HISD THREE YEARS OF TRANSFORMATION 2023-2026

IMPACT, RESULTS, OPPORTUNITY

Three years of growth are reflected in stronger student achievement, improved campus ratings, and expanded opportunities for students across Houston ISD.

HISD

This Report Reflects Data Available as of August 12, 2026.



HISD is implementing whole-scale systemic reform to significantly narrow achievement gaps and prepare all students for a Year 2035 workplace and world.

F. Mike Miles
Superintendent of Schools

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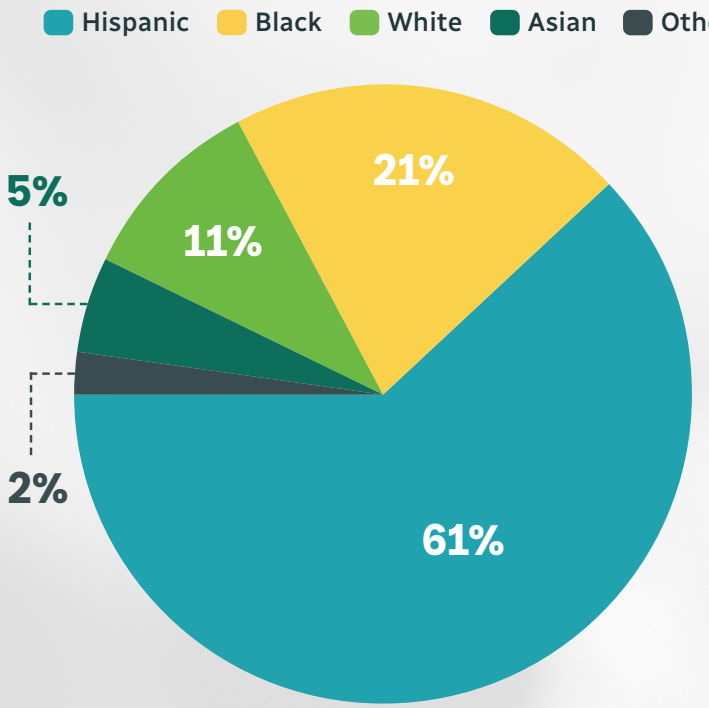
HISD At-A-Glance

Founded in 1924, Houston Independent School District is the largest public school district in Texas and the eighth largest in the United States. The District serves approximately 168,000 students across more than 260 schools and employs more than 22,000 people, including nearly 10,000 teachers. Reflecting the diversity of the City of Houston, Houston ISD students speak more than 100 languages and represent cultures from around the world.

In 2023, Houston ISD began a comprehensive transformation to improve student outcomes and address longstanding academic and operational challenges. At the time, the District trailed the state on every STAAR assessment, more than 50 campuses earned an F accountability rating, hundreds of teacher vacancies remained unfilled before the start of the school year, and the District faced a projected structural budget deficit of more than $520 million.

Over the past three years, Houston ISD has undertaken one of the nation's most comprehensive public school transformations—raising academic achievement, strengthening the teacher workforce, restoring financial stability, modernizing operations, and expanding opportunities that better prepare students for success in college, careers, and life.

168,000+ Students	264 Campuses	$2B Budget	23,500+ Employees



77% Economically Disadvantaged

37% Emergent Bilingual

13% Special Education

Source: Houston ISD Fall 2025 Public Education Information Management System (PEIMS) Snapshot Data.

We raised the bar, provided the support, and students delivered.



120→13

D & F-rated Schools



93→205

A & B-rated Schools

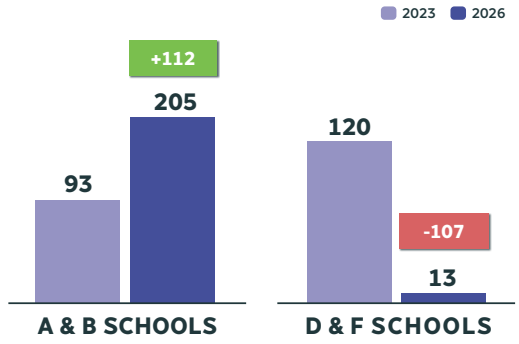


$15K

increase in Average Teacher Salary

One of the Nation's Most Significant Academic Turnarounds

Over the past three years, Houston ISD has undergone the most significant transformation in its history. These data highlight the progress made in student achievement, teacher investment, financial stability, operational performance, family support, and the strategic efforts that continue to raise student achievement and shape the District's future.



The dramatic improvement in campus accountability ratings reflects the impact of stronger instruction, higher expectations, and focused support across Houston ISD.

The number of A- and B-rated schools more than doubled in three years, growing from 93 campuses in 2023 to 205 campuses in 2026.

91 NES Campuses Rated A or B

The New Education System (NES) comprises 130 schools, the majority of which were rated D or F in 2023. By combining exceptional educators, intensive coaching, aligned curriculum, and additional classroom support, NES schools are producing some of the strongest academic gains in Texas.

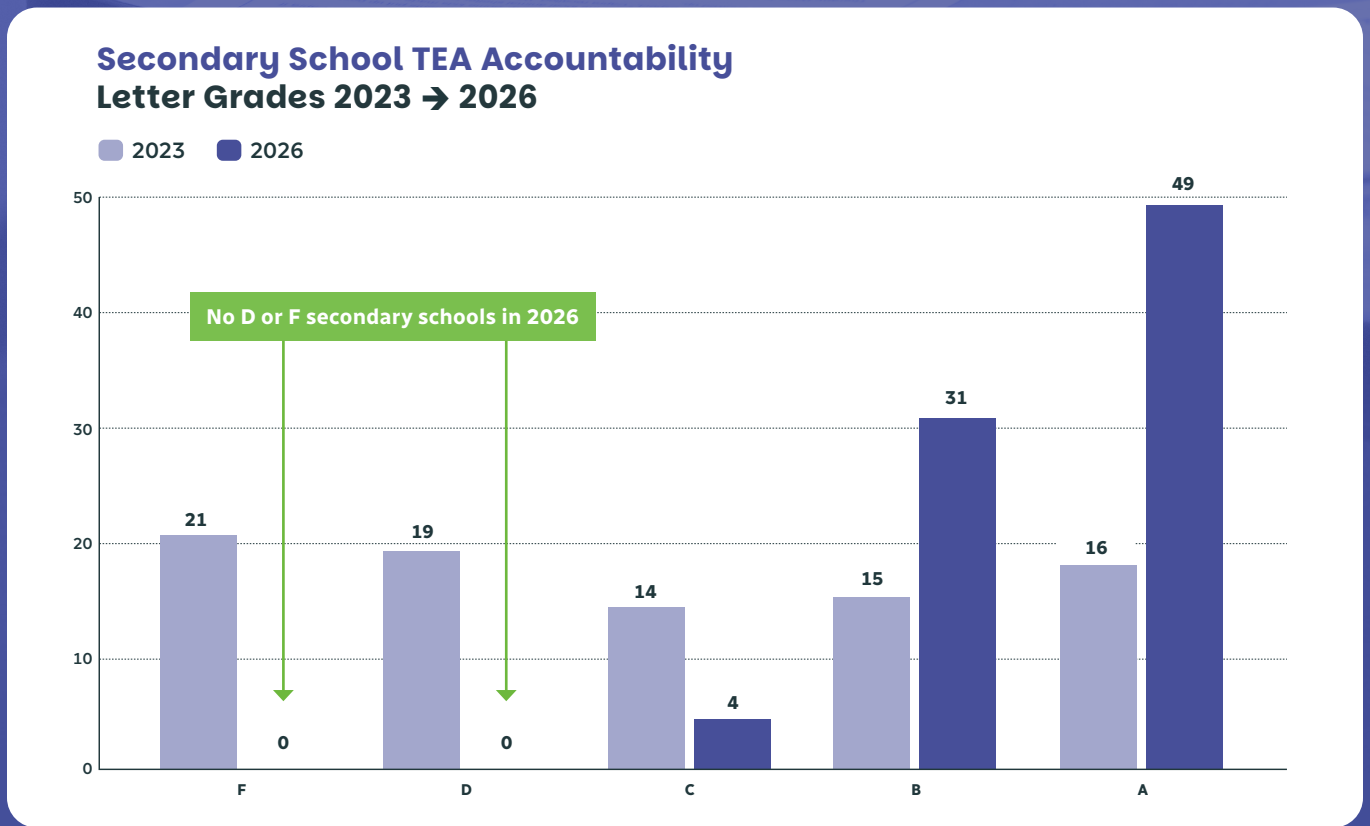
The number of NES campuses earning an A or B rating surged from just 11 before the transformation to 91 campuses.



Higher Performing Schools across Houston

Houston ISD has dramatically expanded access to high-performing schools, giving tens of thousands more students the opportunity to learn in campuses where achievement is rising and expectations are high.

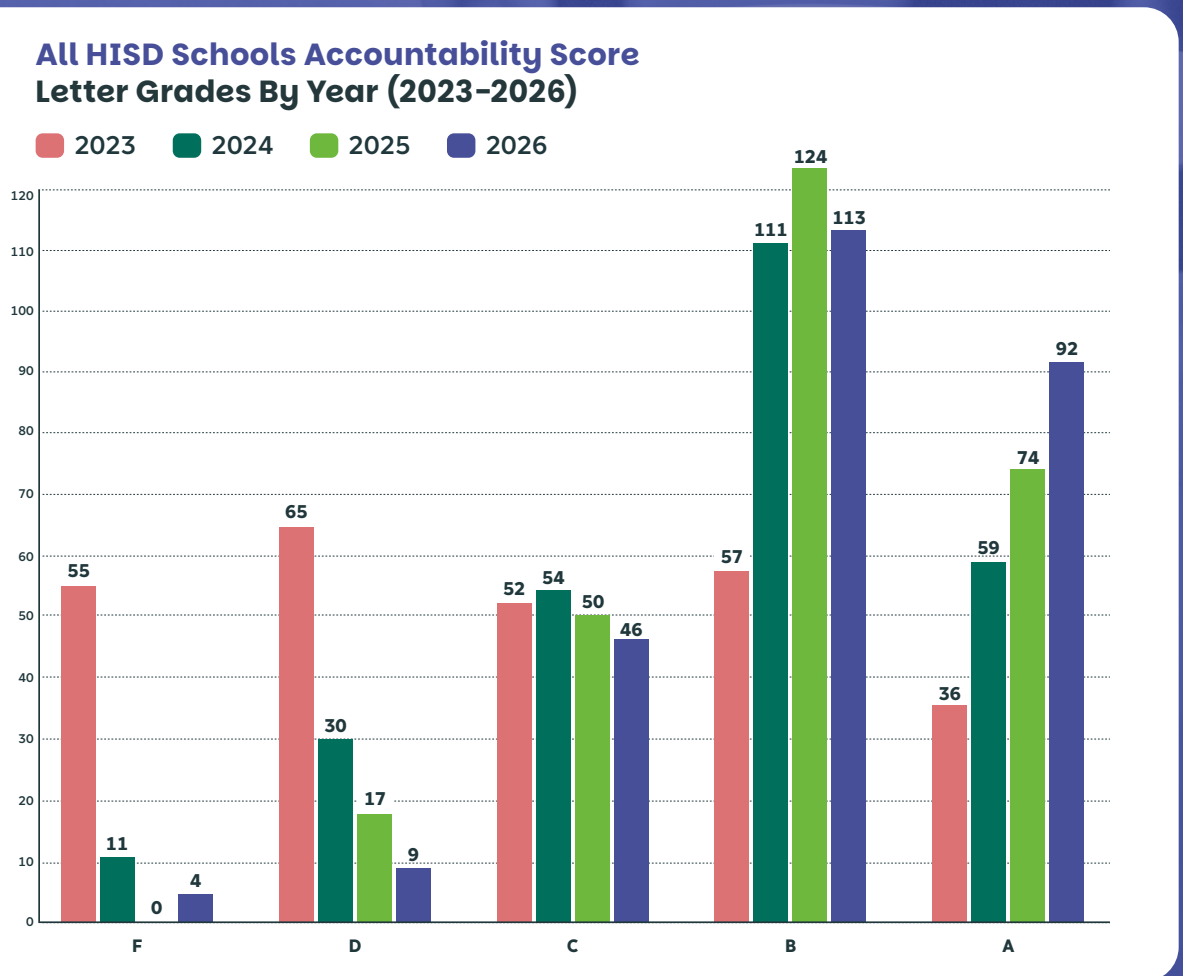
Every middle and high school is now rated C or higher, eliminating all D- and F-rated secondary campuses.



Elementary schools added 63 A- and B-rated campuses in just three years.

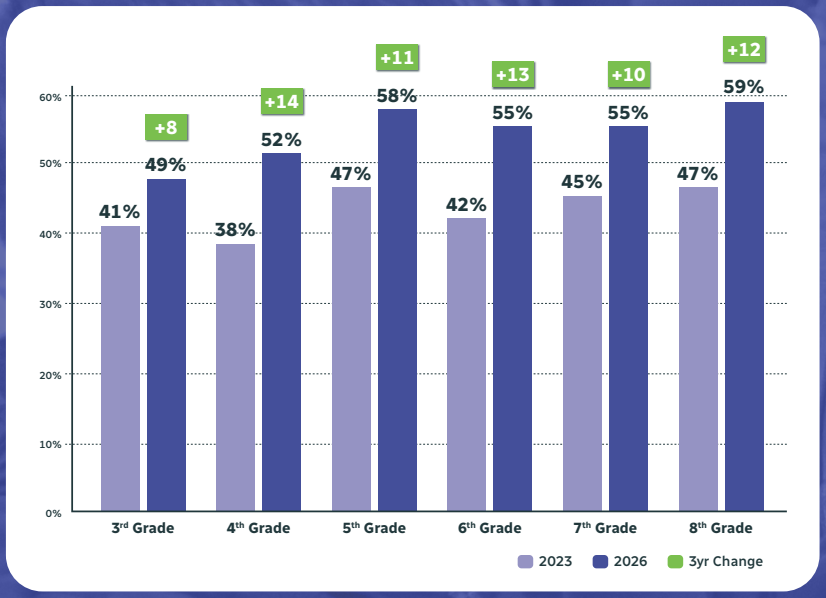


School performance across Houston ISD has improved, with substantially more campuses earning the state's highest accountability ratings.



Reading Growth Across Every Tested Grade

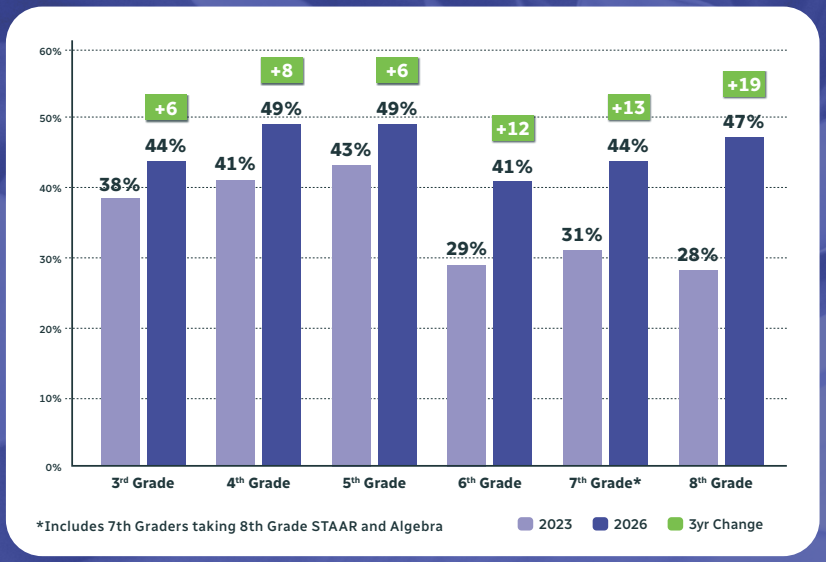
Since 2023, reading achievement has increased across all tested grade levels, including gains of 14 points in 4th Grade Reading.



Math Performance Continues to Rise

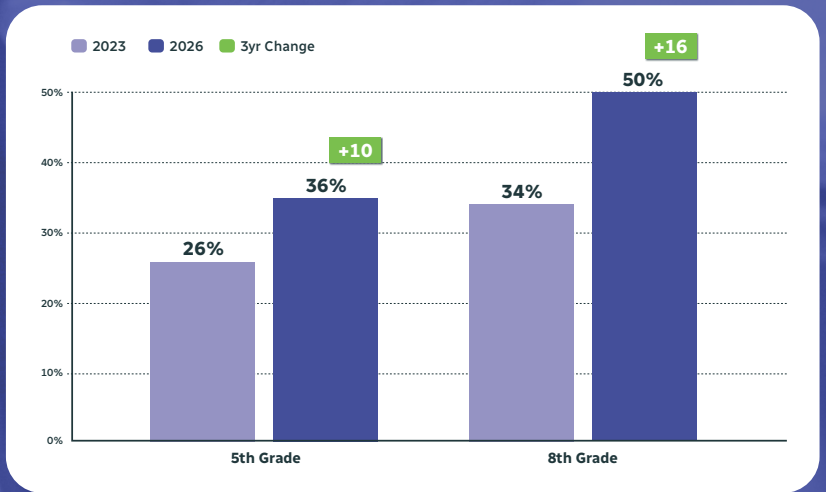
Elementary and middle school students are making strong gains in mathematics, reflecting the impact of stronger instruction and higher expectations across the District.

Some of the largest increases since 2023 have occurred in middle school mathematics, including 19 points in 8th Grade Math and 12 points in 6th Grade Math.



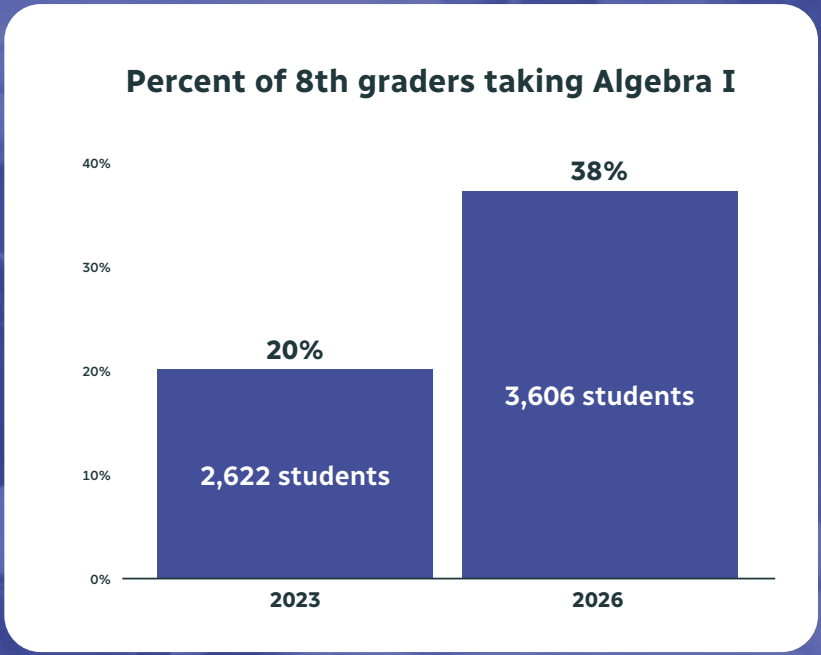
5th and 8th grade Science are building Momentum

Fifth and Eighth grade science performance continues to show steady improvement. Since 2023, student achievement has increased by 16 points in 8th grade, rising from 34% to 50%, reflecting stronger instruction.

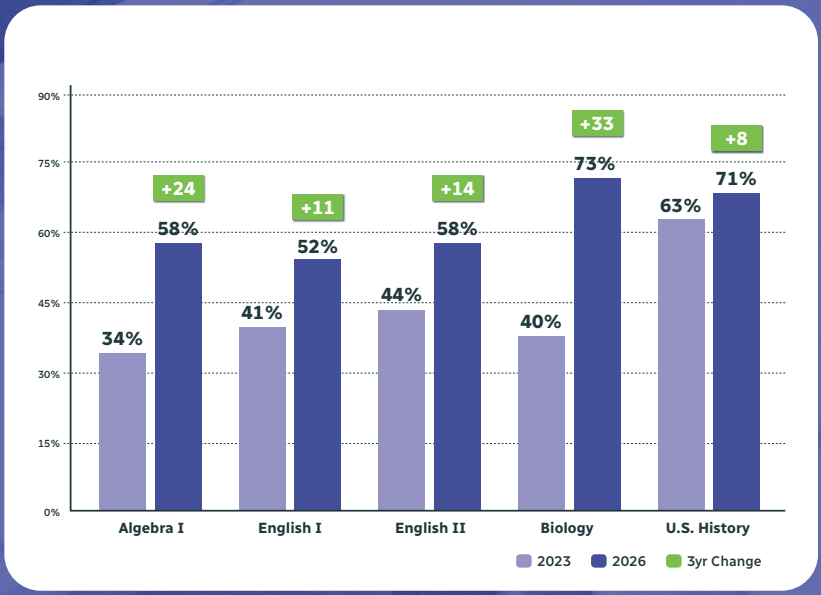


Increase in 8th graders taking Algebra I

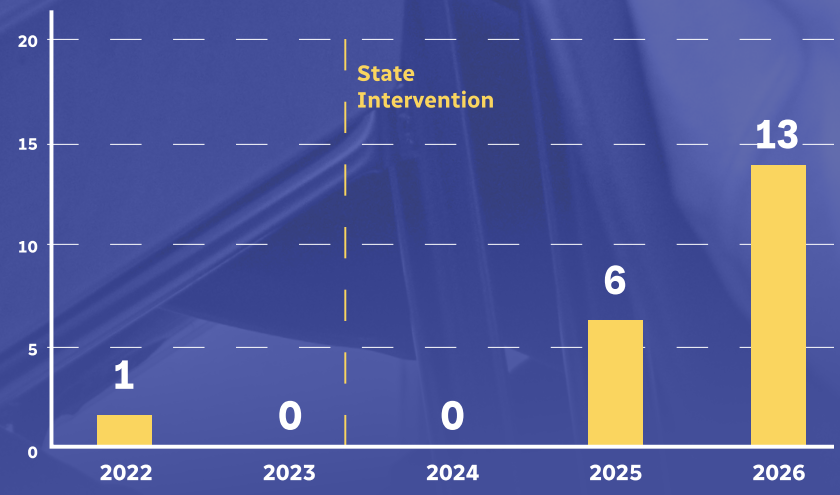
There were close to 1,000 more 8th graders who took Algebra I in 8th grade in 2026 than in 2023.



Houston ISD students showed gains across every subject and grade level, including significant improvements on high school End-of-Course (EOC) assessments.



STAAR results show Houston ISD now meets or exceeds state performance on 13 of 20 assessments, a dramatic shift from just three years ago when the District trailed the state on every exam.

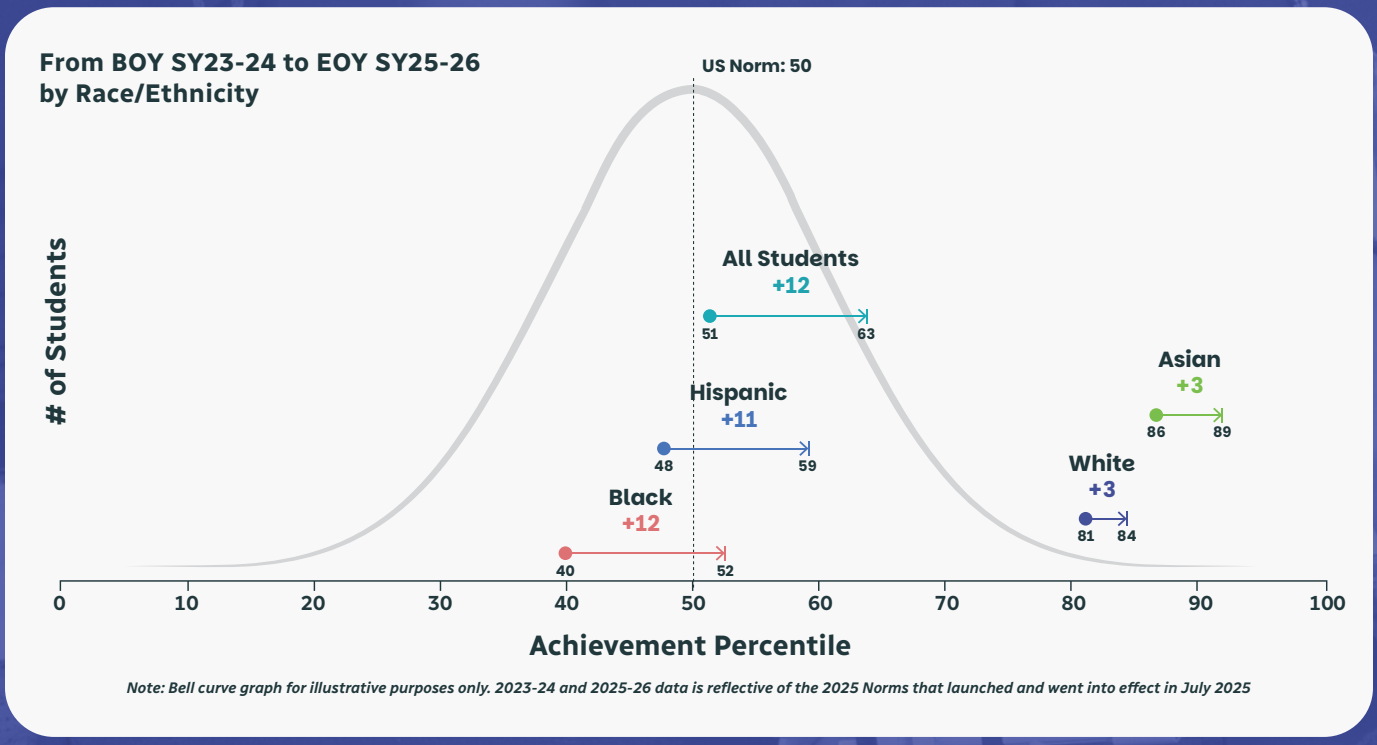


Rising Faster. Reaching Higher.

The NWEA Measures of Academic Progress (MAP) assessment is a nationally recognized benchmark used to measure student achievement and academic growth. By comparing students to peers nationwide, it provides an independent measure of academic progress.

Three years ago, Houston ISD set out to transform student outcomes. Today, MAP results show students outperforming comparable urban districts, providing independent evidence that the transformation is working—with mathematics emerging as one of the nation's strongest areas of academic growth.

NWEA Median Achievement Percentile: Math 3–8



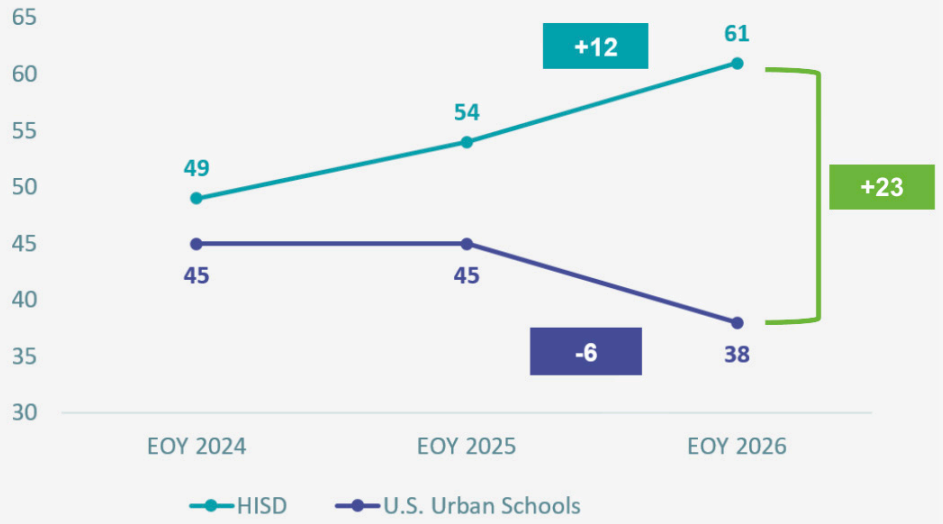
Note: Bell curve graph for illustrative purposes only. 2023-24 and 2025-26 data is reflective of the 2025 Norms that launched and went into effect in July 2025

HISD Outperforms Large Urban Peers

NWEA Median Achievement Percentile

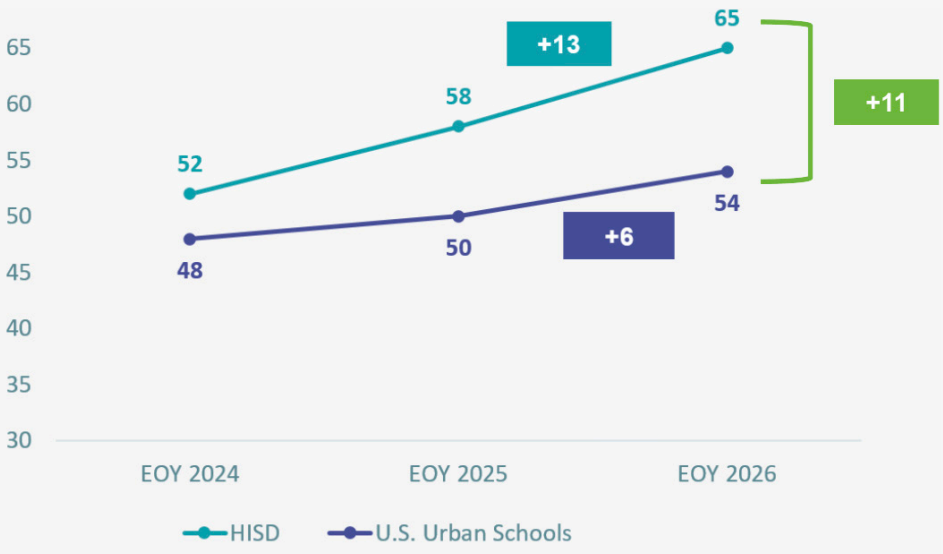
Math Gains

HISD students who were in 6th grade in 2023-2024 finished 8th grade 23 percentile points ahead of their peers in other large urban districts.



Reading Gains

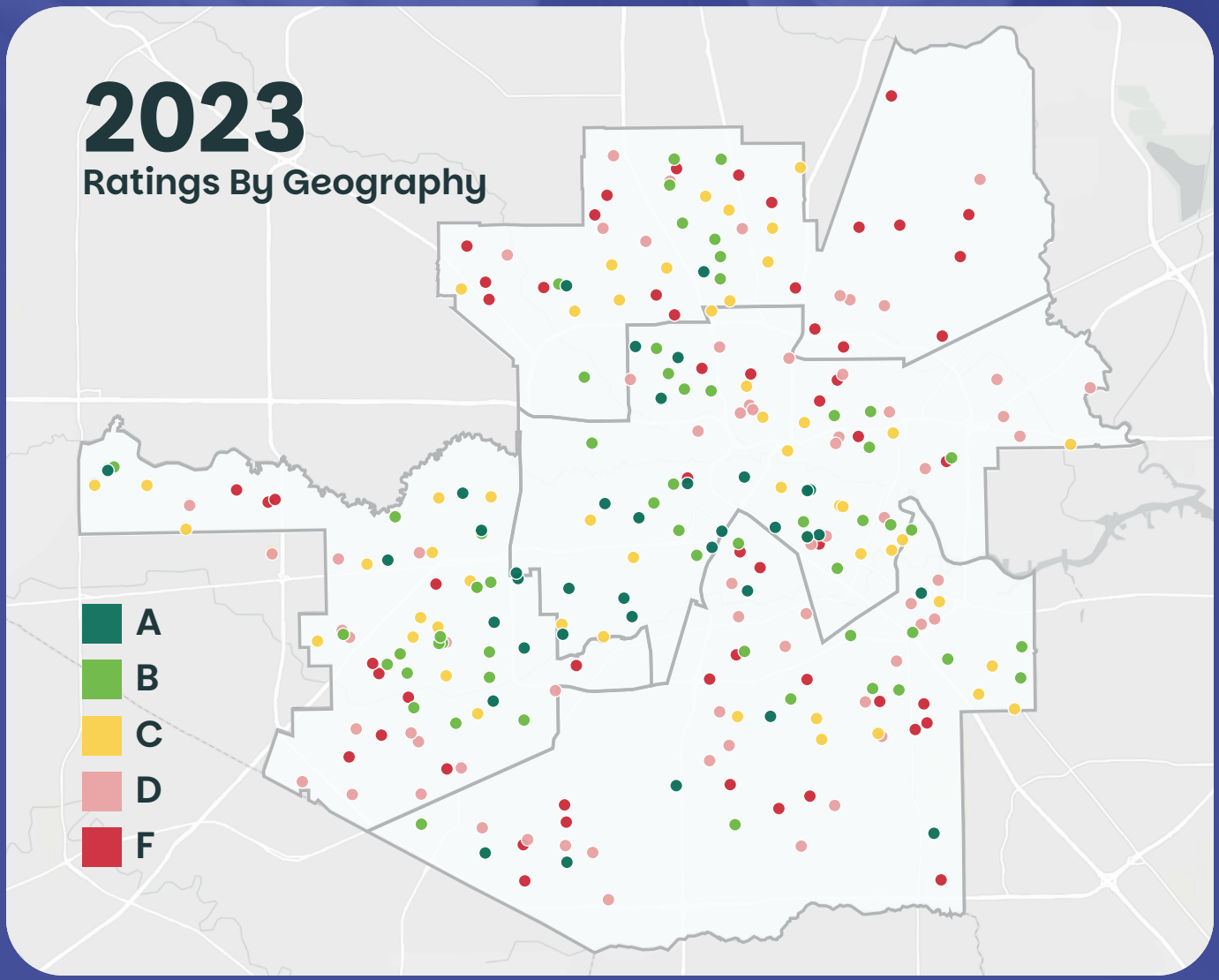
HISD 6th graders also gained 13 percentile points in reading over three years, finishing 11 percentile points ahead of comparable urban districts.



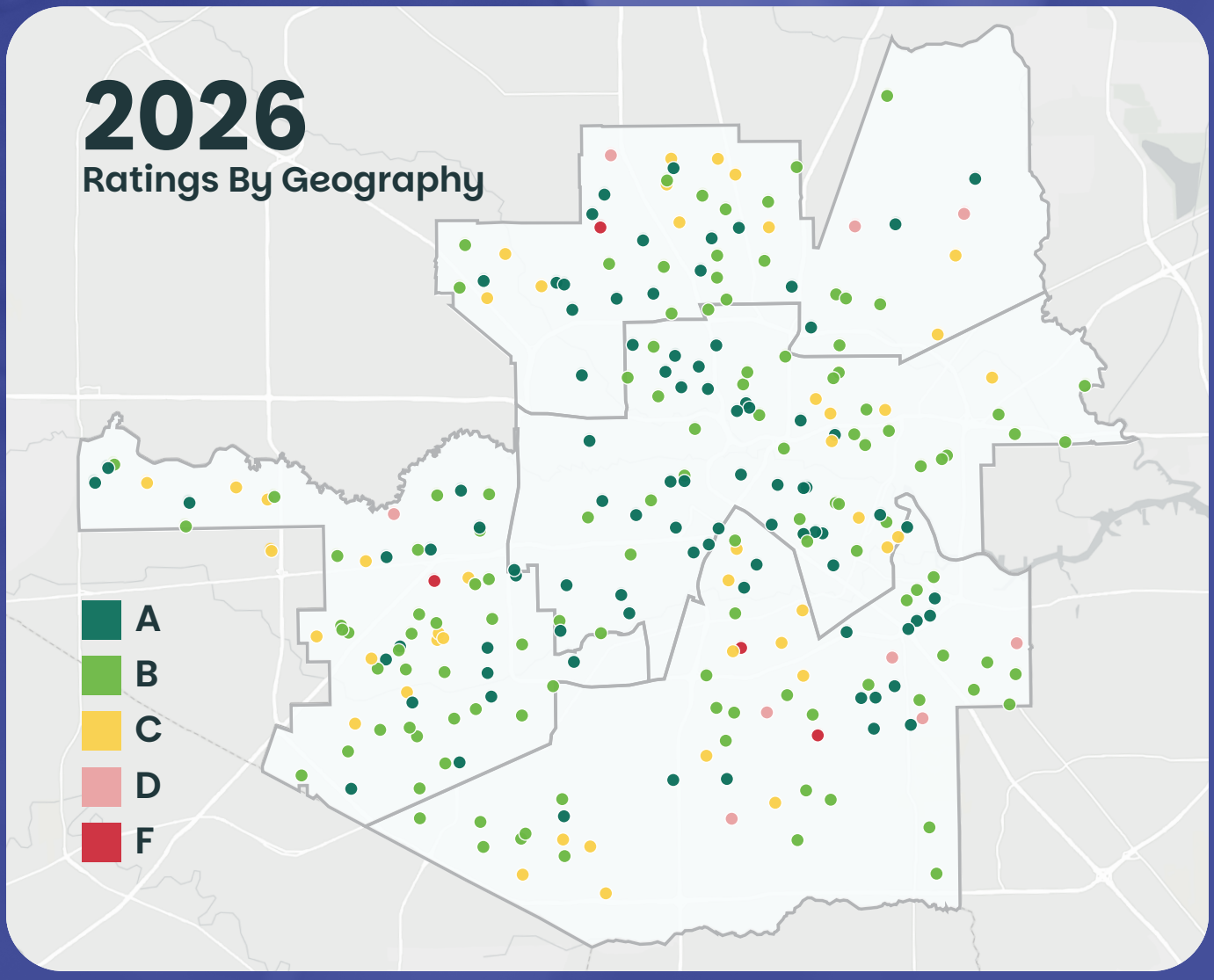
Source: NWEA analysis presented to the Houston ISD Board of Managers, August 2026.

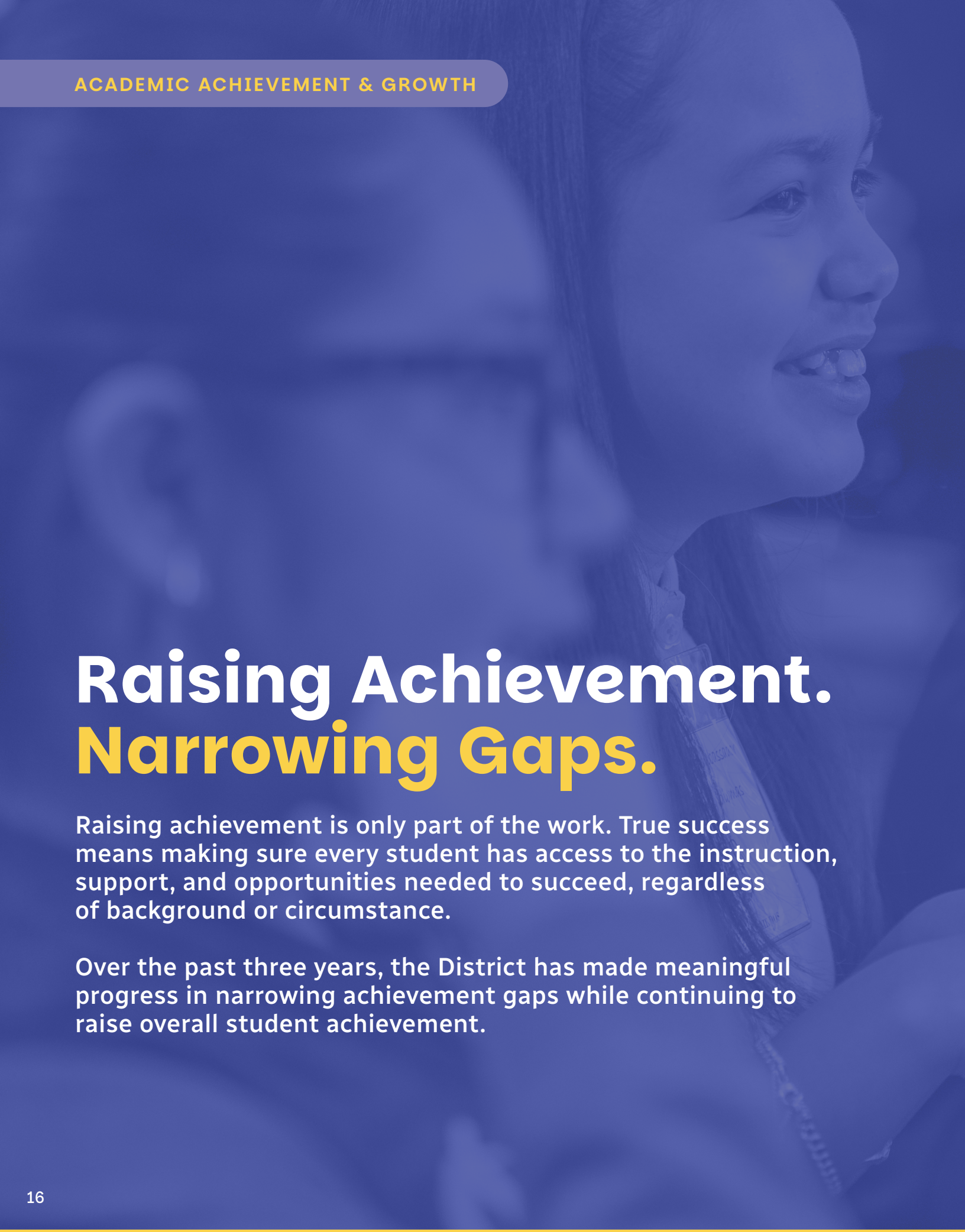
Geography is Not Destiny

The 2023 map shows the district's lowest-performing schools concentrated in historically underserved neighborhoods. The 2026 map tells a different story—one of expanding opportunity and stronger schools across every part of the city.



Every student, regardless of where they live, now has a better shot at a strong future.





Raising Achievement. Narrowing Gaps.

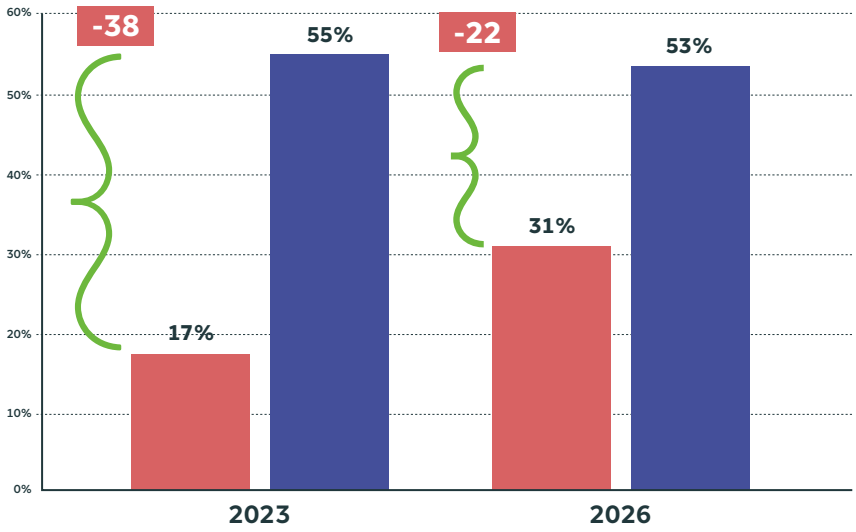
Raising achievement is only part of the work. True success means making sure every student has access to the instruction, support, and opportunities needed to succeed, regardless of background or circumstance.

Over the past three years, the District has made meaningful progress in narrowing achievement gaps while continuing to raise overall student achievement.

HISD African American-White Gap
6-8 Math Meet+

AA White

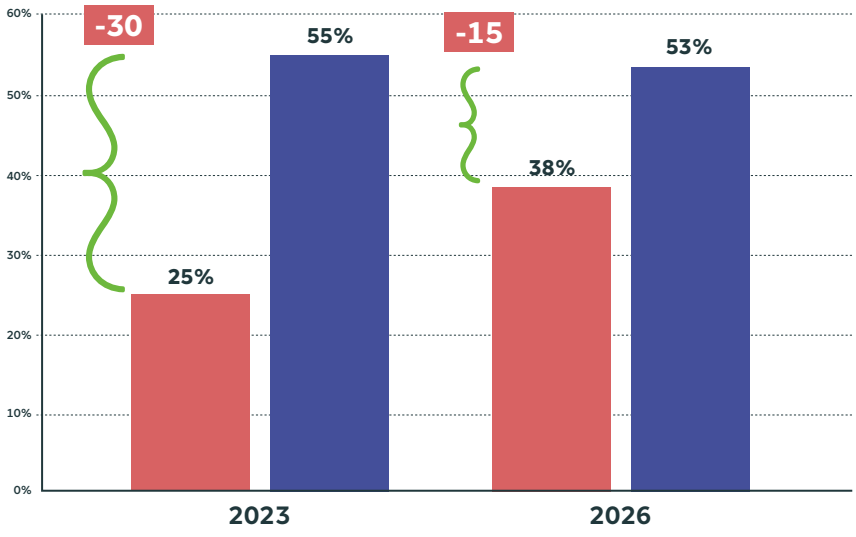
African American students made significant gains in middle school mathematics, narrowing the achievement gap with White students from 38 percentage points to 22 points in just three years.



HISD Hispanic-White Gap
6-8 Math Meet+

Hispanic White

The Hispanic-White achievement gap in middle school mathematics was cut in half, narrowing from 30 percentage points in 2023 to 15 points in 2026.



Higher Achievement. Greater Opportunities.

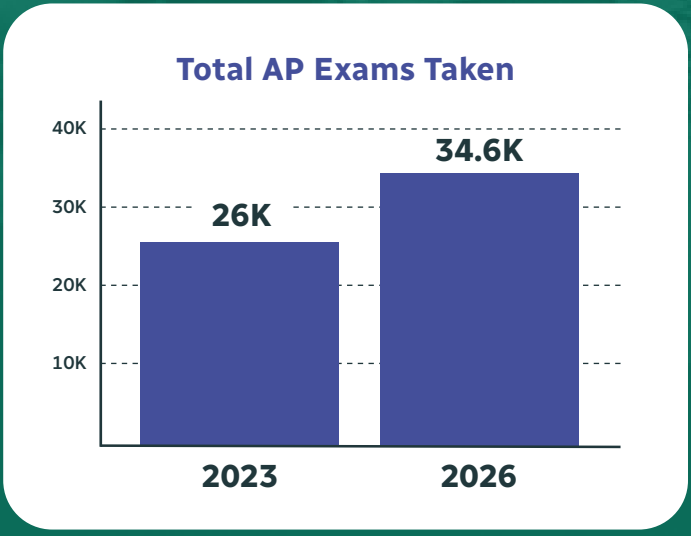
Houston ISD students are turning achievement into opportunity, earning college credentials, industry certifications, and scholarship offers that will help shape their futures beyond graduation.

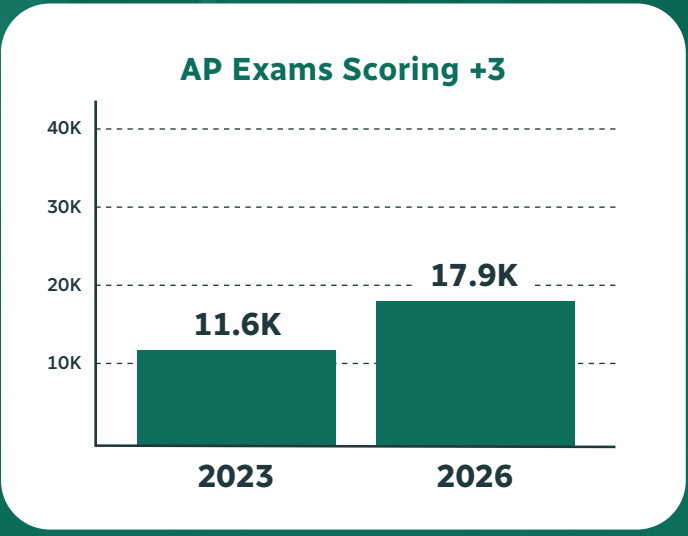
Increase in AP Exam Success from 2023–2026

More Students are Taking AP Exams and More Students are Earning College Credit.

In just three years:

- **Pre-AP enrollment grew from 17,940 to 40,841 (+128%).**
- **The number of students taking AP exams increased by 8,637.**
- **AP passing rates rose from 44% to 52% with an increase of over 6000 qualifying scores of 3+**





$506M
in 2026 Scholarships & Financial Aid

Investments in student success are paying off, with graduates earning substantial scholarship and financial aid awards that open doors to college and career opportunities.

2024: $353,326,494 → **2026:** $506,813,679

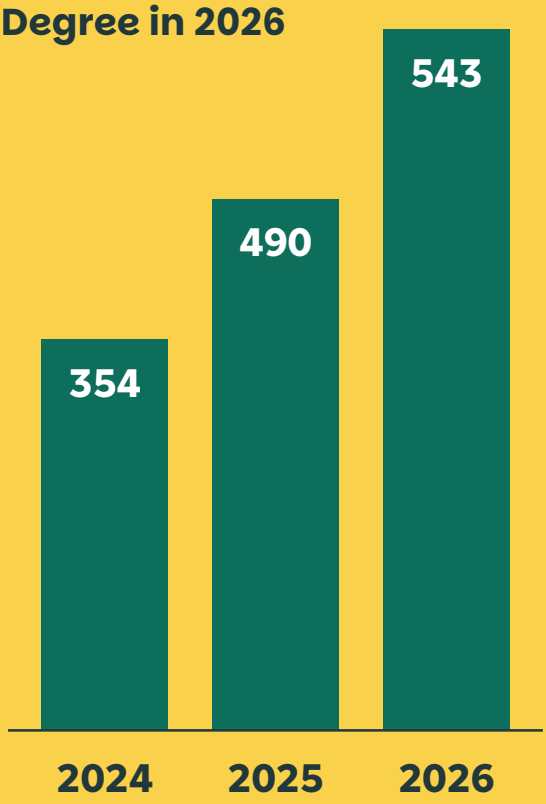
- **5** National Merit Scholarships
- **37** Ivy League Offers
- **8,791** Local University Acceptances
- **95%** applied to at least one university



500+
Associate Degrees Earned

Houston ISD students are graduating with a significant head start on their college and career goals through expanded dual-credit opportunities.

543 seniors graduated with an Associates Degree in 2026



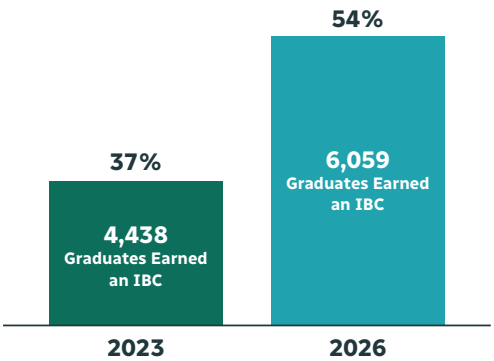
6,059

Graduates Earned Industry-Based Certifications

Houston ISD is preparing students for high-demand careers by expanding access to industry-recognized credentials. These certifications provide students with valuable technical skills, workforce experience, and pathways to employment, apprenticeships, and postsecondary education.

- **Automotive: Electrical, Brakes, Steering & Suspension**
- **Construction Technology: NCCER Core**
- **Culinary Arts: ServSafe Manager**
- **Education & Training: Educational Aide**
- **Electrical Technology: Trio Pre Apprentice Certificate**
- **Health Science: Certified Clinical Medical Assistant**
- **Welding: 16 credits toward a structural welding certificate at Houston City College.**

Graduates Earning an IBC



1,450%

Increase in UT OnRamps participation

HISD's focus on college readiness has expanded opportunities for students to complete meaningful college coursework before graduation.

In just three years, the number of HISD seniors graduating with college credit grew from 141 to 2,186, dramatically expanding access to college-level achievement and opportunity.

- **2023:** 141 HISD seniors earned college credit.
- **2026:** 2,186 HISD seniors received college credit.

Stronger Instruction. Better Outcomes.

Grade-Level Instruction

Students are challenged with grade-level instruction every day, ensuring they learn the knowledge and skills needed to meet high academic expectations.



High-Quality Instructional Materials

Every classroom is supported with high-quality instructional materials aligned to rigorous academic standards, giving teachers the resources they need to deliver consistent, engaging, and effective instruction across the District.



Excellent Teaching in Every Classroom

HISD has designed a system focused on high-quality instruction in every classroom. Instructional coherence is strengthened by rigorous teacher and principal evaluation systems, on-the-job coaching and feedback, an aligned curriculum, and a high-performance culture.



Improving Special Education:

Every Student, Every Opportunity

Students with disabilities will have access to high-quality instruction and supports that promote grade-level achievement.



- Mainstream, inclusion, and resource services provided at every campus
- Specialized programs offered at 150 sites
- Expanded resources and supports to better meet student needs
- Smaller classes to increase personalization
- More adults in each class
- Reduced age range of students in a class
- Increased specialized training for staff
- More opportunities for inclusive experiences

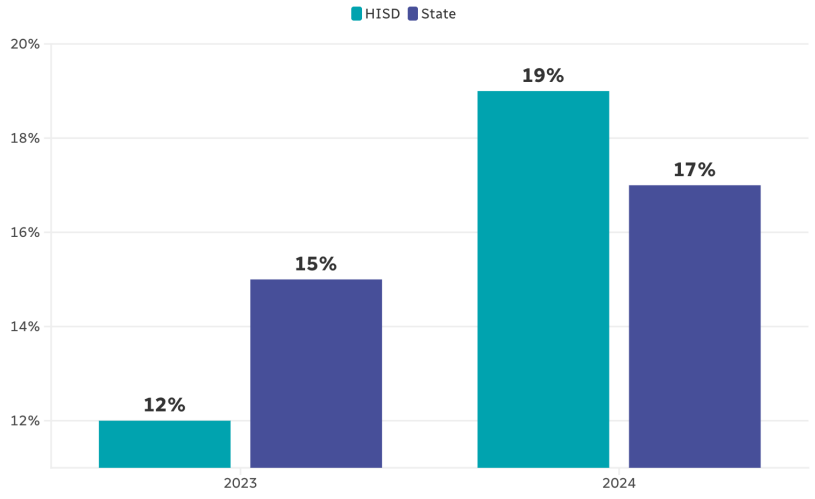
Stronger Outcomes for Students with Disabilities

These improvements are producing measurable results, particularly in mathematics and reading. STAAR scores show strong gains, with more students with disabilities meeting grade level and outperforming the state.

Math Growth

Students with disabilities are showing consistent growth in math, with scores increasing as specialized instruction and classroom supports continue to expand.

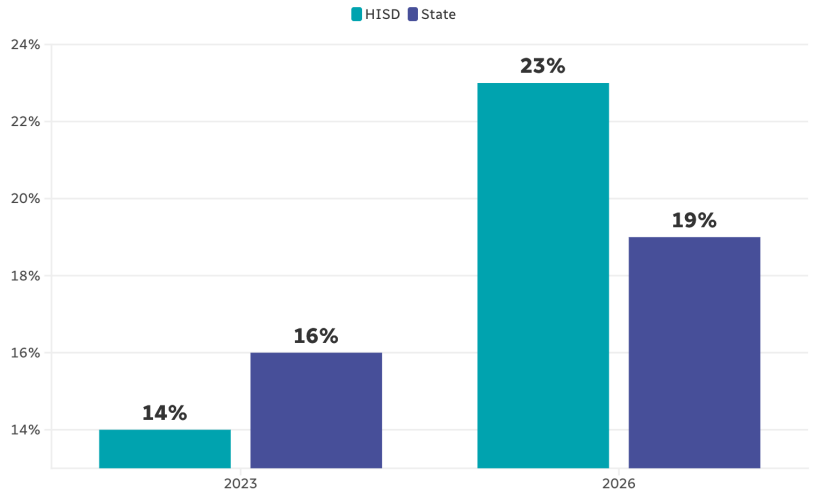
HISD Special Education
4th-8th Grade Math Meet+



Reading Growth

Reading scores rose significantly, jumping 8+ percentage points over three years.

HISD Special Education
4th-8th Grade Reading Meet+



Investing in Educators

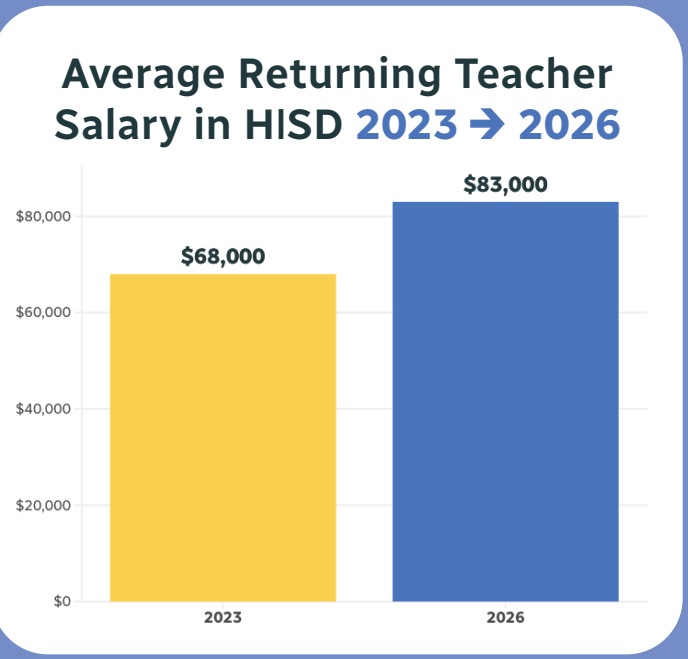
Houston ISD has strengthened teacher support through coaching, professional development, and performance-based compensation, helping retain more highly effective educators and improving access to quality instruction for students.

$68K→$83K

Average returning teacher salary increased by $15K in 3 Years

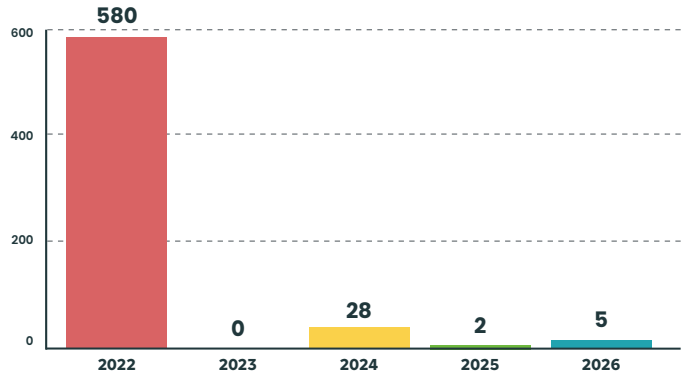
HISD is investing in great teachers by offering some of the highest educator salaries in Texas.

- HISD has raised the average returning teacher salary from $68,000 in 2023 to $83,000 in 2026.
- In 2026-27, certified teachers can earn between $70,000 and $101,000.
- 60% of teachers will be making at least $80,000 in 2026-27.



580→5
Teacher Vacancies

In 2022, the District began the school year with 580 vacancies. That dropped to 28 two years ago and to just five at the start of the 2026-2027 school year. This progress reflects a focused effort to recruit and support strong educators. The goal is clear: every student, in every classroom, with an effective teacher in place on the first day of school.



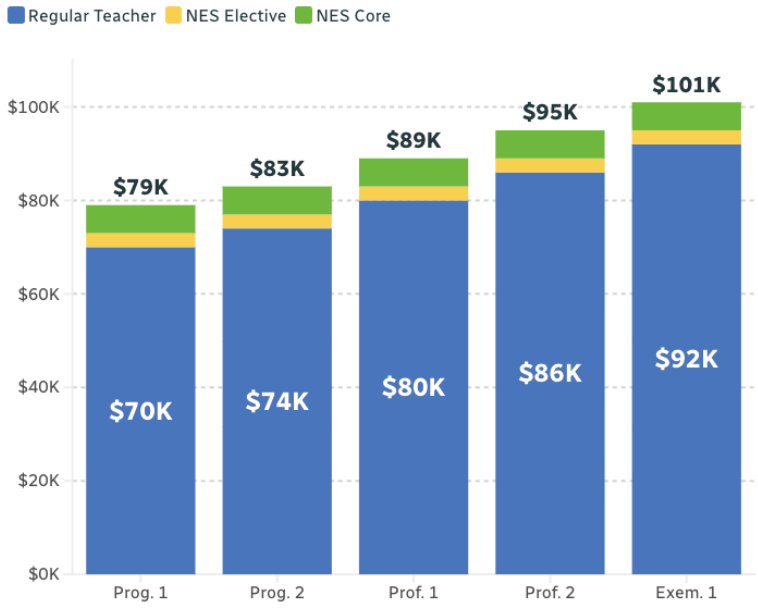
92%
Retention of the most effective teachers at NES* campuses.

**New Education System*

- HISD continues to retain more of its most effective teachers each year.
- Teachers rated Proficient 2 and above returning: 84% (2024–25) and 88% (2025–26).
- 89% of teachers rated Exemplary returned for the 2025-26 school year.
- 85% of teachers rated Proficient returned for the 2025-26 school year.

$101K
Certified teachers can earn up to $101K through Pay-For-Performance.

HISD is redefining how educators are recognized and rewarded. By linking compensation to classroom effectiveness and student impact, the District is creating stronger incentives for excellence while elevating the teaching profession. Launched in 2025–26, Houston ISD's Pay-for-Performance model is the largest of its kind in the nation. Built on the Teacher Excellence System, the model rewards teacher effectiveness and student outcomes, creating new opportunities for top-performing educators to earn higher salaries while advancing student achievement.



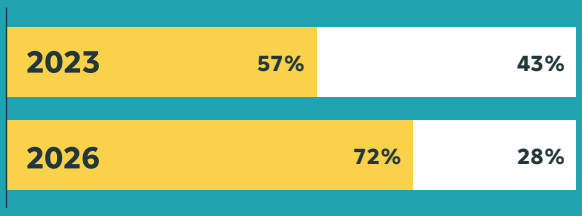
Effectiveness Scale: Unsatisfactory → Progressing I → Progressing II → Proficient I → Proficient II → Exemplary I → Exemplary II

Financial Stability & Investment

When state intervention began in 2023, Houston ISD faced a projected budget shortfall of more than $520 million. Today, the District has restored financial stability with a nearly balanced budget for the 2026–27 school year while continuing to invest in students and teachers.

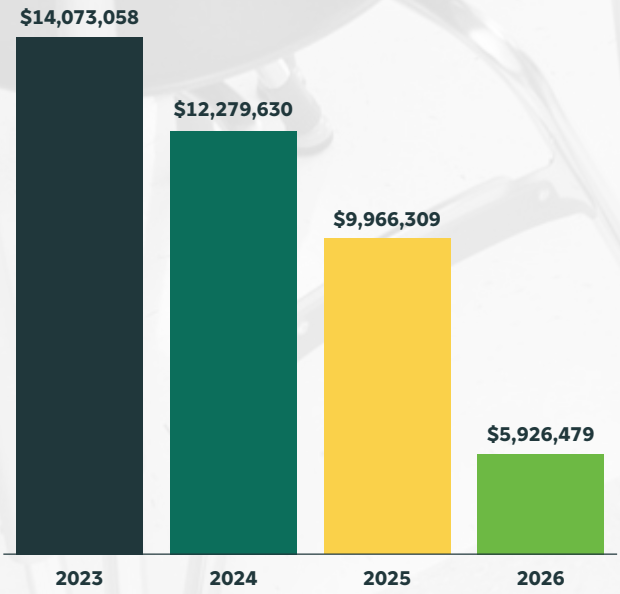
Funds to Instruction

HISD has steadily increased the share of funding directed toward classroom instruction and instructional leadership since 2023, from 57% of the total budget to 72% in 2026.



Overtime Costs

Overtime spending has declined by more than 80% since 2023, falling from $14 million to $5.9 million in 2026 and generating nearly $8.1 million in annual savings through stronger staffing practices, improved scheduling, and tighter operational controls.





Getting Students to School. Keeping Them Safe.

Building a Safer Learning Environment

Houston ISD has strengthened safety across the District through consistent security measures and standardized emergency response procedures. Every high school is equipped with weapons detection systems, and every campus follows the Standard Response Protocol to ensure a coordinated response during emergencies.

100% of high schools equipped with weapons detection systems

100% of campuses implementing Standard Response Protocols

100% implementation of silent panic alarm technology at all campuses and Central Office through Raptor Emergency Management

Student Transport

Getting students to school safely and on time is essential to learning. HISD has modernized its transportation system to create a more reliable, responsive experience for families.

By the end of the 2025-26 school year, Houston ISD Transportation averaged a daily on-time arrival rate of 93%.



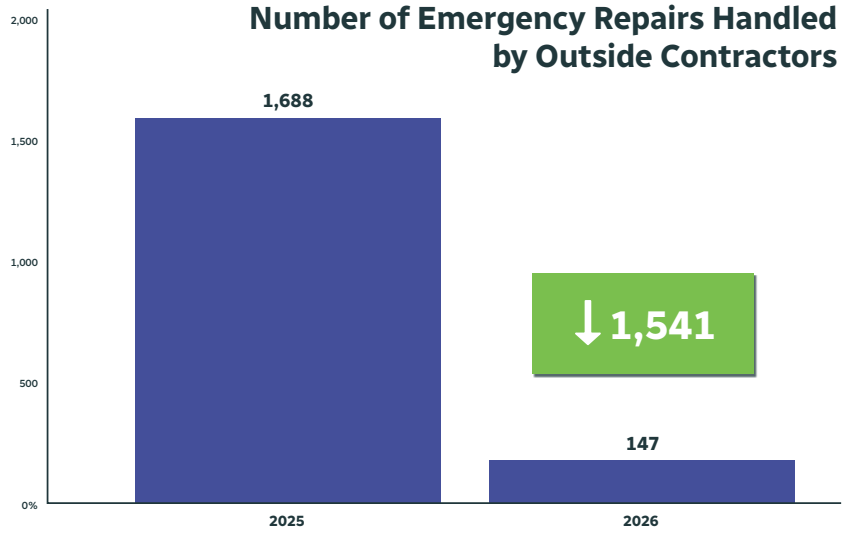
METRO

Opportunity starts with access. Through a partnership launched in fall 2025, Houston ISD and METRO provide eligible high school students with free, unlimited rides on METRO buses and METRORail.



Reduction in External Emergency Contracts

Emergency repairs that once required outside contractors are now overwhelmingly handled by Houston ISD's own maintenance teams. By strengthening internal operations and accountability, the District reduced emergency contractor authorizations from 1,688 to 147 in one year, a reduction of 1,541 that saved more than $30 million while improving service to schools.



Stronger Connections. Stronger Support.

Student success is shaped by the strength, stability, and support of families and communities.

HISD NOW – your go-to source for real-time updates and all things Houston ISD.

Launched in January 2025, HISD NOW is the District's trusted source for clear, direct, and timely information for family, staff, and community members

- Streams on the District's YouTube channel in both English and Spanish
- Nearly 95K subscribers
- 20,000 average weekly viewers

155K ParentSquare Families

By making communication more consistent, accessible, and reliable, HISD is helping families stay engaged, informed, and connected to their child's success.

- Launched at the start of the 2025-26 school year, families now receive timely information, all in one place, at their convenience, and in their preferred language.
- ParentSquare reaches 155,000 families and 23,000 staff members.
- Parent contact verification information reached 96.7% within the first year.

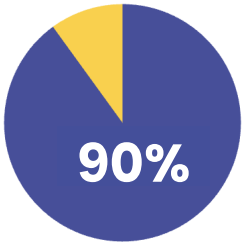


24/7 Hazel Health

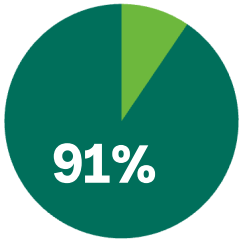
As part of HISD's Continuum of Care, telehealth services are now available through Hazel Health for all students at no cost to families, accessible 24/7 from home or school, helping reduce barriers to learning. **In the 2025-2026 school year, 12,465 students received 1 or more telehealth or teletherapy visits through Hazel Health.**

Family Sentiment Survey Results

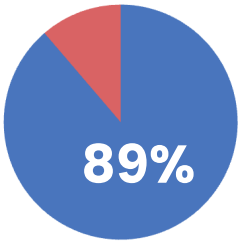
Overall Perception:
Over 90% reported a favorable perception of their experience with HISD across all divisions.



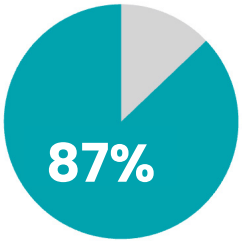
Student Safety
91% feel their children are physically safe and welcome at school.



District Communications:
89% of respondents feel well-informed about school events & activities.



Campus & Student Needs:
87% believe their children are learning as much as expected & that the curriculum meets their needs.



Source: Family Sentiment Survey Results from January 2026

Sunrise Centers

Sunrise Centers are helping remove barriers to learning by connecting families with critical resources, services, and support. By partnering with community organizations across Houston, the centers are improving student outcomes and ensuring families have access to the assistance they need to help their children succeed in school.

86,000+ families served across eight locations

100+ community partners



New Website

HISD modernized its digital front door, making it easier for families, students, and staff to find the information they need.

In summer of 2025, Houston ISD launched a modernized, mobile-friendly District website to improve accessibility and user experience for families, students, and staff—removing nearly 87,000 outdated and inactive pages.

HISD 2030

HISD is implementing whole-scale systemic reform to significantly narrow achievement gaps and prepare all students for a future workplace and world.

Three years of transformation have shown what is possible when expectations are high, support is strong, and students come first. Our progress can be measured by the growing number of students succeeding in school today and who feel prepared for greater opportunities tomorrow.

The work continues and the direction is clear, more students are achieving, more schools are excelling, and every step forward brings us closer to making sure every child, in every school, has the opportunity to succeed.



Accelerated Math

HISD is helping prepare students for advanced math opportunities in high school and beyond by prioritizing Algebra I readiness—an important indicator of college readiness.

- **The model prepares all students to take Algebra I in 8th grade, a milestone strongly linked to long-term academic and economic success.**
- **All incoming 6th graders will enter the Accelerated Math pathway; all incoming 7th graders will move into Accelerated Math in the 2026-27 school year.**

Literacy Supports

Helping Every Student Become a Strong Reader

Reading on grade level by third grade is one of the strongest predictors of future academic success. Houston ISD provides targeted literacy support to help every student build the skills they need to become confident, successful readers.

- **Kinder Bridge:** An additional year of instruction that strengthens early reading, language, and foundational math skills before first grade.
- **Science of Reading:** All K–2 students receive evidence-based reading instruction. Students who need additional support receive targeted lessons that strengthen foundational skills while keeping them on track with grade-level learning.
- **Additional Reading Support:** Students who need extra help receive additional time during the school day to build decoding, vocabulary, fluency, and comprehension skills.
- **Pre-Teaching:** Students build background knowledge and learn key vocabulary before new lessons, helping them better understand grade-level instruction and texts.



Career & Technical Education

Creating career pathways to high-skill, high-wage, high-demand jobs.



To dramatically improve post-graduation outcomes, HISD is making a transformative investment in career and technical education through expanded offerings and pathways, partnerships, and two state-of-the-art career centers. By expanding CTE opportunities through Houston City College, HISD is giving more students access to industry-recognized credentials, dual-credit coursework, and direct pathways into high-wage, high-demand careers. Students are graduating with more choices and more high-skill opportunities for success.

Focus areas include:

- Manufacturing & Robotics Technology
- Engineering & Renewable Energy
- Networking & Cybersecurity
- Teacher Training & Early Learning
- Drone Technology
- Culinary, Resort & Lodging Management
- Plumbing, HVAC, Welding, Electrical & Automotives
- Construction Management & Carpentry
- Biomedical Science & Health Informatics

The new Northside Launchpad is being built to enhance the Barbara Jordan Career Center by 2027-28, with capacity to serve 4,330 students. The new Southside Launchpad will open in 2028-29, serving an additional 3,940 students.

Future 2
HOUSTON ISD

The Future Won't Be Built with Yesterday's School Model

Future 2 is redefining what school can be. As the model expands across HISD, thousands more students will have access to a school day that combines academic excellence, hands-on learning, and the future-ready skills needed to succeed in the future world and workplace.

- **Future 2 students receive a strong academic foundation** in reading, writing, mathematics, science, and critical thinking, while also developing the real-world skills increasingly demanded by colleges, careers, and employers.
- **Every afternoon, students engage in hands-on, screen-free experiences** that challenge them to create, build, perform, solve problems, collaborate with others, and apply their learning in meaningful ways.

Future 2 schools are built around 10 competencies designed to prepare students for a world where **human skills matter more than ever.**



From robotics and engineering to theater, entrepreneurship, outdoor education, and career exploration, Future 2 expands learning beyond traditional classrooms and is designed to help students discover their interests, build confidence, and prepare for a rapidly changing future.



Virtual School

A district-run virtual school launching for 9th and 10th graders.

- HISD recognizes that life circumstances—such as work, medical needs, athletics, or family responsibilities—can make a traditional school schedule challenging. The District is offering a virtual option for high school students on grade level.
- Students remain enrolled at their home campus, keeping access to UIL sports, extracurriculars, counselors, and graduation coaches.
- Core classes are synchronous, and non-core classes are asynchronous, allowing students to work at their own pace.
- Students must attend biweekly check-ins with graduation coaches and complete Friday support sessions for tutorials or small group help.

1882 Partnerships

Partnership contracts to expand innovation and early childhood education.

The HISD Board of Managers approved Texas SB 1882 partnership contracts to expand innovation and early childhood education across the District starting in the 2026-27 school year. Four high-performing HISD high schools will operate under innovation partnerships:

- Challenge Early College High School
- Energy Institute High School
- Houston Academy for International Studies
- Kinder High School for the Performing and Visual Arts

Campuses gain greater decision-making authority over curriculum, staffing, budgeting, calendars, and professional development. The Board also approved new PreK 1882 partnerships with nonprofit early childhood providers to expand access to high-quality early learning.





