



Board Monitoring System: Teachers

EXECUTIVE SUMMARY

Purpose

The Houston Independent School District (HISD) exists to strengthen the social and economic foundation of Houston by assuring its youth the highest-quality elementary and secondary education available anywhere. In fulfilling this goal, HISD's Board of Education has designed a program to systematically monitor the district's goals and core values. The following results inform the progress of the district as it relates to retention of highly effective teachers and removal of ineffective teachers, as defined below.

Board Monitoring Scorecard		
Consistency	Teachers	2015–2016
	Percentage of Highly Effective Teachers Who are Retained (Summative Rating \geq 3.50)	91.1
	Percentage of Ineffective Teachers Who are Exited (Summative Rating \leq 1.49)	65.3

Sources: *Teacher and Development System, 2015–2016; HRIS Teacher Retention Data File, 2015–2016*

In prior years, teacher effectiveness was determined by Education Value-Added Assessment System (EVAAS) scores. However, because EVAAS was not calculated for the 2015–2016 school year, summative ratings were used to identify highly effective and ineffective teachers. Since this is a new metric, 2015–2016 is considered the baseline year.

Findings

- For the 2015–2016 school year, highly effective teachers are defined as teachers with a summative rating of 3.50 or higher.
 - For the 2015–2016 school year, there were 2,728 teachers with a summative rating of 3.50 or higher out of 11,015 teachers with a summative rating score. Of the 2,728 teachers with a summative rating of 3.5 or higher, 2,484 (91.1 percent) were retained.

Table 1. Highly Effective Teachers

School Year	Total # with Summative Rating	# Highly Effective	% Highly Effective	% Retained
2015–2016	11,015	2,728	24.8	91.1

- For the 2015–2016 school year, ineffective teachers are defined as teachers with a summative rating of 1.49 or lower.

- For the 2015–2016 school year, there were 75 teachers with a summative rating of 1.49 or lower of the 11,015 teachers with a summative rating score. Of the 75 teachers with a summative rating of 1.49 or lower, 49 (65.3 percent) are no longer with the district. Of these 49 ineffective teachers who left the district, 13 were first-year teachers, four were second-year teachers, and seven were third-year teachers.

Table 2. Ineffective Teachers				
School Year	Total # with Summative Rating	# Ineffective	% Ineffective	% Exited
2015–2016	11,015	75	0.7	65.3

- Of the 12,255 teachers in the 2015–2016 school year, 10,235 (83.5 percent) were retained.

ADMINISTRATIVE RESPONSE

- Our staff reviews helped us align our vision for retaining highly qualified teachers.
- Effective use of the Appraisal and Development System is being utilized to coach, develop, and train teachers with specific emphasis on developing teachers.