

DISCUSSION AND REPORT ITEMS:**Agenda Item 1: Acceptance Of Board Monitoring Update:
Presentation Of Goal 3 And Progress Measures 3.4, And 3.5 And Goal
4 Progress Measures 4.1, 4.2, And 4.3 • September 2025 Monitoring
Report**

1. Which industry-based certifications (IBCs) are most popular, and how do they align with high-demand/high-wage jobs in Houston's (regional/state) economy?

TEA publishes an approved list of Programs of Study and associated IBCs designed to ensure students are prepared for high-wage, in-demand, and high-skill careers in Texas. All HISD programs and IBCs align with TEA's published list. Additionally, HISD leverages employment data for Harris County to further identify regional high-wage, high demand careers and engages in an annual review process with campuses to update programs of study.

This year, TEA is going through a process to reevaluate the IBC list which may result to updates to their published recommendation. Additionally, HISD is conducting a deeper industry analysis at the regional level to review all programming and certifications we offer.

- For the class of 2025, the highest numbers of students attained the following IBCs:

Certification	Number Earned	Connection to Industry
Entrepreneurship and Small Business	807	This prepares students for general management and management analysis positions that are high-wage and high-demand.
Adobe Certified Professional in Visual Design Using Adobe Photoshop	507	This prepares students for graphic design and digital communications; marketing is a high-wage, high-demand sector.

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Microsoft Office Specialist Word and Microsoft Word Expert	397/285	These prepare students for careers in information technology, such as computer systems analysts and support specialists that are high-wage/high-demand.
ASE Refrigerant Recovery and Recycling:	301	This prepares students for careers in HVAC.
Certified Clinical Medical Assistant	273	This prepares students for careers in health; nursing, in particular, is high-wage/high-demand.
Autodesk Associate (Certified User) AutoCAD	241	This prepares students for careers in architecture and construction, which are high-wage/high-demand fields.
NCCER Core	237	This prepares students for careers in construction; project management, in particular, is high-wage and high-demand.
Elanco Fundamentals of Animal Science Certification:	217	This prepares students for careers in agricultural science; agriculture is a statewide high-demand/high-wage field and has moderate predicted growth in the Gulf Coast region (particularly in marketing roles).

This table has all IBCs earned for c/o 2022-2025, as pulled from On Data Suite (c/o 2025) and Cognos (c/o 2022-2024).

Goal 4, GPM 4.1: 4th - 8th Grade Special Education Students Domain 2A Part A Growth

2. While growth is being achieved and targets are being met, absolute proficiency seems to remain low. What is the ideal performance expectation for these students? What concrete steps are being taken to move beyond growth toward true proficiency in literacy and numeracy for SWDs? How will we address the underperformance of SPED Asian

students noted in reading growth (Figure 24, p. 43) How will professional development (outlined on p. 54) be measured for effectiveness?

The ultimate expectation is grade-level proficiency for all students, regardless of whether that student receives Special Education services. The expectation is not to lower the bar but close the achievement gap. Concrete steps to move towards proficiency include a focus on providing specially designed instruction aligned to that student's Individualized Education Plan (IEP), frequent progress monitoring with real time adjustments based on student data, and implementing inclusive practices for greater access to core curriculum. To address underperformance of Asian students receiving special education services, HISD plans to progress monitor at the campus level to support high quality instruction of students. It is also important to note the relatively small N size of this group: 98. Special Education Teachers are observed utilizing the SPOT observation form. Scores are reviewed to understand teacher proficiency and the effectiveness of professional development.

Agenda Item 2: Acceptance Of Board Monitoring Update: Presentation Of Constraint Progress Measures 2.1 and 2.2

1. In attachment, Slide 2 reference slide numbers 54, 55 don't match the attachment. To clarify the key takeaway, constraint 2.1 is pending because of the review of the one ARD meeting that missed the required timeline?

Yes, Houston ISD will be participating in the clarification process with Texas Education Agency.

2. Please share how the Special Education department is ensuring high quality and compliance as they work to increase the number of folders reviewed? How are these two attributes (high quality and compliance of folder reviews) monitored?

The Special Education Department uses a multi-pronged approach to address quality and compliance of individualized education programs (IEPs). The team uses a clear rubric for evaluating components of the IEP such as the IEP goals are aligned to the students area(s) of need. At the beginning of year professional development special education teachers were trained in the areas IEP Development and Transition Services. The unit teams who conduct the

reviews receive professional development as well as calibration sessions. Folders are reviewed based on random sampling. Results of the desk review are shared with campus administrators and unit teams provide targeted support to the campuses based on the results. This feedback loop allows the department to monitor trends, refine practices, and foster a culture of continuous improvement, ensuring that both quality and compliance remain central to the IEP review process.

CONSENT AGENDA:

Agenda Item 9: Approval Of Resolution Adopting Tax Rate And Levying Ad Valorem Taxes For Tax Year 2025 • Tax Rate Resolution

3. Is the proposed tax rate the same as the current tax rate?

No. Tax Compression decreased the tax rate by .0193 cents

Tax Rates	FY 2024–2025	FY 2025–2026	Change
Maintenance and Operations Tax Rate	\$0.7016	\$0.6823	(\$0.0193)
Interest & Sinking Tax Rate	\$0.1667	\$0.1667	\$0.00
Total District Tax Rate	\$0.8683	\$0.8490	(\$0.0193)

4. Why does the tax rate go down, but the tax rate resolution says, “This tax rate will raise more taxes for maintenance and operations than last year’s tax rate”?

This language is part of the tax code required for the resolution. The best way to explain this statement is through an example.

Tax Year 2024

Household value	\$200,000
Tax Rate	0.7016
Divided by 100	
Taxes generated	\$1,403

Tax Year 2025

Household value	\$225,000
Tax Rate	0.6822
Divided by 100	
Taxes generated	\$1,534

Houston ISD will raise more taxes from a household whose value increased even though the tax rate decreased.

Agenda Item 10: Approval Of Certification Waiver For Teachers, Counselors, And Assistant Principals For The 2025-2026 School Year

5. How many teachers, counselors, and assistant principals are covered in the proposed certification waiver? Are these individuals pursuing their certification? If yes - when will they earn it? If not, why?

As of September 5, 2025, the following staff members are pending submission for certification waivers:

- Teachers: 1004
- Counselors: 12
- Assistant Principals: 60

These counts reflect beginning-of-year (BOY) data and will increase as additional teachers are hired and become waiver-eligible. HISD maintains the expectation that all individuals on a waiver obtain full certification within two years. Staff who are not currently enrolled in an educator preparation program are notified of the requirement to immediately enroll.

Agenda Item 11: Authority To Negotiate, Execute, And Amend Agreements And/Or Interlocal Memorandums Of Understanding With Community Agencies, Residential Facilities, And Educational Service Providers For Appraisal, Related, Instructional, And/Or Consultant Services For Students With Disabilities

6. Please Clarify: Is the NTE Amount what has been changed to \$7.5 million for the 25-26 school year?

Yes.

Agenda Item 12: Approval Of Additional Bus Stops In Hazardous Walking Zone Areas For Fiscal Year 2025-2026 • Additional Bus Stops

7. Some listings lack a drop off location, such as Elmore ES, Knob Mountain Trail and North Wayside Drive. A few have a different drop-off location than pick-up location. One listing, Furr HS on page 3 has a row that is blank for drop off and pick up. Are these typos or intentional variances from the pattern of same location for drop off and pick up?

Blank means no assigned riders at that stop either AM or PM. The blank Furr HS stop location was reevaluated and removed from the list.

**Agenda Item 14: Approval Of Proposed Revisions To Board Policy
DBAA(LOCAL), Employment Requirements And Restrictions: Pre-Employment Reviews-Second Reading • DBAA(LOCAL), Second Reading**

8. How does this change district actions by removing “on an annual basis”? For those continuing in a position, how often shall criminal history record information be obtained?

Background checks are done continuously rather than annually. Therefore, “on an annual basis” does not accurately reflect our current process, hence the proposal to strike that language.

**Agenda Item 15: Approval Of Proposed Revisions To Board Policy
DC(LOCAL), Employment Practices-Second Reading • DC(LOCAL), Second Reading**

9. To clarify, what is the reason for the change to remove polygraph test option?

Polygraph examinations are not currently used in our employment practices; therefore, the proposed revision removes this outdated language from the policy.

**Agenda Item 18: Approval Of Proposed Revisions To Board Policy
DH(LOCAL), Employee Standards Of Conduct-Second Reading • DH(LOCAL), Second Reading**

10. Regarding report of child abuse, the law allows up to 48 hours to report. The proposed change requires that the report be filed within 24 hours.

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Please confirm that the 24-hour requirement is the District's conscious chosen policy as a result of the urgency of the matter.

This policy update is in response to SB 571 that was part of the most recent 89th Legislative Session. This bill updated the mandatory child abuse reporting timeline to 24 hours from the prior 48 hours. More information from TEA can be found here: [Required Misconduct Reporting and Notices \(SB 571\) and Liability of Public Schools and Professional School Employees \(HB 4623\) | Texas Education Agency](#)