

Vision, Values, Goals, and Constraints



Vision of the Community

1. 22.11% want to describe Houston ISD graduates as critical thinkers and problem solvers.
2. 21.36% want to describe Houston ISD graduates as productive citizens and leaders.
3. 19.6% want to describe Houston ISD graduates as competitive in the global environment.
4. 15.45% want to describe Houston ISD graduates as prepared for success in their next phase of life whether that be college, career, military, or trade school.



Draft Vision Statement

Preparing our students with the knowledge and skills to prepare them to be successful citizens, critical thinkers, and leaders in a globally competitive environment.

Student Outcome Goals

Adopted by the board to establish direction for the district that is in alignment of the community's vision.

The first priority for resource allocation in the school system should be toward achieving the Board's goals.



Student Outcome Goals

Goals must be:

- SMART,
- Student outcomes-focused,
- Span a five-year period,
- Have annual goal targets and student group targets, and
- Aligned with a comprehensive student needs assessment.



The Community's Vision for Improved Student Outcomes

1. **50.88%** of respondents want students to be successful in their next phase in life.
2. **48.12%** of respondents want students to know math, and how to think critically and problem solve.
3. **47.86%** of respondents want students to know how to read, write, and communicate on grade level.



Grounded in the Current Reality for Students

The management team should evaluate the following:

1. 5-Year Average Growth
2. Degree of Difficulty
3. Resource Commitment

A spreadsheet was shared yesterday that lays out three models for target forecasts. The superintendent will speak to these.



Target Forecasts

1. Linear Growth: 3% linear growth across student groups (as seen in Model 1).
2. Culture Change: This model acknowledges the significant culture changes that delays the impact of the NES model on student outcomes (as seen in Model 2).
3. Quick Impact: This model assumes a significant, immediate impact to campuses from migrating to the NES model (as seen in Model 3).



TEA Exit Criteria

1. Special Education Compliance
2. Underperforming Campuses
3. Lone Star Governance Implementation



HB 3 Goals

1. 3rd Grade Reading
2. 3rd Grade Math
3. College, Career, and Military Readiness (CCMR)

Vision 1: Literacy

Draft Student Outcome Goal #1: *“The number of 3rd grade students in Houston ISD earning “meets or above” on the STAAR reading test will increase from 41% in June 2023 to 56% in June 2028.”*

Vision 2: Math

Draft Student Outcome Goal #2: *“The number of 3rd grade students in Houston ISD earning “meets or above” on the STAAR math test will increase from 38% in June 2023 to 53% in June 2028.”*

Vision 3: College, Career, and Military Readiness

Option 1 - CCMR Outcomes Bonus

*“The percentage of graduates that meet the criteria for CCMR as measured in Domain 1 of the state accountability system and earn the CCMR Outcomes Bonus will increase from **X%** in May 2023 to **Y%** in May 2028.”*

Option 2 - CCMR

“The percentage of graduates that meet the criteria for CCMR as measured in Domain 1 of the state accountability system will increase from 69% for 2022 graduates measured in July 2023 to 84% for 2027 graduates measured in July 2028.”

Vision 4: Exit Criteria - Special Education

Draft Student Outcome Goal #4: *“Students in grades 3 through 8 who receive special education services that demonstrate and maintain growth as measured by Domain 2 Part A- School Growth Indicator of the Texas Accountability System will increase from X% in August 2023 to Y% in August 2028.”*

Vision 5: Exit Criteria - Underperforming Campuses

Draft Student Outcome Goal #5: *“The percentage of students enrolled in D or F rated campuses who demonstrate and maintain growth as measured by Domain 2 Part A-School Growth Indicator of the Texas Accountability System will increase from X% in May 2023 to Y% in May 2028.”*



Values of the Community

VALUES- Highest frequency trends for the question “What should Houston ISD stop doing or avoid doing as we pursue our student outcome goals?”

1. **40.16% of respondents made it clear they want HISD to return to a democratically elected board.**

Further breaking down the categories of responses, the highest frequency responses were as follows:

1. **34.94%** of respondents believe that students should have access to innovative programming and school options.
2. **34.53%** of respondents believe that all students should have access to High Quality Instructional Materials and resources regardless of their zip code, social economic status, ability, or racial/ethnic background.
3. **23.46%** of respondents believe that students should have access to Highly Qualified Teachers.
4. **15.78%** of respondents believe that children should receive additional support outside of the classroom so that learning can happen in the classroom - such as social emotional learning, accommodations for special education, and wraparound services.



Superintendent Constraints

An operational action or class of actions, usually strategic not tactical, the Superintendent may not use or allow in pursuit of the school system's student outcome goals.

Value 1: Exit Criteria 1 - Special Education

Draft Constraint #1: *“The superintendent will not allow inconsistent supports, systems and processes for students receiving special education services across the district.”*

Value 2: Exit Criteria 2 - Underperforming Campuses

Draft Constraint #2: *“The superintendent will not allow the number of D or F rated campuses to increase or remain the same.”*

Value 3: Innovative Programming Options

The Community values:

- Magnet schools, and
- Academic program enhancements, such as fine arts, dual language, gifted and talented, pre-k, etc.

Value 4: High Quality Instruction and Leadership

The Community values:

- Qualified teachers,
- Proven instructional practices,
- Professional development,
- Campus leadership, and
- Teacher autonomy.

Value 5: Equitable Access to Instructional Resources

The Community values all students having access to:

- Instructional materials,
- Books,
- Curriculum, and other learning resources.