Administrative Support of Teachers at American High School

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Texas Education Agency (TEA)
http://tea.Texas.gov
Every child, prepared for success in college, a career or the military.

Strategic priorities:
- Recruit, support and retain teachers and principals
- Build a foundation of reading and math
- Connect high school to career and college
- Improve low-performing schools

Enablers:
- Increase transparency, fairness and rigor in district and campus academic and financial performance
- Ensure compliance, effectively implement legislation and inform policymakers
Houston Independent School District (HISD)
http://www.houstonisd.org
HISD AT-A-GLANCE

- **Educating 215,000 Students**, 28,267 Employees, one of the largest employers in Houston
- 287 Schools serve our students
- About **100 Languages** are spoken across the district
- **Dual-Language instruction is offered in 62 Schools**
- **1:1 Laptops distributed to over 65,000 high school students**
- **$1.89 Billion Bond** is building modern schools across Houston
- **37 Schools** on the Washington Post High School Challenge Index
- **Lowest Property tax rate** among Harris County School Districts
- 96% of rated HISD schools met state student progress standard
- 89% of rated HISD schools met state closing performance gaps standard
## HISD School Guidelines

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# School Profile, example 1
(from www.houstonisd.org)

<table>
<thead>
<tr>
<th>Grade Levels</th>
<th>Programs</th>
<th>Performance</th>
<th>Demographics</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 - 12</td>
<td>Pre-AP/AP</td>
<td>Reading: Met Satisfactory Standard on STAAR</td>
<td>Enrollment: 470</td>
</tr>
<tr>
<td></td>
<td>Vanguard Neighborhood</td>
<td>2015: 99.2%</td>
<td>White 8%</td>
</tr>
<tr>
<td></td>
<td>Business Management &amp; Administration</td>
<td>2016: 88.3%</td>
<td>Multiple 1%</td>
</tr>
<tr>
<td></td>
<td>Early College</td>
<td>Math: Met Satisfactory Standard on STAAR</td>
<td>Hispanic 75%</td>
</tr>
<tr>
<td></td>
<td>English As A Second Language</td>
<td>2015: 98.8%</td>
<td>Asian/Pac Isl 4%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2016: 100%</td>
<td>American Ind 0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>More</td>
<td>African Amer 12%</td>
</tr>
</tbody>
</table>

- English Language Learners: 1%
- Special Education: 1%
- Free And Reduced Priced Lunch: 71%
### School Profile, example 2
(from www.houstonisd.org)

<table>
<thead>
<tr>
<th>Grade Levels</th>
<th>Programs</th>
<th>Performance</th>
<th>Demographics</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 - 12</td>
<td>- Pre-AP/AP&lt;br&gt;- Vanguard Neighborhood&lt;br&gt;- Health Science&lt;br&gt;- Arts, A/V Technology And Communication&lt;br&gt;- Transportation, Distribution And Logistics&lt;br&gt;- Maritime Academy&lt;br&gt;- Communications&lt;br&gt;- English As A Second Language&lt;br&gt;- Behavior Support Class (BSC)&lt;br&gt;- Skills For Learning And Living (SLL)&lt;br&gt;- Preparing Students For Independence (PSI)&lt;br&gt;- Structured Learning Center (SLC) ALTERNATE CURRICULUM</td>
<td>Reading: Met Satisfactory Standard on STAAR&lt;br&gt;2015: 32.1%&lt;br&gt;2016: 29.7%&lt;br&gt;Math: Met Satisfactory Standard on STAAR&lt;br&gt;2015: 54.6%&lt;br&gt;2016: 53.3%</td>
<td>Enrollment: 845&lt;br&gt;English Language Learners: 4%&lt;br&gt;Special Education: 19%&lt;br&gt;Free And Reduced Priced Lunch: 62%</td>
</tr>
</tbody>
</table>
Challenge Early College High School
Diversity of school students in Texas

- Born in the USA (parents also)
- Born in the USA (parents are immigrants or residents)
- Born outside (home language is not English)
- New immigrants (live in the USA several years)
- Attended elementary/middle school outside USA
- Attended elementary/middle school in the USA
Learning Geometry: Centroid in Triangles
HISD School Year

- School year lasts about 180 days
or
- about 40 weeks
Teacher’s Environment and Responsibilities

- TEA
- HISD
- School
- Parents

Teacher
School Committees (contd)

- ASSIST COMMITTEE
  (once a cycle)
  - 9-10
  - 11-12

- SPECIAL EDUCATION
  (regularly)
  - School specialist,
  - Psychologist
  - Teachers
  - Dean of students

- DISCIPLINE COMMITTEE
  (weekly)
  - Dean of students
  - Teachers
  - Parents
School Committees

- **Horizontal Teams** (every other week)
  - 9 grade (Algebra, Geography, English I, Biology)
  - 10 grade (Geometry, English II, W History, Chemistry)
  - 11 grade (Pre-Calc, Journalism, Physics, US Gov)
  - 12 grade (AP Math, AP Phys, AP Chem, AP Bio)

- **Vertical Team** (once a cycle)
  - Math Department (Algebra, Geometry, Pre-Calc, Calc, AP)
  - Social Studies (Geography, History, Gov, AP)
  - Science Department
    - (Biology, Chemistry, Physics, AP)
School Conduct  
(in English and in Spanish)

be aware that HISD board policy (1372) prohibits the suspension, placement in a Discipline Alternative Education Program, or expulsion of students prior to third grade unless required by law.

5. Serious offenses are those that substantially disrupt or materially interfere with the orderly process in the classroom. HISD transportation, the school, or any school-related activity and may include persistent misbehavior or Level II or higher misconduct. “Persistent” shall be defined as more than one instance of Level II or higher misconduct. An administrator may find, on the basis of the facts and circumstances of the case, that a Level III offense constitutes a serious offense. Finally, a finding that a student has engaged in any offense listed as an offense under Level IV or Level V constitutes a finding that the student has engaged in serious misbehavior.

Levels of Offenses/Overview
Acts of misconduct are categorized into the following five levels of offenses:

Level I—Violation of Classroom Rules:
- Offenses that generally occur in the classroom and can be corrected by the teacher.

Level II—Administrative Intervention:
- Offenses that are more serious in nature or a continuance of Level I misconduct.

Level III—Targeted Intervention, Restitution, Suspension, or Optional Removal to Disciplinary Alternative Education Program:
- Offenses that seriously disrupt the educational process in the classroom, in the school, and/or at school-related activities, or repeated instances of Level I, II, or III misconduct. A finding that a student has engaged in a Level III offense may constitute a serious offense.

procedures for appropriate guidance.

Levels of Student Misconduct and Disciplinary Options

Level I: Violation of Classroom or Transportation Rules

Each teacher or staff member establishes the rules for the classroom and for school-related activities. Much behavior can be managed by the classroom teacher. The teacher may use any of the disciplinary options listed below in maintaining classroom discipline.

Level I acts of misconduct include such behaviors as:
- Violations of rules or procedures established by the teacher
- Failure to participate in classroom activities
- Unexcused tardiness to class
- Failure to bring required classroom materials or assigned work to class
- General misbehavior such as eating in class, horseplay, making excessive noise, or violating campus dress codes
- Any other act that disrupts the classroom or interrupts the operation of the class
- Failure to deliver or return written communications between home and school
- Disruptive or noncompliant behavior on a school bus or at a school bus stop
- Disclosure or sharing of individual computer-account passwords

Disciplinary Options/Responses:
- Oral correction
- Redirection
- Proximity
- Planned feedback
Student’s Portfolio

- Grades
- STAAR, AP, SAT exams
- Accomodations/Modifications
- Rewards
- Discipline reports
- AP scores
Teachers’ Rights

- Teachers’ Different Freedoms and Rights
- Freedom from Discrimination
  The Equal Protection Clause of the Fourteenth Amendment of the Constitution protects teachers at public schools from discrimination based on race, sex, and national origin.
- Academic Freedom
  Teachers in public schools have limited freedoms in the classroom to teach without undue restrictions on the content or subjects for discussion.
- Freedom of Expression
  A leading case in First Amendment jurisprudence regarding protected forms of expression is *Pickering v. Board of Education*.
- Freedom of Association
  Similar to rights to freedom of expression, public school teachers enjoy rights to freedom of association, based on the First Amendment’s provision that grants citizens the right to peaceful assembly.
- Freedom of Religion
  The First Amendment and Title VII of the Civil Rights Act of 1964 provide protection against religious discrimination by school districts against teachers.
- Privacy Rights
  Teachers enjoy limited rights to personal privacy, though courts will often support disciplinary action taken by a school district when a teacher’s private life affects the integrity of the school district or the effectiveness by which a teacher can teach.
- Age
  The Age Discrimination in Employment Act of 1967, with its subsequent amendments, provides protection for teachers over the age of 40 against age discrimination.
- Pregnancy
  The Pregnancy Discrimination Act of 1978 provides protection for teachers who are pregnant.
Education and Technology

- Thinking skills ≠ Browsing sites
- Writing skills ≠ Typing
- Reading ≠ Watching video
- Teacher ≠ Online course

2000 - one desktop computer on a teacher’s desk
2000/2003 - all teachers received laptops connected to internet
2003/2004 - digital ceiling projectors, classes with internet access
2004/2006 - smartboards
2005/2008 - wireless internet in schools, computer classes
2010 - laptops for students, e-books
Conclusions

- Teacher has a strong legal support from the state and the district
- All rights are clearly defined and openly published
- Texas Federation of Teachers actively supports teachers rights as well
Acknowledgments

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THANK YOU!

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