

MEMORANDUM

January 18, 2023

TO: Board Members

FROM: Millard L. House II
Superintendent of Schools

SUBJECT: **TEACHER AND STAFF PROFILES, 2017–18 to 2021–22**

CONTACT: Allison Matney, Ed.D., 713-556-6700

The Houston Independent School District has published a physical version of the District and School Profiles for nearly 50 years, from 1973 to 2019. Though Profiles has evolved over time to reflect the way that the district communicates information, the intent behind this publication has remained the same – to build trust in the community through accessible and transparent communication about student demographics and outcomes. This year marks a pivotal moment for the district, with a transition to an online interactive dashboard version of Profiles. Embedded in this memo is a [link](#) for the HISD Teacher and Staff Profiles, 2017–18 to 2021–22. This data visualization is the second of three products that will make up the HISD District and School Profile online interactive dashboards. The Student Profiles was published in Fall 2022 and the Student Outcomes Profiles will be released at later date.

Key findings for 2021–2022 include:

- In alignment with declining student enrollment, a total 11,192 teacher were employed across 274 HISD campuses, a 10.5 percentage point decrease compared to the 2017–2018 school year (N=12,504), with the sharpest decline of 5.7 percentage-points occurring between 2020–2021 (N=11,866) and 2021–2022 (N=11,192).
- The districtwide student-teacher ratio has been similar across five years at approximately 16 students for every one teacher.
- HISD has a teacher population that is both racially and ethnically diverse. The districtwide distribution of teachers by race/ethnicity has been similar across five years, with the highest proportions of teachers identifying as African American/Black (34.0%), Hispanic/Latino (30.6%), and White (27.2%). Notably, the distribution of teachers by race/ethnicity is varies greatly when disaggregated by trustee district.
- The years of experience for HISD teachers reached an all-time high of 11 average years, with the proportion of teachers with only five or less years of experience decreasing by nearly 4 percentage points (41.3% in 2017–2018 to 37.4% in 2021–2022).

The corresponding data for the 2022–2023 school year will be provided for each respective dashboard will be updated before the close of the current school year. Should you have any further questions, please contact Allison Matney in Research and Accountability at 713-556-6700.

MLH

Attachment

cc: Superintendent's Direct Reports
Area Superintendents

School Support Officers
Principals