Houston ISD
Board of Managers
What is the process for appointing a Board of Managers?

March 15

Application

Preliminary Applicant Screening

Training

Interview

BOM Appointment

June 1

Houston legislative delegation opportunity to provide feedback regarding applicants
2019: Application & Selection Process

What was the process in 2019?

Application & Engagement

- Application
- Community Listening Sessions & Informationals*

Preliminary Applicant Screening

- Applicant Review
- Community Reference Check
- Background check

Training

- Phone Interview Screening
- Interview Screening
- Phone Interview*
- Performance Task*
- In person Interview
- Detailed Training*

Houston legislative delegation opportunity to provide feedback regarding applicants

*Denotes components unique to the HISD application and selection process
What has happened so far?

- The **first application window** closed on April 6, 2023.

- 374 applications were submitted.

Houston legislative delegation opportunity to provide feedback regarding applicants.
Applications came from Houstonians of all backgrounds.

TOTAL APPLICATIONS

- **Applications within HISD Boundaries**: 345 (92.2%)  
- **Applications from parents of current/former HISD students**: 232 (62.0%)  
- **Applications from individuals who previously attended an HISD school**: 136 (36.3%)  
- **Applications from individuals who worked as a teacher and/or for a school system**: 238 (63.6%)
Breakdown of Applications by Trustee District

- District I: 14%
- District II: 9%
- District III: 4%
- District IV: 18%
- District V: 15%
- District VI: 7%
- District VII: 13%
- District VIII: 10%
- District IX: 11%
What’s next?

- **Preliminary applicant screening** of the existing 374 application pool moves forward.
- TEA is opening a **second application window (closing April 20)** to allow more Houstonians to consider serving students, families, and the Houston community.
- Lone Star Governance training for **all applicants**.
Board of Managers Information
What is a Board of Managers?

- Appointed by TEA Commissioner
- Has the powers and duties of elected Board of Trustees
- Members live inside the boundaries of Houston ISD
- The local Board of Managers governs the district, not TEA
- Board of Managers appointments are not permanent
What happens to the elected board?

- Authority is removed but trustees remain elected officials
- Board elections continue; Election timelines and processes will remain the same
- Houston ISD Board of Trustees to be invited to serve in advisory capacity to Board of Managers
- Houston ISD Board of Trustees to be invited to participate in community committees e.g., a bond advisory committee
- **Supporting all campuses**: HISD will not have any multi-year failing campuses

- **Meeting the needs of all students**: HISD’s Special Education program will operate in compliance with legal requirements

- **Effective Board Governance**: Board procedures and conduct meets a focus on student outcomes
Timeline for Return to Elected Trustee Control

**Board of Managers Placement**

- **Announce Transition Timeline**
- **Extend placement for up to 2 years**

**Commissioner must:**

- **Board of Trustees transition begins.**
  - 1/3 of Board of Managers replaced with trustees

- **Board of Trustees begins 2nd transition.**
  - 1/3 of Board of Managers replaced with trustees

- **Board of Trustees begins final transition.**
  - 1/3 of Board of Managers replaced with trustees

Exit criteria are typically announced at the time of placement

6 Managers / 3 Trustees

3 Managers / 6 Trustees

0 Managers / 9 Trustees

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*Per Tex. Educ. Code § 39A.208(c), Commissioner’s decision to extend placement depends on local feedback as to whether sufficient academic progress has been made.*

**Per Tex. Educ. Code § 39A.209(a), board of managers required to continue until the campus which serves as a basis for the appointment has an acceptable academic performance rating for two consecutive years.*

^ Transition structure assumes 9-member board of managers
Questions?