DESTINATION 2035

A NEW EDUCATION SYSTEM

The Last Generation

This is the last generation of children that will go through public education before the skills gap is locked in for the next 30 years.
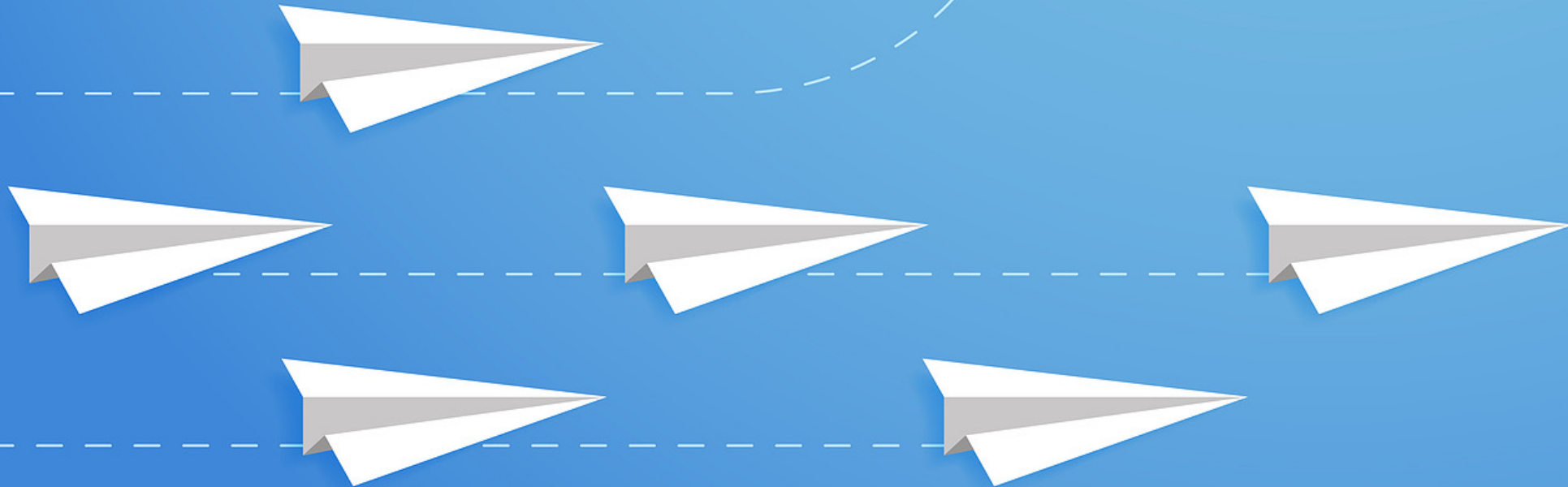
Wholescale systemic reform

Wholescale systemic reform builds a new system based on different design principles and includes comprehensive and far-reaching changes implemented across an entire system or organization to significantly improve outcomes or achieve different outcomes.

HISD Vision

By the year 2030, HISD will implement wholescale systemic reform of 150 schools to significantly narrow achievement gaps and prepare all students for Year 2035 workplace and world.

A systems problem: how to conduct wholescale systemic reform in an underperforming and highly decentralized school district.

What is NES?

- Wholescale, systemic transformation
- 85 schools; 130 next year
- Unique instructional model
- Hospital model compensation
- Teacher apprentices and learning coaches
- Higher salaries
- Grade level, differentiated curriculum
- On-the-job coaching
- Rigorous evaluation system
- Eliminating non-instructional tasks
- Dyad program – martial arts, photography, dance, graphic design, and more
- Student travel
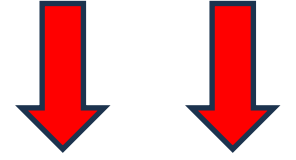
Students and teachers rose to the level of expectation

The NES model proved its strength in raising student achievement.

HISD STAAR COMPARISON 2023 and 2024
(Meets or Exceeds)

		State		State +/-		HISD		HISD +/-	HISD vs. State changes
		2023	2024			2023	2024		
Reading	3rd Grade	50	46	-4		41	40	-1	3
	4th Grade	48	49	1		38	45	7	6
	5th Grade	57	53	-4		47	50	3	7
	6th Grade	52	55	3		41	49	8	5
	7th Grade	55	52	-3		44	47	3	6
	8th Grade	58	54	-4		47	49	2	6
Math	3rd Grade	45	40	-5		38	39	1	6
	4th Grade	48	44	-4		41	42	1	5
	5th Grade	51	48	-3		43	47	4	7
	6th Grade	40	37	-3		29	32	3	6
	7th Grade	37	32	-5		28	29	1	6
	8th Grade	46	41	-5		28	35	7	12
Science	5th Grade	36	26	-10		27	22	-5	5
	8th Grade	47	42	-5		34	35	1	6
SS	8th Grade	31	31	0		23	24	1	1

HISD STAAR COMPARISON 2023 and 2024
(Meets or Exceeds)

		HISD		HISD +/-	NES/A Schools		NES +/-	Non-NES		Non-NES +/-	NES v. TX	Non-NES v. TX
		2023	2024		2023	2024		2023	2024			
Reading	3rd Grade	41	40	-1	31	34	3	45	42	-3	+7	+1
	4th Grade	38	45	7	27	35	8	42	48	6	+7	+5
	5th Grade	47	50	3	34	42	8	52	52	0	+12	+4
	6th Grade	41	49	8	23	33	10	49	55	6	+7	+3
	7th Grade	44	47	3	26	32	6	52	53	1	+9	+4
	8th Grade	47	49	2	28	33	5	54	56	2	+9	+6
Math	3rd Grade	38	39	1	28	35	7	42	41	-1	+12	+4
	4th Grade	41	42	1	31	32	1	45	46	1	+5	+5
	5th Grade	43	47	4	29	40	11	49	49	0	+14	+3
	6th Grade	29	32	3	14	22	8	35	36	1	+11	+4
	7th Grade	28	29	1	15	23	8	34	32	-2	+11	+1
	8th Grade	28	35	7	17	31	14	34	36	2	+19	+7
Science	5th Grade	27	22	-5	15	11	-4	31	26	-5	+6	+5
	8th Grade	34	35	1	21	20	-1	39	42	3	+4	+8
SS	8th Grade	23	24	1	10	8	-2	28	30	2	-2	+2

10

"The NES growth in one year in reading and math for grades 3 through 8 is incredible and likely the best single year improvement of any large urban district in the history of Texas."

Subject	Campus Number	Campus Name	NES Status	Division	Grade Tested	N Tested	% App+	% Meets+	% Masters	N Tested	% App+	% Meets+	% Masters	% App+	% Meets+	% Masters
Reading	252	Wainwright ES	23-24 NES/A	NORTH	All Grades Combined	174	56	21	7	138	74	43	12	18	22	5
Reading	252	Wainwright ES	23-24 NES/A	NORTH	3rd	59	44	17	3	46	70	46	20	26	29	17
Reading	252	Wainwright ES	23-24 NES/A	NORTH	4th	69	58	19	9	40	68	28	0	10	9	-9
Reading	252	Wainwright ES	23-24 NES/A	NORTH	5th	46	70	30	9	52	83	54	15	13	24	6
Math	252	Wainwright ES	23-24 NES/A	NORTH	All Grades Combined	174	48	12	3	143	70	37	10	22	25	7
Math	252	Wainwright ES	23-24 NES/A	NORTH	3rd	60	40	5	2	47	62	34	11	22	29	9
Math	252	Wainwright ES	23-24 NES/A	NORTH	4th	69	55	19	4	42	50	19	2	-5	0	-2
Math	252	Wainwright ES	23-24 NES/A	NORTH	5th	45	49	11	2	54	93	54	15	44	43	13
Science	252	Wainwright ES	23-24 NES/A	NORTH	All Grades Combined	45	44	11	0	53	49	19	2	5	8	2
Science	252	Wainwright ES	23-24 NES/A	NORTH	5th	45	44	11	0	53	49	19	2	5	8	2

We have strengthened our community schools.

We are developing staff capacity to deliver the best quality instruction of any large urban district

Avg. Teacher Salary 2022 - 2023

$68,250

Avg. NES Teacher Salary 2024 - 2025

$84,400

Middle School Teacher 2023-2024 Base Salaries *(revised 6 May 2023)*

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)
		Minimum	Maximum	
6th Grade ELA	2	$86,000	$111,000	$91,000
6th Grade Science of Reading	1	$86,000	$111,000	$91,000
6th Grade Math	2	$81,000	$106,000	$86,000
6th Grade Science	1	$81,000	$106,000	$86,000
6th Grade Art of Thinking	1	$83,000	$108,000	$88,000
6th Grade Social Studies	1	$74,000	$99,000	$79,000
7th Grade ELA	2	$84,000	$109,000	$89,000
7th Grade Science of Reading	1	$84,000	$109,000	$89,000
7th Grade Math	2	$81,000	$106,000	$86,000
7th Grade Science	1	$81,000	$106,000	$86,000
7th Grade Art of Thinking	1	$83,000	$108,000	$88,000
7th Grade Social Studies	1	$74,000	$99,000	$79,000
8th Grade ELA	2	$84,000	$109,000	$89,000
8th Grade Science of Reading	1	$84,000	$109,000	$89,000
8th Grade Math	2	$81,000	$106,000	$86,000
8th Grade Science	1	$81,000	$106,000	$86,000
8th Grade Art of Thinking	1	$83,000	$108,000	$88,000
8th Grade Social Studies	1	$74,000	$99,000	$79,000
Elective teachers	4	$65,000	$90,000	$70,000
Reading Interventionist	0	$85,000	$110,000	$90,000
ELD interventionist	1	$85,000	$110,000	$90,000
Learning Coach	7	$55,000	$80,000	$54,000
Teacher Apprentice	5	$68,000	$93,000	$64,000

Increased non-NES teacher salaries

Avg. Teacher Salary
2022 - 2023

$68,250

Avg. Non-NES Teacher
Salary 2024 - 2025

$70,600

Increased average teacher salary by over $9,000 in one year

2022 - 2023
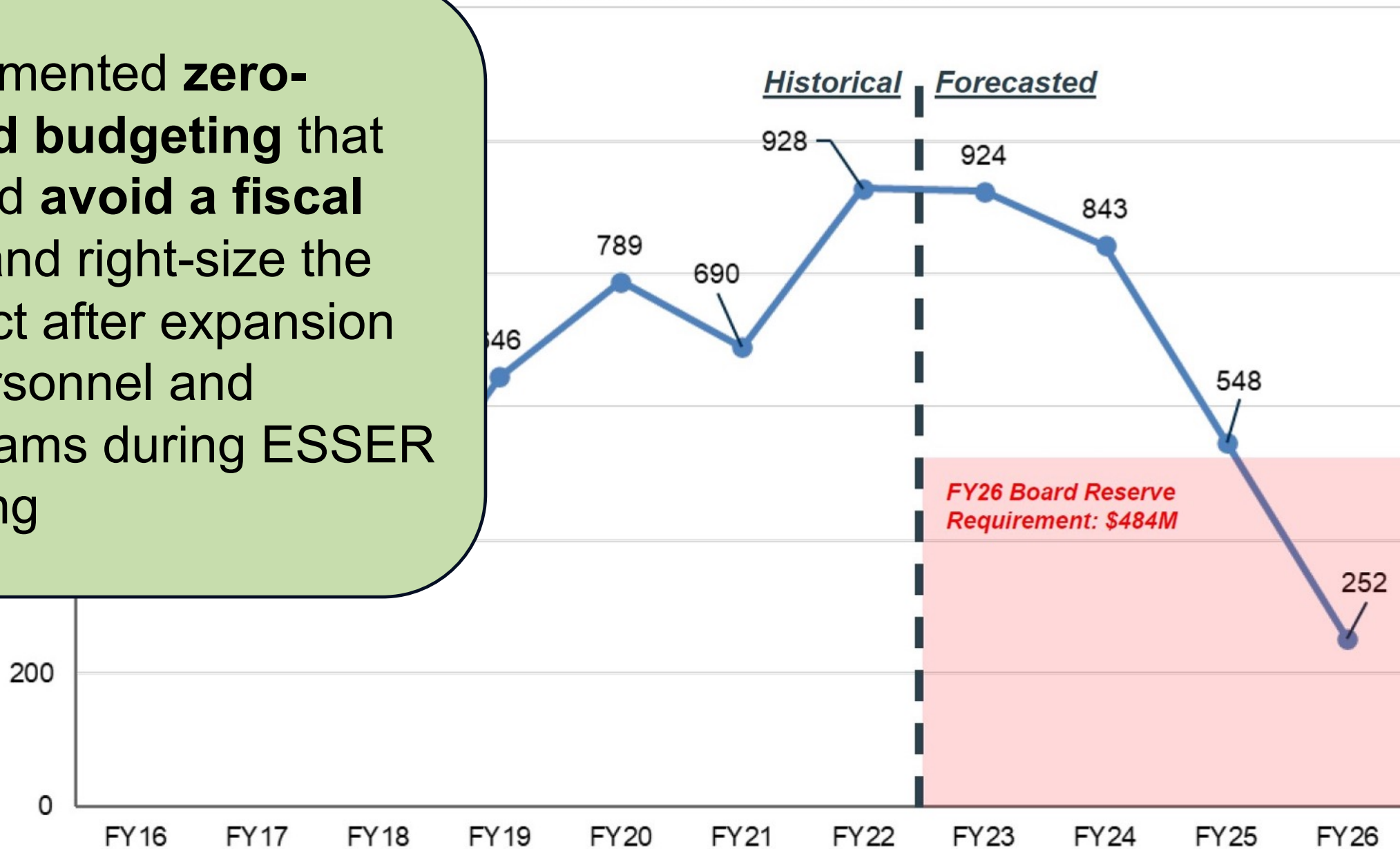
All teachers

$68,250
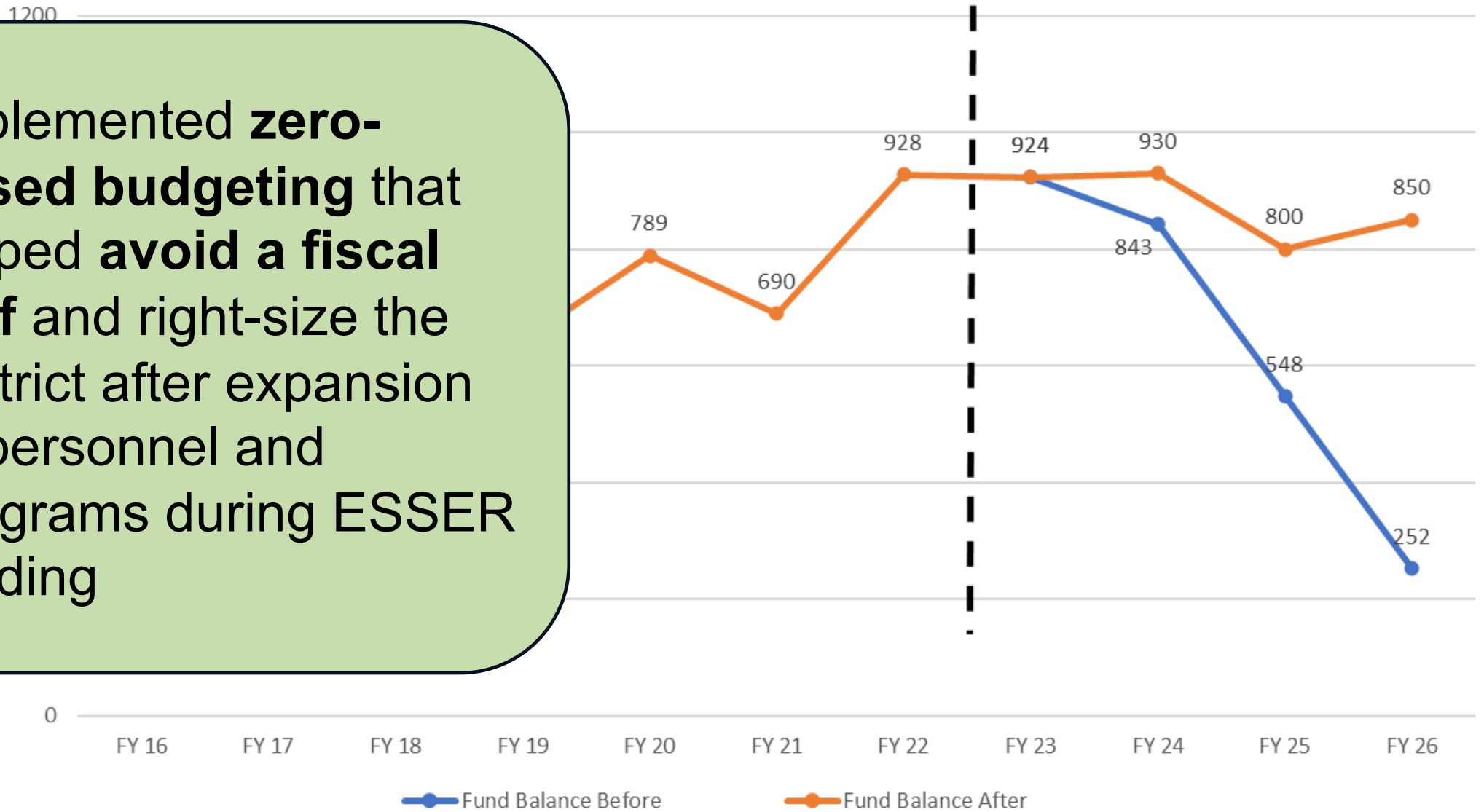
2024 - 2025

All teachers

$77,300

Total Available Fund Balance

Implemented **zero-based budgeting** that helped **avoid a fiscal cliff** and right-size the District after expansion of personnel and programs during ESSER funding
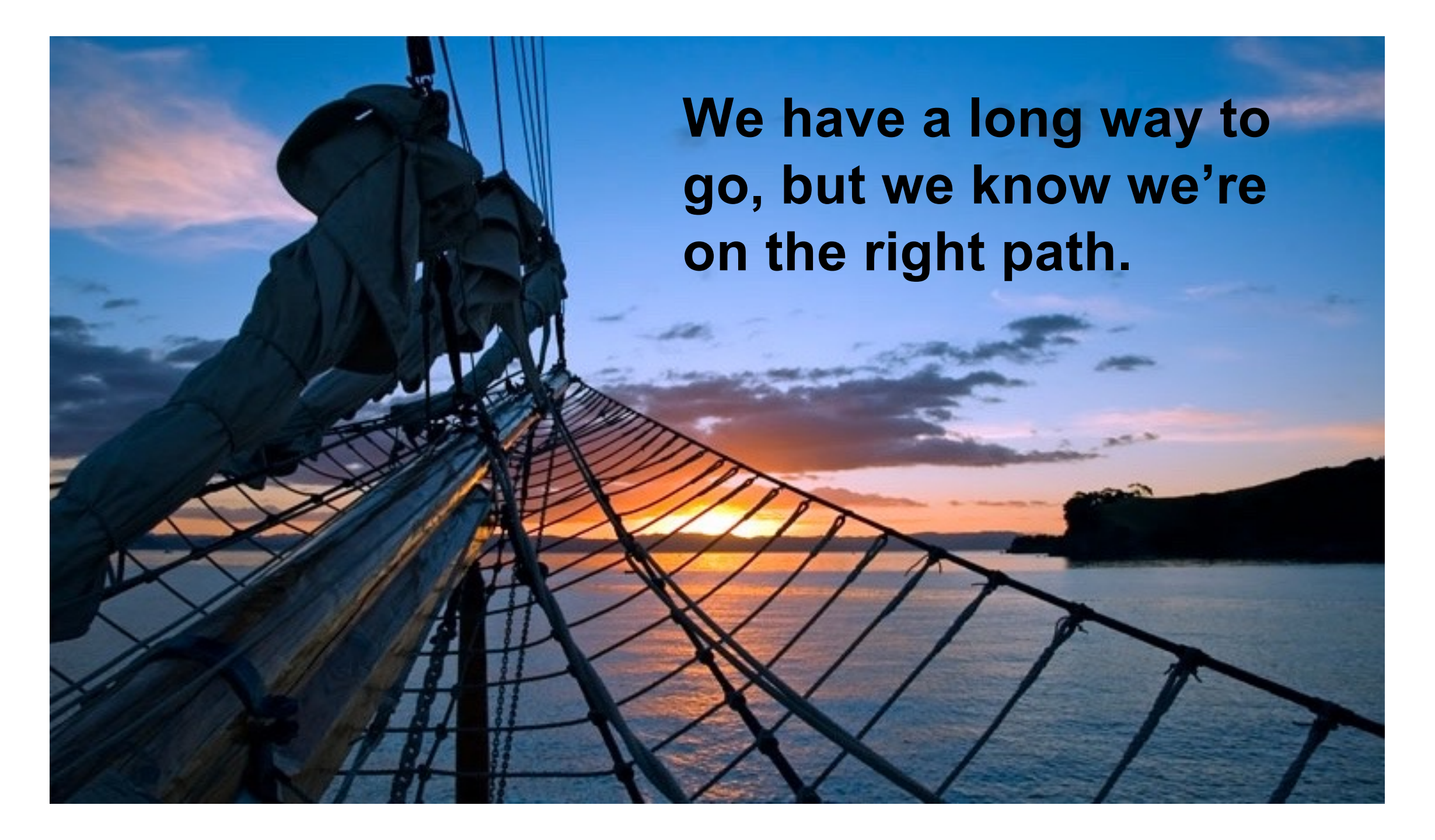
Historical | *Forecasted*

928
924
789
843
690
646
548
252

FY26 Board Reserve Requirement: $484M

200
0

FY 16 FY 17 FY 18 FY 19 FY 20 FY 21 FY 22 FY 23 FY 24 FY 25 FY 26

Fund Balance Trend (in millions)

Implemented **zero-based budgeting** that helped **avoid a fiscal cliff** and right-size the District after expansion of personnel and programs during ESSER funding

1200

789

690

928

924

930

843

800

850

548

252

0

FY 16   FY 17   FY 18   FY 19   FY 20   FY 21   FY 22   FY 23   FY 24   FY 25   FY 26

Fund Balance Before   Fund Balance After

We have a long way to go, but we know we're on the right path.

"It's not possible!"

"No, it's necessary."

from the movie,
Interstellar