

There are 52 teachers that graduated from Texas Southern University and started teaching in HISD for the 2024-2025 school year.

11. Has HISD applied for FEMA assistance specifically for Sinclair Elementary that was damaged during the derecho storm?

The District has applied for FEMA assistance for all schools and facilities.

12. What is the status of the FEMA assistance application?

The FEMA claim for Derecho is progressing on schedule.

9/20/2024 – Damage Inventory Spreadsheet was submitted.

9/24/2024 – HISD had the follow-up meeting confirming all locations on the damage inventory spreadsheet.

FEMA and HISD are now categorizing the damages and assessing which damages will not be covered by insurance. Currently staff members are compiling documentation, such as invoices for debris, GPS locations of generators used, etc., and uploading it to the FEMA portal.

As it relates to Hurricane Beryl, HISD continues to work with our claims prep team on FEMA and our insurance.

13. What is the current number of Title I campuses?

There are 250 campuses classified as Title I in Houston ISD.