

Constraint Monitoring Report: February 2022

Constraint 1

Strong Teacher Recruitment and Retention

Constraint 1

The Superintendent will not allow the District to operate without a system to recruit/employ strong teachers, who meet the needs of students needing the most support.

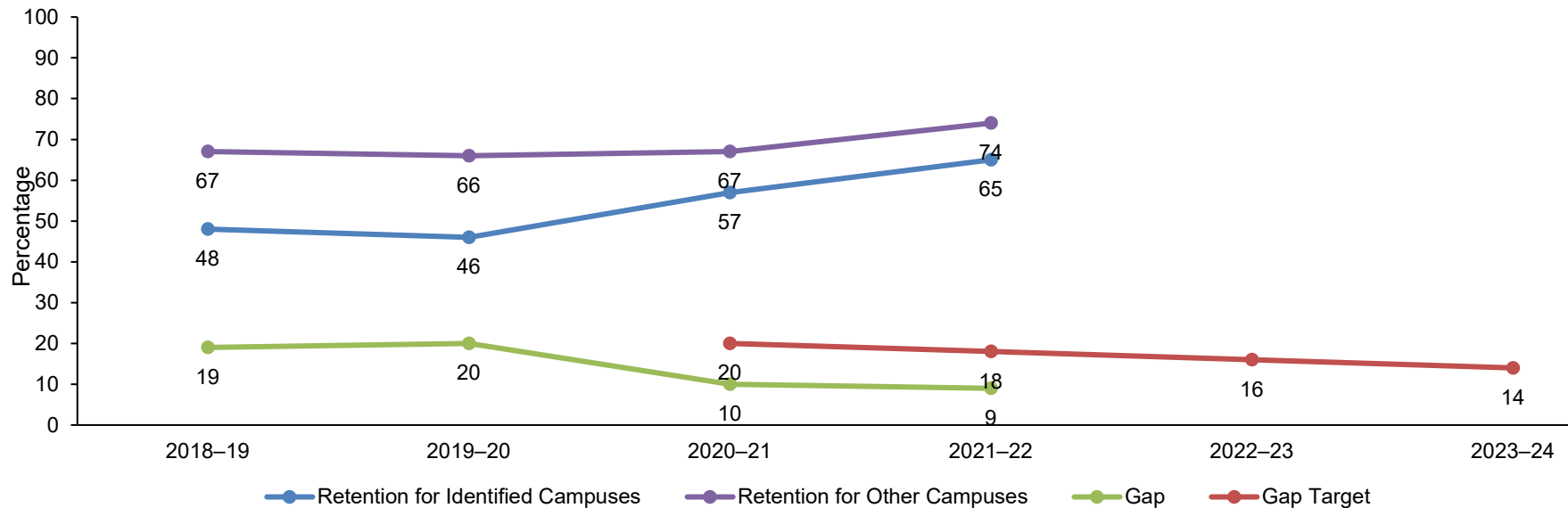
Superintendent's Response

As we complete the district's strategic plan, I am committed to ensuring we attract and retain world-class talent at all levels. New initiatives underway include utilizing data to improve recruitment and hiring practices, such as hiring candidates earlier and faster and communicating a compelling total value proposition to attract top candidates to work in HISD. Additionally, I will propose an updated, improved compensation plan so that all employee groups receive pay that is more competitive with surrounding districts. I will also address the district's hiring and retention needs by innovating and improving teacher talent pipelines. I have directed the Office of Talent to expand the Grow Your Own initiatives and adopt national best practices in teacher career pathway programming, providing opportunities for talented teachers to expand their impact to reach more students and provide mentorship to new teachers.

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Constraint Progress Measure 1.3	Evaluation
The gap in retention rates of newly recruited teachers between identified campuses and other HISD campuses will decrease six percentage points from 20 percent during the 2019–2020 school year to 14 percent during the 2023–2024 school year.	Met Goal

Campus Retention Rates of Newly Recruited Teachers



Data Source

HRIS Teacher Rosters

Methodology

The gap is the gap in same campus, newly recruited teacher, one year retention rates between campuses identified with the highest five-year average turnover rate for new teachers and all other campuses. A newly recruited teacher that moves to a different campus in the district is not counted as retained. A list of the twenty-five identified campuses is provided on the next page.

Calculation: $Retention\ Gap = \frac{\#\ of\ Retained\ 1st\ Year\ Teachers\ at\ Identified\ Campuses}{\#\ of\ 1st\ Year\ Teachers\ at\ Identified\ Campuses} - \frac{\#\ of\ Retained\ 1st\ Year\ Teachers\ at\ Other\ Campuses}{\#\ of\ 1st\ Year\ Teachers\ at\ Other\ Campuses}$

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Support Data

Identified Campuses

Attucks Middle School	Lawson Middle School
Baylor College of Medicine Academy	Marshall Elementary
Elmore Elementary School	Milne Elementary
Fondren Middle School	Mitchell Elementary
Gregory-Lincoln Ed Ctr	North Forest High School
Hartsfield Elementary	Oates Elementary
Henry Middle School	Paige Elementary
H S Ahead Academy	Revere Middle School
Highland Heights Elementary	Thomas Middle School
Hilliard Elementary	Welch Middle School
Holland Middle School	Woodson School
Kashmere High School	Young Elementary
Las Americas	

- Used effective hiring workshops with identified campuses to help recruit and retain new teachers.
- Recruitment and retention stipends provided for harder to recruit areas.