

Houston ISD Board of Managers Community Meetings Frequently Asked Questions

Application and Selection Process

Will the Board of Managers have to live within Houston city limits?

Yes, members of the Board of Managers must reside within the boundaries of Houston ISD. You can find additional information about the job description and qualifications [here](#).

Will there be any groups prioritized or focused on in the selection process? What will be the desired qualifications?

The Houston ISD Board of Manager job description and qualifications are posted [here](#). The Texas Education Agency is looking for Houstonians with a wide array of backgrounds, experiences, and perspectives that believe all children can learn and achieve at high levels when properly supported and can work together as a governance team. These will be individuals who live within the boundaries of Houston ISD, are invested in their community, and are committed to laying the foundation for long-term success for the district. TEA also received [community feedback](#) on the types of Houstonians to serve on the board of managers.

How many Board of Managers with there be?

The goal is to select 9 individuals from the applicant pool to serve as members of the Board of Managers.

Who will be selecting the board members?

The Texas Education Agency's Commissioner of Education. [Community feedback](#) was first obtained in 2019 through extensive listening sessions that helped TEA develop the Houston ISD Board of Managers job description. This spring the Commissioner and TEA staff will be in regular communication with Houstonians throughout the selection process. The Houston Legislative Delegation will also have the opportunity to provide feedback regarding Board of Manager candidates.

Will any consideration be made to having board members from all parts of the district?

Yes, the goal is to ensure geographic diversity within Houston ISD among the Board of Managers.

TEA originally accepted applications for the Board of Managers in 2019. Are these applicants being considered in this current process and do they have to reapply and go through all required training sessions again?

All original 2019 Houston ISD Board of Manager applicants were notified that they must reapply to be considered for the 2023 Board of Managers appointment. They will have to complete the new application process, which includes attending a Lone Star Governance training. This training framework recommends retraining every two years. Therefore, all applicants will be required to complete this training regardless of if they completed the training during the last application process.

Has the Board of Managers already been selected and the application is just a formality for the public?

No. The Houston ISD Board of Managers will be selected at the end of the application and selection process. As a reminder, the application for the Board of Managers can be found [here](#). TEA is looking for Houstonians with a wide array of backgrounds, experiences, and perspectives who believe all children can learn and achieve at high levels when properly supported and can work together as a governance team. These will be individuals living in Houston ISD, who are invested in their community and are committed to laying the foundation for long-term success for the district.

Board of Managers Roles and Responsibilities**What process exists for taxpayers to hold the Board of Managers accountable for their actions?**

Boards of Managers have all the powers and duties of the Board of Trustees. This includes holding all meetings in public, allowing for public comment, holding public hearings, and posting all required budget and tax information for public review and discussion.

What is the process for removing a member of the Board of Managers?

The Texas Education Agency's Commissioner of Education has statutory authority to replace a Board of Managers at any time and is required to consider removal no later than two years after initial appointment. If stakeholders have concerns with any member of the appointed Houston ISD Board of Managers, they may email BoardofManagers@tea.texas.gov.

How long is the time commitment for the Board of Managers?

Texas Education Code (TEC) states the Texas Education Agency's Commissioner of Education must notify the Board of Managers and Board of Trustees of the date the Board of Managers will expire no later than the second anniversary of the date the Board of Managers was appointed. The TEA Commissioner may extend the Board of Manager placement for an additional two years if after receiving local feedback, determines that insufficient progress on the [stated exit criteria](#) has been made. Additionally, per TEC, Sec. 39A.209(a), the Commissioner may remove the Board of Managers only if the campus that was the basis for the appointment receives an acceptable performance rating for two consecutive school years.

Will current Houston ISD Board policy be suspended or amended by the Board of Managers either now or as we transition into the new year?

The Board of Managers will assume all roles and duties of the Board of Trustees. The Board of Managers will follow current Houston ISD board policies and has the same authority to amend them as the Board of Trustees.

Will the Board of Managers hold public meetings as the school board does now, with two monthly meetings, one for agenda review and one for further discussion and voting?

The Houston ISD Board of Managers will continue to hold public board meetings and has the same requirement to hold public meetings as the Board of Trustees. This includes holding all meetings in public, allowing for public comment, holding public hearings, and posting all required budget and tax information for public review and discussion.

District Operations, Teachers, Special Education and Funding

Will the pay scale change for teachers during the 2023-2024 school year due to the state intervention?

In mid-March, the Commissioner announced the process to appoint a Board of Managers. Until a Board of Managers is appointed on or after June 1, Houston ISD continues to be governed by the Board of Trustees. The current Board of Trustees and superintendent are working to finalize the budget for the 2023-2024 school year, including the district's pay scale. That base pay scale will not be reduced for the 2023-2024 school year from the base pay scale adopted in the 2022-2023 school year budget.

What changes are planned to improve the special education program - specifically with training general education teachers about different learning disabilities?

Operational decisions within the district, including how special education programs are managed, are decided by the district's governing team. When the Board of Managers is named in June, they will work with the superintendent to identify action steps that must be taken to ensure the special education program offered by the district is improved to operate in full compliance with all state and federal statutory requirements. Their approach will be phased over time, with the specifics to be decided by the Board and superintendent. But changes will in the near-term address key procedures to ensure Child Find and ARD committee obligations are met on a timely basis for students. Training for general education teachers on inclusion practices will similarly improve over time, along with changes to ensure more planning time to help teachers meet inclusion responsibilities.

What affect will the state intervention have on each campus?

Once appointed, the Board of Managers will work in collaboration with the superintendent to ensure that Houston ISD educators and staff have the necessary tools and resources at their disposal to facilitate student success in the classroom and beyond. While the specifics will be decided by the Board and superintendent, changes in support to campuses will be tiered, so that more support is provided to campuses with greater need, while high levels of autonomy are sustained at high performing campuses.

Due to the upcoming state intervention in Houston ISD, will there be a change in resources and curriculum materials for the 2023-2024 school year.

Consistent with the role of district leadership in school systems across the state, Houston ISD's new leadership team will make any and all resources and curriculum decisions. While the specifics will be decided by the Board and superintendent, any approach to changing resource or material support to campuses will be tiered, so that more support is provided to campuses with greater need, while high levels of autonomy are sustained at high performing campuses.

General Inquiries on the Intervention

Why should we believe a state intervention will be successful when it has failed in numerous other states that have tried this?

While it is true that state interventions performed in other states have had a mixed track record, this has not been the case in Texas, as Board of Managers placements made in Texas have been successful. Since 2000, there have been seven previous Board of Managers placements to temporarily operate school districts in Texas (see slide [here](#)). Some were placed to address financial issues, others to

address academic issues. In all seven cases, the issues that led to the placement were resolved by the Board of Managers, be those issues financial or academic. In six of the districts, academic achievement increased, even when the reason for placement was financial. And in the seventh district, academic achievement remained steady, even while financial issues that necessitated the Board of Managers placement were resolved. The largest Board of Managers placement has been in El Paso ISD, with 50,000 students, where academic achievement rose.

Does the superintendent have to go through the application process? Explain why or why not.

Yes. The Texas Education Agency has conducted a rigorous process to consider candidates who are best positioned to lead Houston ISD as superintendent. The process has involved a statewide and national search, multiple rounds of interviews, and detailed reviews of each candidate's history of improving student outcomes. The superintendent and Board of Managers will be appointed upon finalization of the superintendent selection process and the Board of Manager application and selection process.

Until those appointments, the current governance team remains. The district's current superintendent, Millard House II, will continue exercising the superintendent's authority as authorized under law and with the full support of the agency conservators during this time of transition.

What are the goals for the next superintendent?

The goals set by the agency for the superintendent are the same as those for the Board of Managers. Specifically, the district must address the underlying causes for intervention: no multi-year failing campuses; a special education program in full compliance with all state and federal statutory requirements; and evidence of improved governance that demonstrates procedures and behavior focused on improved outcomes for all students in Houston ISD.

After being appointed, the Board of Managers will expand upon these goals as it provides strategic leadership and oversight of the superintendent, as part of their duties as a board. This will involve getting feedback from multiple district stakeholders, and working to improve support for teachers, getting schools the structure of resources they need, and laying a foundation for success for students in the district.