

THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

February 04, 2021

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Index

- | | |
|--------------------------------------|---------------------------------------|
| A. Superintendent's Priority Items | G. Human Resources |
| B. Trustee Items | H. Business Operations |
| C. Closed Session (Closed to Public) | I. Finance |
| D. Academic Services | J. Other |
| E. School Offices | K. Policy |
| F. Strategy and Innovation | L. Superintendent's Information Items |

MEMBERS OF THE BOARD OF EDUCATION

Dr. Patricia K. Allen, *President*
Holly Maria Flynn Vilaseca, *First Vice President*
Judith Cruz, *Second Vice President*
Kathy Blueford-Daniels, *Secretary*
Dani Hernandez, *Assistant Secretary*
Sue Deigaard
Myrna Guidry
Elizabeth Santos
Anne Sung

Grenita Lathan, Ph.D., *Interim Superintendent of Schools*

BOARD OF EDUCATION AGENDA

February 04, 2021

5:00 p.m.

- **CALL TO ORDER WHEN A QUORUM IS PRESENT**

CLOSED SESSION (IF NECESSARY)

- **ADJOURNMENT TO CLOSED OR EXECUTIVE SESSION PURSUANT TO SECTIONS 551.004, 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084, AND 551.089, CHAPTER 551 OF THE TEXAS GOVERNMENT CODE FOR THE PURPOSES LISTED UNDER SECTION C**

RECONVENE IN OPEN SESSION

- **CONSIDERATION AND POSSIBLE ACTION ON MATTERS DISCUSSED IN CLOSED OR EXECUTIVE SESSION**
- **CONSIDERATION AND APPROVAL OF MINUTES FROM JANUARY 14 AND 21, 2021**
- **SPEAKERS TO AGENDA ITEMS**

BUSINESS AGENDA FOR AGENDA REVIEW MEETING

A. SUPERINTENDENT'S PRIORITY ITEMS

- A-1. Approval Of Personal Services Performed By The Superintendent, Including Speaking Engagements, Panel Discussions, Workshops, Etc., In Accordance With Texas Education Code Section 11.201(E)
- A-2. Approval Of Board Monitoring Update: Presentation Of Goal 3 Progress Measure 2
 - February 2021 GPM Update
 - February 2021 Goal Monitoring Report

B. TRUSTEE ITEMS

C. CLOSED SESSION

- C-1. Personnel
 - a. Deliberate the duties of the interim superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive, and board members; evaluations of the interim superintendent and chief audit executive, consideration of compensation, and contractual provisions.
 - b. Consider and approve proposed appointments, reassignments, proposed terminations, terminations/suspensions, contract lengths, proposed nonrenewals, renewals, and resignations/retirements of personnel including teachers, assistant principals, principals, chief officers, assistant

superintendents, and other administrators, and, if necessary, approve waiver and release and compromise agreements.

- c. Hear complaints against and deliberate the appointment, evaluation and duties of public officers or employees and resolution of same.

C-2. Legal Matters

- a. Matters on which the district's attorney's duty to the district under the Code of Professional Responsibility clearly conflicts with the Texas Open Meetings Law, including specifically any matter listed on this agenda and meeting notice.
- b. Pending or contemplated litigation matters and status report.
- c. Update on federal law enforcement activity on February 27, 2020.
- d. Legal discussion and advice concerning House Bill 1842 (84th Leg., 2015), Senate Bill 1882 (85th Leg., 2017), and the district's options.
- e. Legal discussion concerning *Houston ISD v. Texas Education Agency, et al.*, in the 459th Judicial District Court, Travis County, Texas, Cause No. D-1-GN-19-003695.
- f. Legal Update on Special Education Accreditation Investigation.
- g. Receive legal advice concerning the superintendent search process and timelines.
- h. Receive legal advice concerning the superintendent search firm contract with JG Consulting.

C-3. Real Estate

D. ACADEMIC SERVICES

E. SCHOOL OFFICES

F. STRATEGY AND INNOVATION

G. HUMAN RESOURCES

H. BUSINESS OPERATIONS

I. FINANCE

J. OTHER

K. POLICY

L. SUPERINTENDENT'S INFORMATION ITEMS

AGENDA REVIEW FOR REGULAR BOARD MEETING

Review of superintendent's agenda items to be presented to the Board of Education at the board's next business meeting. See the agenda for that meeting.

ADJOURN

REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of February 4, 2021

SUBJECT: APPROVAL OF BOARD MONITORING UPDATE: PRESENTATION OF GOAL 3 PROGRESS MEASURE 2

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 accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development, the HISD Board of Education monitors progress towards the district's goals and compliance with certain goals and constraints.

Attached to this update are a presentation and report regarding goals and goal progress measures (GPMs). The following measure has new data this month:

Goal 3: The percentage of graduates that meet the criteria for CCMR as measured in Domain 1 of the state accountability system will increase 8 percentage points from 63% for 2017–18 graduates to 71% for 2022–2023 graduates reported in 2024.

GPM 3.2—The percentage of students who by the end of 11th grade have demonstrated college readiness via Advanced Placement/International Baccalaureate (AP/IB) examinations, dual-credit coursework, or dual-enrollment credit eligibility will increase eight percentage points from X in 2019 to Y in 2024.

HOUSTON INDEPENDENT SCHOOL DISTRICT

GPM 3.2

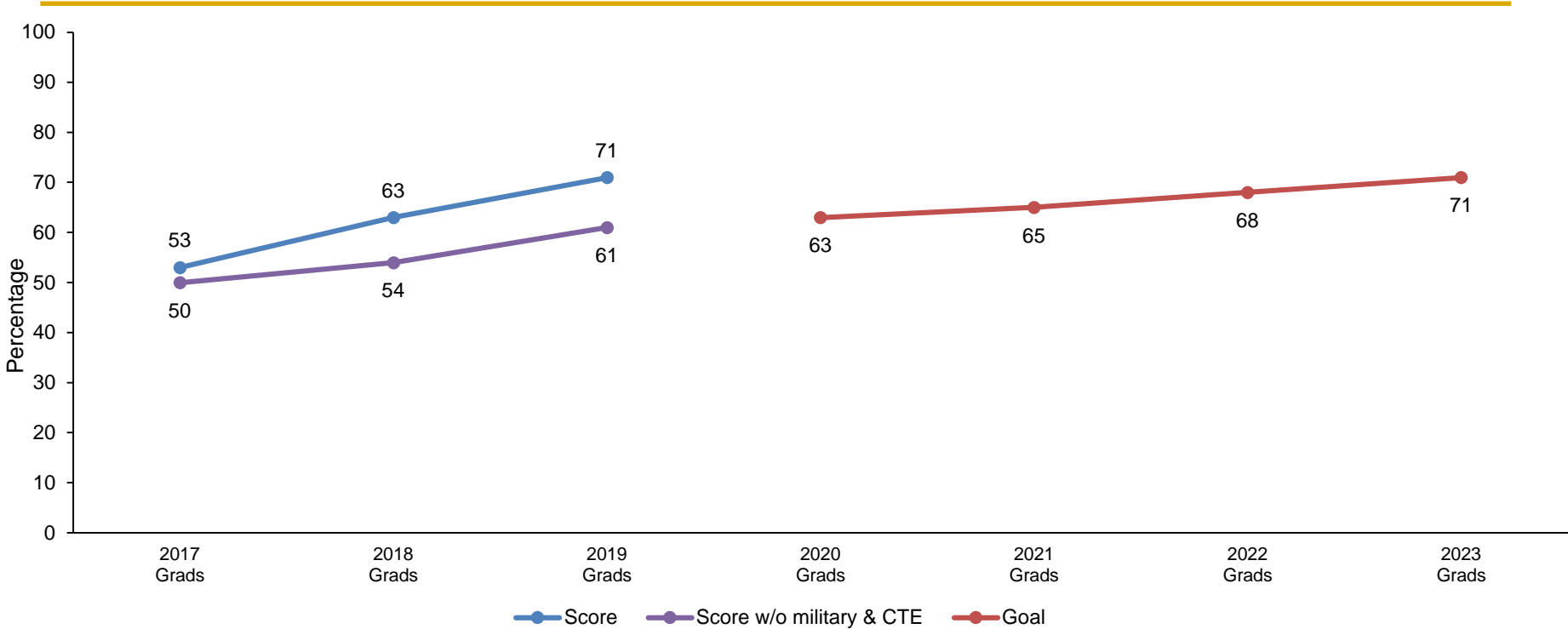
Date: 2/4/2021



Goal 3

The percentage of graduates that meet the criteria for CCMR as measured in Domain 1 of the state accountability system will increase 8 percentage points from 63% for 2017–18 graduates to 71% for 2022–2023 graduates reported in 2024.

Percentage of Graduates That Met CCMR



Note: Military self-reporting and 0.5 credit for CTE will not count starting with the 2020 Graduates.

2018 & 2019 Grads CCMR Results

	2018 Grads	2019 Grads
Total	63%	71%
TSI	38%	43%
AP/IB	26%	29%
Dual Course Credit	14%	16%
OnRamps Course Credit	1%	1%
Industry-Based Cert.	3%	9%
Level I & II Certificates	0%	0%

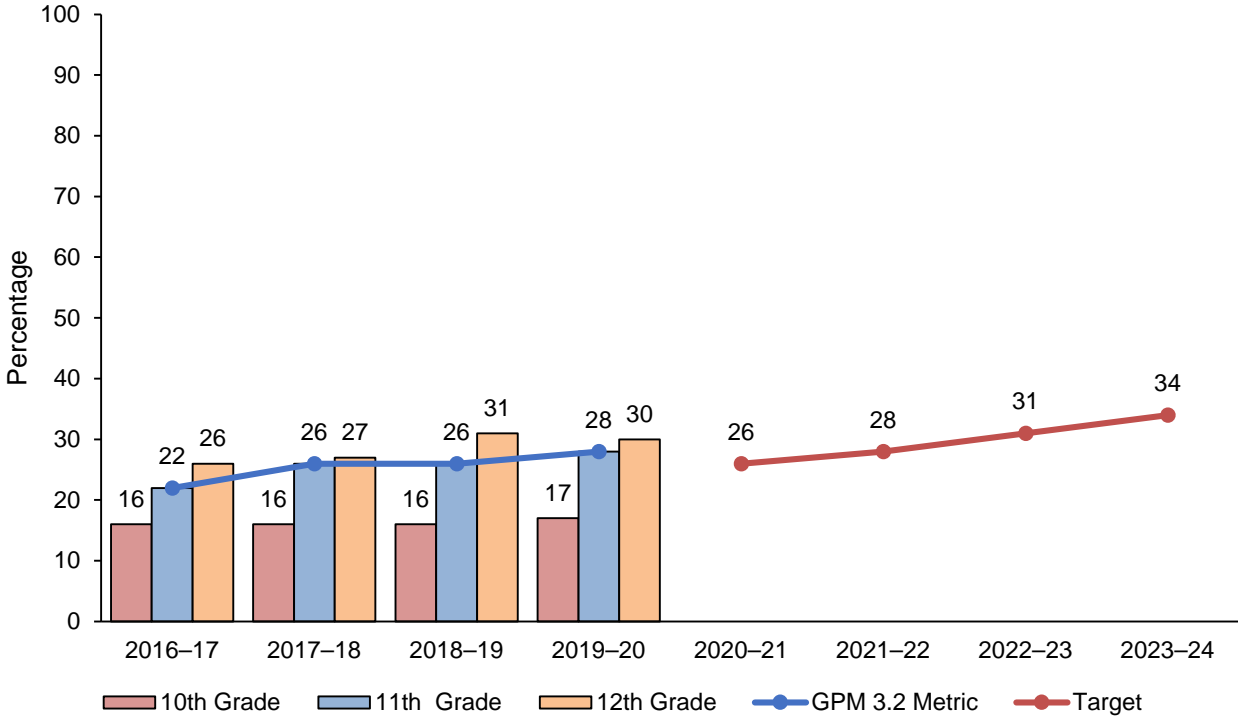
	2018 Grads	2019 Grads
Associate's Degree	4%	4%
IEP & Workforce Readiness	2%	1%
SWD Grads with Adv. Dipl.	3%	3%
U.S. Armed Forces	5%	5%
Non-CTE Criteria	57%	63%
CTE Coherent Sequence*	6%	8%

*CTE Coherent Sequence provides ½ credit if the only criterion met.
 Graduates count toward each criterion they met but only once toward the total score.

Goal Progress Measure 3.2

The percentage of students who by the end of 11th grade have demonstrated college readiness via Advanced Placement/International Baccalaureate (AP/IB) examinations, dual-credit coursework, or dual-enrollment credit eligibility will increase eight percentage points from X in 2019 to Y in 2024.

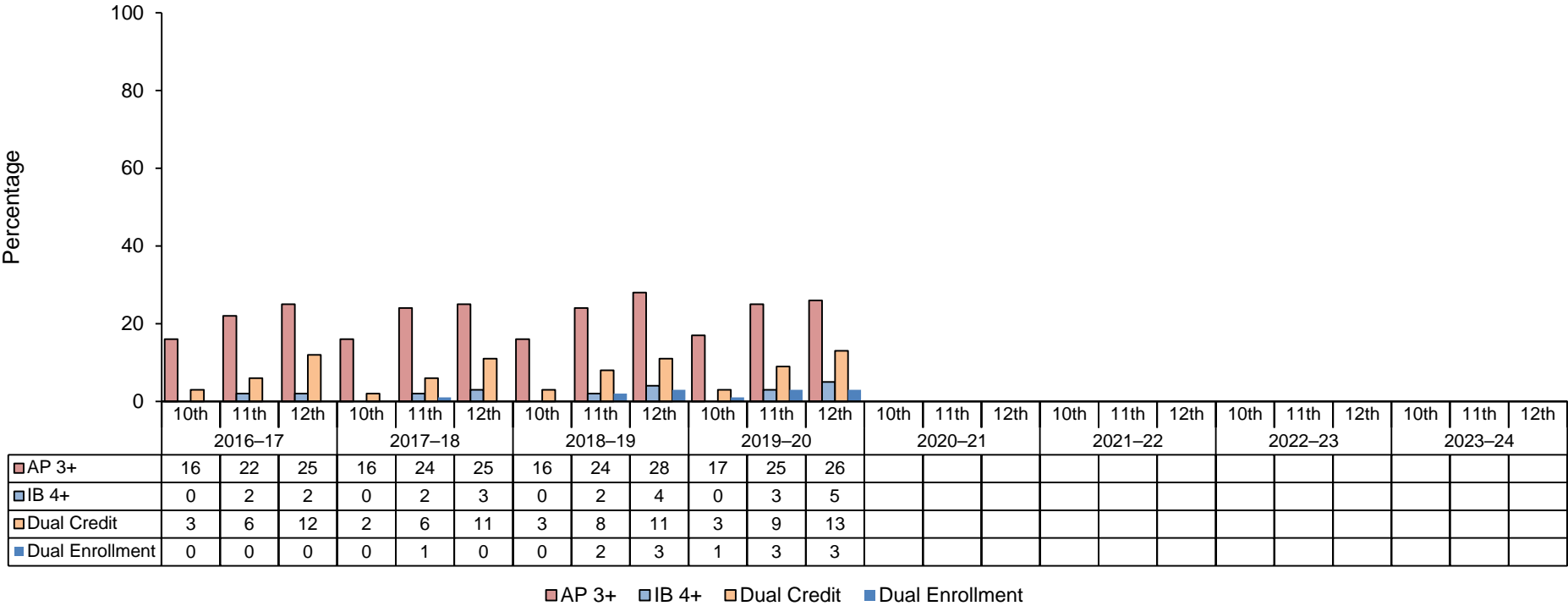
Percentage of Students Demonstrating College Readiness by Grade Level



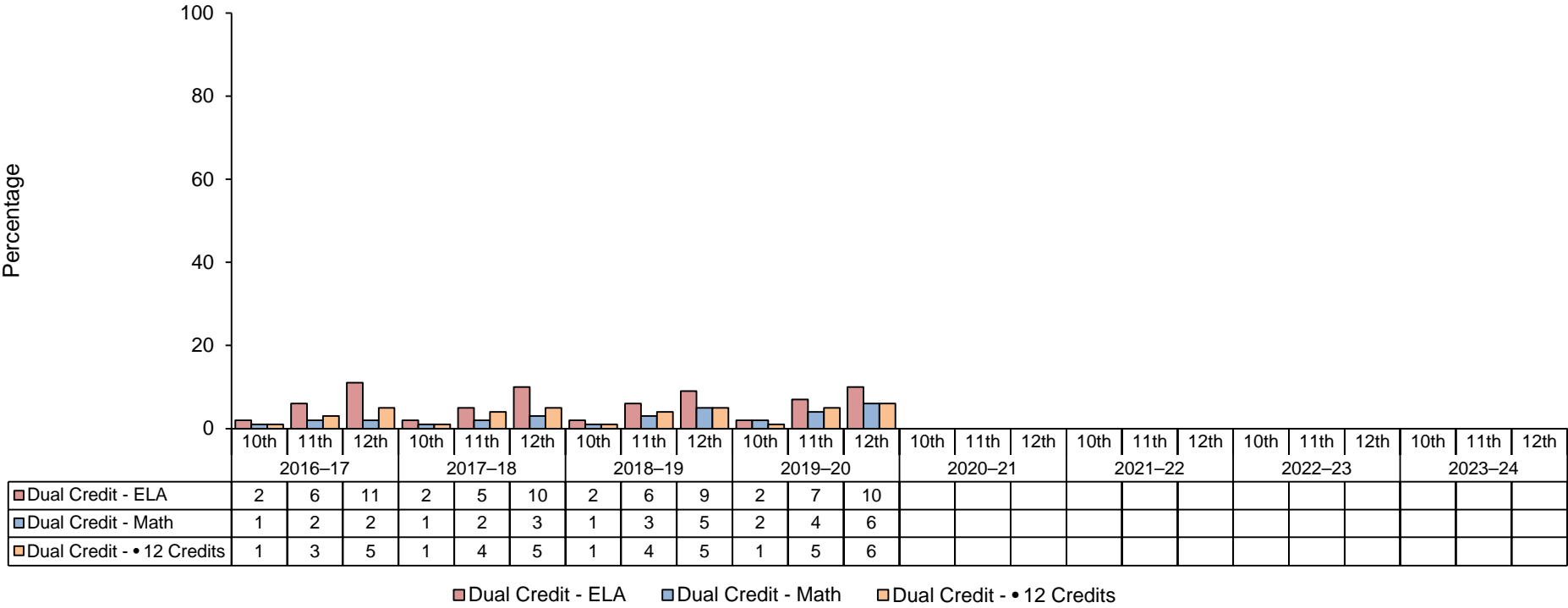
On Track

- Students must have been enrolled on the last day of the school year.
- Data captured through July of each year.
- Note: Target is pending board approval.

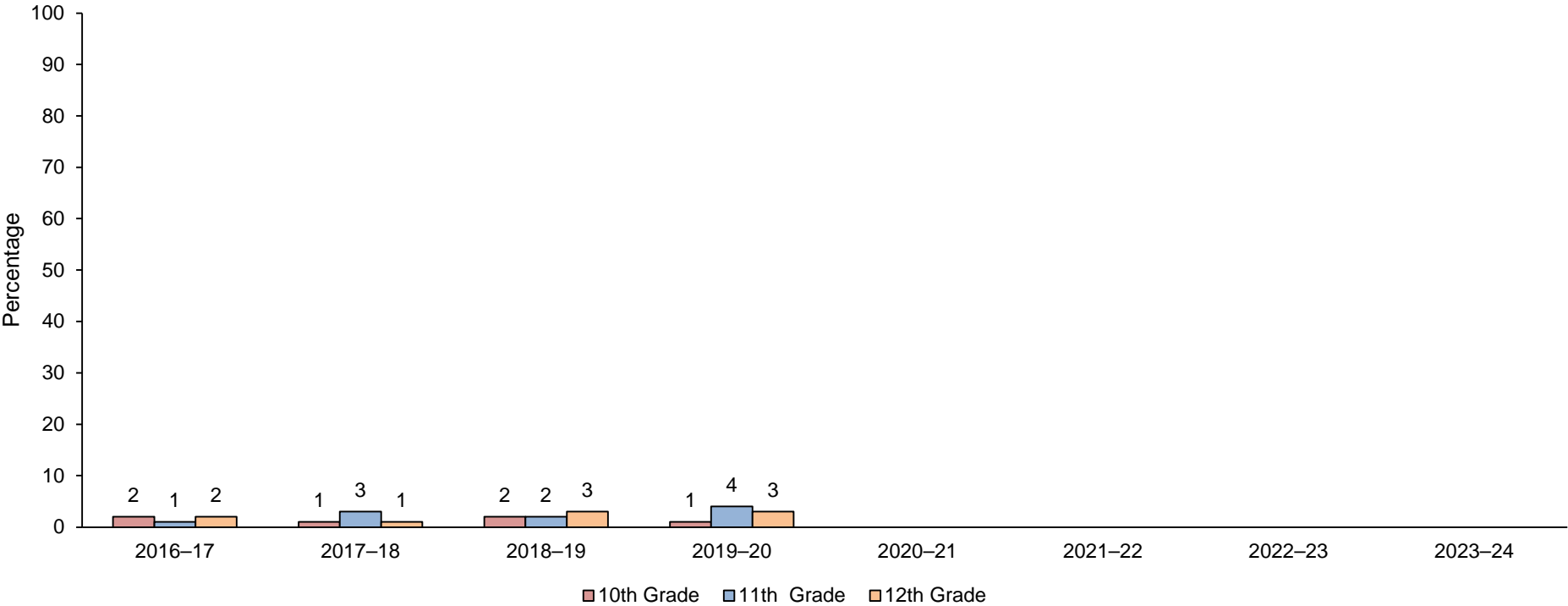
Percentage of Students Demonstrating College Readiness by Grade Level and Method



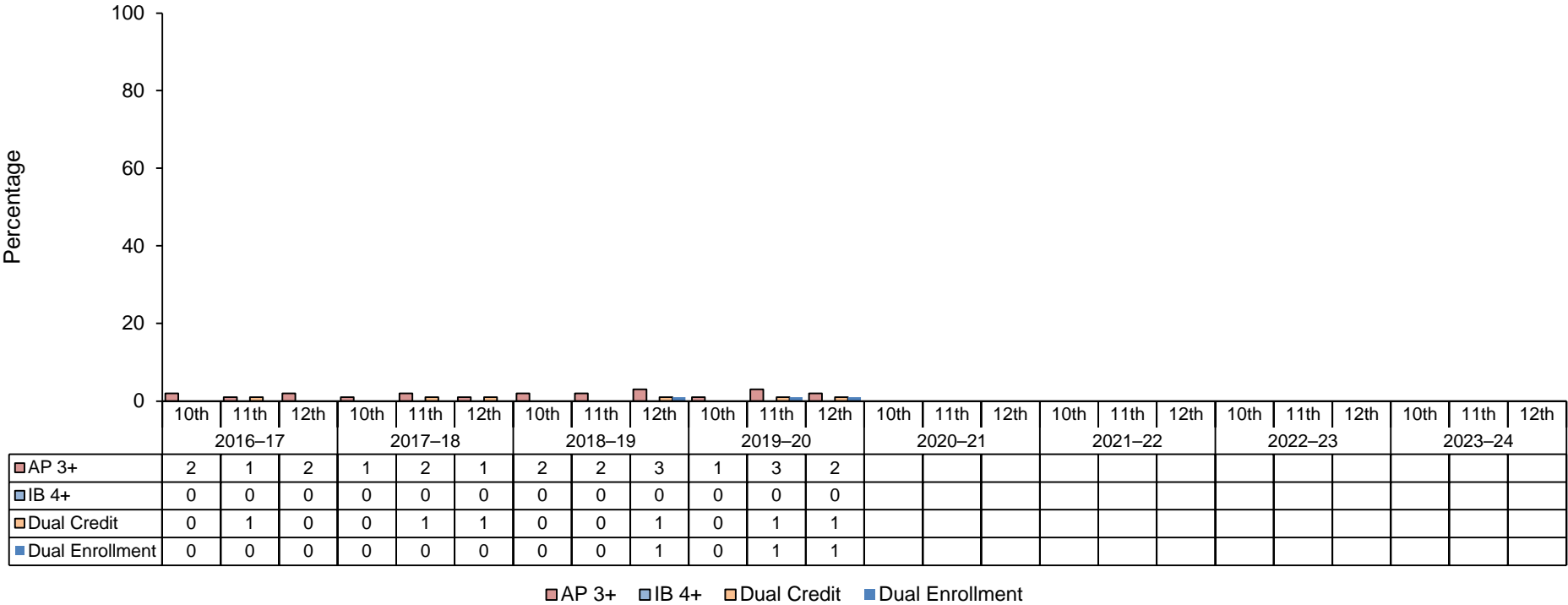
Percentage of Students Meeting Dual Credit by Grade Level and Method



Percentage of SWDs Demonstrating College Readiness by Grade Level



Percentage of SWDs Demonstrating College Readiness by Grade Level and Method



Next Steps: Goal 3

Innovation & Postsecondary Programming

- Launch of District-wide Advanced Coursework Virtual Study Halls
- Virtual AP/IB Saturday Academies to prepare for exams
- Continuing pilot programs with Khan Academy and Open Stax to increase performance on SAT and AP exams
- Expansion of authorized IB programs throughout the district

HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you

Date: 2/4/2021



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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

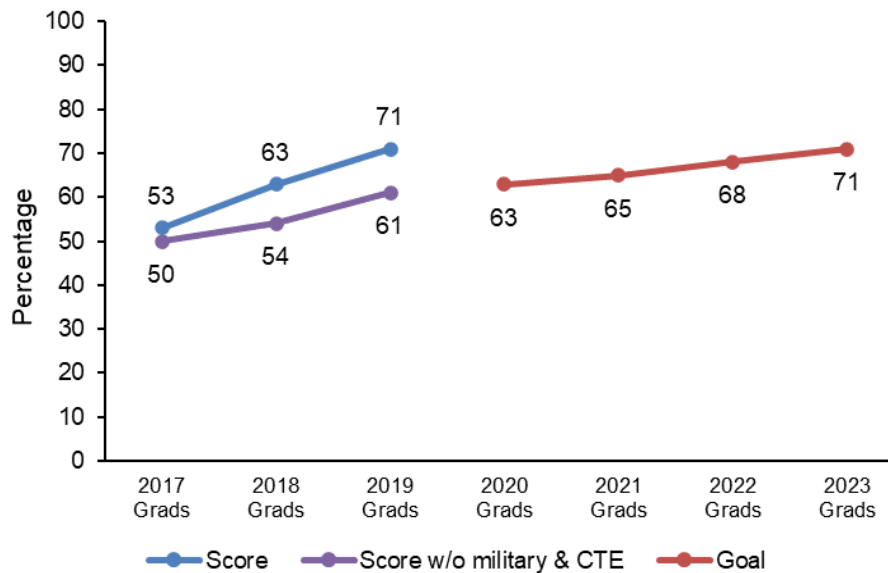
Goal 3, February 2021 CCMR

Goal Measure 3

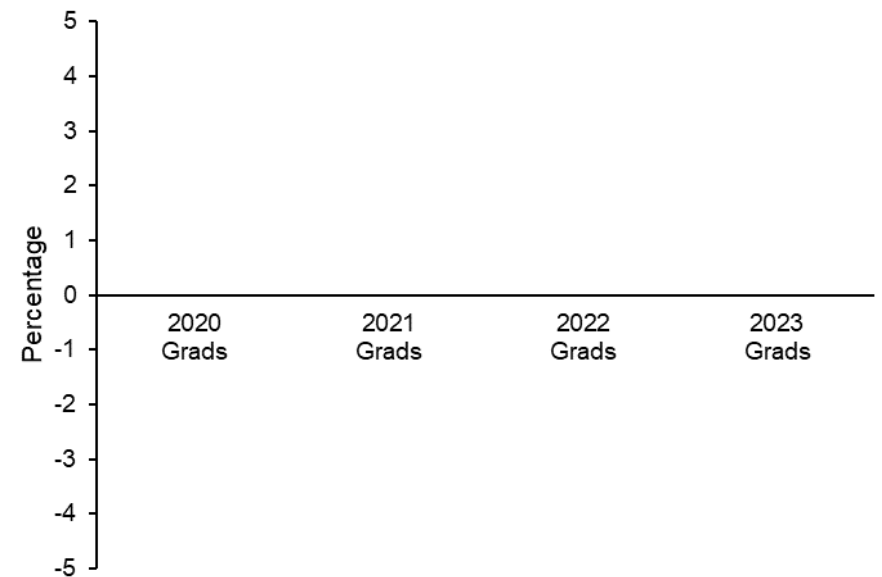
The percentage of graduates that meet the criteria for CCMR as measured in Domain 1 of the state accountability system will increase 8 percentage points from 63% for 2017–18 graduates to 71% for 2022–2023 graduates reported in 2024.

Evaluation

Percentage of Graduates that Met CCMR



Percentage Points Above or Below Goal



Data Source

- TEA student-level CCMR data files
- Military self-reporting and 0.5 credit for CTE will not count starting with the 2020 Graduates.

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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Measure 3 (CCMR without Military Enrollment and CTE) Support Data

Houston ISD			Graduate Year						
			2017	2018	2019	2020	2021	2022	2023
All Students		Actual	50%	54%	61%				
		Target				63%	65%	68%	71%
Econ. Dis.		Actual	47%	50%	59%				
		Target				60%	63%	66%	69%
Race/Ethnicity	African American	Actual	34%	41%	50%				
		Target				52%	56%	60%	64%
	Hispanic	Actual	51%	54%	62%				
		Target				63%	65%	68%	71%
	White	Actual	65%	70%	66%				
		Target				73%	74%	75%	76%
	American Indian	Actual	44%	43%	42%				
		Target				50%	54%	58%	62%
	Asian	Actual	83%	87%	86% 85%				
		Target				90%	91%	92%	93%
	Pacific Islander	Actual	---	---	---				
		Target				---	---	---	---
	Two or More	Actual	63%	63%	74%				
		Target				67%	68%	69%	71%
Special Pops.	Special Ed.	Actual	34%	61%	57%				
		Target				67%	68%	69%	71%
	Special Ed. (Former)	Actual	23%	32%	31%				
		Target				44%	48%	53%	58%
	ELs*	Actual	38%	39%	47%				
Target					46%	50%	55%	60%	
Mobility	Cont. Enrolled	Actual	55%	58%	66%				
		Target				67%	68%	69%	71%
	Non-Cont. Enrolled	Actual	30%	37%	40%				
		Target				45%	49%	54%	59%

--- <25 students tested; *Includes Current and Monitored

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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 – February 2021	Evaluation																																																						
The percentage of students who by the end of 11th grade have demonstrated college readiness via Advanced Placement/International Baccalaureate (AP/IB) examinations, dual-credit coursework, or dual-enrollment credit eligibility will increase eight percentage points from X in 2019 to Y in 2024.	On Track																																																						
<div>Percentage of Students Demonstrating College Readiness by Grade Level</div> <table><caption>Percentage of Students Demonstrating College Readiness by Grade Level</caption><thead><tr><th>Year</th><th>10th Grade</th><th>11th Grade</th><th>12th Grade</th><th>GPM 3.2 Metric</th><th>Target</th></tr></thead><tbody><tr><td>2016-17</td><td>16</td><td>22</td><td>26</td><td>22</td><td></td></tr><tr><td>2017-18</td><td>16</td><td>26</td><td>27</td><td>26</td><td></td></tr><tr><td>2018-19</td><td>16</td><td>26</td><td>31</td><td>26</td><td></td></tr><tr><td>2019-20</td><td>17</td><td>28</td><td>30</td><td>28</td><td></td></tr><tr><td>2020-21</td><td></td><td></td><td></td><td></td><td>26</td></tr><tr><td>2021-22</td><td></td><td></td><td></td><td></td><td>28</td></tr><tr><td>2022-23</td><td></td><td></td><td></td><td></td><td>31</td></tr><tr><td>2023-24</td><td></td><td></td><td></td><td></td><td>34</td></tr></tbody></table> <p>Legend: 10th Grade (Orange Bar), 11th Grade (Blue Bar), 12th Grade (Green Bar), GPM 3.2 Metric (Blue Line), Target (Red Line)</p>		Year	10th Grade	11th Grade	12th Grade	GPM 3.2 Metric	Target	2016-17	16	22	26	22		2017-18	16	26	27	26		2018-19	16	26	31	26		2019-20	17	28	30	28		2020-21					26	2021-22					28	2022-23					31	2023-24					34
Year	10th Grade	11th Grade	12th Grade	GPM 3.2 Metric	Target																																																		
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<div>Data Source</div> <ul style="list-style-type: none">Summer PEIMS, AP student data files, IB student data files, PEIMS 425 RecordsStudents must have been enrolled on the last day of the school year.																																																							

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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Results by Student Groups

Houston ISD		School Year							
		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
All Students	10 th	16	16	16	17				
	11 th	22	26	26	28				
	12 th	26	27	31	30				
Econ. Dis.	10 th	13	13	13	13				
	11 th	19	22	22	23				
	12 th	23	24	27	25				
Special Ed.	10 th	2	1	2	1				
	11 th	1	3	2	4				
	12 th	2	1	3	3				
ELs**	10 th	6	8	11	13				
	11 th	13	16	19	21				
	12 th	12	18	23	21				

* <25 students tested; **Includes Current and Monitored

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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Results by Race/Ethn.

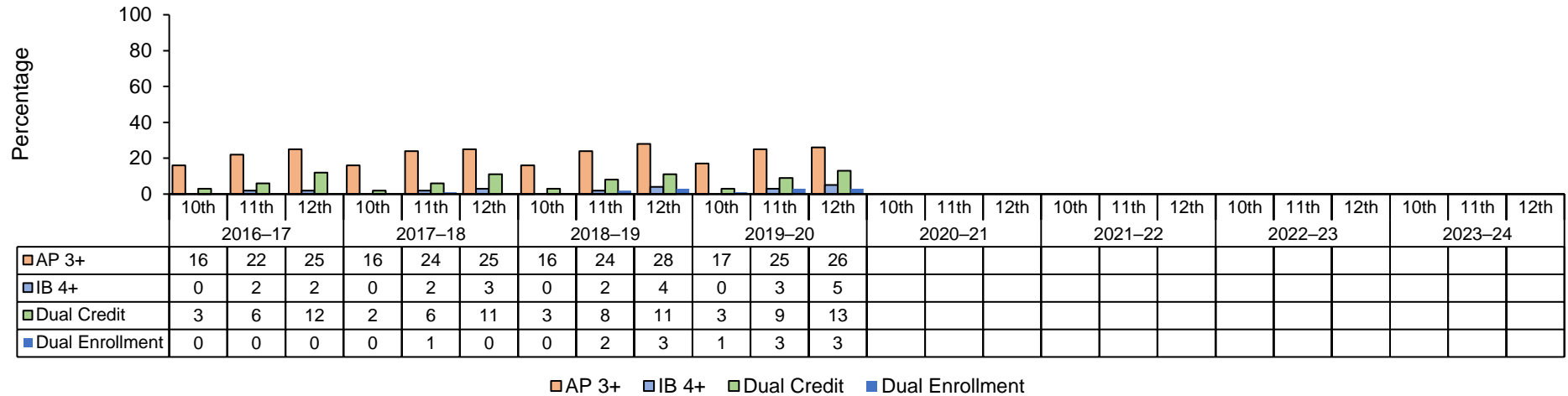
Houston ISD		School Year							
		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
African American	10 th	4	3	4	6				
	11 th	6	9	7	12				
	12 th	8	8	12	11				
Hispanic	10 th	17	17	16	17				
	11 th	25	27	28	28				
	12 th	28	29	34	31				
White	10 th	23	25	29	29				
	11 th	32	39	38	41				
	12 th	41	41	43	45				
American Indian	10 th	6	17	*	25				
	11 th	4	*	*	*				
	12 th	12	*	*	*				
Asian	10 th	45	49	53	55				
	11 th	54	63	60	67				
	12 th	64	60	67	66				
Pacific Islander	10 th	*	*	*	*				
	11 th	*	*	*	*				
	12 th	*	*	*	*				
Two or More	10 th	30	26	23	25				
	11 th	32	43	38	33				
	12 th	34	38	43	39				

* <25 students tested

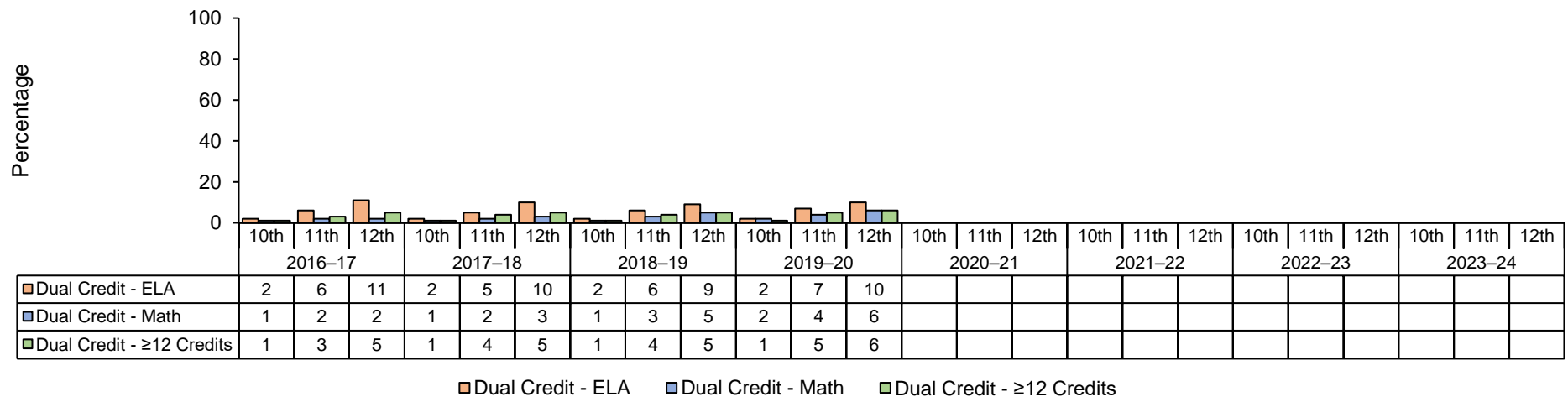
Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Support Data

Percentage of Students Demonstrating College Readiness by Grade Level and Method



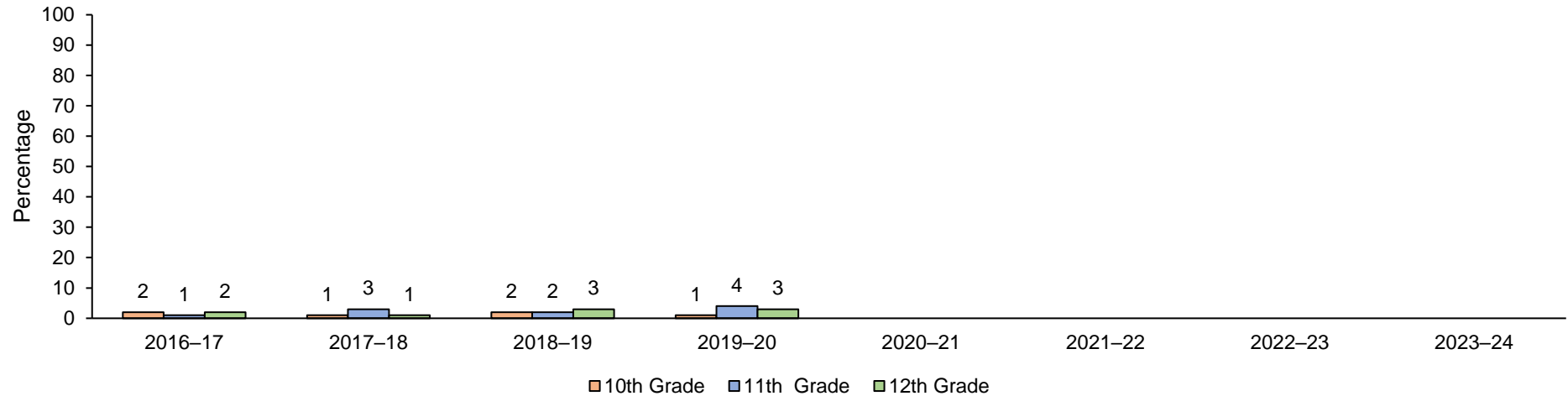
Percentage of Students Meeting Dual Credit by Grade Level and Method



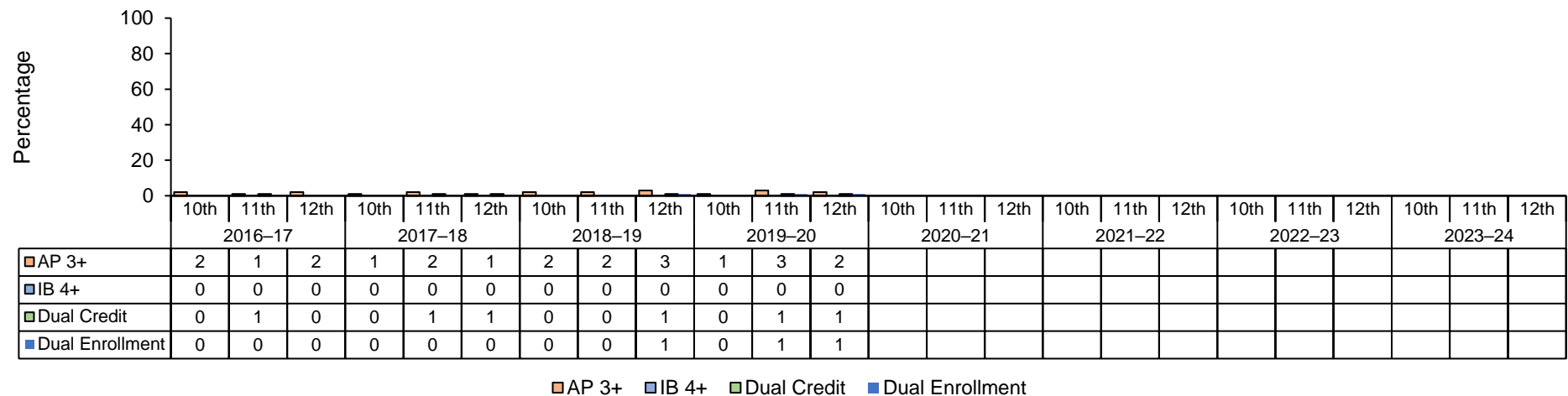
Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Support Data

Percentage of SWDs Demonstrating College Readiness by Grade Level



Percentage of SWDs Demonstrating College Readiness by Grade Level and Method



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ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Support Data – AP/IB Participation Rates

		2016–17	2017–18	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24
10th Grade	Total Students	1,029	1,077	1,083	1,089				
	Participation Rate								
	AP - All Students	37%	37%	37%	33%				
	SWDs	5%	5%	7%	5%				
	IB - All Students	0%	0%	0%	0%				
	SWDs	0%	0%	0%	0%				
11th Grade	Total Students	958	819	829	874				
	Participation Rate								
	AP - All Students	50%	52%	53%	47%				
	SWDs	9%	10%	10%	9%				
	IB - All Students	3%	4%	3%	4%				
	SWDs	0%	0%	0%	1%				
12th Grade	Total Students	1,255	1,053	1,068	1,112				
	Participation Rate								
	AP - All Students	54%	54%	56%	52%				
	SWDs	10%	9%	11%	8%				
	IB - All Students	4%	5%	7%	6%				
	SWDs	0%	0%	0%	0%				

Note: Participation is considered taking at least one assessment.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Superintendent's Response

Working with the **Department of Innovation & Postsecondary Programming**, I am dedicated to increasing access and success with the AP, IB, Dual Credit and Dual Enrollment programs to assist students in earning college credit in high school. Ongoing strategies include, but not limited to:

- Increasing postsecondary teacher effectiveness with professional development provided by program providers and HISD throughout the year. Professional development opportunities from program providers include AP Summer Institute training, IBO Subject Area Training, HCC Rigor Institute, National Math and Science Initiatives® (NMSI) "Laying the Foundation", and UT OnRamps teacher training.
- Providing instant access direct teacher support from experienced District Content Specialists throughout the year for Postsecondary Program teachers.
- Increasing content and skill development for teachers through monthly AP/IB Professional Learning Communities lead by District AP/IB Lead teachers.
- Helping campuses create effective postsecondary program offerings and goals using AP score data, AP Potential® data, AP Instructional Planning Reports, HCC SmartSheet and course data, IB exam data, and UT OnRamps course data.
- Offering AP/IB Saturday Exam Preparation Academies throughout the school year for student and teacher development.
- Educating families about the benefits of postsecondary programs and providing online resources to empower decisions regarding postsecondary options.
- Partner with the NMSI to provide comprehensive learning opportunities and campus-based supports at NMSI partner schools.
- Increase program effectiveness by providing monthly Coordinator meetings and year- round training for program coordinators including: Dual Credit, AP, and IB.
- Centrally funding AP and IB exams, Dual Credit textbooks, Dual Credit Out-of-District fees, and Dual Enrollment course fees.

The COVID pandemic has created new challenges, and despite these challenges, I am pleased that the success of our initiatives and supports are reflected in these student successes in the 2019–20 school year.

As shown in the *2019–2020 Advanced Placement Report* provided to the Board in December 2020, the proportion of AP exams scoring 3 or higher increased from 39% in 2019 to 48% in 2020, the highest rate since 2010. Other results for 2019-2020 will be reported to the Board in the *2019-2020 College Bound Assessments Report*.

Additionally, the IPP Department will work collaboratively with the Office of Special Education and Schools Office to implement strategies to increase participation and success in advanced coursework for students with disabilities. The department will continue to offer supports in a variety of modalities that best supports students and teachers as we work through the challenges of COVID. The department is also working very closely with our program partners to increase opportunities to qualify for dual credit programs and gain college credit through all postsecondary programs. Houston Community College has been responsive and has increased the ways in which students can qualify for Dual Credit. The department continues to look for new avenues to support student success.

Goal Monitoring Report: February 2021

Goal Progress Measure 3.2 Superintendent's Response

In Spring 2021, the Postsecondary Programming Department will implement a Virtual Study Hall to increase student support for their college-level courses. The open lab online tutoring space will allow students access to experienced teachers that will provide real-time assistance with homework and coursework.

We look forward to continued success for our postsecondary programs and helping students gain college credit during high school, meeting CCMR, and saving our families millions of dollars in college tuition. Also, as part of its broader college and career readiness strategy, the district is investing resources to expand International Baccalaureate programs across the district. The district currently has 30 authorized IB programs, and an additional 18 new IB programs are in the candidacy phase. In the coming years, the district will offer K–12 IB programming in numerous feeder patterns across all of the geographic areas in the district.

HISD | Research and Accountability

ANALYZING DATA, MEASURING PERFORMANCE.

Goal Monitoring Report: February 2021

Goal Measure 3 (CCMR) Support Data

Houston ISD		Graduate Year						
		2017	2018	2019	2020	2021	2022	2023
All Students	Actual	53%	63%	71%				
	Target				63%	65%	68%	71%
Econ. Dis.	Actual	50%	60%	70%				
	Target				60%	63%	66%	69%
Race/Ethnicity	African American	Actual	38%	52%	66%			
		Target			52%	56%	60%	64%
	Hispanic	Actual	54%	63%	72%			
		Target			63%	65%	68%	71%
	White	Actual	67%	73%	69%			
		Target			73%	74%	75%	76%
	American Indian	Actual	46%	50%	58%			
		Target			50%	54%	58%	62%
	Asian	Actual	85%	90%	88%			
		Target			90%	91%	92%	93%
	Pacific Islander	Actual	---	---	---			
		Target			---	---	---	---
	Two or More	Actual	66%	67%	80%			
		Target			67%	68%	69%	71%
Special Pops.	Special Ed.	Actual	37%	67%	66%			
		Target			67%	68%	69%	71%
	Special Ed. (Former)	Actual	31%	44%	44%			
		Target			44%	48%	53%	58%
	ELs*	Actual	42%	46%	60%			
		Target			46%	50%	55%	60%
Mobility	Cont. Enrolled	Actual	58%	67%	76%			
		Target			67%	68%	69%	71%
	Non-Cont. Enrolled	Actual	33%	45%	50%			
		Target			45%	49%	54%	59%

--- <25 students tested; *Includes Current and Monitored