



HISD



Core Initiative Update

January 28, 2011



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1 Effective Teacher in Every Classroom

- Last year, we were beginning to:
 - Design new appraisal criteria, process, and usage guidelines
 - Design new support and development processes
 - Refine recruitment and staffing practices
- We've since:
 - Launched the new system, training more than 880 appraisers and 1100 teachers and made adjustments based on feedback along the way
 - Deployed our team of more than 130 Teacher Development Specialists and created a new Professional Support and Development website
 - Initiated the design of our new Career Pathways and Compensation initiative
- Next steps:
 - Improve technology solutions
 - Expand breadth of support to teachers
 - Accelerate hiring timeline



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Effective Principal in Every School

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- Last year, we were beginning to:
 - Design and implement a new leadership pipeline
 - Establish partnerships with state and local institutions
 - University of Texas
 - Rice University
 - University of St. Thomas
 - Design a new school leadership appraisal system
- We've since:
 - Developed 15 cohorts of future and current school leaders
 - Launched 4 cohorts with university partners
 - Developed six new courses designed to support principal decision-making with staffing issues
 - Designed innovative opportunities
 - Strategic Marketing course, the Jones School of Business at Rice University



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2 Effective Principal in Every School

- Next steps:
 - Develop and train campus administrators targeting leadership responsibilities and practices aligned to new evaluation
 - Design and launch an intensive 4-week summer institute for new and emerging leaders
 - Research and design a Career Pathways and Compensation initiative for high-performing principals
 - Hold summer conference for campus leadership teams



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Rigorous Instruction and Supports

- Last year, we were beginning to:
 - Initiate efforts to increase equity in access
 - Conduct impact assessments of projected budget shortfall
- We've since:
 - Set record progress reducing the dropout rate to 12.6% and increasing the graduation rate to 74.3%
 - Continued to increased the rigor of instruction
 - 2011 College Board Inspiration Award
 - 2011 Newsweek Best High Schools list
 - Standards-based curriculum
 - Tracking magnet school applications



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Rigorous Instruction and Supports

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- Next steps:
 - STAAR administration
 - Prepare for budget process
 - Continue development of robust literacy curriculum and instructional practices
 - Continue professional development in support of rigorous instruction
 - Spring AP Seminar at Rice Univ. to 250 Pre-AP/AP teachers
 - Response to Intervention
 - Plan for summer activities



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Data-Driven Accountability

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- Last year, we were beginning to:
 - Address the lack of application alignment
 - Pursue E-Rate funding
 - Aging network and systems infrastructure
 - Evolve from a software-driven IT organization
 - Reconcile multiple data systems on incompatible platforms
 - Strategize solutions to answer organizational lack of IT or data governance
 - Pursue a data warehouse and data integrity model
 - Tackle deficient, fundamental IT security practices
 - Institute a continuous project management framework



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Data-Driven Accountability

- We've since:
 - Received commitment from E-Rate, \$68 Million for infrastructure
 - Restructured and aligned into an information-oriented organization
 - IT Security, Ed. Solutions, Business Solutions, Information, Assessment and Analytics, Research and Evaluation
 - Instituted an information management focus
 - Kicked off IT/Data governance framework efforts
 - Initiated work in support of the data warehouse
 - Infrastructure re-architecture, network reimplementation & system upgrades
 - Implemented various IT Security programs
 - Created Project Management Office



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Data-Driven Accountability

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- We've since:
 - Identified challenges to be monitored
 - No set standards to date for TAKS to STAAR/EOC
 - Proliferation of mobile devices
 - Inconsistencies of data across the district
 - Process for keeping enterprise systems current and IT obsolescence/migration plan
 - Blending of technology with education strategies
 - Ongoing need for IT staffing
 - Support of legacy analog telephone systems



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4

Data-Driven Accountability

- Next steps:
 - Set priority of IT projects
 - Continue to modernize the network for capacity and availability
 - Virtualization
 - Continue on path to building Data Warehouse Business Intelligence (DW/BI) dash boards
 - Develop education platform migration strategy
 - Prepare for EOC and STAAR
 - Conduct blended learning pilot



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5 Culture of Trust through Action

- Last year, we were beginning to:
 - Complete the redesign of website's main pages
 - Select first cohort of schools to begin transition to SchoolWires
 - Develop guidelines for African American Advisory Council and Latino Advisory Council
 - Revamp HISD-TV News update
 - Hold ongoing meetings with principals, ad hoc principals group and strategic partners



5 Culture of Trust through Action

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- We've since:
 - Improved the communication infrastructure
 - Built the architecture for a new district website
 - 47 schools are live on SchoolWires
 - Launched social media channels with growth plan
 - Enhanced our community engagement
 - Launched African American Advisory Council and Latino Advisory Council
 - Held Community Conversations across district
 - Produced parent informational videos, series for parents of Special Education students
 - Distributed first issue of parent newsletter
 - Served 45,000 students at Back-to-School Fest
 - Conducted webinars for principals
 - Created 33 Professional Development videos
 - Evaluated and recalibrated our efforts
 - Assessed Communications practices with representatives from departments



5 Culture of Trust through Action

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- We've since:
 - Identified challenges to continually monitor
 - Transitioning of all departments to new Content Management Systems (CMS)
 - North Forest merger
 - Balancing between over- and under- communicating
- Next steps
 - Plan for STAAR
 - Next wave of STAAR communications
 - Initialize "Time 2 Talk" parent meeting toolkit with first installment on STAAR
 - Develop a strong brand identity
 - Continue outreach and engagement
 - Train departments and schools on creating/ maintaining web, social media presence
 - Rollout online resources/guides/protocols to improve consistency, customer service
 - Host training/webinars on wide range of topics