

HISD PRESS RELEASE

Superintendent House unveils five-year strategic plan

Plan includes raises for teachers, addresses magnet deserts, librarian and nurse need on campuses

Feb. 17, 2022 – Thursday morning, Superintendent Millard House II presented HISD’s five-year strategic plan to the Board of Education.

He outlined [six foundational commitments](#) HISD will implement to improve education outcomes, school experience, and work culture:

1. Building trust and reliability for our families and community
2. Providing equitable opportunities and resources at every school
3. Ensuring great schools and programs in every community
4. Cultivating world-class talent at all levels
5. Promoting high-quality teaching and learning
6. Delivering effective services and supports to students with exceptional needs

“The plan I shared with the Board of Education ensures we will have an unwavering focus in manifesting the dreams of each HISD student,” said Superintendent Millard House II. “Everyone from parents to students, to staff and community leaders had a voice in how HISD moves forward with the core values that anchor our work. This strategic plan is about increasing opportunity and equity because our students deserve more of it. We can only succeed in this mission if we work together.”

Through the newly created Office of Engagement, HISD will reorient its family and community engagement strategy toward building a “best-in-class” customer service model. The district will seek out parent feedback by hosting regular listening sessions in each feeder pattern to better understand issues and concerns in real time. A Parent Leaders Academy will also be established to help give parents the tools to be better advocates for their children and their communities.

“We must be better at communicating with our parents. We will streamline our FACE website to better serve parents and develop technological infrastructure that will allow us to better intake,

analyze, and action parent concerns and complaints,” said Chief of Engagement Max Moll. “We will also be dedicating more resources to hear from parents in underserved communities, so that the district can received feedback from the entire community, not just a subset of neighborhoods.”

HISD will increase transportation accessibility by leveraging Elementary and Secondary School Emergency Relief (ESSER) funds to acquire 100 new special education buses, 100 new student express vehicles, and 50 new regular buses.

To ensure equitable opportunities and resources at every school, HISD will establish and manage centralized budgets for fine arts, athletics, and academic extra-curricular activities.

The district will create a baseline of expectations for student experiences. That includes allocating positions that ensure each school starts with the basic standard. Every school will have a nurse or nurse associate. A librarian or media specialist will be at every school to ensure students develop a passion and aptitude for reading, research, and critical thinking skills. Every student will also have access to a teacher in their school for art and/or music and/or other fine arts, such as drama.

“To make this a reality for all students, we must ensure campuses have the right resources and support,” said Deputy Superintendent Dr. Rick Cruz. “We’ll also improve upon our campus funding model to distribute resources equitably, providing additional resources for unique characteristics and needs of students on each campus. School leaders will be supported to leverage resources effectively, including assistance on campus budgeting.”

HISD commits to accelerating student performance at underperforming schools while also expanding choice options for students. Students in the most underperforming schools will have prioritized access to more experiences that motivate and inspire them.

“A contributing factor to achievement gaps is opportunity gaps. In order for students to excel in school, they must have exposure to a wide variety of learning opportunities both inside and outside the classroom,” said Chief of Schools Dr. Denise Watts. “Students in underperforming schools need and deserve these experiences and we will expand these opportunities through making after-school programs more accessible, increasing advanced placement courses, and adding more field trips to round out their educational experiences and bring learning to life.”

To recruit and retain world-class talent, HISD will implement across the board pay raises for all staff. Current teachers will be invited to “Commit to HISD” – to make a commitment to stay with the district through at least School Year 2024-2025.

“We must immediately take steps to keep good teachers in place, going beyond the ESSER stipends teachers received in December and will receive in June,” said Chief of Talent Jeremy Grant-Skinner. “We must incentivize our teachers to stay the course in this noble profession, at this critically important time for our students, and here, in HISD. To our current HISD teachers, we value you and we need you. “

Each current teacher who commits to teach in HISD for three more years will earn:

- An immediate \$500 for signing the commitment this spring
- \$1,000 when signing their contract for SY 2023-2024
- \$2,500 when signing their contract for SY 2024-2025


HISD will offer incentives for new teacher hires. Teachers with at least two years of experience who sign by April 30th will receive \$5,000, other teachers will get \$4,000. All other new teacher hires through August will receive \$2,000.


Principal and Assistant Principal salaries will be raised by upgrading flat rates every year for the next three years. HISD police officers will see three annual step increases. The Master Pay Scale, which determines wages and salaries for all HISD’s other support staff, will be updated in three phases over the next three years.


The strategic plan commits to providing every student a consistent academic experience, regardless of what school they attend.


“We will also ensure that every child in the district have access to Pre-K so that they arrive in kindergarten ready to learn,” said Chief of Academics Dr. Shawn Bird. “We have already begun implementing a standardized curriculum in our Pre-K programs and we are in the process of developing a timeline for expansion of Pre-K programs to meet the demands for enrollment.” The Board of Education will meet on March 3rd for a budget workshop where Superintendent House will detail the financial aspects of the strategic plan.

The Houston Independent School District is the largest school district in Texas and the eighth-largest in the United States, with 276 schools and nearly 197,000 students. The 333-square-mile district is one of the largest employers in the Houston metropolitan area, with more than 27,000 employees.

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