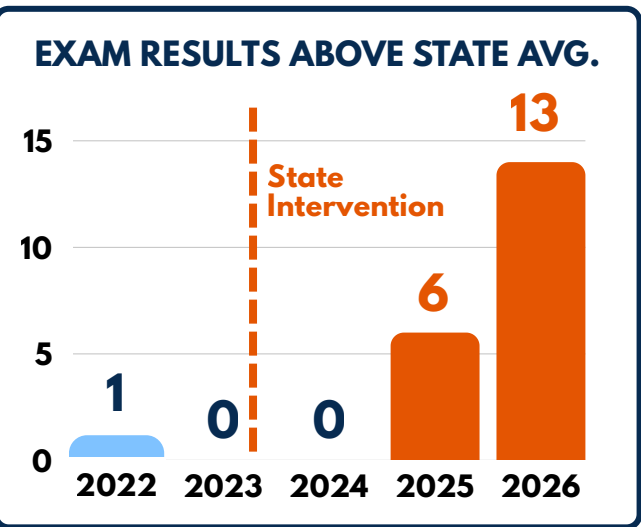


The Houston Independent School District Transformation

Three years ago, HISD was taken over by the state due to chronically failing schools, student underperformance, and poor oversight. **Today, students are thriving**, high-performing teachers are being rewarded for their hard work, budgets have been balanced, and Houston schools are finally on track to preparing students for 2035 and beyond.

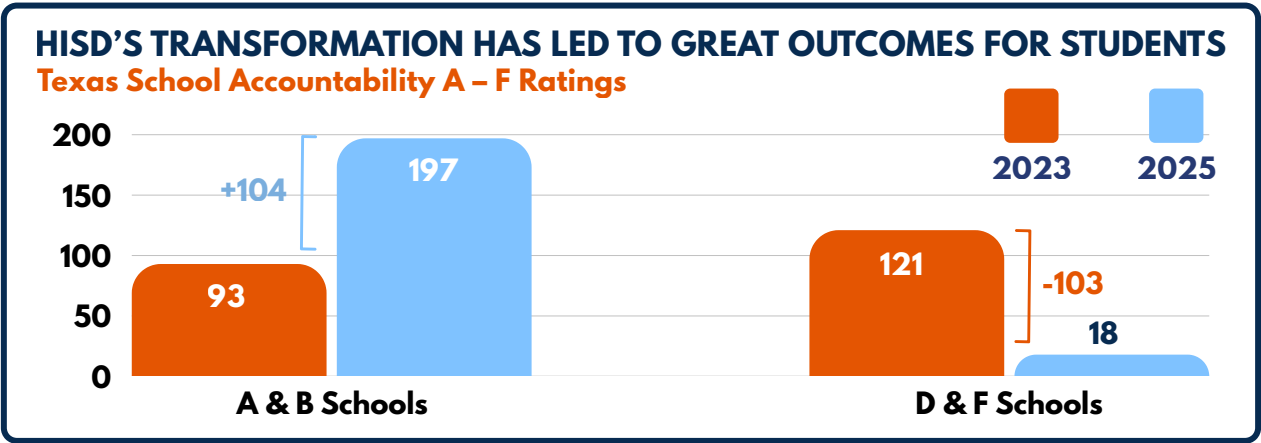
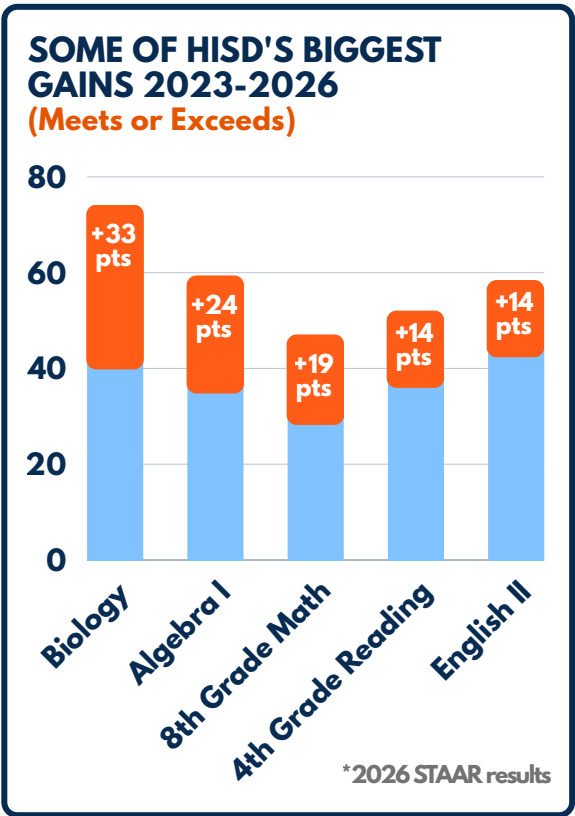
Three Years Later – Results Achieved:

By relentlessly focusing on setting high expectations, striving for operational excellence, and instilling accountability, HISD has proven that with the right reforms we can help students reach their full potential. **Reading and math scores have soared since systemic wholesale reforms were implemented.**



Dramatic Improvement for School Ratings

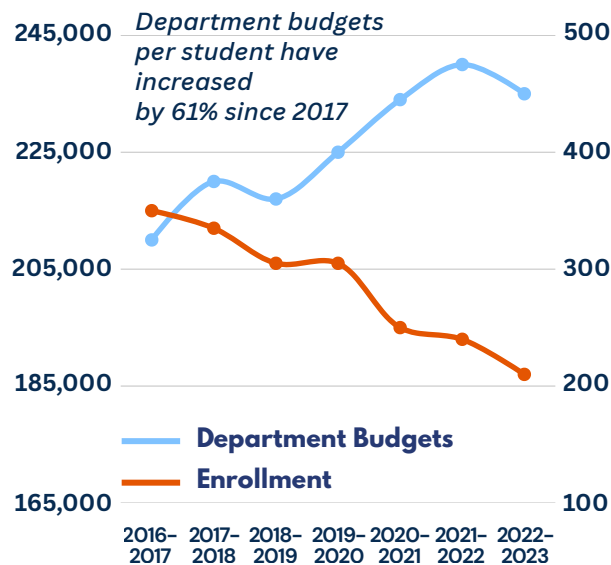
Since 2023, the number of A and B-rated schools across the district have nearly doubled while low performing schools are close to being eliminated. Today, **100,000 more students** are learning in higher quality schools.



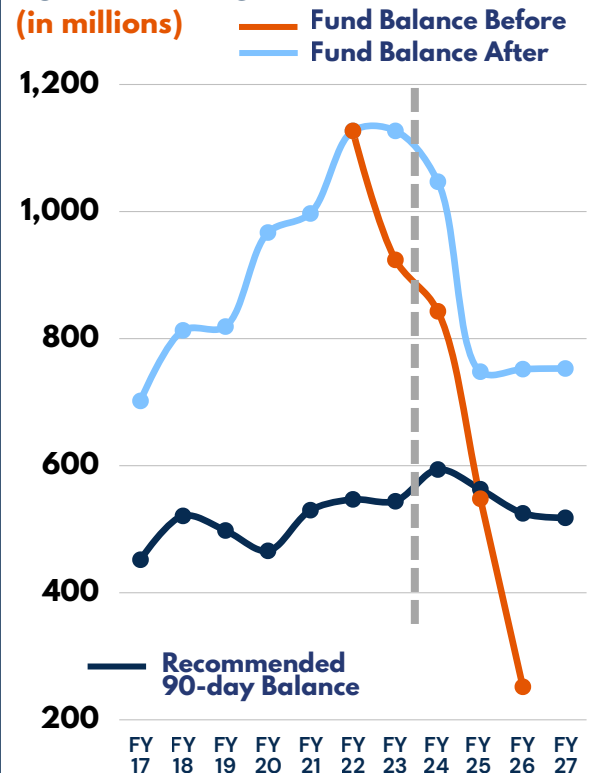
Balanced Budgets

Ample data from school districts across the country, including at HISD, have dispelled the myth that "more money equals better outcomes." Since 2017, the HISD department budget ballooned by 61 percent since 2017 despite decreased enrollment. HISD was on track to drop below its reserve requirements by FY2026. **The Miles administration took deliberate and proactive measures to get our finances back on track and save money.**

HISTORICAL TRENDS: CENTRAL OFFICE BUDGET PER STUDENT Enrollment vs. Department Budgets and Change Over Time (%)



FUND BALANCE TREND (in millions)



Teacher Pay

In August of 2025, Houston ISD implemented the largest pay-for-performance plan in the nation. In three years, **average annual teacher salary has increased by almost \$15,000**. The objective is to ensure effective teachers receive compensation commensurate to their dedication and service.

HISD's Future Outlook

Today, HISD's students are much better prepared for their future than they were just three years ago. Their confidence is up, test scores are soaring, and they are laying the essential foundation needed to succeed beyond the PK-12 classrooms. **HISD students are proving that when we raise the bar and challenge them, they will rise to the level of expectation and demonstrate their true potential.** HISD students are now better positioned to tackle the future.