
We believe that HISD can offer teachers one of the most rewarding, fulfilling professional opportunities in Texas.

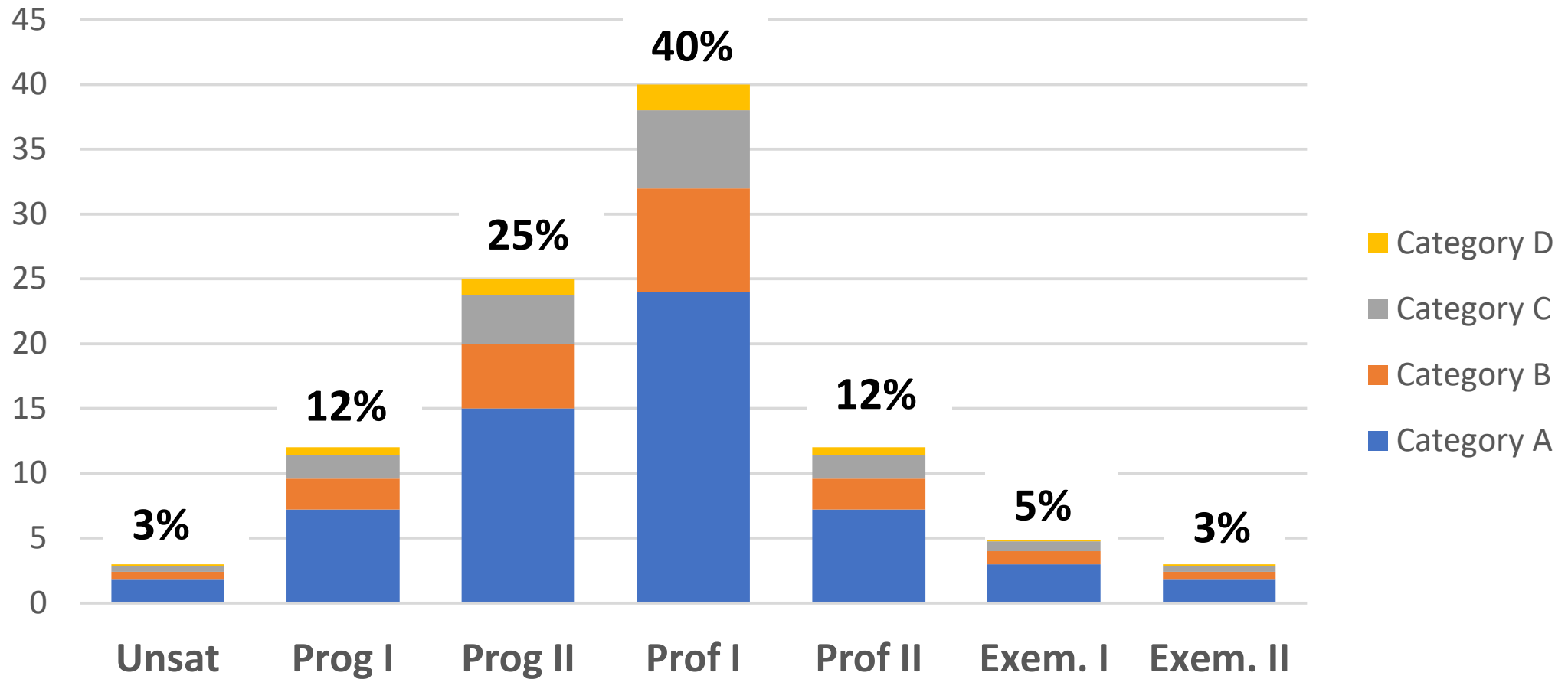
If you are an effective teacher, or one that is willing to grow as an educational professional, and you want to be part of a high-performance culture engaged in the most important work of our time, then we want you on the team.

SY24-25 OPPORTUNITIES FOR HISD TEACHERS

I Teach at a NES School:

- Earn compensation at some of the highest levels in Texas!
- Current HISD teachers can apply to teach at NES schools via the intent to return process (due March 1st). We will confirm eligibility via the MOY NES Proficiency Screening 1, and selected teachers will be notified of their SY24-25 position no later than April 19th. As long as these employees maintain performance on the EOY NES Proficiency Screening 2, no further action is needed.
- There will be another opportunity to apply to teach at NES via the EOY NES Proficiency Screening 2 – but your best opportunity to secure a position is now!

As a reminder, we utilize a targeted distribution when measuring teacher effectiveness.





Goal for NES Schools in 2024-2025:

75% → **Proficient and
above**

25% → **Progressing II
or new teachers**

× **Unsat or
Progressing I**

How will the Screenings determine if I am eligible to teach at NES?

If a teacher...

- ✓ Passes their **professionalism check** (scores Proficient or higher on $\frac{3}{4}$ T-TESS Domain 4 dimensions).
- ✓ Scores Proficient or higher on their **MOY Quality of Instruction** (average of highest 4 spots to-date)
- ✓ Scores Proficient or higher on their **MOY Student Achievement** (based on T-TESS achievement objectives)

... then they are automatically eligible to teach at NES!
(part of the 75%)

Important exception: If a teacher is Progressing II on Quality of Instruction OR Student Achievement, and at least Proficient on the other, they are also eligible.

SY24-25 OPPORTUNITIES FOR HISD TEACHERS

2 Teach at a non-NES School:

- We want to identify and reward our effective teachers at non-NES schools as well!
- If you return to teach at HISD at a non-NES school, and you score Progressing II or higher at the EOY non-NES Screening 3, you will receive a performance incentive!

Proficient I or higher = \$2,000 retention incentive

Progressing II = \$1,000 retention incentive

And remember!



**Proficiency
Screening**



**Teacher
Evaluation**