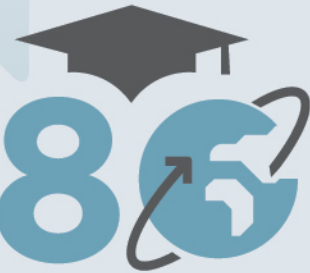


HOUSTON INDEPENDENT SCHOOL DISTRICT

# ACHIEVE180



# ACHIEVE186

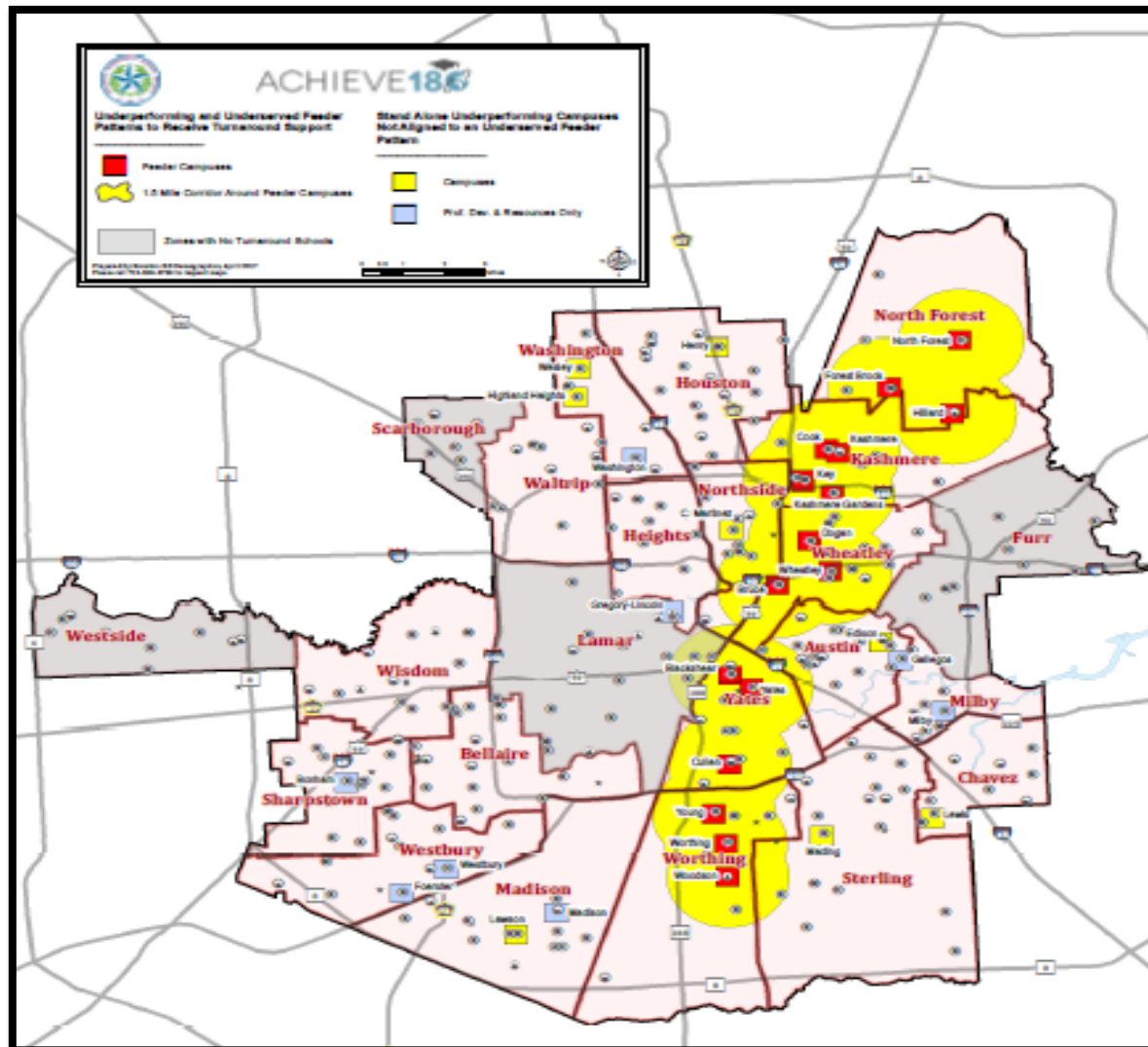
**“There are risks and costs to action.  
But they are far less than the long  
range risks of comfortable inaction.”**

***John F. Kennedy***

The **ACHIEVE 180** initiative is a research-based action plan to support, strengthen, and empower underserved and underperforming HISD feeder pattern communities to increase student achievement.

Best practices from successful school turnaround initiatives, including effective teachers, strong principal leadership, and an environment of high expectations for both students and staff, were incorporated into the plan's guiding pillars.

## HOUSTON INDEPENDENT SCHOOL DISTRICT



## **DISTRICT GOAL 1**

The percentage of students reading and writing at or above grade level from grades 3 through English II will increase by three percentage points annually between Spring 2017 and Spring 2022;

## **DISTRICT GOAL 2**

The percentage of graduates meeting the Global Graduate standards will increase three percentage points annually per year from 2017 up to 85% by 2022; and

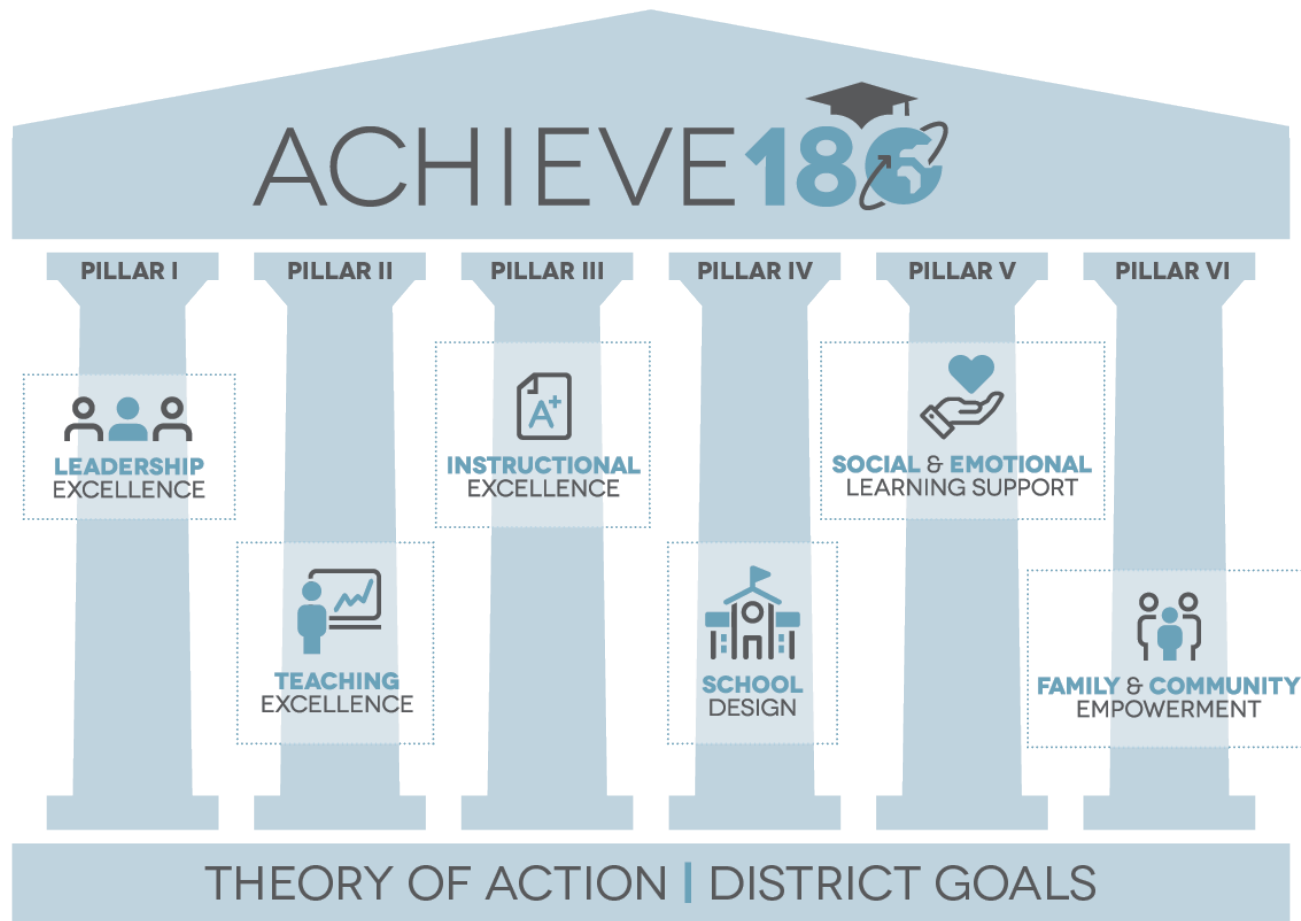
## **DISTRICT GOAL 3**

Among students who exhibit below-satisfactory performance on state assessments, the percentage who demonstrate at least one year of academic growth will increase three percentage points annually in reading and in math between Spring 2017 and Spring 2022.

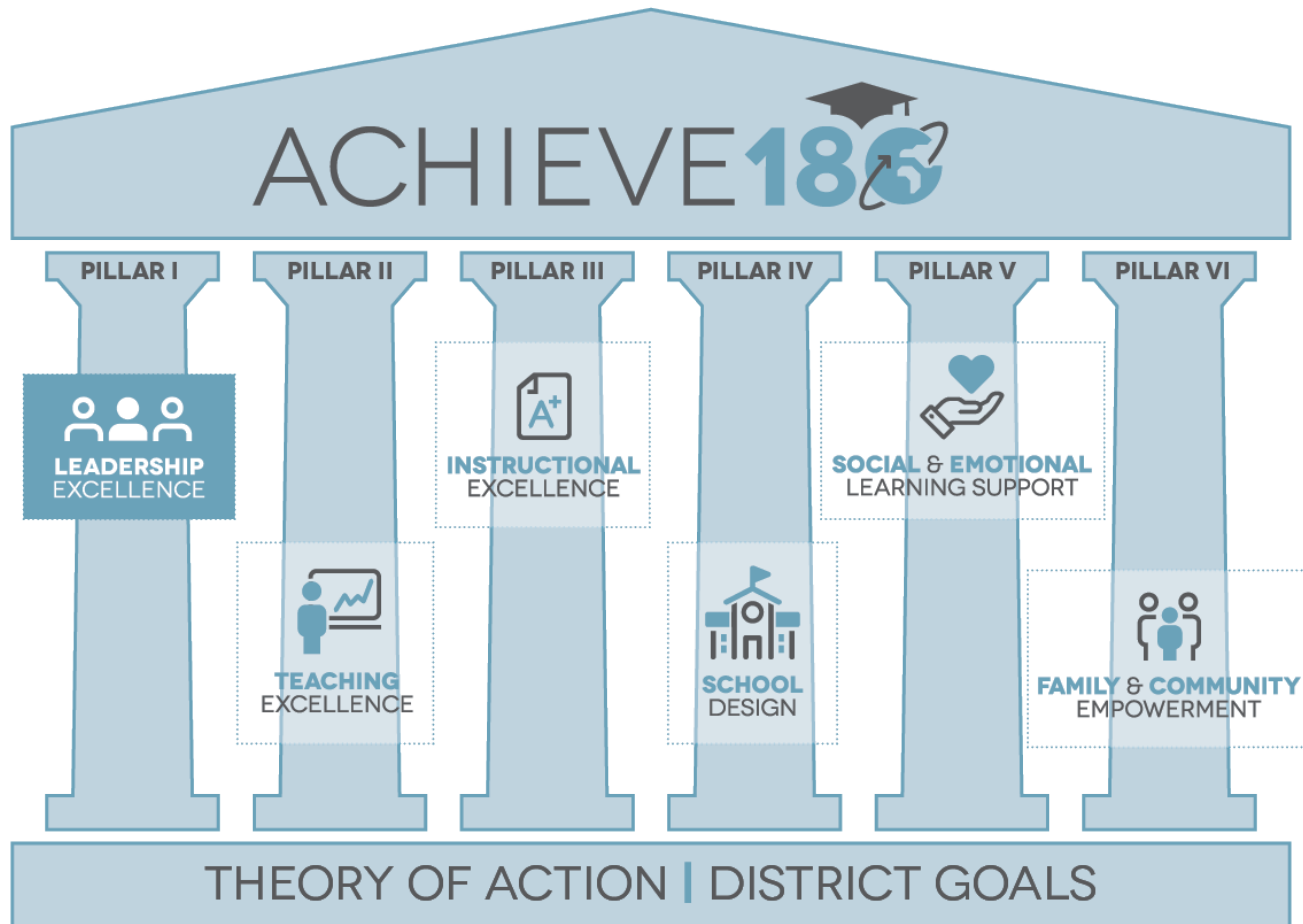
## THEORY OF ACTION

If HISD provides a package of essential **leadership, instructional, social and emotional**, and **community supports** for our historically underserved and underperforming feeder patterns and school communities, then our schools will be equipped to accelerate preparation of our students to fulfill the qualities and characteristics of the **HISD Global Graduate** profile.

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK



# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK



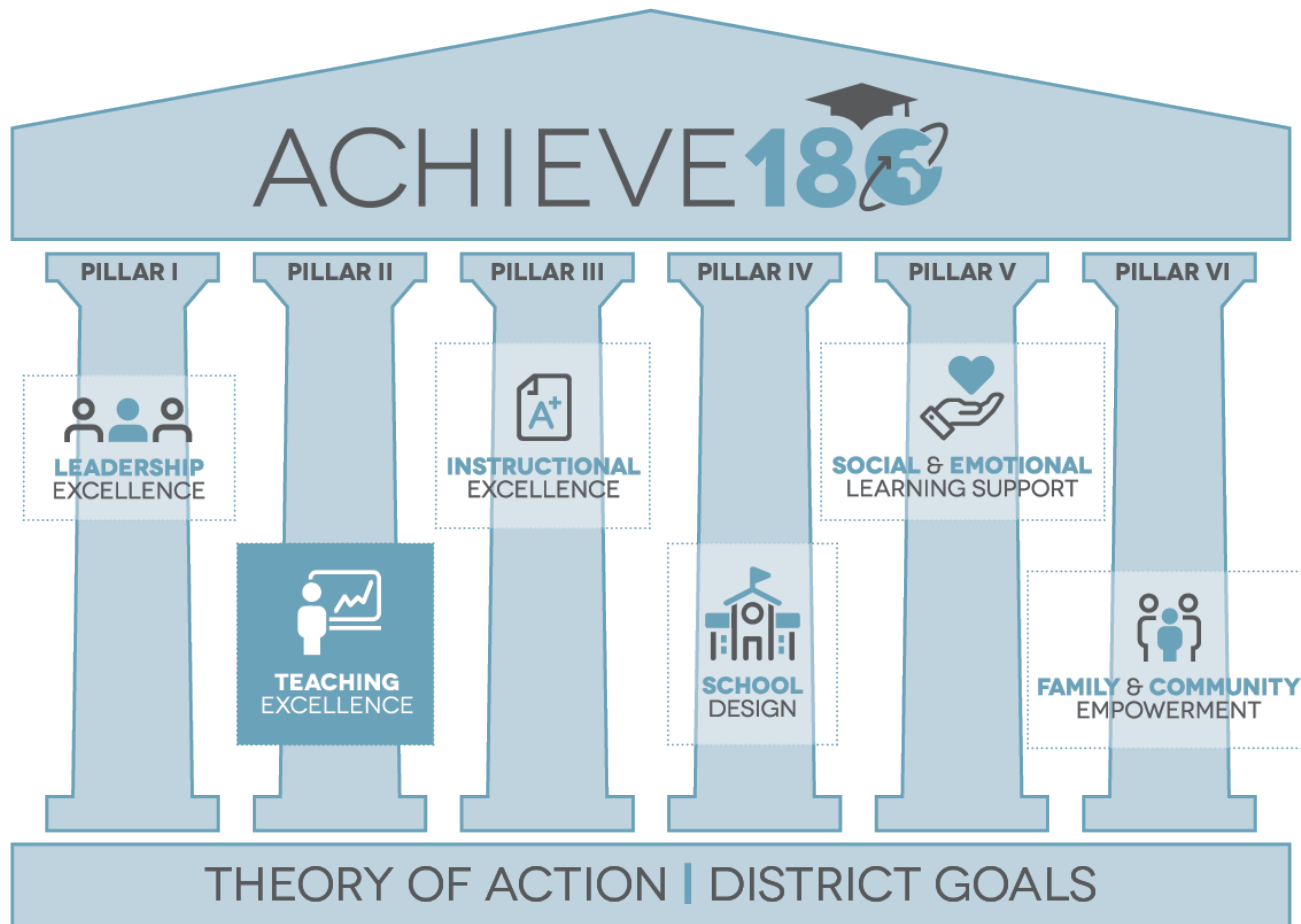


## PILLAR I: LEADERSHIP EXCELLENCE

Identify and facilitate the assignment of talented leaders who will bring effective instructional leadership skills to each school in order to improve student proficiency in core academic areas. School leaders will receive additional compensation and supports (staffing, professional development, etc.) to encourage retention.

- Principal Profile
- Essential Positions
- Leadership Incentives
- Collaborative School Support

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK

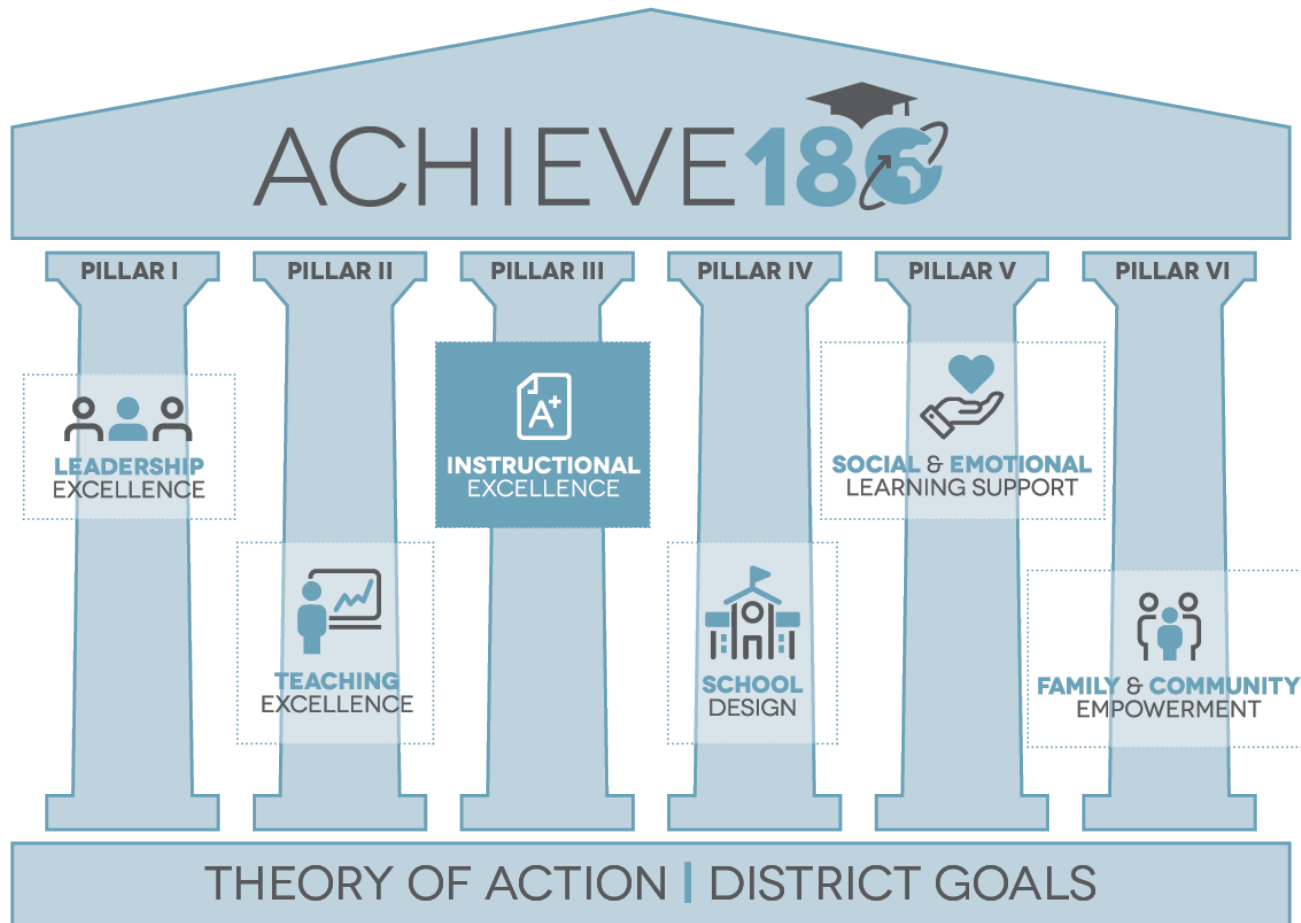


## PILLAR II: TEACHING EXCELLENCE

Selective hiring, development, compensation and strategic assignment of talented teachers with the appropriate experience and certification will ensure teacher excellence in every classroom. Teachers are an integral part of developing Global Graduates and improving student growth and achievement.

- Priority Teacher Staffing
- Differentiated Job Posting
- Staff Incentives

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK

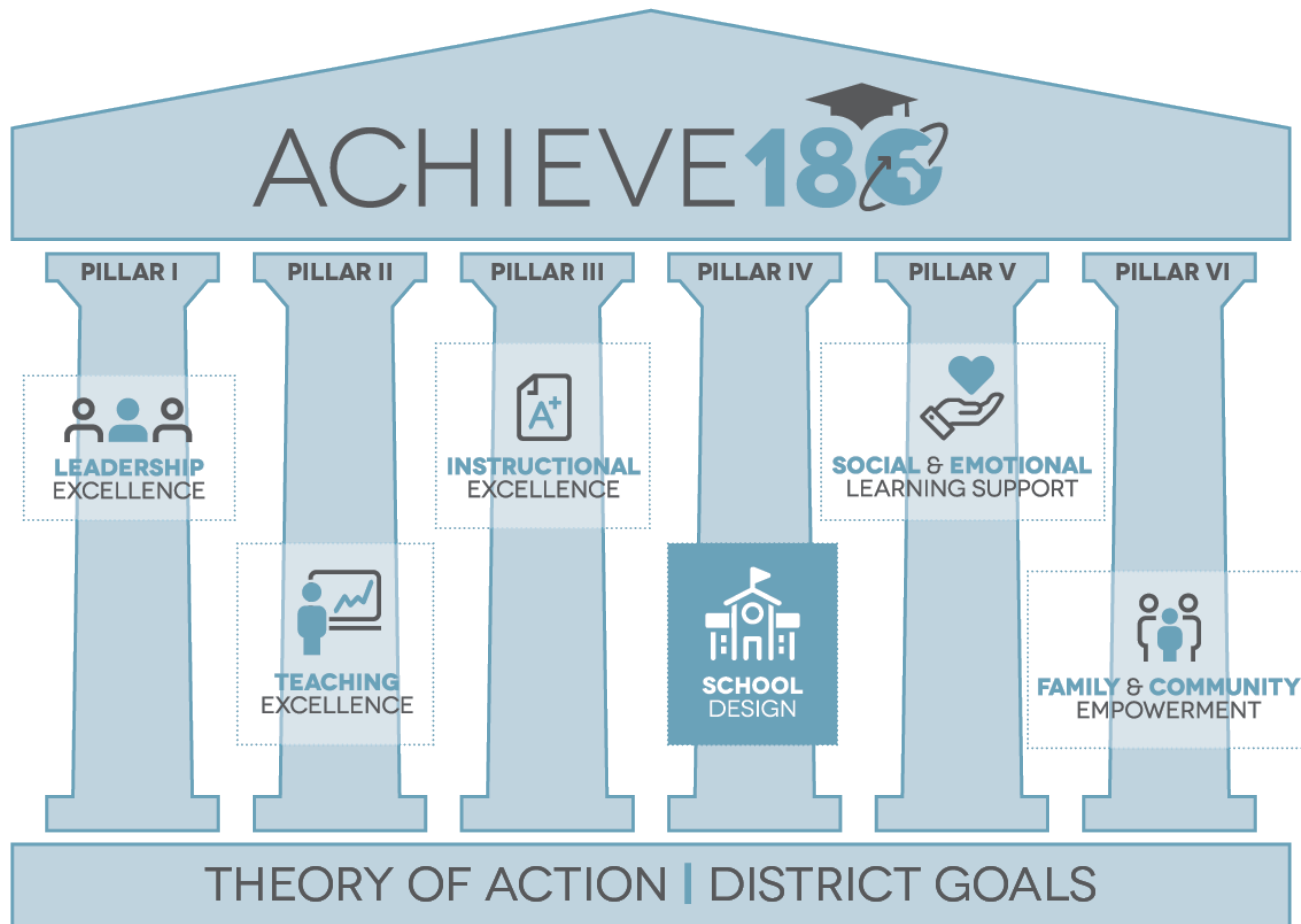


## PILLAR III: INSTRUCTIONAL EXCELLENCE

The engagement, acceleration and optimization of learning experiences will allow students to achieve at their highest potential.

- Consistent Curriculum and Instruction
- Critical Thinking Skills
- Calendar of Aligned Formative Assessments
- Uniform Data Tracking
- High Quality Training
- Structured Data Conversations

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK

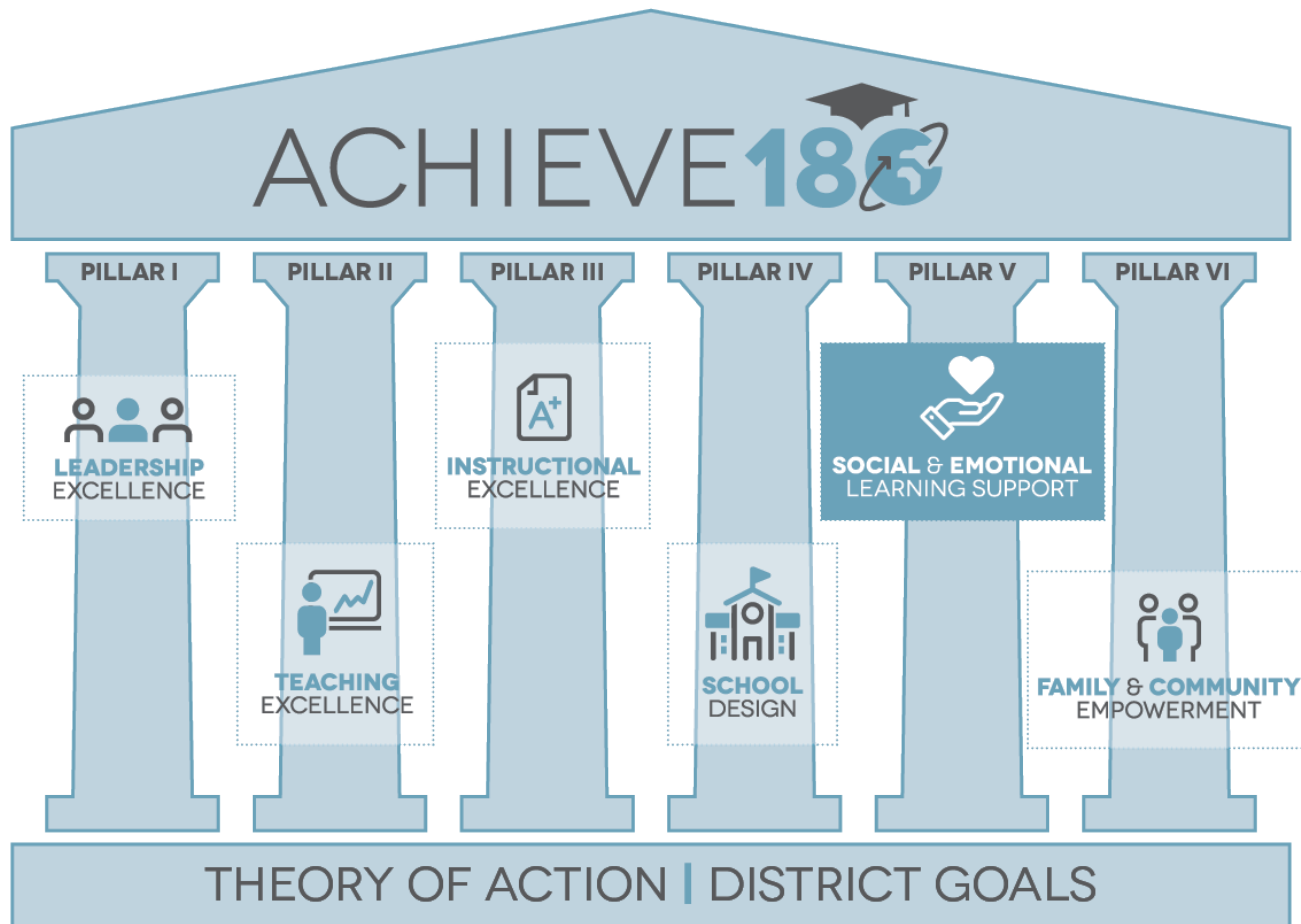


## PILLAR IV : SCHOOL DESIGN

The space and environment where students spend a good deal of their time learning has an effect on how well they learn. Effective school design enables students to become critical thinkers, problem solvers and meaning makers in an environment that encourages active, cooperative and community-based approaches to teaching and learning.

- Extended Work Day for Teachers
- Structured Instructional Time
- Behavioral Expectations
- Cultural Competence
- Master Scheduling
- Blended Learning
- Addressing the Needs of all Students
- Addressing the Needs of Overage Students

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK



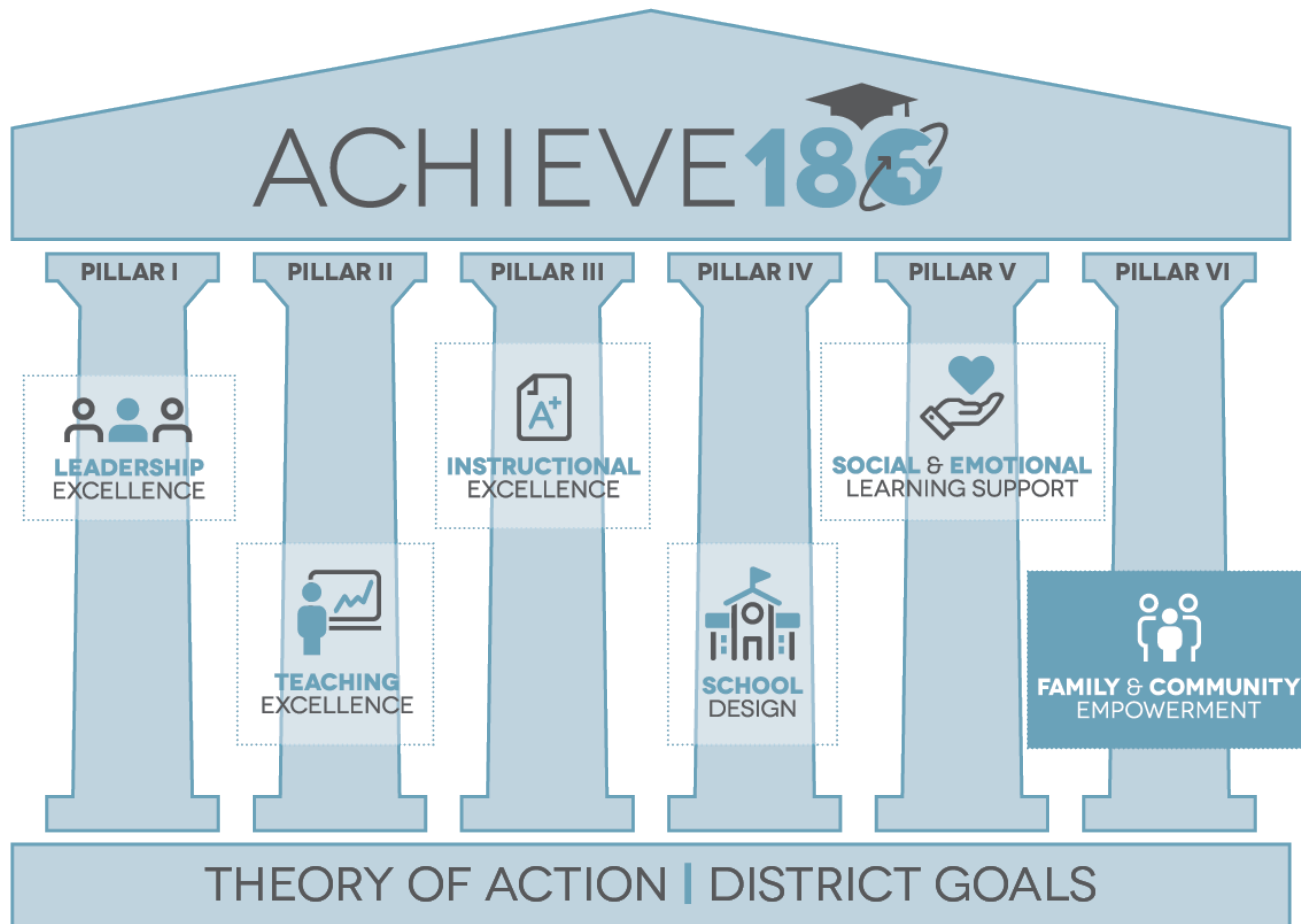


## PILLAR V: SOCIAL AND EMOTIONAL LEARNING SUPPORT

The focus on social and emotional learning will be strategic, systematic and completely inclusive of teachers, school leaders and community partners in supporting the social emotional needs of the whole child.

- Teaching the Whole Child
- Global Graduate Profile
- Feeder Pattern Connections
- Wraparound Services

# 6 PILLARS OF SCHOOL IMPROVEMENT FRAMEWORK



## PILLAR VI: FAMILY AND COMMUNITY EMPOWERMENT

The focus of increasing family and community empowerment will be to improve student achievement. The goal is to ensure that all schools are family-friendly learning environments that will increase parent advocacy by encouraging two-way communication from home to school.

- Family Friendly Schools
- Two-Way Communication
- Stakeholder Climate Surveys
- Feeder Pattern Connections

# HOUSTON INDEPENDENT SCHOOL DISTRICT

## SCHOOLS

PRIMARY GROUP (IR 4-7)	
SCHOOL	FEEDER
Kashmere HS	Kashmere
Worthing HS	Worthing
Wheatley HS	Wheatley
Blackshear EL	Yates
Highland Heights EL	Washington
Woodson K-8	Worthing
Kashmere Gardens EL	Kashmere
Dogan	Wheatley

SECONDARY GROUP (IR 2 & 3)	
SCHOOL	FEEDER
Henry MS	Sam Houston
Cook EL	Kashmere
Lewis EL	Chavez
Mading EL	Worthing
Wesley EL	Washington
North Forest HS	North Forest
Forest Brook MS	North Forest
Hilliard EL	North Forest
Bruce EL	Wheatley
Cullen MS	Yates
Edison MS	Austin
Key MS	Kashmere
Lawson MS	Madison
CMartinez EL	Northside
Young EL	Worthing
*Yates HS	Yates

TERTIARY GROUP (IR 1)	
SCHOOL	FEEDER
Bonham EL	Sharpstown
Foerster EL	Westbury
Gallegos EL	Milby
GregoryLincoln	Heights
Madison HS	Madison
Milby HS	Milby
Washington HS	Washington
Westbury HS	Westbury

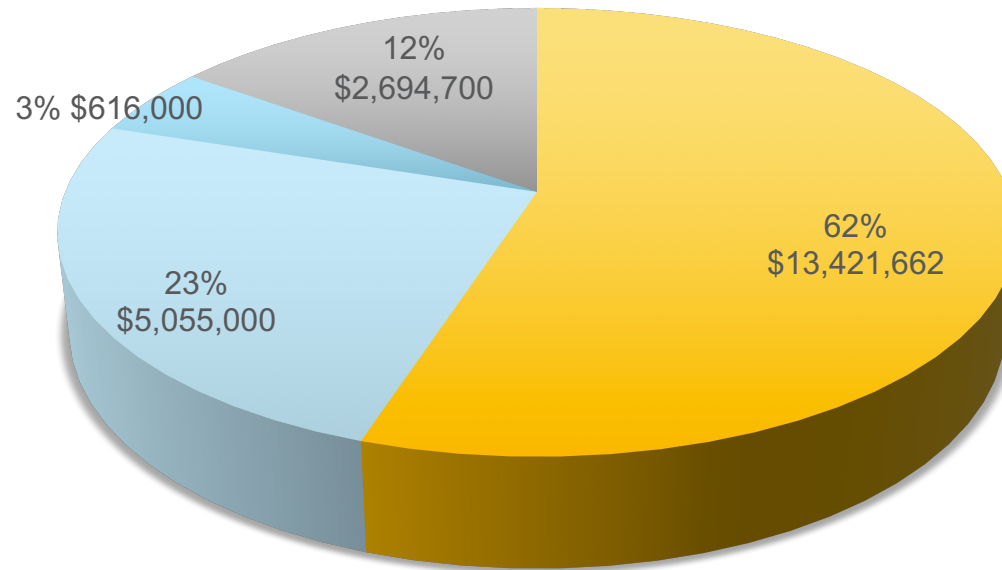
\*A Former Improvement Required (FIR) High School whose primary elementary and middle feeder schools are Improvement Required.

## HOUSTON INDEPENDENT SCHOOL DISTRICT

	STRATEGIES	PRIMARY Improvement Required Years 4-7   8 schools	SECONDARY Improvement Required Years 2-3   16 Schools	TERTIARY Improvement Required Year 1   8 Schools
PILLAR 1	Experienced and effective leadership	✓	✓	✓
	Essential positions	✓	✓	✓
	Leadership incentives	✓	✓	
PILLAR 2	Priority teacher staffing	✓		
	Staff incentives	✓	✓	
PILLAR 3	Consistent curriculum implementation, assessment and instruction	✓	✓	✓
	Data conversations and data tracking	✓	✓	✓
	Adherence to calendar of assessments	✓	✓	✓
	Critical thinking skills	✓	✓	✓
	Professional development	✓	✓	✓
PILLAR 4	Extended work day for teachers	✓	✓	
	Structured instructional programs			
	- Online Differentiated Instruction Designed to Improve Reading Comprehension	✓	✓	✓
	- Online Differentiated Instruction Designed to Improve Math			
	Behavioral Expectations	✓	✓	✓
	Cultural competence	✓	✓	✓
	Addressing the needs of all students	✓	✓	✓
PILLAR 5	Blended learning	✓	✓	✓
	Teaching the whole child	✓	✓	✓
	Global Graduate profile	✓	✓	✓
	Feeder pattern connections	✓	✓	✓
PILLAR 6	Wrap-Around services	✓	✓	✓
	Family friendly schools	✓	✓	✓
	Two-Way communication	✓	✓	✓

# INVESTMENT

**\$21,787,362 Investment**



■ Pillar I ■ Pillar II ■ Pillar III ■ Pillar IV ■ Pillar V & VI – Central office resources redistributed to support ACHIEVE 180.

# ACHIEVE186



**“If you want to go fast, go alone.  
If you want to go far, go together.”**

*African Proverb*