

HISD

ALL STAFF

Employee Value Proposition

DEAR HISD TEAM MEMBER:

HISD is undergoing the largest and most comprehensive public education transformation effort in the country. It has already begun the work to become the first large urban district to significantly narrow achievement gaps *and* prepare students for a Year 2035 workplace and world.

If you are an effective leader, committed and dedicated education professional, or willing to grow, and if 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.

At the start of the 2024-2025 school year, nearly half of our 273 schools are in the process of whole-scale, systemic reform, using HISD's New Education System ("NES") principles. The District's remaining schools, while enjoying autonomy based on their historical performance, continue to adopt new practices that significantly improve the quality of instruction and help prepare students for a workplace that sets a premium on critical thinking and technological skills.

Students in our schools receive excellent instruction every day. Teachers are the most critical component of the District's transformation. Principals lead teams of trained professionals tasked with making sure every student is proficient in core skills, experiences the arts, science and technology, and engages in the global marketplace of ideas in our classrooms. They are an elite team of educators.

The district needs many different people to ensure this elite team can singularly focus on improving student outcomes. It needs counselors, nurses, custodians, analysts, nutritionists and cafeteria staff, bus drivers, HR and IT experts, police, attorneys, communication professionals, community connectors, and accountants, and more. We are a complex organization of nearly 25,000 people and our 273 schools will excel when we work on their behalf.

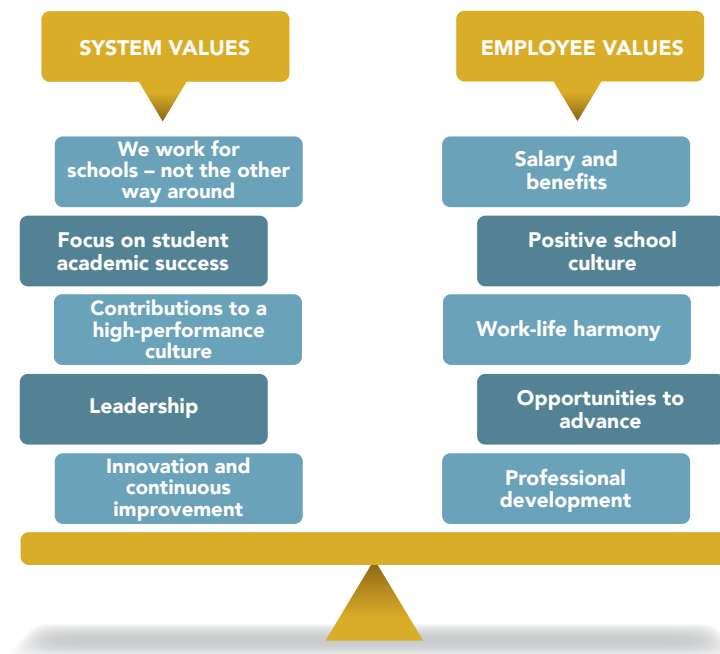
Being on an elite team begins with choices – you must choose to be on the team, and we must choose you.

If you are an effective leader, committed and dedicated contributor, or one who is willing to grow as an educational professional, and if 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.

As a District, we can offer you an employee value proposition that is unlike any other. We want you to understand the benefits and expectations of working at HISD, and we want you to make a choice that is aligned with your values and our shared district values. To ensure you can make an informed decision, we want you to understand

our expectations and the core principles that govern how HISD operates.

HISD's Compensation Plan outlines benefits and salaries, which are competitive to those of surrounding districts. We have reorganized central office operations to address every task possible so that principals can be the instructional leaders we need them to be. We have high expectations for everyone, and we focus on creating a high performing culture.



In our employee value proposition, creating a high-performance culture is a value for both sides of the balance. Here is how a high-performance culture manifests itself in HISD for leaders:

- We expect all employees to continuously improve.
- We expect leaders (even those who may be not immediately connected to a school) to reinforce the district’s vision for high quality instruction – in every class, every day.
- All district-based staff will understand that we work in service of schools – not the other way around.
- District-based staff will receive feedback regularly and consistently, most often from a direct supervisor. Leaders in HISD have used the analogy of a coach on a football field. The feedback in such a scenario is usually immediate, and if players in practice are not executing plays correctly, they are coached during practice so they can improve and the entire team benefits.

- We expect people to be on time and leaders to manage time well.
- We expect staff district wide to abide by the attendance policy and regulations, and we equitably enforce the policy. The District will reinforce the importance of showing up for our colleagues and students and will consistently enforce the attendance policies and regulations.
- We expect leaders and all staff to act and speak professionally and to try to solve problems and address concerns in a productive manner.
- We expect everyone to hold themselves accountable for meeting expectations. We expect leaders to provide the necessary support to remove barriers to success. Accountability without support leads to a climate of fear, but accountability with great support will lead to a high-performance culture. In a high-performance culture, people are held accountable, but also have the support they need to meet high expectations.

We hope this overview of our employee value proposition explains what we mean by a high-performance culture and provides clarity around both our commitments and our expectations. We recognize too that an environment of high expectations and a high-performance culture can be stressful for some people and that many will choose to work elsewhere. But it is a choice – and if you choose to work for HISD, you must own your choice and rise to the challenge. For our part, we will provide strong

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This document provides an overview, but the specific conditions of your employment will be governed by the entirety of your employment contract, district policies and regulations, and

the Employee Handbook. These items also govern avenues for healthy professional debate and specific ways for employee voices to be heard, including taking advantage of HISD's staff grievance policy.