



## HOUSTON INDEPENDENT SCHOOL DISTRICT

Hattie Mae White Educational Support Center  
4400 West 18th Street • Houston, Texas 77092-8501

**Dr. S. Denise Watts**  
*Chief of Schools*

[www.HoustonISD.org](http://www.HoustonISD.org)  
[www.twitter.com/HoustonISD](https://www.twitter.com/HoustonISD)

January 14, 2022

Dear Staff and Families,

Over the last few days, the HISD Schools Office has made some important announcements that will provide new and different resources to your school.

In September 2021, Superintendent House began the process to set a new vision for HISD. As part of that process, the Superintendent spent weeks listening and learning from parents and teachers all over the community, and he heard loud and clear that parents expected HISD to provide a quality educational experience in every neighborhood.

As a result, Superintendent House set a District Priority to **ensure great schools and programs in every community**. This priority is one of five pillars that will anchor the work of the entire district for the next five years. You can read more about the other priorities on our website at [www.houstonisd.org/100dayreport](http://www.houstonisd.org/100dayreport).

As Chief of Schools and Assistant Superintendent of Transformation, one of our responsibilities is to deliver on this priority, and that is why we're writing to you today. **We are excited to share the news with you that your school is one of 24 schools that will be included in the 2022 Transformation Schools Cohort.** As part of this cohort, your school will have access to a set of additional resources and supports specifically designed based on the specific needs and challenges your school and its students face. Our team will conduct a thorough needs assessment this spring that includes parent and staff input and feedback and then design a plan that will steadily and permanently improve school quality over the next five years.

Your school was selected because it has struggled. **All Transformation Cohort Schools either had multiple consecutive D, F, or IR ratings or received an F-rating in 2019.** We believe by focusing staff time and resources on this set of schools we can help them improve more quickly to better serve students and families.

**This program will replace the Achieve 180 program that your school participates in now.** Achieve 180 does not include a campus specific needs assessment and does not allow us to support each school differently and we believe that is the most critical component of our school improvement work.

In the next several weeks, we will be meeting with staff and parents at all the Transformation Cohort Schools. **We hope you will join us for a virtual meeting to learn more about this exciting opportunity and ask any initial questions you may have. Please see the table below for your school meeting schedule. The link will be available on your school's website.** You should be aware that we will have much more information to share with you after we complete the needs assessment at your campus. We will share detailed plans on how we intend to support your school at that time. Once we begin making changes with your campus, we will be meeting with you regularly to gather feedback, share progress toward the school's goals, and provide opportunities for you to be directly involved.

Sincerely,

Dr. S. Denise Watts  
Chief of Schools

Dr. Khalilah Campbell - Rhone  
Assistant Superintendent of Transformation



School	Meeting Date	Staff Meeting Time	Family Meeting Time
Henry MS	January 25, 2022	4:30pm	6pm
Sugar Grove Academy	January 25, 2022	4:30pm	6pm
Attucks MS	January 26, 2022	4:30pm	6pm
Williams MS	January 26, 2022	4:30pm	6pm
Highland Heights ES	January 27, 2022	3:30pm	6pm
Marshall ES	January 27, 2022	3:30pm	6pm
Isaacs ES	February 1, 2022	3:30pm	6pm
Key MS	February 1, 2022	4:30pm	6pm
Fleming MS	February 2, 2022	4:30pm	6pm
Edison MS	February 2, 2022	4:30pm	6pm
Ashford ES	February 3, 2022	3:30pm	6pm
Whidby ES	February 3, 2022	3:30pm	6pm
Deady MS	February 8, 2022	3:30pm	6pm
Robinson ES	February 8, 2022	3:30pm	6pm
Northline ES	February 9, 2022	3:30pm	6pm
Osborne ES	February 9, 2022	3:30pm	6pm
Rucker ES	February 10, 2022	3:30pm	6pm
Smith ES	February 10, 2022	3:30pm	6pm
Seguin ES	February 16, 2022	4:30pm	6pm
Thomas MS	February 16, 2022	4:30pm	6pm
Young ES	February 17, 2022	3:30pm	6pm
C. Martinez ES	February 17, 2022	3:30pm	6pm
Wheatley HS	February 21, 2022	4:30pm	6pm
North Forest HS	February 22, 2022	4:30pm	6pm



## **Transformation Office: Transformation School Cohort (TSC)**

### **Frequently Asked Questions (FAQs)**

#### **1. What is the role of the Transformation Office?**

The Transformation Office as part of the Schools Office will oversee and coordinate the resources necessary to improve student outcomes at all HISD's most chronically challenged campuses.

This office will also monitor school progress and make sure HISD is on track to improve its struggling schools.

#### **2. What is the Transformation Schools cohort?**

The Transformation Schools Cohort is a subset of 24 chronically struggling and F-rated campuses designated for intensive supports to improve student outcomes.

#### **3. How are schools chosen for the Transformation Schools Cohort?**

A campus is part of the Transformation Schools Cohort if it has:

- Multiple consecutive years of D/F/IR ratings
- A 2019 "F" rating

#### **4. Why is HISD launching a new school support strategy?**

There are more D and F rated campuses than in previous years. If we want to do better, we must reset and learn from what we've been doing best. The fundamental value of the Transformation Schools Cohort is the school needs assessment, that will allow the district to deploy the right resources to the right school at the right time. The Transformation Schools Cohort will also allow us to concentrate staff and resources in a specific set of schools to allow us to evaluate progress and impact and adjust supports when necessary.

#### **5. How long will a school be part of the Transformation Cohort?**

This will be determined by the needs assessment and progress monitoring to ensure improvement, but we believe most campuses can and will improve within five years.

#### **6. What about other schools that are struggling?**

The Schools Office is committed to making every HISD school one to be proud of. We believe this first cohort tackles our most challenged schools quickly, but all schools will see a change in resources, expectations, and supports in the coming weeks and months.

### **For Families**

#### **7. What will change at my child's school?**

Nothing will change at your child's school this school year. Over the next several weeks and months you will be asked to join campus meetings to share your thoughts on what needs to be different for your child. Your feedback and input will be critical to determining what is needed to improve the education experience at your child's school.



### **8. How will I know what to expect?**

The Transformation Office staff and your school principal will be communicating with you every step of the way. You will be notified of opportunities to get and give information and once your school's needs assessment is complete, the Transformation Office will share details about any changes planned for the 2022-2023 school year and beyond.

### **9. Who do I talk to if I have questions or concerns?**

You can reach out to your school principal or contact Khalilah Campbell-Rhone, Assistant Superintendent [KCAMPBE1@houstonisd.org](mailto:KCAMPBE1@houstonisd.org) at any time.

### **10. If I don't like the changes at my child's school, can I leave?**

The changes at each school will be the result of a thorough needs assessment that includes extensive parent input and feedback. As a result, we believe parents will understand and support the changes proposed for their school. The Schools Team continues to work on alternatives for parents who have concerns. These options will be finalized and shared by the end of this school year.

### **11. Will transformation schools that don't improve be closed?**

The goal of all HISD's transformation work is to improve every school permanently. This is not a school closure strategy. There is no plan to close any transformation cohort school.

## **For Faculty and Staff**

### **12. Will staffing changes be made at transformation schools?**

We will determine the staffing needs at each campus as part of the needs assessment. If a school needs shifts in staffing to be successful, we will work with the school community to manage those changes.

### **13. Will there be changes to my compensation and incentives?**

The HISD talent team will be announcing several improvements to teacher and staff compensation plans in the next few weeks. These benefits will be available to all schools including Transformation Cohort Schools. Staff incentives may be a part of the resources made available at these schools. But these decisions cannot be made until a campus-based needs assessment is completed for each school and a school transformation plan is created.

### **14. How quickly will these schools be required to show improvement on state assessments?**

This is a school transformation not a school turnaround strategy. We want consistent improvement for the long haul. Assessment data will be only one piece of data used to gauge school performance and we anticipate that all schools will need up to five years to show meaningful improvement.



**15. What happens if I prefer not to work at a Transformation Cohort school?**

Exceptional educators are needed across HISD. We are working to finalize a set of options available to staff who do not wish to work in a Transformation Cohort School.

**Sunset of Achieve 180**

**16. Why is Achieve 180 sunsetting?**

Achieve 180 was always intended to be a short-term school improvement strategy. It will sunset at the end of this school year to allow for a more focused and school specific approach to school improvement.

**17. Will the additional staff and resources school received as part of Achieve 180 be eliminated?**

As part of Superintendent House's five-year strategic plan, there will be a number of new resources available to all schools, including significantly more investment in staffing. While schools may no longer have access to some targeted supports through Achievement 180, it is likely all schools will see a much greater influx of district-wide funding, and many will also get additional resources and support through the Transformation Cohort.

**18. What will change at Achieve 180 campuses?**

The Transformation Office will work with each school community to discuss the specific impacts of the Achieve 180 sunset on their campus.