

Constraint Progress Measure 1.3

February 9, 2023



Glossary: Overall Terms

Abbreviation	Meaning
BOY	Beginning of Year
MOY	Middle of Year
EOY	End of Year
EB/EL	Emergent Bilingual/English Learner
SWD	Students with Disabilities
PEIMS	Public Education Information Management System

Glossary: Constraint 1 Specific Terms

Abbreviation	Meaning	Relevant to
TADS	Teacher Appraisal and Development System	1.3
HRIS	Human Resources Information System	1.3

The Superintendent will not allow the District to operate without a system to recruit/employ strong teachers, who meet the needs of students needing the most support.

Superintendent's Response:

- CPM 1.3 reflects a new data set each year, as it refers to a new cohort of teachers hired in previous year
- New programming implemented as response to Employee Survey including wellness programs and employee recognition opportunities.
- Increase targeted supports for newly recruited teachers at the identified campuses
 - Support from the Alternative Certification Program and Teacher Career Development teams
 - Personalized outreach to newly recruited teachers
 - Talent and Schools Offices will provide extra support to the principals as they develop a plan based on feedback provided by their staff
- *World-Class Talent* commitment of the strategic plan
 - *Compensation & Culture*: Average teacher raise of 11% in August 2022
 - *Growing Talent*: Grow Your Own program
 - *Recruitment & Hiring*: expanding Opportunity Culture to a second cohort of schools, moving hiring timelines earlier, increasing support for principals around talent management

Constraint Progress Measure 1.3, February 2023

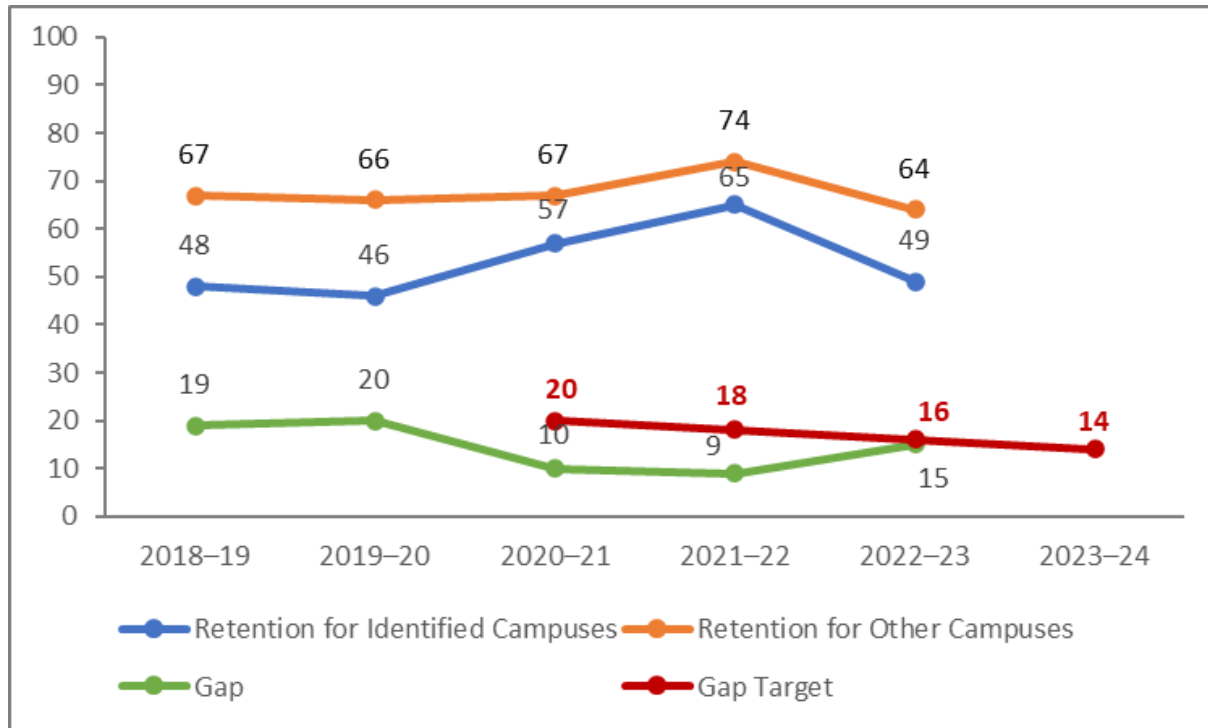
Retention of Strong Teachers

Met Target

The gap in retention rates of newly recruited teachers between identified campuses and other HISD campuses will decrease six percentage points from 20 percent during the 2019–2020 school year in June 2019 to 14 percent during the 2023–2024 school year in June 2024.

- *HRIS Teacher Rosters*
- *The gap is the gap in same campus, newly recruited teacher, one year retention rates between campuses identified with the highest five-year average turnover rate for new teachers and all other campuses. A newly recruited teacher that moves to a different campus in the district is not counted as retained. A list of the twenty-five identified campuses is provided on the next page.*

Campus Retention Rates of Newly Recruited Teachers



Identified Campuses	
Attucks Middle School	Lawson Middle School
Baylor College of Medicine Academy	Marshall Elementary
Elmore Elementary School	Milne Elementary
Fondren Middle School	Mitchell Elementary
Gregory-Lincoln Ed Ctr	North Forest High School
Hartsfield Elementary	Oates Elementary
Henry Middle School	Paige Elementary
H S Ahead Academy	Revere Middle School
Highland Heights Elementary	Thomas Middle School
Hilliard Elementary	Welch Middle School
Holland Middle School	Woodson School
Kashmere High School	Young Elementary
Las Americas	

Calculation: $Retention\ Gap = \frac{\#\ of\ Retained\ 1st\ Year\ Teachers\ at\ Identified\ Campuses}{\#\ of\ 1st\ Year\ Teachers\ at\ Identified\ Campuses} - \frac{\#\ of\ Retained\ 1st\ Year\ Teachers\ at\ Other\ Campuses}{\#\ of\ 1st\ Year\ Teachers\ at\ Other\ Campuses}$

WORLD-CLASS TALENT COMMITMENT

Compensation & Culture	<u>If we...</u> Offer an inviting, rewarding workplace...
Growing Talent	<u>If we...</u> Build clear instructional career pathways...
Recruitment & Hiring	<u>If we...</u> Perform our core talent work more effectively...

Then... Significantly more excellent, representative staff will be recruited and retained on Team HISD.

BOARD GOALS ALIGNMENT

SUB-COMMITMENT	EARLY READING	EARLY MATH	CCMR	EXCEPTIONAL STUDENTS
Compensation and Culture	✓	✓	✓	✓
Growing Talent	✓	✓	✓	✓
Recruitment and Hiring	✓	✓	✓	✓

SUPERINTENDENT'S CONSTRAINTS



CONSTRAINT 1

The Superintendent will not allow the District to operate without a system to recruit/employ strong teachers, who meet the needs of students needing the most support.

SUB-COMMITMENTS & INITIATIVES

Compensation & Culture

Competitive Base Compensation: Ensure every HISD employee receives a competitive compensation package.

Recognizing Greatness: Provide incentives for high-performing staff, especially in higher-need content areas/schools.

A Great Place to Work: Foster community among employees, connecting to mission, service, and core values.

Growing Talent

Educator Effectiveness: Implement new systems to assess and provide consistent feedback to teachers.

Grow Your Own Programs: Provide future teachers with skills, knowledge, and certification to lead as teachers.

Opportunity Culture: Adopt innovative staffing models that help educators develop their skills and expand their impact.

Recruitment & Hiring

Earlier Hiring: Move hiring timelines earlier and make processes faster and friendlier.

Bigger, Bolder Recruitment: Share a compelling story of HISD and expand recruitment activities.

Strategic Talent Management: Provide proactive and strategic support to principals and other hiring managers.

EDUCATOR EFFECTIVENESS INITIATIVE

- Transitioned to using the T-TESS instructional framework/rubric, used for **2 formal observations** and **2 formal walkthroughs**
- Instructional practice scores come from ratings of **two rubric domains:**
Instruction and Learning Environment
- **5 summative ratings** beginning in SY 2023-2024: teachers with the top rating may earn a Teacher Incentive Allotment designation



RECOGNIZING GREATNESS INITIATIVE

- **Applying in April** for the Teacher Incentive Allotment (TIA)
- TIA will **increase funding for teacher compensation**
- All campuses will be included; identified campuses will have **higher average TIA pay rates**
- Recognizing the **collaboration that supports student learning**, 20% of funds will be distributed to other teachers and teaching assistants at schools with TIA-designated teachers



OPPORTUNITY CULTURE INITIATIVE



- Prioritized Progress Measure 1.3 schools : they were **four times more likely** to be included in Cohort 1
- **Five identified schools** are implementing: Attucks MS, Highland Heights ES, Marshall ES, North Forest HS, and Patrick Henry MS
- Opportunity Culture models:
 - Reach more students with **excellent teachers** and their teams
 - **Pay teachers more** for extending reach
 - Fund pay within **regular budgets**
 - Provide protected **in-school time** and clarity about how to use it for planning, collaboration, and development
 - Match **authority and accountability** to each person's responsibilities

Thank you

Date: 00/00/2014

Presenter:

First and last name

Title

