

HISD PRESS RELEASE

Official HISD Survey of Teachers: 96 Percent Intend to Return to HISD Next School Year

March 4, 2024 - The majority of teachers in the Houston Independent School District (HISD) have made the choice to stay and teach in HISD's high-performance, student-focused culture in the 2024-2025 academic year. Each year, HISD surveys teachers about their plans for the coming school year. This year, 93 percent of HISD teachers, or 10,230 teachers, responded to the survey-more than in previous years. Of those who completed the questionnaire, 96 percent said they want to continue teaching in HISD. In addition, roughly:

- 97 percent of teachers who work at a New Education System (NES) campus want to stay in the NES.
- 90 percent of teachers who work at a non-NES campus that is joining the NES in the fall want to stay at the same campus.
- 14 percent of teachers who work at a non-NES school want to transfer to an NES campus.

"These numbers clearly show our teachers are dedicated to their students and want to be a part of the most important transformation effort in the country," **said Superintendent Mike Miles**. "We've said that HISD is building an elite team. As part of the survey, we shared our new [Employee Value Proposition](#) that outlines why the District is a uniquely great place to work and what we expect from our employees. The 96 percent of teachers who want to stay in HISD see what we offer that other districts don't."

HISD provides higher-than-average compensation for teachers-and the District's NES schools, in particular, offer some of the highest teacher compensation packages in the nation. In the NES, compensation is differentiated based on the subject and grade level taught as well as rigorous teacher and leader evaluations. Salaries for high school NES teachers, for example, start at \$82,816, and go up to \$88,816 for a teacher with five or more years of experience. This not only makes a difference for teachers today, it helps them plan for a secure retirement.




In addition, NES campuses receive extra resources and have a staffing structure that supports better work-life harmony and helps teachers focus on their core work. Schools also use a specific instructional model designed to ensure all students get the targeted support they need.


"When it comes to student success, nothing matters more than the teacher in the classroom-and we're so pleased that our HISD teachers want to stay here with us," **said Chief Human Resources Officer Jessica Neyman**. "We know how hard our teachers work, and we are committed to supporting them so they can support their students."

"HISD is planning for a strong upcoming school year and is looking for additional talented teachers and other professionals for our team. If you're an effective educator or one who's ready to join a high-performance culture and grow in your craft, we want you in HISD."

For details on upcoming hiring events, to learn about career opportunities with HISD, or to apply online, visit HoustonISD.org/Careers.

The Houston Independent School District is the largest school district in Texas and the eighth-largest in the United States, with 276 schools and approximately 185,000 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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