Core Initiative Update

January 28, 2011
1 Effective Teacher in Every Classroom

• Last year, we were beginning to:
  – Design new appraisal criteria, process, and usage guidelines
  – Design new support and development processes
  – Refine recruitment and staffing practices

• We’ve since:
  – Launched the new system, training more than 880 appraisers and 1100 teachers and made adjustments based on feedback along the way
  – Deployed our team of more than 130 Teacher Development Specialists and created a new Professional Support and Development website
  – Initiated the design of our new Career Pathways and Compensation initiative

• Next steps:
  – Improve technology solutions
  – Expand breadth of support to teachers
  – Accelerate hiring timeline
Effective Principal in Every School

• Last year, we were beginning to:
  – Design and implement a new leadership pipeline
  – Establish partnerships with state and local institutions
    • University of Texas
    • Rice University
    • University of St. Thomas
  – Design a new school leadership appraisal system

• We’ve since:
  – Developed 15 cohorts of future and current school leaders
  – Launched 4 cohorts with university partners
  – Developed six new courses designed to support principal decision-making with staffing issues
  – Designed innovative opportunities
    • Strategic Marketing course, the Jones School of Business at Rice University
Effective Principal in Every School

Next steps:

- Develop and train campus administrators targeting leadership responsibilities and practices aligned to new evaluation
- Design and launch an intensive 4-week summer institute for new and emerging leaders
- Research and design a Career Pathways and Compensation initiative for high-performing principals
- Hold summer conference for campus leadership teams
Rigorous Instruction and Supports

• Last year, we were beginning to:
  – Initiate efforts to increase equity in access
  – Conduct impact assessments of projected budget shortfall

• We’ve since:
  – Set record progress reducing the dropout rate to 12.6% and increasing the graduation rate to 74.3%
  – Continued to increased the rigor of instruction
    • 2011 College Board Inspiration Award
    • 2011 Newsweek Best High Schools list
    • Standards-based curriculum
    • Tracking magnet school applications
3 Rigorous Instruction and Supports

Next steps:
- STAAR administration
- Prepare for budget process
- Continue development of robust literacy curriculum and instructional practices
- Continue professional development in support of rigorous instruction
  - Spring AP Seminar at Rice Univ. to 250 Pre-AP\AP teachers
  - Response to Intervention
- Plan for summer activities
Data-Driven Accountability

• Last year, we were beginning to:
  – Address the lack of application alignment
  – Pursue E-Rate funding
    • Aging network and systems infrastructure
  – Evolve from a software-driven IT organization
  – Reconcile multiple data systems on incompatible platforms
  – Strategize solutions to answer organizational lack of IT or data governance
  – Pursue a data warehouse and data integrity model
  – Tackle deficient, fundamental IT security practices
  – Institute a continuous project management framework
Data-Driven Accountability

We’ve since:

- Received commitment from E-Rate, $68 Million for infrastructure
- Restructured and aligned into an information-oriented organization
  - IT Security, Ed. Solutions, Business Solutions, Information, Assessment and Analytics, Research and Evaluation
- Instituted an information management focus
- Kicked off IT/Data governance framework efforts
- Initiated work in support of the data warehouse
  - Infrastructure re-architecture, network reimplementation & system upgrades
- Implemented various IT Security programs
- Created Project Management Office
Data-Driven Accountability

- We’ve since:
  - Identified challenges to be monitored
    - No set standards to date for TAKS to STAAR/EOC
    - Proliferation of mobile devices
    - Inconsistencies of data across the district
    - Process for keeping enterprise systems current and IT obsolescence/migration plan
    - Blending of technology with education strategies
    - Ongoing need for IT staffing
    - Support of legacy analog telephone systems
Data-Driven Accountability

**Next steps:**
- Set priority of IT projects
- Continue to modernize the network for capacity and availability
- Virtualization
- Continue on path to building Data Warehouse Business Intelligence (DW/BI) dash boards
- Develop education platform migration strategy
- Prepare for EOC and STAAR
- Conduct blended learning pilot
Culture of Trust through Action

• Last year, we were beginning to:
  – Complete the redesign of website’s main pages
  – Select first cohort of schools to begin transition to SchoolWires
  – Develop guidelines for African American Advisory Council and Latino Advisory Council
  – Revamp HISD-TV News update
  – Hold ongoing meetings with principals, ad hoc principals group and strategic partners
Culture of Trust through Action

• We’ve since:
  – Improved the communication infrastructure
    • Built the architecture for a new district website
    • 47 schools are live on SchoolWires
    • Launched social media channels with growth plan
  – Enhanced our community engagement
    • Launched African American Advisory Council and Latino Advisory Council
    • Held Community Conversations across district
    • Produced parent informational videos, series for parents of Special Education students
    • Distributed first issue of parent newsletter
    • Served 45,000 students at Back-to-School Fest
    • Conducted webinars for principals
    • Created 33 Professional Development videos
  – Evaluated and recalibrated our efforts
    • Assessed Communications practices with representatives from departments
We’ve since:
  - Identified challenges to continually monitor
    • Transitioning of all departments to new Content Management Systems (CMS)
    • North Forest merger
    • Balancing between over- and under-communicating

Next steps
  - Plan for STAAR
    • Next wave of STAAR communications
    • Initialize “Time 2 Talk” parent meeting toolkit with first installment on STAAR
  - Develop a strong brand identity
  - Continue outreach and engagement
    • Train departments and schools on creating/maintaining web, social media presence
    • Rollout online resources/guides/protocols to improve consistency, customer service
    • Host training/webinars on wide range of topics