NES Aligned

July 10, 2023

This meeting is being recorded.

NES and NES Aligned Model Clarification

Programmatically, NES and NES Aligned campuses will implement the same instructional model. The only differences between campuses are 1) NES-A campuses will not reconstitute their campuses, and 2) NES-A staff will remain on the current HISD salary schedules, while NES campuses receive NES-specific salaries.

NES Criteria	What does this look like?
Curriculum	The district will purchase and provide guidance on curriculum materials requirements as well as accompanying lesson plans.
Staffing	The district allocates staff to each campus, based on the NES staffing model. This staffing model varies by school level and by campus.
Stipend	NES Leaders and Teachers will receive a $10,000 stipend. Support staff will receive a $3,000 stipend. Attendees to summer NES Teacher professional development will also receive a stipend of $2,000.
Master Schedule	The district designs NES campus master schedules.

NES and NES Aligned Model Clarification

NES Criteria	What does this look like?
Instructional Model	Schools will use an instructional model that combines direct instruction with highly differentiated assignments and activities
The Dyad Concept	Besides electives and magnet programs, schools will provide additional experiences and programs
Coaching	Campus leaders should expect Executive Directors and members of the NES team on campus daily to support and coach towards high quality implementation. Similarly, school leaders will coach teachers.
Evaluation	Teachers and Principals will be evaluated using a district-created evaluation system.
Budget	Central office determines and manages the budget for campuses. Discretionary funding is available for principals.

Engaging with your Shared Decision-Making Committee

- If possible, **schedule a meeting (virtual or in-person) with your SDMC**, for Friday, 7/7 or Monday, 7/10.

- Use presentation deck (shared with you after this training) to **socialize NES Aligned with your SDMC**. Customize the presentation where appropriate and add a personalized message in the last slide.

- If SDMC members are not available for a meeting, please customize the deck and share it with them by **EOD Friday**. Provide them an opportunity to submit their thoughts or questions by email.

- **Provide detail on SDMC and other school community engagement in your final survey responses.**

Stamping Next Steps

Who:	What:	By When:
NES A Principals Only	Complete Final NES Aligned Commitment Survey Host SDMC	Monday, 7/10 by 12pm
	Complete Staffing Crosswalk and send to monica.zdrojewski@houstonisd.org	Friday, 7/14 by EOD
Who:	**What:**	**By When:**
NES AND NES A Principals	Submit Amplify Ordering Survey	Monday, 7/10 by 12pm

8. IMPLEMENT A NEW STAFFING MODEL

- Train Principals on new staffing model

- Implement new staffing model in F, D, and C1 schools

- Hire new staff as needed, but employ teachers from reconstituted schools

HOSPITAL MODEL IN HISD: In HISD, we are going to let teachers focus on instruction.

- Discipline handled by administrators
- Lesson plans provided by curriculum developers (grades 2-10)
  - PowerPoint presentation
  - DOL Demonstration of Learning
  - LSAE assignments Learning, Securing, Accelerating, Enriching
  - Answer keys
- Copies made by support personnel
- Papers graded by support personnel
- Four periods of duty in a month (75 minutes each time)

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)
		Minimum	Maximum	
6th Grade ELA (ESL)	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 (ESL)	2	$84,000	$109,000	$89,000
7th Grade Reading Success (SOR)	1	$84,000	$109,000	$89,000
7th Grade Math success	1	$81,000	$106,000	$86,000
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 (ESL)	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
Bilingual Teachers	3	$80,000	$105,000	$85,000
Learning Coach	7	$55,000	$80,000	$54,000
Teacher Apprentice	5	$68,000	$93,000	$64,000
	42			

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)
		Minimum	Maximum	
Special Education	2	$85,000	$110,000	$90,000
Special Education support	1	$55,000	$80,000	$60,000
	3			

5. Improve SPED and SEL services

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)
		Minimum	Maximum	
Special Education		$85,000	$110,000	$90,000
Special Education support		$55,000	$80,000	$60,000

- Strengthen SPED instruction
- Improve reading instruction
- Support SPED teachers with paperwork and compliance requirements
- Improve quality and effectiveness of IEPs

- Establish performance outcomes for SPED teachers and principals
- Raise base salary for SPED teachers in priority schools to $90,000 (+$10,000 stipend)
    - Must apply for these positions
    - Must be the primary teacher for at least two separate classrooms of students of at least 8 students each
    - 120 teachers
- Create SPED Specialist position to support SPED teachers
    - 100 positions
    - $60,000 base salary

New Education System Model and Supports Summary

NES – Key Components:

NES Implementation Component	All Other Schools	NES Supported (optional)	NES Aligned (optional)	NES (assigned)
Reconstitution				Required
Curriculum		Required in RLA **AND/OR** Math (not other subjects)	Required for RLA, Math, Science and Art of Thinking	Required
LSAE Model*			Required in 3rd – 10th for RLA and Math only	Required in 3rd – 10th for RLA and Math only
Staffing			Required *(May request adjustments from Chief of Strategic Initiatives)*	Required
Stipend			Required	Required
Salary				Required
Master Schedule		Minimum instructional minutes required for RLA AND/OR Math curriculum	Full master scheduled required	Full master scheduled required
Teacher Eval			Required	Required
School Type	Other schools	Other schools	Other schools	28 NES schools

Middle School Staffing:				
Staff Type	**Campus with 6 Homerooms per grade (450 students)**	**Campus with 8 Homerooms per grade (600 students)**	**Campus with 10 Homerooms per grade (750 students)**	**Campus with 12 Homerooms per grade (900 students)**
Core Subject / Science of Reading	21	30	36	48
Art of Thinking	3	3	6	6
Elective	4	6	8	8
Learning Coach	75:1 student/teacher ratio	75:1 student/teacher ratio	75:1 student/teacher ratio	75:1 student/teacher ratio
Teacher Apprentice	100:1 student/teacher ratio	100:1 student/teacher ratio	100:1 student/teacher ratio	100:1 student/teacher ratio
ELD Interventionist	1	2	3	4
Special Education	2	2	3	3
Special Education Support *(This count does not include current teacher assistants assigned to students based on IEP. Those assistants will remain on campus)*	1	1	2	2
Principal	1	1	1	1
Dean of Students	1	1	1	1
Asst. Principal	3	4	4	5
Counselor	1	2	2	2
Nurse	1	1	1	1
Office Manager	1	1	1	2
Asst. Office Manager	1	2	2	1
Copy Clerk	1	1	1	1
Cafeteria Manager	1	1	1	1

Note: This staffing model is a generalized staffing model and may shift slightly based on campus student demographics.

Middle School Campus Staffing + Schedule Assumptions:

- **Core Subjects and LSAE:**
    - All core contents are departmentalized
    - Reading or Math Success includes reading and math intervention time.
    - The LSAE block stands for: Learning, Securing-1 (S1), Securing-2 (S2), Accelerating and Enriching. It is a breakout block after core content is differentiated by student mastery as determined based on the Demonstration of Learning (DOL) exit ticket.
        - L – stays with teacher and receives direct instruction
        - S1 – stays with teacher but completes independent work OR gets direct/guided instruction with Ls based on DOL outputs that day
        - S2 – moves to learning center to complete differentiated assignment (can be individual or paired; starts with independent at beginning of year to learn routine)
        - A – moves to learning center to complete differentiated assignment (can be individual or paired; starts with independent at beginning of year to learn routine)
        - E – teachers identify kids performing above grade-level (address on one-off basis)
    - The LSAE model is embedded in the schedule daily in RLA and Math in 3rd through 10th grade.
    - In addition to core content teachers, Learning Coaches are essential to the facilitation of differentiated student breakout groups within the LSAE model.
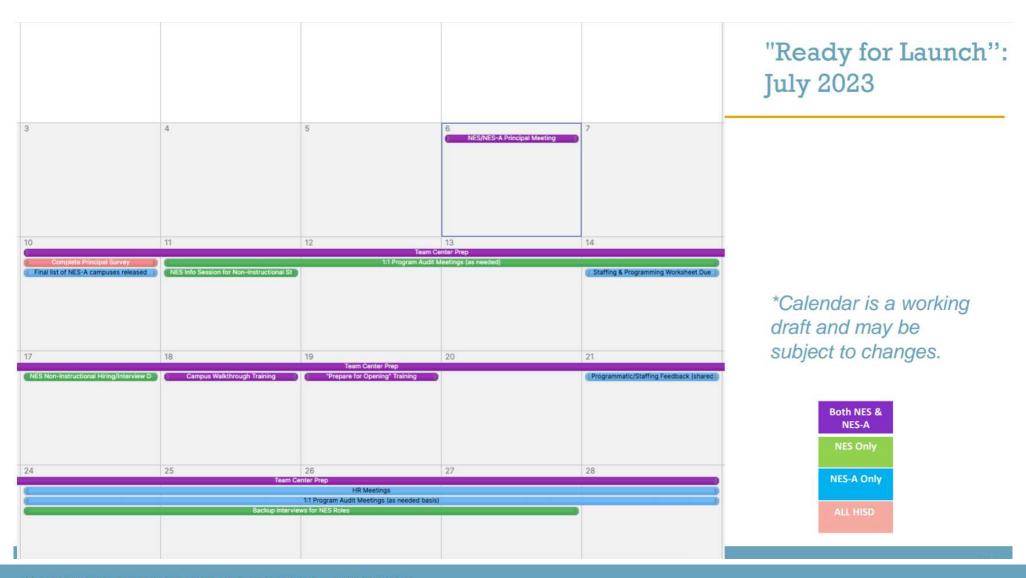- **Art of Thinking (AOT):**
    - The Art of Thinking Course is offered in grades 6 to 8, and is one that supports the development of 2035 competencies, including: Problem Solving, Critical Thinking, Teamwork, etc.
    - The Art of Thinking is taught by a separate Art of Thinking teacher 3x/week and rotates with Dyad programming.
    - The AOT learning objectives are the same across 2 grades: 3/4, 5/6, 7/8, and 9/10; thus, the AOT teacher can have 1 prep for both the 7th and 8th grade AOT course.
- **Dyad/Electives/Magnet Programming:**
    - Elective courses are those that are already available on campus, such as: P.E. and Fine Arts (I.e., Music, Art, Drama, Guitar) These courses are available daily for students within the master schedule.
    - Dyad courses are enrichment courses, in addition to daily elective offerings. Dyad courses are provided by community-based experts in that field, hired as contractors (1099 employees) through the HISD Human Resource process. Dyad programming is available twice per week and rotates with the Art of Thinking course.
    - Magnet schools can incorporate programming into Dyad or Elective time.

Minimum Instructional Minute Requirements for NES Supported Campuses

Content Area / Grade Band	K – 5	6 - 8	9 – 12
Reading Language Arts	Amplify Texas Elementary Literacy Program K – 3: 120 minutes daily 4 – 5: 90 minutes daily	Amplify ELAR Texas 6 - 8: 60 minutes daily	*Information Coming Soon*
Math	Eureka Math TEKS K – 5: 60 minutes daily	Carnegie Learning 6 - 8: 45 minutes daily	Carnegie Learning Alg. I, Geometry, Alg. II: 45 minutes daily *Information on Precalculus Coming Soon*
Math Digital Companion	Zearn Texas K – 5: 30 minutes daily (students complete 4 digital lessons per week)	Mathia 6 - 8: 45 minutes, 2x per week	Mathia Alg. I, Geometry, Alg. II: 45 minutes, 2x per week

"Ready for Launch": July 2023

*Calendar is a working draft and may be subject to changes.

HOUSTON INDEPENDENT SCHOOL DISTRICT

"Ready for Launch":
August 2023

*Calendar is a working draft and may be subject to changes.

	Monday	Tuesday	Wednesday	Thursday	Friday
	31	August 1	2	3	4
		School Leader Training			
		Furniture, tech, and classroom supply deliveries			
	7	8	9	10	11
			Curriculum training		
	Furniture, tech, and classroom supply deliveries				
	NES and NES-A Training in Odessa				NES and NES-A Training
	14	15	16	17	18
		HISD Teacher Training	HISD Convocation		HISD Teacher Training
			Curriculum Training		Student schedules confirmed in PowerSc
					Curriculum materials delivered
					Campus set-up complete
	21	22	23	24	25
			Campus-based PD		
	28	29	30	31	September 1
	First Day of School				

Both NES & NES-A

NES Only

NES-A Only

ALL HISD

HOUSTON INDEPENDENT SCHOOL DISTRICT

Activity	Participants	Start Date	End Date	Time	Notes
NES/NES-A Principal Meeting	NES and NES-A Principals	07/06/23		1:00-3:00 p.m.	
Complete Principal Survey	All HISD Principals	07/10/23			Curriculum ordering and NES-A Final Opt in
Team Center Prep	NES and NES-A Principals	07/10/23	07/28/23		Campus Furniture clear out
Staffing & Programming Worksheet Due	NES-A Principals	07/14/23		5:00 p.m.	
Final list of NES-A campuses released		07/10/23			Press release
1:1 Program Audit Meetings (as needed)	NES Principals	07/11/23	07/14/23		
NES Info Session for Non-instructional Staff	NES Non-instructional Staff	07/11/23			
Programmatic/Staffing Feedback (shared with NES-A principals)	NES-A Principals	07/21/23			
HR Meetings	NES-A Principals + HR	07/24/23	07/28/23		Complete personnel shifts for NES-A
1:1 Program Audit Meetings (as needed basis)	NES-A Principals	07/24/23	07/28/23		
NES Non-Instructional Hiring/Interview Day	Eligible personnel	07/17/23			
Campus Walkthrough Training	NES and NES-A Principals	07/18/23		8:00-11:00 a.m.	Principals, EDs, NES Team, Central Office Depts. attend model campus walkthroughs @ Forest Brook MS and Shadydale ES
Prepare for Opening Training	NES and NES-A Principals	07/19/23		8:00-11:00 a.m.	Principals attend training in Board Room
Backup interviews for NES Roles		07/24/23	07/27/23		As needed to fill any remaining vacancies
School Leader Training	All HISD campus leadership	07/31/23	08/03/23	8:30-3:00 p.m.	Principals, APs, EDs, and other instructional supervisors attend from 8:30-3:00 p.m.
Furniture, tech, and classroom supply deliveries	NES Principals	08/01/23	08/11/23		
NES and NES-A Training in Odessa	NES and NES-A Principals, EDs, NES team	08/07/23	08/10/23	8:30-3:00 p.m.	Site Visit to Ector College Prep MS in Odessa (1/2 team on M/Tues, 1/2 team on Wed/Thurs)
Curriculum training	NES and NES-A ELAR, Math, and Science Teachers	08/07/23	08/11/23	8:30-3:00 p.m.	
NES and NES-A Training	NES and NES-A principals, EDs, NES team	08/11/23		8:30-4:00 p.m.	Evaluations, SLOs, coaching
HISD Teacher Training	All HISD teachers	08/14/23	08/15/23	8:30-4:00 p.m.	Two tracks - one for NES/ NES-A and one for all other HISD teachers
HISD Convocation	All HISD Staff	08/16/23		9:00-11:00 a.m.	NRG Center
Curriculum Training	Selected teachers	08/16/23		11:00-4:00 p.m.	
HISD Teacher Training	All HISD teachers	08/17/23	08/18/23	8:30-4:00 p.m.	Two tracks - one for NES/ NES-A and one for all other HISD teachers
Student schedules confirmed in PowerSchool	All HISD campuses	08/18/23			
Curriculum materials delivered	NES and NES-A campuses	08/18/23			
Campus set-up complete	NES principals	08/18/23			
Campus-based PD	All HISD staff	08/21/23	08/25/23	8:00-3:30 p.m.	Led by principals on campuses
First Day of School	All HISD staff	08/28/23			

HISD Spot Observation Form -- Core Subjects

revised June 2013

Teacher:		Date:	
Gr./ Subject:		Time in:	
Observer:		Time out:	

Area	Instructional Characteristics	Pts. Awarded
Lesson Obj. and DOL	Objective aligns to curriculum maps and assessments Obj. provides focus and coherence to the lesson Obj. is specific enough to be taught in 1 lesson DOL is tied directly to the lesson objective and curriculum DOL can be accomplished in 5 to 10 minutes	(0-1)
Purposeful Instruction	Instruction and activities support the objective Instruction is relevant and engaging and delivered in a way that maximizes understanding. Direct instruction is at grade level and rigorous Transitions are smooth with no loss of instructional time Lessons are adjusted based on classroom response data The teacher requires the students to read, write, or think the entire lesson A digital timer is used to guide pacing of the lesson	(0-3)
Engage.	The teacher effectively uses multiple response strategies and uses an MRS every 4 min. There is 100% student participation Teacher uses a variety of MRS strategies Students annotate work when appropriate	(0-3)
LSAE Model	Uses the LSAE model to differentiate instruction into four levels Separates students into appropriate groups for LSAE time Work for each group is appropriately rigorous and tied to specific learning objectives L's receive more direct instruction/extension of the lesson Push-out occurs within 40 to 50 minutes of the start of the lesson LSAE work includes minimum 500-word text or math story problems	(0-2)
Classroom manage.	Classroom rules and procedures are clear, rehearsed frequently, and followed Students enter and leave the class in an orderly and safe manner The teacher appropriately redirects students and keeps the focus on instruction The teacher follows the school's discipline policies and procedures	(0-1)

Other Notes:

(TOTAL PTS.)

Praise:

Question:

Polish:

Overall score for this spot observation:

| Unsat. (1-3) | Progressing (4-5) | Proficient (6-7) | Proficient II (8-9) | Exem. (10) |