



HISD

HOUSTON INDEPENDENT SCHOOL DISTRICT

OPENING THEIR WORLD

CREATING A PATH TO POSTSECONDARY SUCCESS

- Demographics
- Our Strategic Plan
 - 1: Effective Teachers
 - 2: Effective Principals
 - 3: Rigorous Instructional Standards and Supports
 - Staying on the Path to Postsecondary Success
 - 4: Data-driven Accountability
 - 5: Culture of Trust through Action
- Success Highlights

“I’M FULFILLING MY DREAM”

A STUDENT’S PERSPECTIVE



STANLEY SANDOVAL



Hours before delivering his speech, Stanley found out his family was being evicted.

Four months later, they are still living with relatives.

HISD DEMOGRAPHICS

276
schools

203,354
students

57%
at-risk

80% low-
income



STUDENT DEMOGRAPHICS



- ◆ 63% Hispanic
- ◆ 25% African American
- ◆ 8% White
- ◆ 3% Asian

A LARGE DISTRICT EMBRACING DIVERSITY



- ◆ 86 native languages
 - ◆ 60,546 English language learners
 - ◆ 1,811 refugee students
 - ◆ 93% of ELL students are native Spanish speakers, followed by Arabic and Vietnamese
- ◆ 7,435 students in the district are homeless

CREATING A PATH TO POSTSECONDARY SUCCESS

A consistent and
rigorous education
in a safe, engaging
environment



Every student
graduates with
keys to their
choice future

HISD'S STRATEGIC DIRECTION (2010 –present)

CREATING A PATH TO POSTSECONDARY SUCCESS

- ◆ Strong portfolio of schools
- ◆ Autonomy with accountability
- ◆ College and career readiness



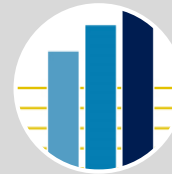
**1: Effective
Teacher**



**2: Effective
Principal**



**3: Rigorous
Instructional
Standards &
Supports**



**4: Data-driven
Accountability**



**5: Culture of
Trust through
Action**

HISD'S STRATEGIC DIRECTION (2010 – present)

BUILDING A STRONG PORTFOLIO OF SCHOOLS



- ◆ Magnet schools
- ◆ Gifted and Talented
- ◆ Early Childhood Education Centers
- ◆ Montessori
- ◆ International Baccalaureate
- ◆ Dual-Language/Immersion
- ◆ Early College High Schools
- ◆ Neighborhood schools

SCHOOL AUTONOMY WITH ACCOUNTABILITY



- ◆ Decisions are made by those closest to students
- ◆ Principals make decisions about people, time, money, curriculum and safety
 - Must meet standards for rigor and safety
 - Are held accountable for student outcomes
 - Schools receive support in designing optimal models

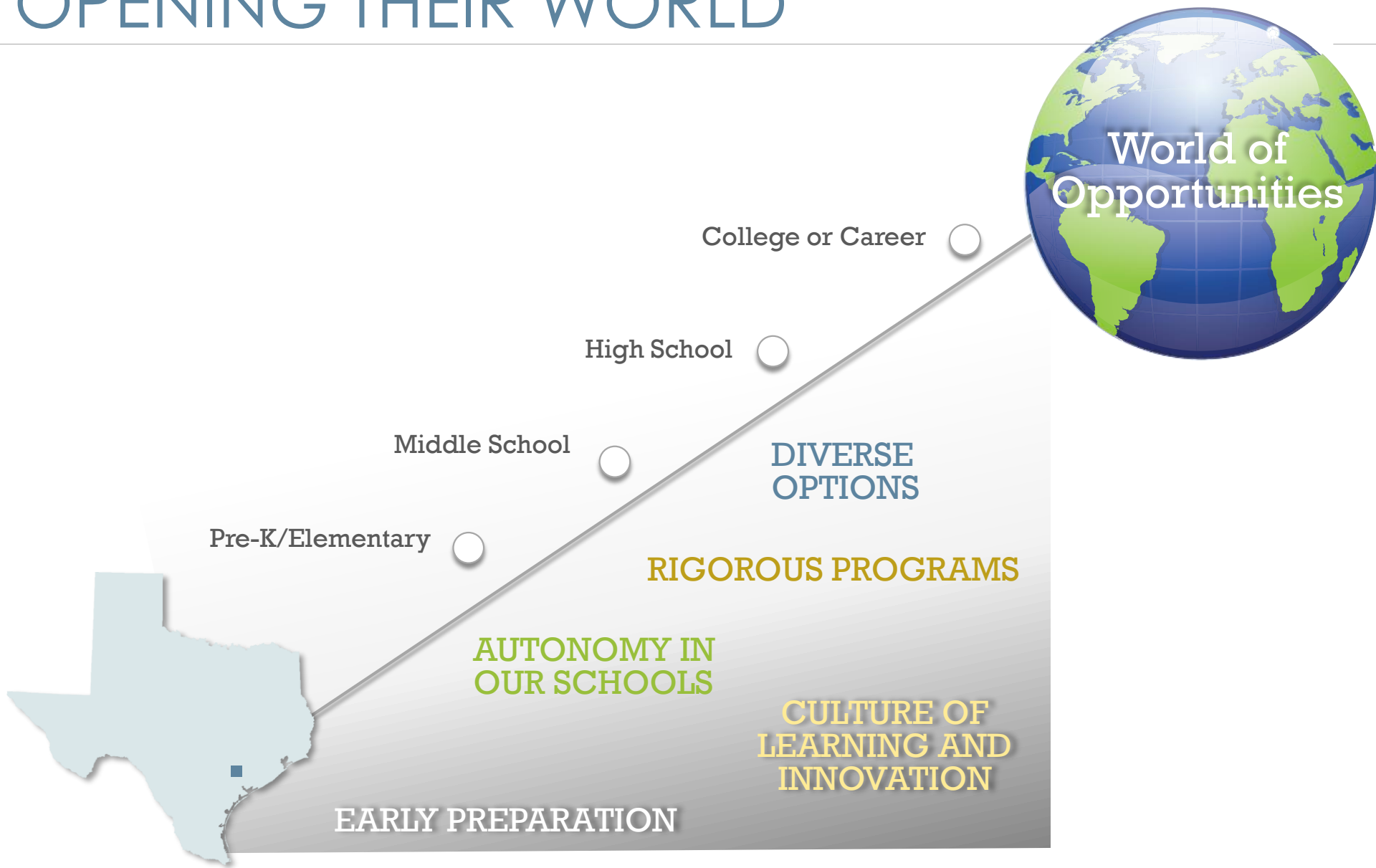
FOCUSING ON COLLEGE AND CAREER READINESS



Marquis Alexander, first African-American commander of Texas A&M Corps of Cadets

- ◆ Early Academics: College visits, Duke Tip, ReadStep, SpringBoard, Personalized Graduation Plan
- ◆ Secondary: 15 AP classes offered at every high school, free SAT during school day, Ivy League Forum, GO Centers, EMERGE program, dual credit

OPENING THEIR WORLD

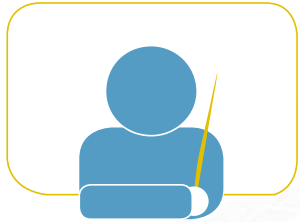




OPENING THEIR WORLD

A look at major reform driven by Strategic Direction

MAJOR REFORM ON TEACHER QUALITY



Recruitment and Selection

- Haberman screening, math assessment and sample lesson
- Data-driven recruitment

Appraisal and Development

- Teacher evaluations linked to student performance
- Development plans, feedback, and support for every teacher

Retention and Rewards

- ASPIRE performance pay
- Keeping highly effective teachers
- Removing ineffective teachers

STRATEGIC DIRECTION

**Effective
Teachers**

Effective
Principal

Rigor

Data-Driven

Culture
of Trust

SUCCESSFULLY RETAINING EFFECTIVE TEACHERS

ASPIRE

- ◆ \$136 million was paid to highly effective teachers from 2008–2009 to 2011–2012.

- ◆ More than 90% of highly effective teachers retained during 2009-2010, 2010-2011, and 2011-2012
- ◆ 54% of low-performing teachers exited in 2011-2012, up from 40% in 2009-2010.

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ALIGNED, ONGOING PROFESSIONAL DEVELOPMENT



- ← **Teacher Development Specialists:** Job-embedded coaching
- **Online professional learning** and HISD Video Exemplars
 - **Face-to-face training**, including Neuhaus, just-in-time curriculum previews

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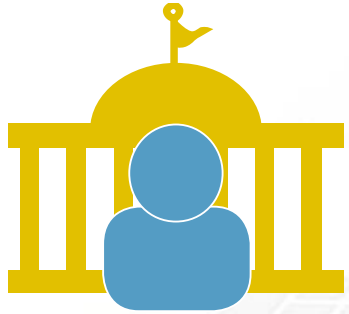
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HIRING SCHOOL LEADERS WHO WILL SUCCEED



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**Effective
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LEADERSHIP DEVELOPMENT

- ◆ “Grow your own” model for aspiring leaders
- ◆ Two-year development program for new principals
- ◆ Support for first-year principals as a cohort
- ◆ Training and support for struggling principals
- ◆ Intensive training and coaching from mentors and School Support Officers



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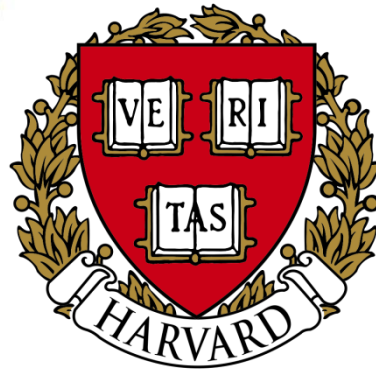
UNIVERSITY PARTNERSHIPS



RICE®



THE UNIVERSITY OF
TEXAS
— AT AUSTIN —



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OPENING THEIR WORLD ★ HISD

MAINTAINING RIGOR



- ◆ Strong, externally validated, standards-based “college-readiness” curriculum
- ◆ Instructional framework guides teaching and used as walk-through tool
- ◆ Emphasis on uniform “teaching and learning” vocabulary
- ◆ Literacy focus in Pre-K-12

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RIGOR AND COLLEGE READINESS IN THE EARLY GRADES

- ◆ **MLK Early Childhood Center** focuses on math/science/literacy
- ◆ **163 schools** with full-day pre-K
- ◆ **Renzulli gifted program** infused in regular elementary curriculum.
 - ◆ Project-based learning program
- ◆ **Focused teacher training** in differentiating instruction



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MIDDLE SCHOOL HIGHLIGHTS



- ◆ Students completing eighth-grade Algebra/pre-AP jumped **24 percent** from 2007-08 to 2010-11.
- ◆ Springboard
- ◆ Laying the Foundation
- ◆ Duke Talent Identification Program

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HIGH SCHOOL MODELS



- ◆ Four early college high schools
- ◆ IB programs
- ◆ Specialized academies
- ◆ GO Centers in every high school
- ◆ 419 dual credit offers in 2011-2012

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MORE HIGH SCHOOL STUDENTS TAKE COLLEGE READINESS EXAMS

- ◆ 15+ AP courses at all high schools
- ◆ Pre-AP curriculum
- ◆ SAT, AP exam fees paid by HISD
- ◆ In-school SAT testing



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OPENING THEIR WORLD ★ HISD

SUPPORTING RIGOR WITH EARLY INTERVENTION SYSTEMS



- ◆ Principal student case study
- ◆ Beginning-of-the-year diagnostics exam
- ◆ Response to Intervention (RtI)
- ◆ Early Warning Indicator System
- ◆ Tiered Intervention Support System

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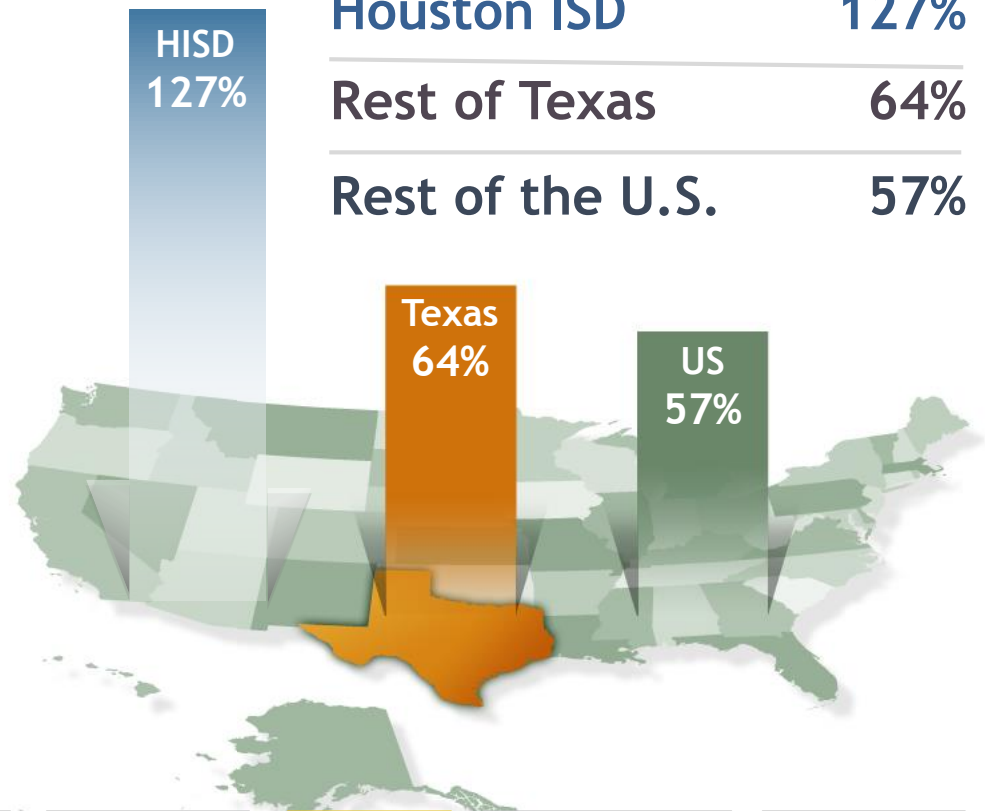
AP: EXPANSION IN EQUITY, ACCESS

Percentage of students in 2012 participating in AP courses:

Houston ISD	54%
Rest of Texas	36%
Rest of U.S.	32%

Increase in AP seats:
(2010-2012)

Houston ISD	127%
Rest of Texas	64%
Rest of the U.S.	57%



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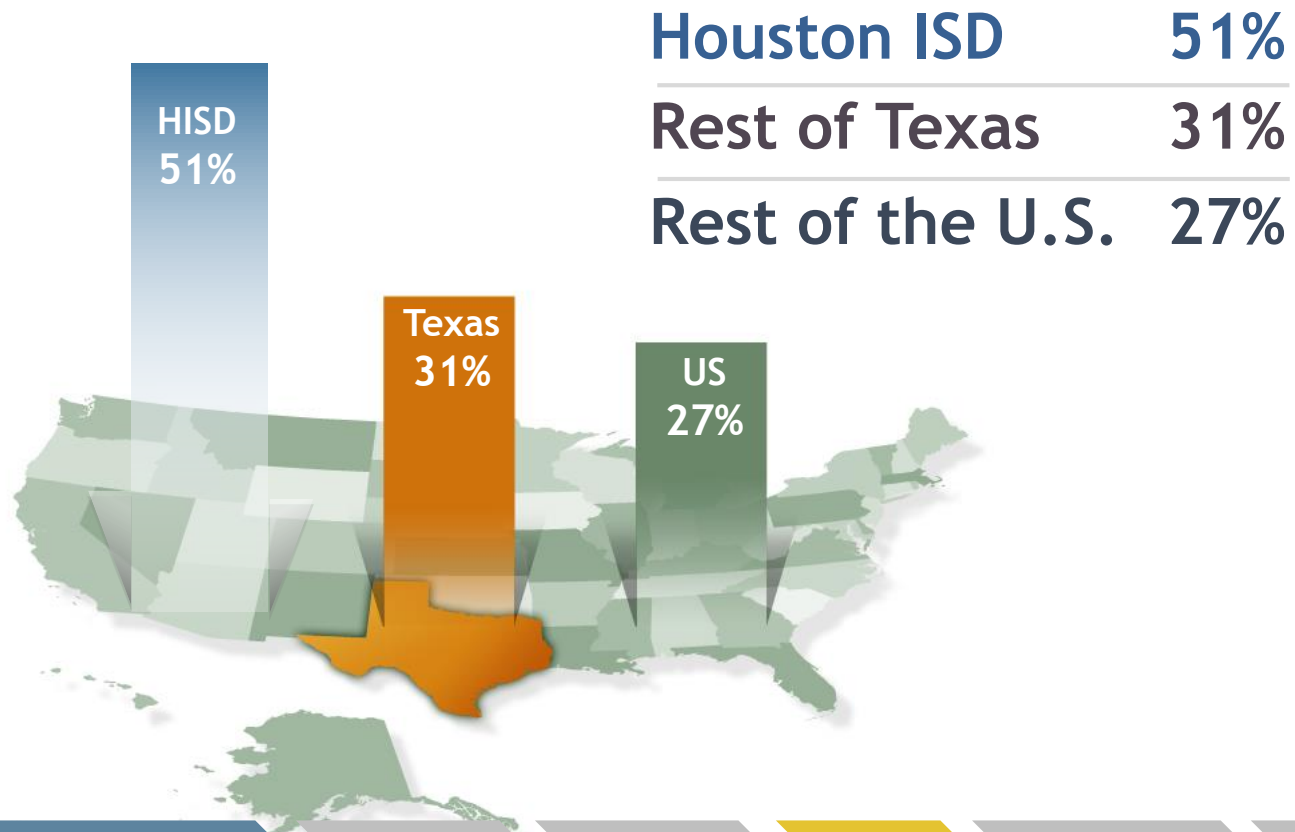
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AP: EXPANSION IN EQUITY, ACCESS

Increase in Scores of 3 or Better on AP Exams

Achievement and Performance (2010-2012)



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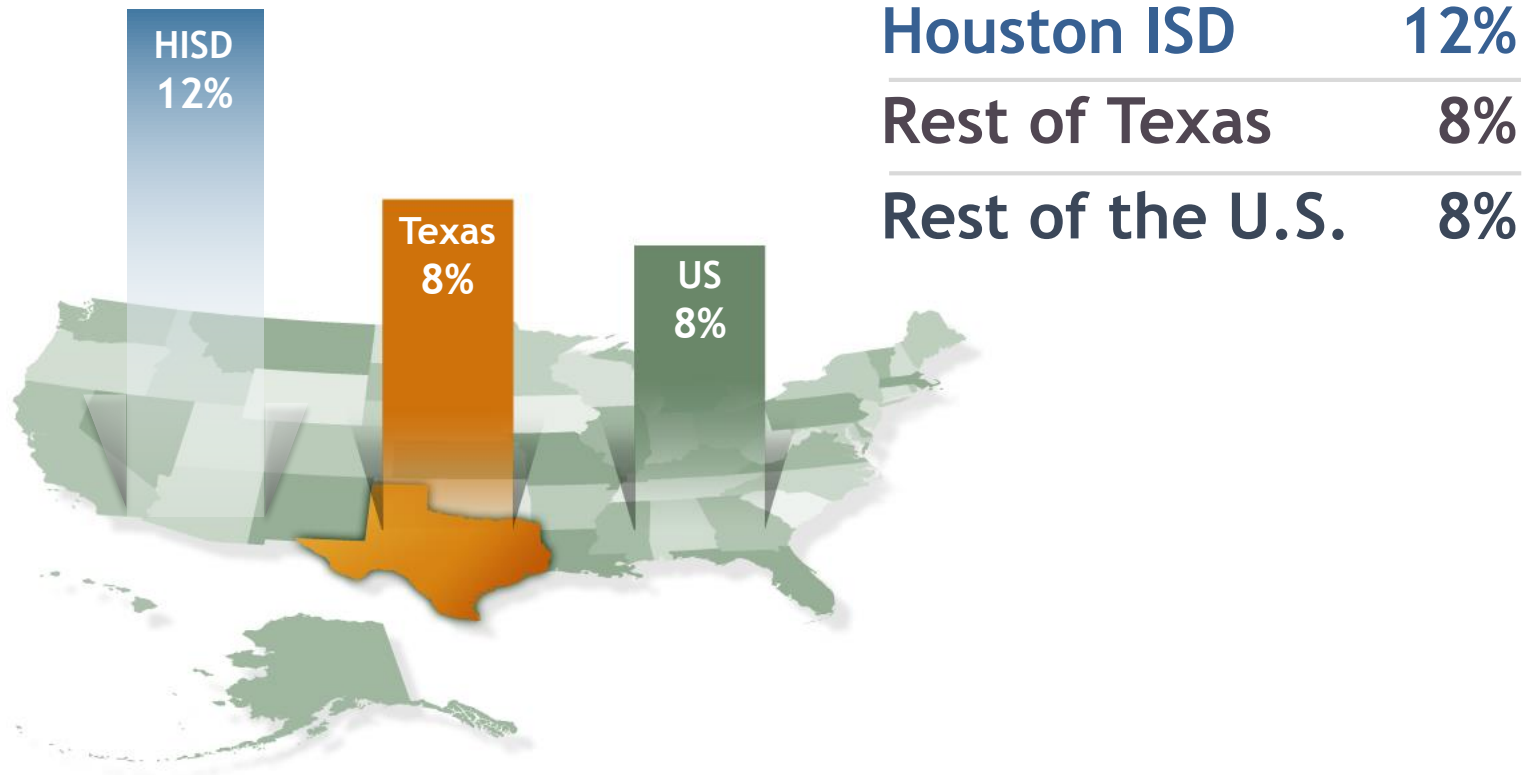
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AP: EXPANSION IN EQUITY, ACCESS

Students Scoring 3+ on at least one AP Exam

Equity and Access (2010-2012)



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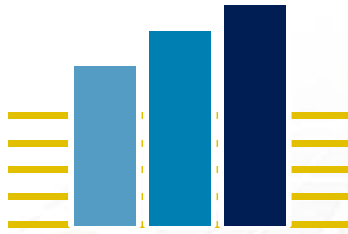
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DATA-DRIVEN ACCOUNTABILITY



- ◆ Getting multiple data reports, including EVAAS value-added, into educators' hands
- ◆ State-of-the-art data warehouse
- ◆ Early warning indicators
- ◆ Alignment of dashboards, district and school scorecards (e.g. Board Monitoring, School Profiles), superintendent's appraisal

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A “NO EXCUSES” CULTURE



- ◆ Apollo 20
- ◆ Dropout prevention
- ◆ Caring for the whole child
- ◆ Classroom, campus, and districtwide family and community engagement efforts

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APOLLO 20

- ◆ \$16.8 million contributed by business, philanthropic leaders
- ◆ Apollo 20 schools considered a proven national model after almost three years



“In terms of strategies designed to help poor children at risk in public schools, nothing like the Apollo project is going on anywhere in America.”

–**Geoffrey Canada**

Harlem Children’s Zone

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**Culture
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APOLLO 20 LEVERS



- ◆ Strong leaders that are change agents
- ◆ Effective teachers
- ◆ Increased instructional time
- ◆ Data-driven instruction
- ◆ High-dosage tutoring
- ◆ Culture of high expectations and no excuses

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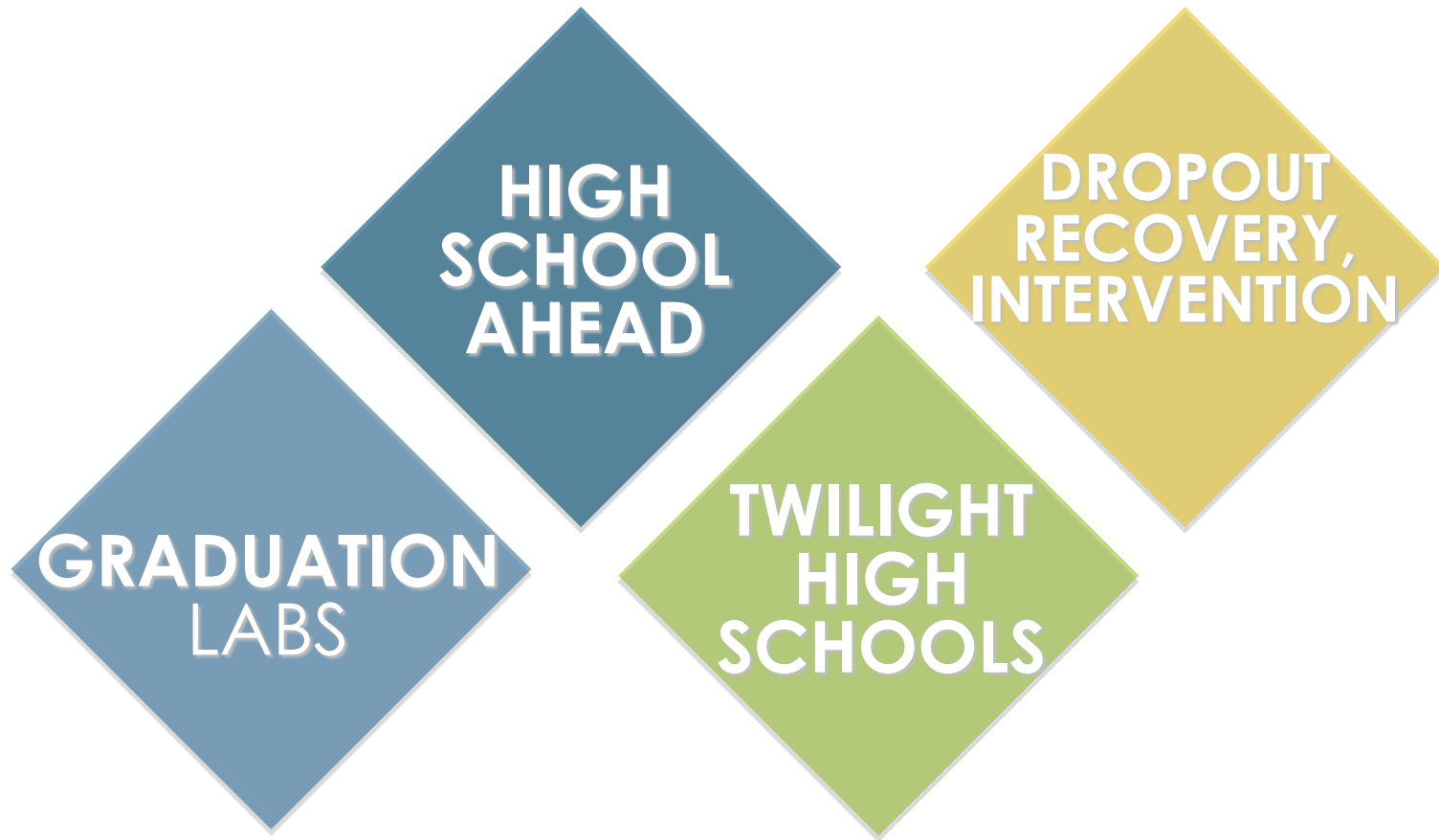
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DROPOUT PREVENTION



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CARING FOR THE WHOLE CHILD



- ◆ Classroom breakfast for all elementary and middle school students
- ◆ Physical and psychological safety
 - ◆ Free vision screenings and eyeglasses funded; dental programs
 - ◆ Social/emotional well being and anti-bullying efforts
 - ◆ Counseling, family support services

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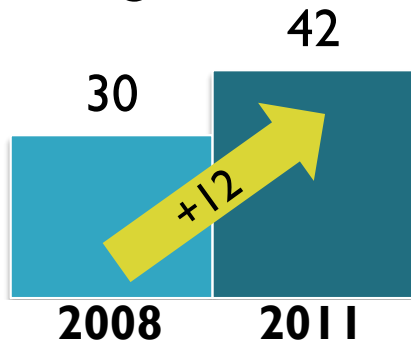


EXEMPLARY RESULTS

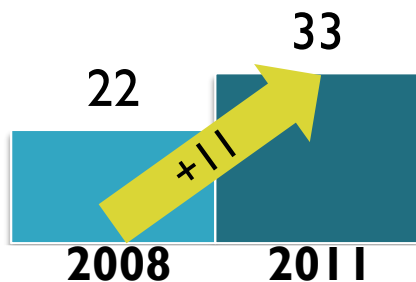
ELEMENTARY SCHOOLS COMMENDED IN STATE TEST (TAKS*)

READING

Third-grade

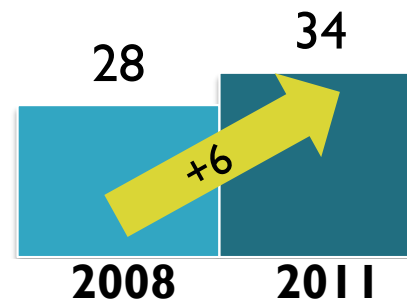


Fifth-grade

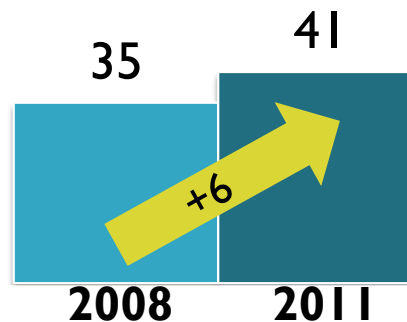


MATH

Third-grade



Fifth-grade

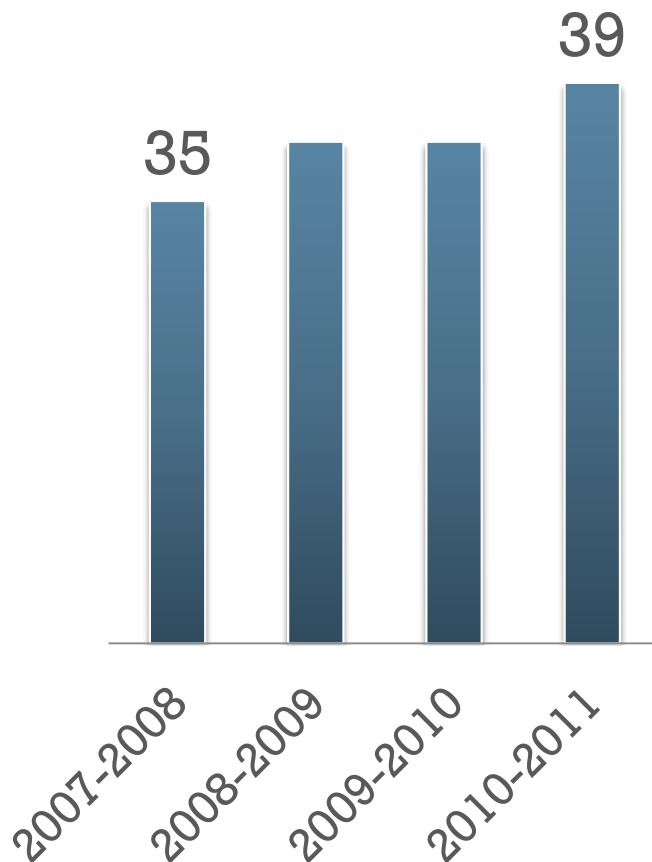


* Texas
adopted new
accountability
system in
2011-2012

BILINGUAL ELL STATE TEST (TAKS)

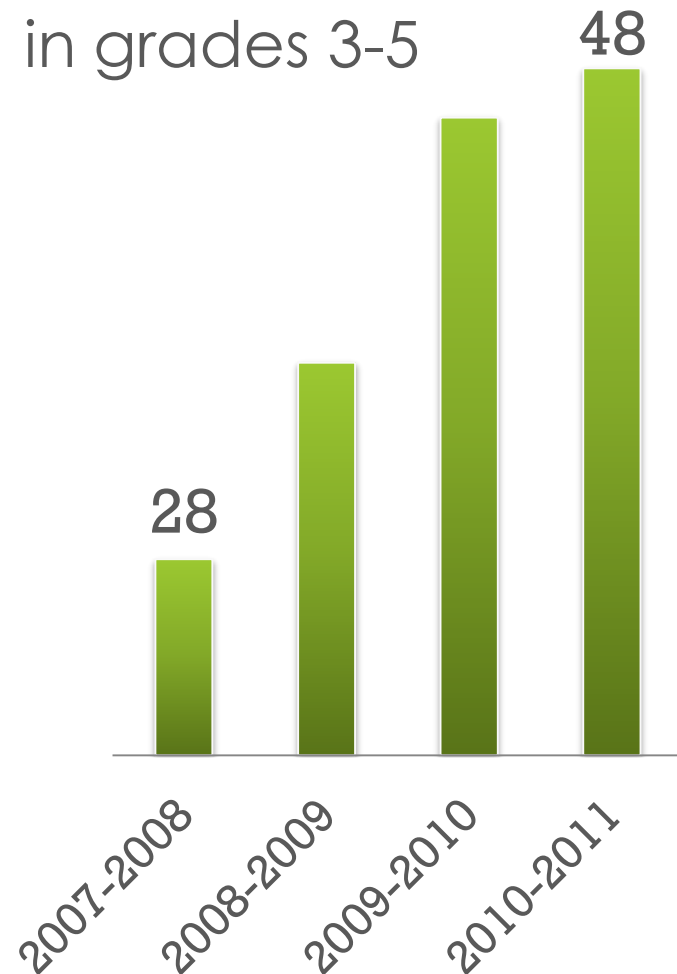
Math:

% Commended
in grades 3-5



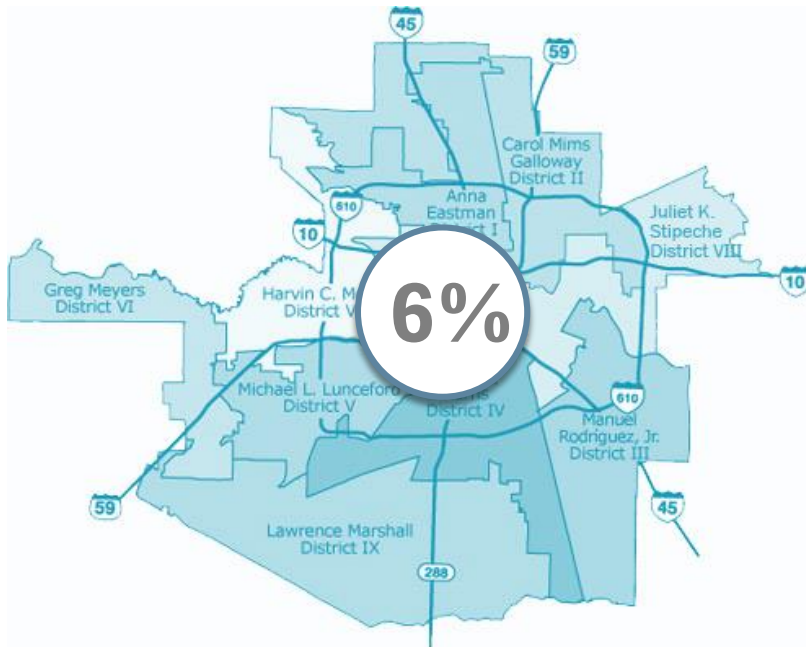
Reading:

% Commended
in grades 3-5

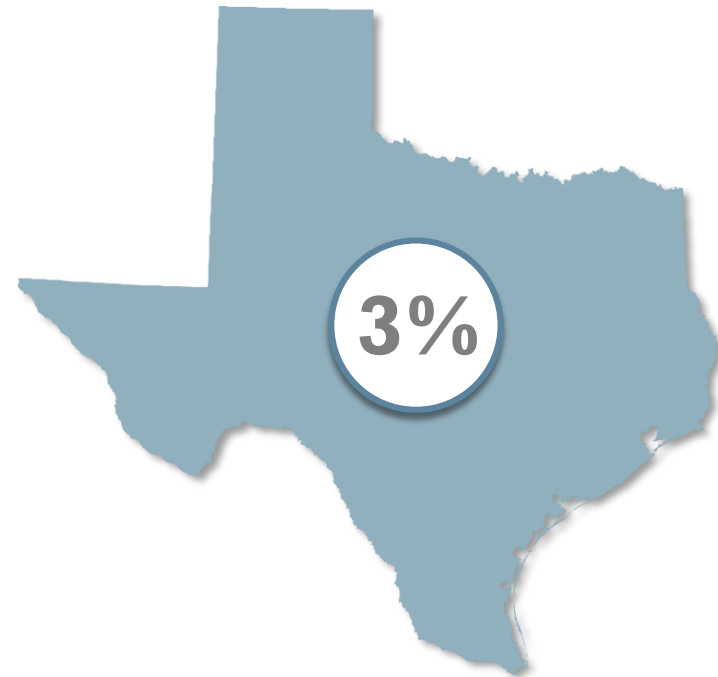


BILINGUAL SCIENCE

Percentage of students meeting the advanced standard for the district and the state



STATE

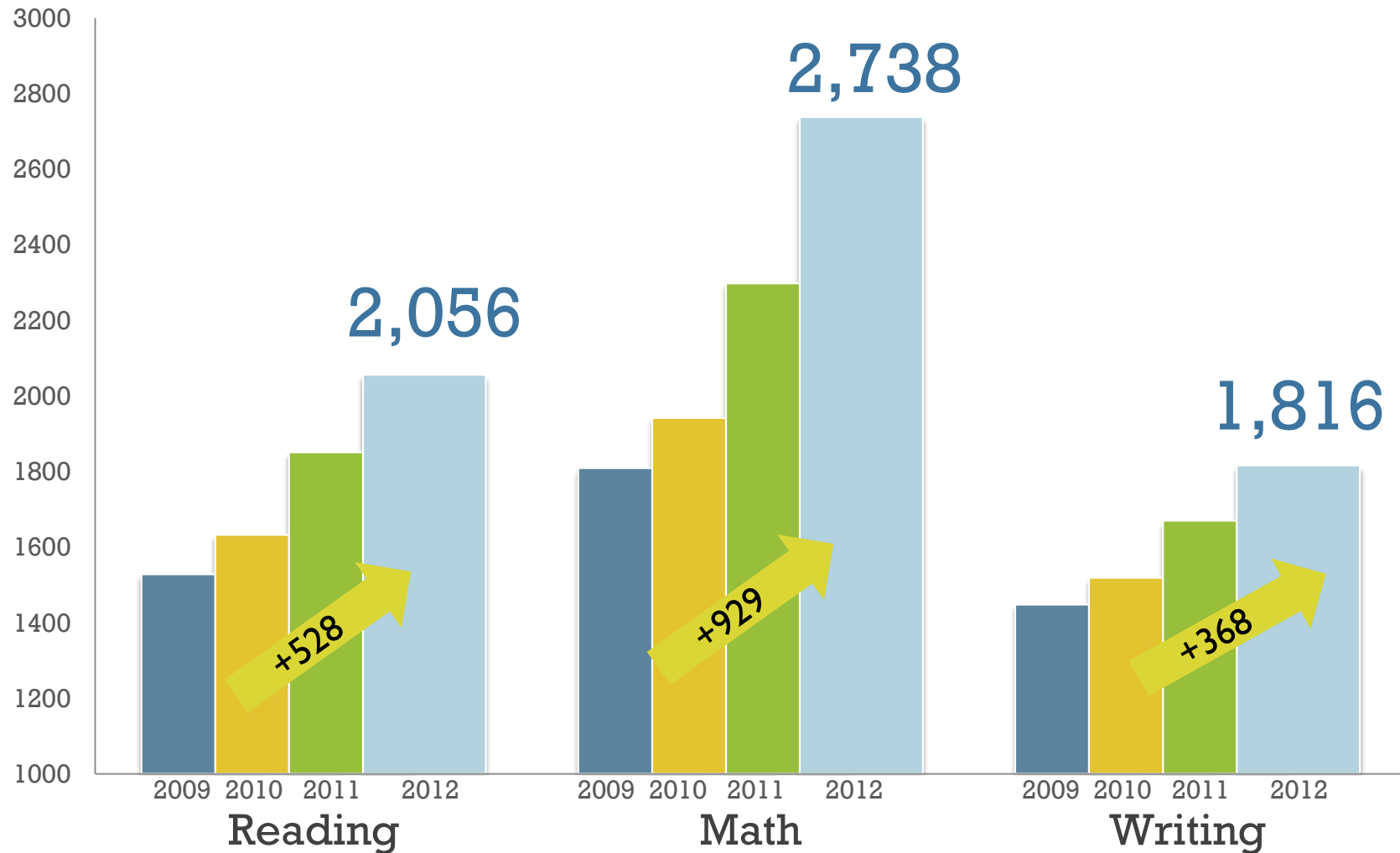


HISPANIC, AFRICAN-AMERICAN MIDDLE SCHOOLERS TOP U.S. PEERS

NAEP MATH RANKINGS: HISD compared to large cities

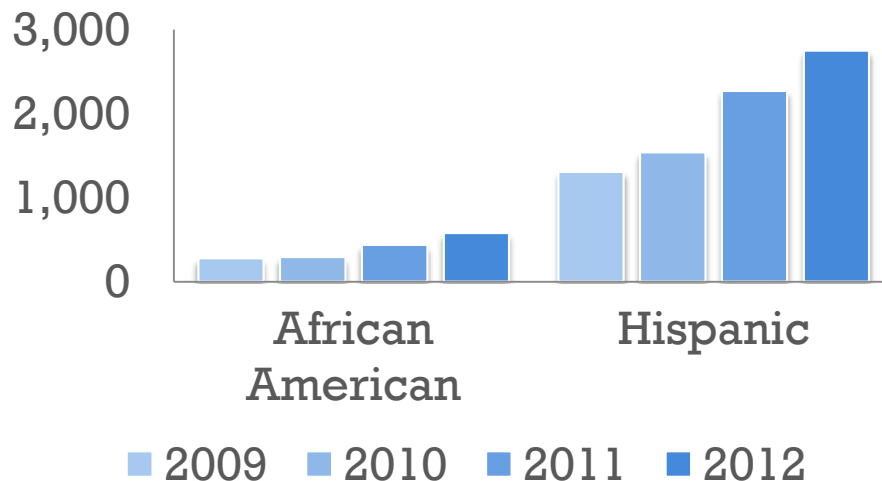
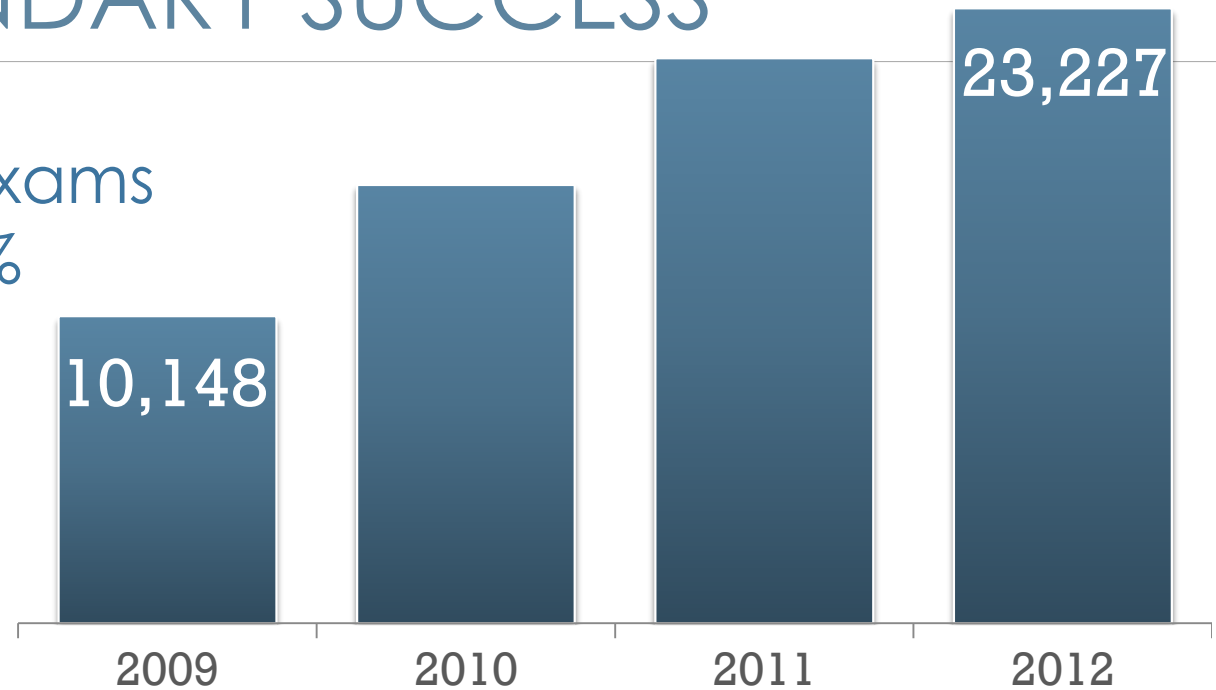
Category	Grade 4	Grade 8
Economically disadvantaged	5 th	1 st
Hispanic students	6 th	1 st
African-American students	4 th	2 nd

STUDENTS SCORING 500+ ON SAT



POSTSECONDARY SUCCESS

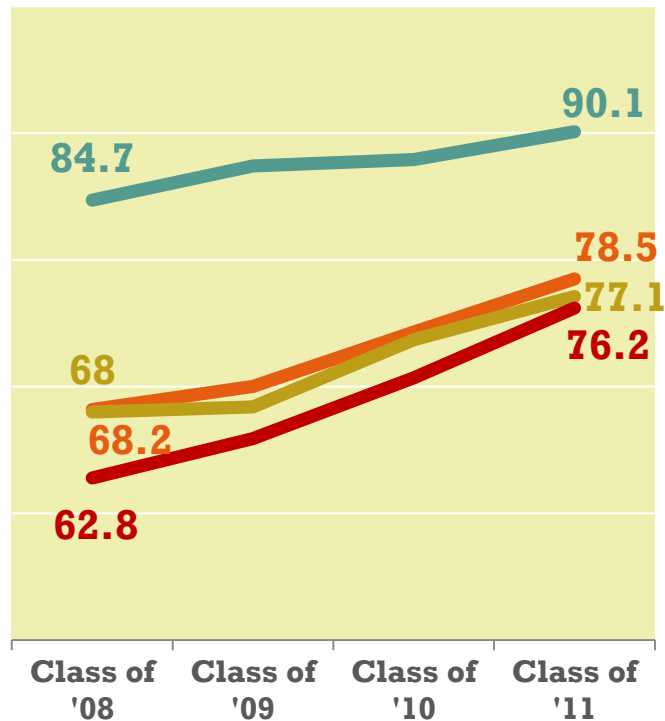
Number of AP exams
taken soars 129%
from 2009-2012



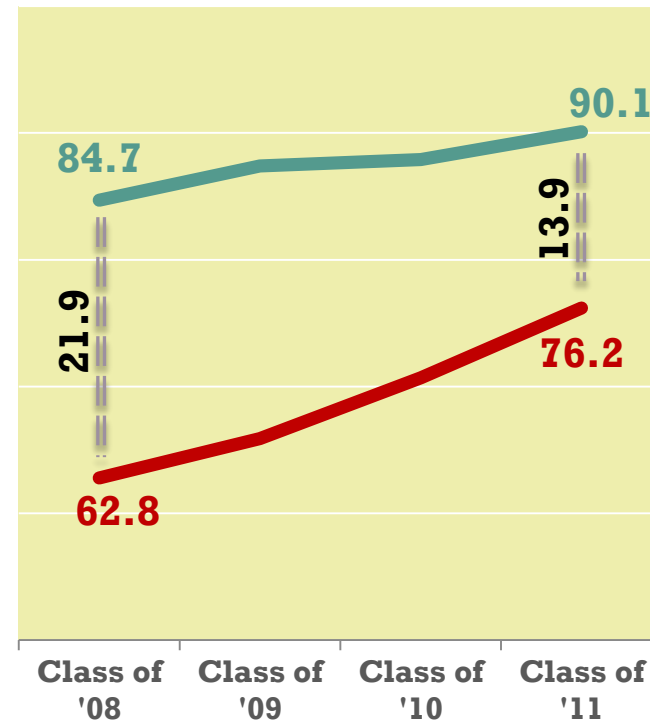
Significantly more
African-American,
Hispanic students
are passing AP tests

RECORD HIGH GRADUATION RATE

Graduation rates reach all-time high



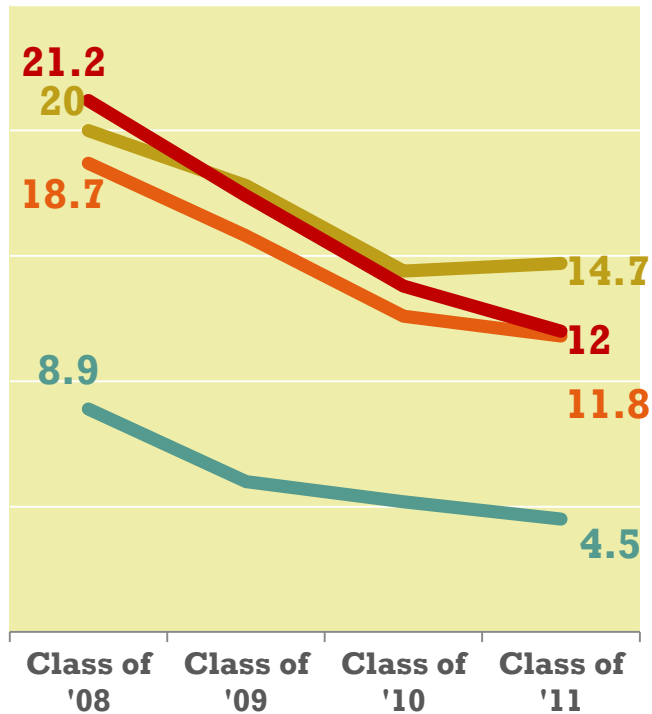
White-Hispanic gap continues to narrow



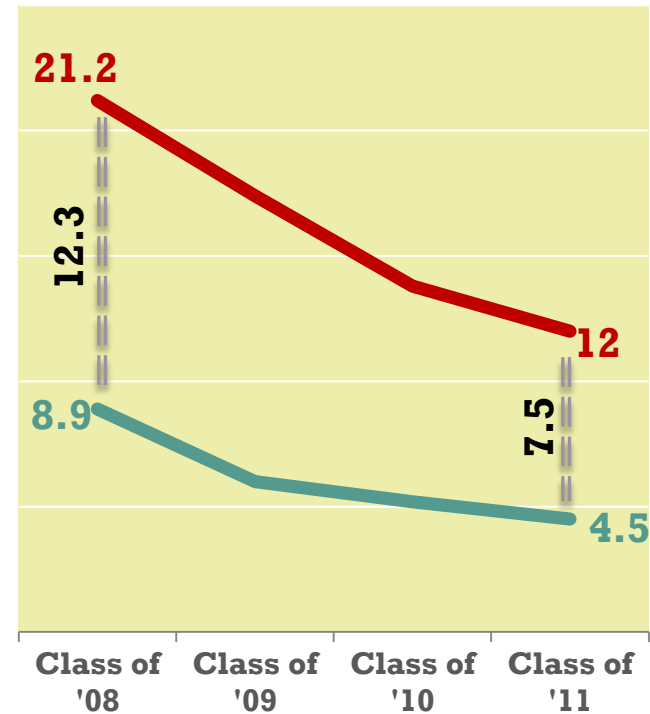
- Hispanic
- African American
- White
- All students

RECORD LOW DROPOUT RATE

Dropout rates hit all-time low



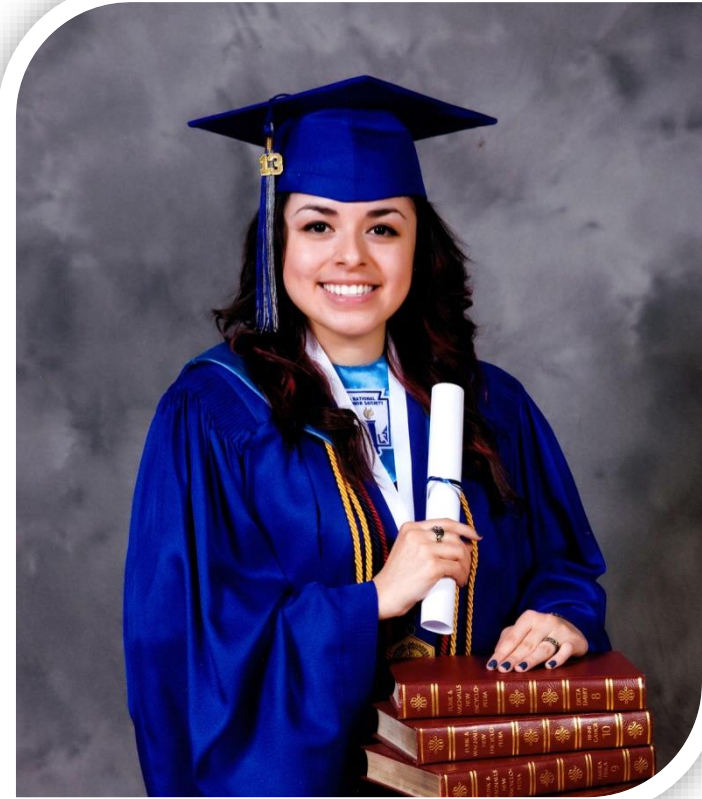
White-Hispanic gap dramatically reduced



- Hispanic
- African American
- White
- All students

RECORD HIGH SCHOLARSHIP OFFERS

\$180 MILLION IN
SCHOLARSHIP OFFERS
FOR CLASS OF 2012



Alejandra Ortega:
\$400,000 in scholarship offers



FAMILIES ARE CHOOSING HISD



Enrollment: 201,594

Attendance rate: 95.7%



“WE CAN OVERCOME ANYTHING” A TEACHER’S PERSPECTIVE



Raquel Sosa-Gonzalez, Las Americas Newcomer School



HISD

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OPENING THEIR WORLD