



# PRESS RELEASE

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## HISD Board Updated on District's Strategic Direction

*November 19, 2010* – A key element of HISD's Strategic Direction includes regular updates on district practices and programs that are aligned to the plan. At a board workshop on Thursday, November 18, trustees received an update on recent steps that have been taken to further the five core initiatives of the district's Strategic Direction. Those five initiatives include an effective teacher in every classroom, an effective principal in every school, rigorous instructional standard and supports, data-driven accountability, and a culture of trust through action.

HISD Chief of Staff Michele Pola made a brief presentation to the board covering each core initiative and recent district activities related to each. Under the *Effective Teacher* initiative, HISD is currently designing a new teacher appraisal system with the assistance of The New Teacher Project. The district has also recently selected a vendor for a talent acquisition system.

Under core initiative number two of the district's Strategic Direction, *Effective Principal in Every School*, HISD has conducted research of best practices in principal leadership development and identified McREL as a partner in developing a new principal appraisal system.

Under the *Rigorous Instructional Supports and Standards* core initiative, HISD is in the process of creating a district wide AP and IB plan for students in grades 8-12 and is developing a PreK-12 literacy framework.

The district has recently taken several steps to align its practices to initiative number four, *Data Driven Accountability*, including sending five teams to the American Productivity and Quality Center for systems process mapping and metric development and the initiation of a request for proposal (RFP) for a data warehouse/business intelligence program.

Finally, under core initiative number five, *Culture of Trust Through Action*, the district recently launched a new website, has held several public forums to gather community input on a variety of topics, and has created a standard feedback form for public meetings.

"It is important to update our progress and the steps we are taking to align all district policies and programs to the Strategic Direction so there is accountability not only to the board but to all our internal and external stakeholders as well," said HISD Superintendent Terry Grier.

HISD began the strategic planning process in February with a series of community and organizational surveys, public meetings, and one-on-one discussions with staff, students, parents and members of the Houston community to discover what the district was doing well and where it needed to improve. HISD staff also analyzed student data and researched best practices from around the country and within HISD.

The end result is a community plan to transform HISD that contains five core initiatives, or strategies, that are designed to dramatically improve student achievement and are driven by the Board of Education's beliefs and visions and core values. For more information about HISD's Strategic Direction visit [www.houstonisd.org/strategicdirection](http://www.houstonisd.org/strategicdirection).

The **Houston Independent School District** is the largest school district in Texas and the seventh-largest in the United States with 298 schools and more than 200,000 students. The 301-square-mile district is one of the largest employers in the Houston metropolitan area with nearly 30,000 employees.

**For more information, visit the HISD Web site at [www.houstonisd.org](http://www.houstonisd.org).**