
MANAGEMENT DIVISIONS 2018–2019

Superintendent of Schools

The Superintendent of Schools of the Houston Independent School District (HISD) is responsible for coordination of the overall administration of the school district and being a liaison with the Board of Education. Directly reporting to this office are the Chief of Staff, Chief Academic Officer, Chief Communications Officer, Chief Development Officer, Chief Financial Officer, Chief Governmental Relations & Strategy Officer, Chief Human Resources Officer, Chief of Police, Chief Operating Officer, Chief Strategy & Innovation Officer, Chief Technology Information Officer, Area Superintendents, and General Counsel.

Chief of Staff

The Office of the Chief of Staff facilitates coordination and communication among the direct reports of the Superintendent of Schools so that the Superintendent is informed about current issues and areas of need within the district and that the Superintendent's instructions to staff are carried out. The Chief of Staff facilitates staff communication with members of the HISD Board of Education and participates in the development of districtwide communications and activities that inform the public and promote positive community relations. Additionally, the Chief of Staff monitors the implementation of major initiatives and ensures alignment with the district's purpose and goals. Board Services and the District Coordinator of School Improvement report directly to the Chief of Staff.

Chief Academic Officer

The Chief Academic Officer is responsible for providing responsive, personalized programs to meet the diverse needs of all students, and establishes a rigorous, innovative teaching and learning framework for the district's learners. Professional development is designed specifically around the district's core initiatives, literacy and numeracy, using the most current research-based practices. Advanced Academics, Athletics, Charters, Elementary Curriculum, Federal & State Compliance, Health & Medical Services, Leadership & Teacher Development, the Multilingual department, Office of School Choice, Office of Student Support, Research & Accountability, Secondary Curriculum, Social & Emotional Learning, Special Education, Special Populations, Student Assessment, Student Transfers, and Wraparound Services all report to the Chief Academic Officer.

Chief Communications Officer

The Office of Communications coordinates internal and external districtwide communications and strategic partnerships to increase transparency, support, and confidence in HISD. The Chief Communications Officer is responsible for branding and design, communications and publications, marketing, media relations, multimedia services, translations and interpretations services, and web and graphic services.

Chief Development Officer

The Chief Development Officer serves as the leader of the HISD Foundation, an advocate of educational opportunity and equity for all students. The foundation supports districtwide and school-based programs and initiatives aimed at increasing student academic achievement, eliminating the minority achievement gap, and developing and retaining effective educators in every classroom. The Office of Strategic Partnerships reports to the Chief Development Officer.

Chief Financial Officer

The Office of the Chief Financial Officer is responsible for the direction, management, and supervision of all aspects of the finance functions of the district, including the receipt, disbursement, reimbursement, investment, control, allocation, and reporting of the financial resources of the district. The Controller's Office, Budgeting and Financial Planning, Benefits, Medicaid Finance, Business Logistics and Purchasing, and the Tax and Financial Management Attorney's offices all report to the Chief Financial Officer.

Chief Governmental Relations & Strategy Officer

The Chief Governmental Relations & Strategy Officer is responsible for leading HISD's local, state, and federal policy efforts in implementing strategies and allocating resources that advance the district's legislative goals. Student Congress is also overseen by the Chief Governmental Relations & Strategy Officer.

Chief Human Resources Officer

The Chief Human Resources Officer provides strategic leadership for the district's Human Resources division that includes Human Resource Compliance, Human Capital Accountability, Talent Acquisition, Human Resources Business Services, and Compensation.

Chief of Police

The Chief of Police oversees the district's Police Department, which is responsible for providing a safe learning and working environment for students, teachers, administrators, and families. The Police Department Operations Bureau is responsible for ensuring that a police officer is assigned to every secondary campus in the district daily and without exception. The HISD Police Department has dedicated itself to protecting students, personnel, and property of the school district 24 hours a day.

Chief Operating Officer

The Chief Operating Officer acts on behalf of the Superintendent by providing broad business-oriented perspectives in developing strategies that enhance the effectiveness and efficiency of non-instructional service delivery to schools and departments. A 24/7 Customer Care Center managed by the Chief Operating Officer works to accomplish these goals. The offices of Business Operations Support, Nutrition Services, Facility Services, Construction Services, Strategic Branding, Marketing, and Communications, and Transportation Services are overseen by and report to the Chief Operating Officer. In addition, although the Chief of Police directly reports to the Superintendent, this office is under the direction of the Chief Operating Officer.

Chief Strategy & Innovation Officer

The Chief Strategy and Innovation Officer is responsible for the direction, management, and supervision of all aspects of college and career readiness, including counseling and guidance, Career and Technical Education (CTE), EMERGE, JROTC, Ascending to Men Project (ATMP), postsecondary programming including AP, IB, and Dual Credit, and the PSAT and SAT. In addition, this office oversees family and community engagement, including equity and outreach and the parent center.

Chief Technology Information Officer

The Information Technology Department is responsible for providing a leadership role in HISD's Digital Transformation and establishing a robust IT infrastructure. Some of the responsibilities include application development and maintenance; educational technology, including the PowerUp program; student data management systems; data warehouse, management and interoperability; network engineering; Human Resources, Finance, and Payroll technology systems; and technology training districtwide.

General Counsel

The Office of Legal Services serves as in-house legal counsel to the Superintendent of Schools and staff on various issues in school law relating to local, state, and federal laws, rules, and regulations as well as district policy and administrative procedures. The Office of Legal Services represents the school district in judicial and administrative proceedings and monitors the legal services contracted from outside law firms. The Office assists in grievance and employee disciplinary matters, including termination and nonrenewal hearings. It also coordinates the school district's responses to investigations by the Texas Education Agency, Office of Civil Rights of the U.S. Department of Education, and other state and federal agencies. The Office of Legal Services conducts professional development training for staff and provides legal assistance in drafting and revisions of district policies and procedures.

Area Superintendent

The role of an Area Superintendent is to assist the Superintendent of Schools and the Chief Academic Officer in ensuring that the district has an effective teacher in every classroom, an effective principal in every school, and data-driven accountability and compliance. Area Superintendents and their respective teams align resources and supports for principals and teachers and verify that the district is providing equitable and quality educational opportunities for its students. In the 2018-2019 school year, the district was comprised of the following School Office Areas: East, North, Northwest, South, West, and Achieve 180.