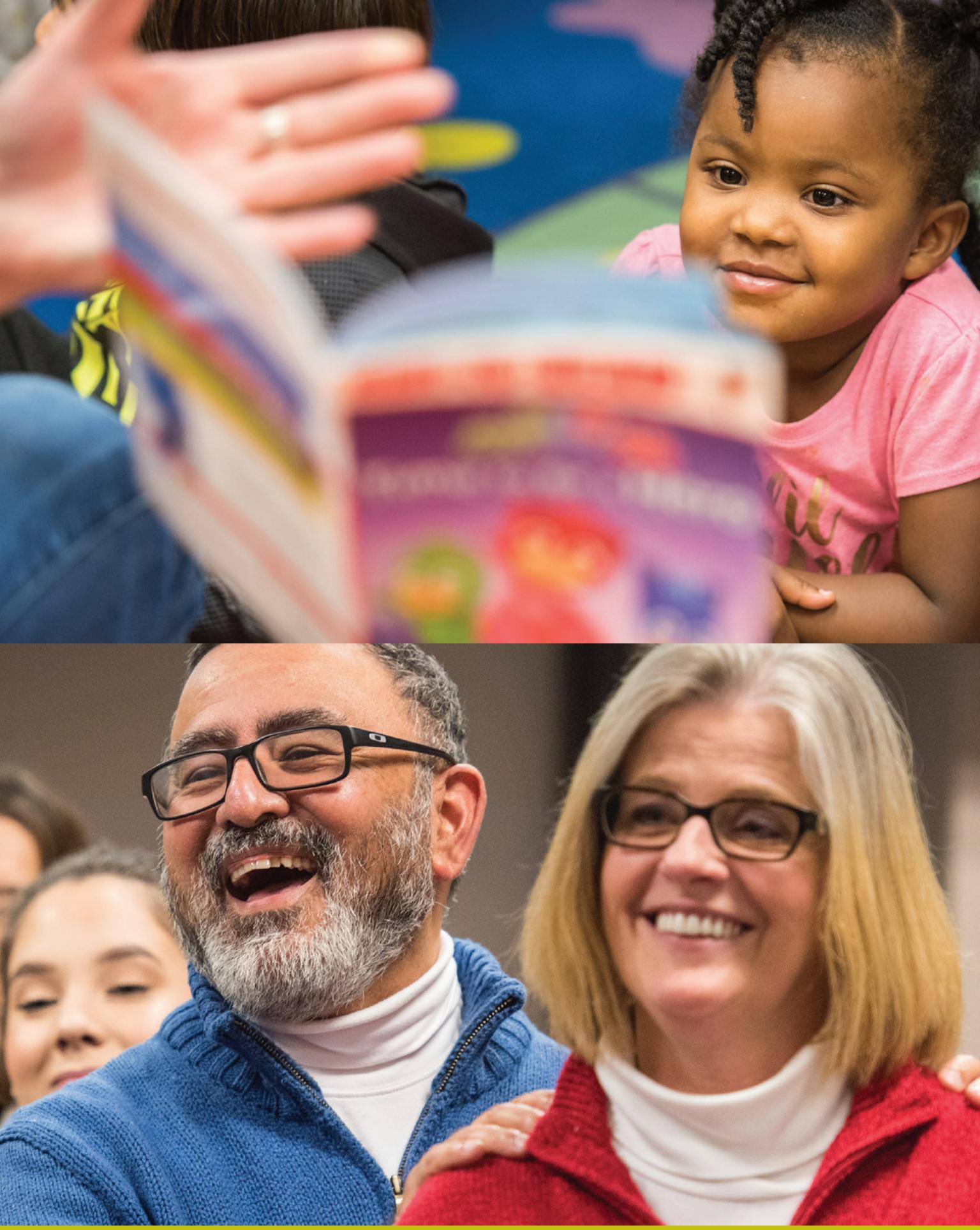




SEE THE IMPACT



EDUCATION IS NOT
ONLY FUNDAMENTAL—
IT'S PERSONAL

SUPERINTENDENT



James Colbert Jr. SUPERINTENDENT

James Colbert Jr. is an educational leader with a passion for students and a strong background in collaboration, communication and child advocacy. A visionary and systems-oriented thinker, Mr. Colbert is skilled at implementing comprehensive plans that reflect the current and long-term needs of an organization and is dedicated to building positive relationships with all stakeholders.

THE BOARD



Josh Flynn PRESIDENT

Position 4, Precinct 3

Josh Flynn serves as president of the HCDE Board in trustee Position 4, Precinct 3. He was elected as a trustee in November 2018.



Dr. George Moore VICE PRESIDENT

Position 1, Precinct 2

Dr. George P. Moore serves as vice president of the HCDE Board in trustee Position 1, Precinct 2. He was elected to office in November 2016.



Richard Cantu

BOARD MEMBER

Position 3, At-Large

Richard Cantu serves as trustee for HCDE in Position 3, At-Large. He was elected to office in November 2018.



Eric Dick

BOARD MEMBER

Position 2, Precinct 4

Eric Dick serves as a trustee for HCDE in Position 2, Precinct 4. He was elected to office in November 2016.



Danyahel (Danny) Norris

BOARD MEMBER

Position 6, Precinct 1

Danyahel (Danny) Norris serves as a trustee for HCDE in Position 6, Precinct 1. He was elected to office in November 2018.



Don Sumners

BOARD MEMBER

Position 7, At-Large

Don Sumners serves as a trustee for HCDE in Position 7, At-Large. He was elected to office in November 2014.



Mike Wolfe

BOARD MEMBER

Position 5, At-Large

Mike Wolfe serves as a trustee for HCDE in Position 5, At-Large. He was elected to office in November 2014.



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HCDE OVERVIEW

Harris County Department of Education (HCDE) is a unique educational hybrid serving school districts, governmental entities and nonprofits in the third largest county in the country. As the last remaining county office of education in Texas, HCDE directly serves close to 30,000 students from birth to adults and provides services that support more than 160,000 students and 65,000 educators each year. HCDE also provides services to dozens of governmental agencies and nonprofits.

HCDE turns every \$1 of property taxes into nearly \$5 in services. By leveraging property tax dollars through fees for service and grant funds, HCDE has become a model of fiscal efficiency and has won numerous financial accounting awards in Texas and around the country.

HCDE SERVES

7,426 SPECIAL
EDUCATION
STUDENTS

on **550** school campuses throughout
Harris County

HCDE's five pillars impact students directly through:

ADULT EDUCATION

Providing the largest adult education program in Texas with classes serving 9,000 students in ESL, GED and workforce development programs

CASE FOR KIDS

Providing after-school programs through schools and private providers to nearly 15,000 students

HEAD START

Providing educational support and preschool for low-income students from birth to age 4

SPECIAL SCHOOLS

Providing education to students with profound physical, mental and emotional disabilities

THERAPY SERVICES

Providing 53 percent of all physical, occupational and music therapy for students in Harris County directly in the classroom

HCDE's five service divisions impact education in Harris County and Texas through:

CENTER FOR SAFE AND SECURE SCHOOLS

Leading discussions and training about safety, security, school climate and threat assessment

CHOICE PARTNERS COOPERATIVE

Providing government entities, school districts and non-profit organizations with immediate access to quality, legal procurement and contracts that are compliant with governmental procurement requirements, saving them time and money

EDUCATOR CERTIFICATION AND ADVANCEMENT

Offering courses for alternative certification for teachers, principal certification and superintendent certification

TEACHING AND LEARNING CENTER

Providing professional development to thousands of educators each year in content areas, social-emotional learning and digital learning

RECORDS MANAGEMENT

Providing physical and digital management of records for hundreds of entities, including the City of Houston and Harris County

BY THE NUMBERS

HCDE Programs and Services Provided to All Harris County School Districts in 2017 - 2018

The HCDE Impact

The Number of Students and Educators Served

9,121	Adult Education	1,635	Educator Certification and Professional Development
17,441	Center for Afterschool, Summer and Enrichment for Kids (CASE for Kids)	729	HCDE Schools
51,655	Center for Safe and Secure Schools	13,898	School-Based Therapy Services
91,219	Digital Education and Innovation	9,200	Teaching and Learning
3,409	Early Childhood and Head Start		

Support Services to Districts

RECORDS MANAGEMENT

\$3.0 M

CHOICE PARTNERS COOPERATIVE

\$28.0 M

Choice Partners provides contract procurement and management services, saving Harris County school districts time and money when they access legal, competitively bid contracts already awarded by HCDE's governing board.

162,322

Students Served

47,269

Teachers and Educators Served

Dollar amounts represent audited financial data for the 2017 - 2018 fiscal year. Due to the delivery of services between fiscal years, numbers do not total.

FINANCIAL IMPACT

Since HCDE is able to turn every \$1 of property taxes into \$5 through service fees, grants and our purchasing cooperative, we impact thousands of students and educators all throughout Harris County. Here's the financial breakdown of our schools, programs and educational services for the 2017-2018 school year.

HEAD START	HCDE SCHOOLS
\$25,703,590	\$17,090,439
ADULT EDUCATION	THERAPY SERVICES
\$7,243,771	\$13,497,129
CASE FOR KIDS/AFTER-SCHOOL SERVICES	DIGITAL LEARNING
\$10,577,233	\$267,168
TEACHING AND LEARNING CENTER	CENTER FOR SAFE AND SECURE SCHOOLS
\$1,620,612	\$599,827
RECORDS MANAGEMENT	CHOICE PARTNERS COOPERATIVE
\$3,032,347	\$28,005,879

RETURN ON INVESTMENT

For every local property tax dollar collected, HCDE provides \$4.86 in services.*



\$22.5M

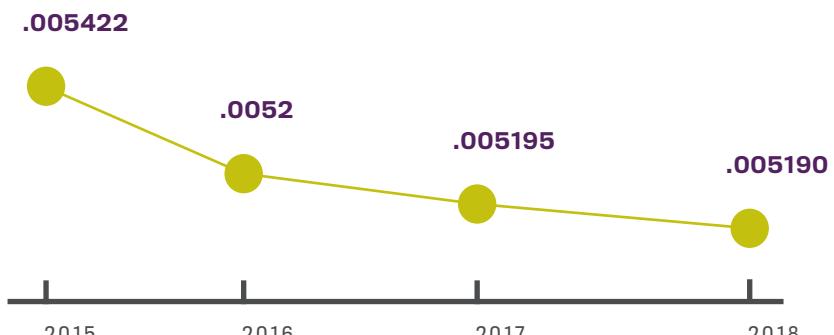
in local property tax collections

\$109.3M

in services to support learners of all ages and educators in Harris County

Tax Rate

Tax rate reduced for 4 consecutive years; remains below effective tax rate and is less than \$9 a year for the average homeowner.



*Moak, Casey & Associates 2019



THE PATHS TO
SUCCESS ARE FORGED
WITH CHALLENGES
AND TRIUMPHS



THE FIVE PILLARS

Adult Education

HCDE maintains the largest adult education program in the state. Highly qualified teachers provide workforce development, General Equivalency Diploma (GED) exam preparation classes and English as a second language (ESL) classes in 65 locations across Houston and Harris/Liberty Counties. HCDE Adult Education offers working adults the opportunity to gain the skills needed to take advantage of better job opportunities or move into higher education.



CASE for Kids (Center for Afterschool, Summer and Enrichment for Kids)



As an after-school intermediary, CASE for Kids provides resources, training and funding for students in grades pre-k through 12 in after-school programs in schools, child care facilities and community centers. Services benefit more than 14,000 kids in greater Harris County. CASE for Kids programs happen before and after school, on weekends and during the summer. CASE for Kids was founded in 1999 with a goal to keep kids safe, help working families and improve academic achievement.

Head Start



HCDE's Head Start and Early Head Start programs serve more than 1,500 students each day. Far too many students enter school unprepared and ultimately fall behind. Head Start is an educational program providing students and their families the skills they need to be ready for the demands of school. Head Start works with income-eligible students and students with special needs residing in east and northeast Harris County and helps them achieve lasting success.

Special Schools



HCDE's Special Schools serve Harris County school districts with three programs and feature individualized learning and small-group instruction in highly structured classes. HCDE schools prepare students to be successful so they can return to their home school and ultimately graduate with their classmates.

ABS EAST · ABS WEST · HIGHPOINT SCHOOL · FORTIS ACADEMY

Therapy Services



HCDE provides 53 percent of all therapy services in Harris County school districts. These vital therapy services support children with disabilities and their families in the areas of occupational therapy, physical therapy and music therapy. This support comes through assessment, intervention, consultation, training and direct service in the classroom in a student's neighborhood school and district.

A close-up photograph of a young man wearing a graduation cap and gown. The cap has "2018" on the tassel. He is smiling and looking slightly to his right. The background is blurred.

**GRADUATE
DEDICATED
PURPOSEFUL
CATALYST
PERSISTENT**

STUDENTS SERVED **9,121**

ADULT EDUCATION

The HCDE Adult Education Program prepares students ages 16 through adulthood to read and speak English and/or to complete a high school General Equivalency Diploma (GED) in 65 locations around Harris County. The program also provides workforce development allowing students the opportunity to gain skills needed for better job opportunities or move into higher education. Specialty programs include pipe fitting, Certified Nursing Assistant (CNA) and phlebotomy. HCDE served 9,121 students during the 2017- 2018 school year.



HCDE HAS THE

LARGEST ADULT EDUCATION PROGRAM

IN TEXAS

SPOTLIGHT

Workforce Apprenticeship Programs Bridge the Gap for Adult Learners

The blitz of retirees in industry and construction is shining a light on a shortage of skilled workers. However, HCDE's growing partnership between Adult Education and Adaptive Construction Solutions (ACS) is bridging that gap. ACS is an apprenticeship program focused on providing meaningful work and debt-free career pathways to veterans and other underserved populations. HCDE provides academic remediation and ACS offers career training and employment. For example, construction teachers show students how to handle tools and measure materials while an academic instructor provides students with a refresher course in mathematics, focused on fractions for measurement. Classroom instruction typically culminates with on-the-job training at a partner corporation. This model, implemented in collaboration with the Texas Workforce Commission, is being replicated around the state while expanding into other occupational areas based on employer demand.

Two Mothers Become U.S. Citizens

When English language learners Maricela Barajas and Rosario Rodriguez recently took the naturalization test to become U.S. citizens, their minds were filled with notes about American history and democracy, citizen rights and responsibilities and geography. But with the help of HCDE's ESL program, both women were able to pass the test and become citizens in late 2018.

Claudia Estrada, who teaches English Language Civics as part of the Adult Education program, said the naturalization process and test can be a challenge. For this reason, she has structured her class to help students prepare for the exam with English conversation skills, reading and writing, with additional focus on the U.S. Constitution and American history. Ms. Estrada said a large portion of her instruction involves oral practice, which she says is critical to success and mastery of the material.

A composite image featuring a man and a young boy. The man, wearing a grey t-shirt, is in the background looking towards the camera. The young boy, wearing glasses and a white t-shirt with the text 'Merkin' afterscho', is in the foreground, focused on assembling a large, yellow and black LEGO Mindstorms robot. The robot has a complex structure with multiple wheels and a central frame.

IMPACT
ENGAGE
DISCOVER
ACHIEVE



STUDENTS SERVED **14,627**

EDUCATORS SERVED **2,814**

CASE FOR KIDS

As an afterschool intermediary, the Center for Afterschool, Summer and Enrichment for Kids (CASE for Kids) supplies resources, training and funding for students in grades pre-k through 12 in after-school programs in schools, child care facilities and community centers. CASE is funded through various grants including the Houston Endowment and the 21st Century Community Learning Centers grant.



CASE FOR KIDS SERVES MORE THAN

17,000 STUDENTS AND EDUCATORS

SPOTLIGHT

CASE Debates: The Academic Afterschool Sport

Maegan Madison Ford, 16, is ready to debate early Saturday morning when many teens are sleeping.

"At Early College, we don't have sports teams or band, so I consider debate my band or sport," said the Spring ISD charter school sophomore.

Two years ago, HCDE started funding CASE Debates, a debate program which promotes academic and oratory skills among urban teens. The program is modeled after the successful Houston Urban Debate League program with debate volunteers from local colleges and nonprofits helping with tournaments.

Teens spend their time after school crafting and honing their debate styles and arguments. On weekends, the competition begins with top students/teams eventually qualifying for scholarships. Statistics show that debate fuels college readiness with skills like public speaking, research, concise writing and teamwork.

Partnership Project Serves Up Afterschool with All the Toppings

Last year, 11-year-old Ilia Rivera's mom, Karen, reached out for help with after-school care. She got much more when she enrolled in a program funded by the CASE for Kids Partnership Project.

The Partnership Project is a locally funded collaboration between CASE for Kids, the Houston-Galveston Area Council, the Texas Workforce Commission and local after-school sites like Ilia's school in Houston ISD. The 20-year-old program is unique because multiple partners—local, state and federal—contribute funding.

The Partnership Project fills funding gaps with various resources like the CASE for Kids lending library, educational games, sporting equipment and STEM-based materials, including robotics kits. Vendors specialize in academic focus areas that highlight math and language while social and emotional learning skills help children understand and manage emotions.

Ilia craves her after-school time with classmates and teachers to build her creativity through choir, art and robotics.

"In afterschool, I get all the toppings—all the toppings for my brain," Ilia said.



**SUCCESS
EDUCATION
PREPARE
NUTRITION
HEALTH**



STUDENTS SERVED **1,545**

HEAD START

Early childhood education is key to student success.

HCDE's Head Start and Early Head Start centers serve more than 1,500 students each day, empowering both students and families with school readiness skills and services for success.



H C D E H A S

15 HEAD START CENTERS

IN HARRIS COUNTY

SPOTLIGHT

SuperMENtors Strive to be Role Models to Head Start Students

Research shows that positive male role models and mentors can significantly impact the academic achievement and development of young boys. In keeping with this theme, in 2002 HCDE's Head Start program started the Significant Male Initiative to encourage male involvement throughout its 15 centers. Through the REAL SuperMENtors program, male community members volunteer one hour, once a month to read to preschoolers. Four principles guide the program: reading is fun; joint reading positively impacts children learning to read; literacy knowledge and skills lay the foundation for reading and writing; and community engagement matters.

SuperMENtor volunteers are community members or employees from businesses across the Greater Houston area. Through corporate sponsors, participating students receive a copy of the book read to them each month so they can grow their home libraries and continue to increase their reading abilities.

Head Start Students Gifted New Backpacks After Harvey

Plantglistix CEO Marc Levine understands the importance of early learning and the impact school supplies can have on needy families.

This is why the Houston-based company donated more than \$10,000 worth of backpacks and school supplies to six HCDE Head Start centers after Hurricane Harvey affected the area in August 2017. Levine and co-workers personally delivered the backpacks, which contained essential classroom items like colored markers, crayons, glue sticks and folders.

A post-Harvey survey conducted by HCDE Head Start showed nearly 70 families at the six centers experienced damage to their homes or cars from the storm, with many families experiencing an impact on their financial situations. Head Start Senior Director Venetia Peacock said the donation was even more necessary for the success of the students in the hurricane's aftermath, as it helped them continue with their learning even as their lives were turned upside down.

A young man with short brown hair, wearing a dark polo shirt, is smiling at the camera. He is positioned in front of a blurred background of what appears to be a classroom or library setting with rows of desks and chairs.

**STUDENT
ACADEMIC
ACHIEVER
SCHOLAR
OPPORTUNIST
LEARNER**



STUDENTS SERVED **729**

SPECIAL SCHOOLS

HCDE operates four special schools serving three populations of students: severe emotionally or physically disabled students; troubled or adjudicated youth; and students recovering from addiction. The Schools Division serves Harris County school districts through contracts, offering individualized learning through small-group instruction in highly structured classes. The goal is always for students to return to their home schools to graduate.



HCDE SERVES NEARLY

800 STUDENTS

WITH SPECIAL SCHOOLS

SPOTLIGHT

Recovery High School Provides Wrap-Around Approach for Addiction

Recovering from addiction, student Cy Lopez needed to be away from peer pressure and temptation so he would not revisit old habits. When he found Fortis Academy, he asked his school district administrators for permission to attend the new public recovery high school for students completing rehab.

Students from the Greater Houston area attend Fortis through a contractual agreement between their home district and HCDE. Staff includes traditional teachers, counselors and recovery coaches. Small, traditional classes are coupled with a self-paced, online curriculum to enable students to graduate from their home schools. A culinary program with a fully equipped kitchen provides an opportunity for skill building and team building.

Cy's father, Omar Lopez, is vocal about his support for the school and knows that word is getting around to other families who cannot afford private recovery schools. Omar Lopez points to the benefits to taxpayers with public recovery schools tackling problems of addiction early on versus going through the penal system later.

Finding the Right School for Angelica

No school seemed right for Angelica Garcia, a student with intellectual, developmental and behavioral disorders who is also blind, deaf and physically challenged. After being dismissed for behavior issues from a state school, she was enrolled at HCDE's Academic and Behavior (AB) School.

Ms. Garcia's teachers say she is a changed student since she first joined the school three years ago. They describe her as friendly, determined and independent, while her family says she is now calm and happy during school and outside of the classroom.

HCDE runs two AB schools in both east and west Houston, serving students ages 5-22 with special needs in school districts throughout the Greater Houston area. Classrooms are small, with a low student-to-teacher ratio. Highly trained, certified teachers are assisted by an educator team, including a behavior specialist, counselor and teacher aides. Each student follows an individual education plan through regular or life skills classes.



**TREATMENT
HELPFUL
BENEFIT
UNDERSTANDING
PATIENCE
INSPIRE
ANALYSIS**

The text is arranged in seven lines, each consisting of two words. The first letter of each word is in orange, while the rest of the letters are in white. The background is a dark purple color.



STUDENTS SERVED **7,426**

EDUCATORS SERVED **6,472**

THERAPY SERVICES

HCDE Therapy Services Division employs occupational, physical and music therapists to help students with disabilities be successful in their classrooms. Support includes assessment, intervention, consultation, training and direct service within the students' school. HCDE provides 100 percent of therapy services for Houston ISD, Katy ISD and Cy-Fair ISD.



HCDE PROVIDES

53% OF THERAPY
SERVICES
TO HARRIS COUNTY

SPOTLIGHT

How Music Therapy Helps Student with Disabilities

Music therapist Ann Petty believes music is the great motivator. Working with students and their teachers, she helps kids to apply music activities in support of academics, social skills and communication.

Ms. Petty is a music therapist with the Harris County Department of Education, providing therapy to students in Cypress-Fairbanks ISD for the last 40 years. Through melody, words and cadence with her guitar, Ms. Petty works through neurological principles to improve communication, psycho-social and cognitive skills. She uses song strategies with students like Bella, 6, a happy child in a life skills class, documenting Bella's progress and advocating on her behalf with other therapists, teachers and aides.

"School districts consider us their one-stop-shop for supplying their district with highly-qualified therapists," said Carie Crabb, senior director of HCDE's School-Based Therapy Services. "We recruit therapists, manage and train them to help students with functional tasks and academic success within the school environment so they can work, play and participate among their peers."

We Help Students 'Get to the Job of Learning'

Choosing to be a school-based therapist is a decision that occupational therapist Adele Brunson did not think twice about. The former teacher loves kids and wanted to apply her occupational therapy skills to the classroom.

HCDE has 155 caring and competent physical, occupational and music therapists like Ms. Brunson to serve local school districts. These employees provide on-campus therapy to help students who struggle with autism, intellectual disabilities and physical challenges.

From helping a student navigate the school independently to transforming a student's workspace, school therapists apply knowledge about disabilities and school routines to make spaces, resources and relationships work. It is different from work in the clinical environment and training licensed therapists for the crossover from healthcare to school-based therapy can involve a complex transition process.

"School therapists make it possible for children to learn and participate in school with their peers, despite their disabilities," said Amy Collins, HCDE occupational therapist and manager. "We become part of the campus team. We problem-solve so students can be as independent as possible and get to the job of learning."



MAKING A POSITIVE IMPACT ON STUDENTS, STAFF AND DISTRICTS



SERVICE DIVISIONS

Center for Safe and Secure Schools

The Center for Safe and Secure Schools was created in 1999 in response to a request by superintendents in Harris County. The Center supports school district efforts to have safe and secure learning environments where teachers can teach and students can learn through safety audits, threat assessment training and crisis emergency response training.



Choice Partners

Choice Partners national cooperative offers quality, legal procurement and contract solutions to meet the purchasing needs of school districts and other governmental entities. Through this cooperative purchasing program, members gain immediate access to legal, competitively bid contracts, saving time and money on the bidding and purchasing process. Choice Partners saves participating school districts and government entities an average of 10 percent each year through its contracts.



Educator Certification and Advancement

Educator Certification and Advancement, a state-approved educator preparation and certification program, recruits, trains, supports and certifies a cadre of high-quality individuals for both initial-level teaching certificates and professional level certificates. The program is designed to help school districts in Harris County meet growing staff needs.



Records Management

HCDE Records Management services assist Texas educational and governmental agencies with maintenance and compliance with the Texas Local Governmental Records Act of 1989. Records Management provides all types of records management services including helping agencies develop Records Control Schedules, pickup destruction/shredding services, recycling bins, electronic imaging and storage, vital records storage, confidential records storage and transportation services.



Teaching and Learning Center

HCDE provides customized training and conferences for teachers and administrators through the Teaching and Learning Center. Content area specialists are experienced educators who provide professional learning experiences needed to support academic achievement and address equity in education, social-emotional learning, culturally-responsive environments and innovative practices in digital education.



CENTER FOR SAFE AND SECURE SCHOOLS

CENTER FOR SAFE AND SECURE
SCHOOLS SERVES **MORE THAN**
51,000 STUDENTS AND EDUCATORS



SPOTLIGHT

Restorative Justice: Reversing the School-to-Prison Pipeline

Recovering from cyber-bullying or assault is a fragile process within a school community, and punitive actions like suspensions and expulsions can often compound the problem. Backed by this data, the Harris County Department of Education Center for Safe and Secure Schools introduced a new tool for local school districts to address this issue without punishment. Results of the Restorative Discipline program at Bammel Middle School in Spring ISD show great promise with a decline in discipline referrals. Through restorative justice, schools like Bammel MS are moving from a punitive model to a problem-solving mindset with regard to student behavior. In restorative justice, adults in a school community employ a circle of relationship-building and collaboration to address perceived problems or injustices, with a goal of changing school culture and stopping the school-to-prison pipeline. This type of restorative model allows participants to focus on finding understanding and resolution amongst all stakeholders including students, teachers, administrators, counselors, parents and even community members instead of just disciplining students.



Human Trafficking Awareness

Human trafficking may sound like a foreign concept to many Texans, but the truth is 900,000 children attend school within a mile of a suspected front for human trafficking in the state. In an ongoing effort to provide education to the Greater Houston area about this growing issue, HCDE's Center for Safe and Secure Schools, in collaboration with Children at Risk, held its annual Human Trafficking Summit. This year, veteran teacher Linette Caroselli told a room filled with educators, administrators and community members about her daughter's personal gut-wrenching story of physical abuse, psychological terror, manipulation and rape at the hands of human traffickers. With Harris County having the largest number of suspected illegal massage businesses in the state (approximately 259), the region poses a wealth of opportunity to make an impact on this growing threat to the safety of children and at-risk populations.

CHOICE PARTNERS

HCDE IMPACTS **ALL 25 SCHOOL DISTRICTS**
IN HARRIS COUNTY BY SAVING THEM MONEY
THROUGH CHOICE PARTNERS CONTRACTS.



SPOTLIGHT

The ‘Right Choice’: Seniors Graduate Post Hurricane Harvey

Nolan Correa was 12 days into his new job heading up operation support services at Humble ISD and preparing for the new school year when Hurricane Harvey flooded Houston.

Humble ISD's Kingwood High School was hard-hit by the 100-year flood with six feet of water pouring into the first floor and creeping into the second floor of the building. Once the water receded, the devastation was revealed as offices, equipment and outdoor and indoor facilities were left in ruins.

Harris County was also crippled by the storm, and cleanup and restoration crews became a precious commodity. However, Humble officials knew they had a source for quick restoration of the school: HCDE's Choice Partners Purchasing Cooperative.

Knowledgeable about all the safety requirements and building codes and with legally bid contracts in hand, Choice vendors were able to provide swift cleanup and restoration for Kingwood High School. The process enabled students to return to the school just six months after the flood waters receded. This helped ensure that the 2018 graduating class of Kingwood High School would have a story to reminisce at their reunion, thanks to Humble ISD's decision to make the *right choice*.



1 Million Lunches and Growing....

Through Choice Partners food co-op contracts, a million lunches a year are served to Harris County students. Part of that success can be attributed to awarded vendors like Smart Mouth. The co-op assists with procurement needs of governmental agencies in ways that save both time and money.

Smart Mouth has mastered the art of winning over young appetites with its nutritional products that meet Texas Department of Agriculture guidelines. The company also assists school district nutritionists in watching their food budgets as districts get a percentage of sales.

Choice Partners hosts a food show with vendors each year and invites school nutrition directors and students to taste-test. Participants rate the offerings, which often make their way into members' school cafeterias based on feedback from the taste-testers.

EDUCATOR CERTIFICATION AND ADVANCEMENT

HCDE SERVES **MORE THAN 1,600**
EDUCATORS WITH CERTIFICATION
PROGRAMS.



SPOTLIGHT

Teacher Program

Melvin Zaldivar is more than just a math teacher. He's a role model. As a minority male teacher at a STEM-focused magnet school in Houston ISD, Zaldivar is poised to help his students learn the soft skills needed to succeed in life.

Mr. Zaldivar graduated from the University of Houston with a degree in mathematics in 2012 and moved into teaching quickly with a boost from the ECA personnel at HCDE.

The 2013 graduate from HCDE's ECA alternative teacher certification program received the mentorship and continued support he needed as a beginning teacher. Where some teacher programs strictly provide online or in-class programs, HCDE delivers a hybrid of both, making the shift to teaching both convenient and personal.



Principal Program

Shani Wyllie has had a special connection to Attucks Middle School in Houston ISD for close to 10 years. She joined the district in 2010 after earning bachelor's and master's degrees from the University of Maryland. Beginning in 2012, she worked as a teacher specialist and fellow coordinator for the academic achievement initiative called Apollo 20 at Attucks.

In her heart, Ms. Wyllie felt she could do so much more to help students at the school achieve. So, in 2013, she enrolled in HCDE's Principal Academy to gain her next-level professional certificate. She realized her dream as she became principal of Attucks Middle School in 2018, where she advises and supports both staff and students.

"The complex and dynamic job of a school principal requires the type of structured training we offer, with one-on-one leadership coaching," said Lidia Zatopek, director of Educator Certification and Advancement.

In the program, the small cohorts provide support and allow principals to build professional relationships that last a lifetime.

RECORDS MANAGEMENT

HCDE STORES RECORDS OFF-SITE TO
ALLOW 24/7/365 AVAILABILITY IN CASE
OF AN EMERGENCY



Records Management Services assists educational and governmental agencies in Texas with maintenance and compliance with the State of Texas Local Governmental Records Act of 1989. Services include the development of records, control schedules, pickup destruction/shredding services, recycling bins, electronic imaging and storage, vital records storage, confidential records storage and records transportation services.





SPOTLIGHT

Taking the High Ground

When Hurricane Harvey roared through Harris County in August 2017, high water from heavy rains threatened to invade the storage area for Harris County's Central Technology Services, the clearinghouse for records from the operation of the county's freeway cameras. Luckily, HCDE's Records Management facility remained dry and staff members were able to respond to the call to protect the live shots of flooded freeways and streets during the storm. The data that was in danger of being underwater supported the county's camera system, which was critical for disaster response. So, time was of the essence.

Using a high-water vehicle, HCDE's Records Management team traveled across the city to inspect the county site and move records to higher ground. Archived data was returned to HCDE headquarters at North Post Oak for dry and safe storage. With half the city under water, the county's records and the millions of documents stored at the facility were safe.

"When we look back on Harvey, we know we did what we had to do," said Curtis Davis, Director of Records Management. "We would do it again in a heartbeat because lives depended on it."

TEACHING AND LEARNING CENTER

HCDE SERVES MORE
THAN **9,200** EDUCATORS
WITH PROFESSIONAL
DEVELOPMENT SERVICES



SPOTLIGHT

Leadership Speaker Series Helps Broaden Minds

Bringing in national speakers to provide insight to local educators is a hallmark of HCDE's Teaching and Learning Center. The Leadership Speaker Series focuses on trends and issues in education and is designed to bring national educational trends home to Harris County educators.

The series is focused on helping school administrators and leaders enhance their leadership skills and explore new ideas. In 2018, HCDE was proud to feature workshops on Visible Learning, research from pioneering education researcher John Hattie of New Zealand. Visible Learning features an instructional approach whereby teachers become their own evaluators and drive change and improvement.

"We are proud to partner with Corwin on the Visible Learning series," said Andrea Seagraves, TLC Director. "Surveys indicate that participants learn a lot in this series and we are excited to continue this series in 2019."



Leadership Symposium Allows Educators to Help Plan HCDE's Professional Development

Inquiry-based education has proven invaluable in helping students understand and own their learning. The Teaching and Learning Center took that advice to heart and asked its clients how it could better serve them.

In fall of 2018, TLC held a Leadership Symposium to gather valuable information about the needs of Harris County educators. Focused on responsive leadership, a notion that leadership is a verb and not exclusive to just the people in power, the symposium was designed to generate ideas for the types and themes of workshops HCDE clients wanted to see in the future.

"Feedback from classroom, campus or district leaders helps us plan how to best serve our county to provide the most relevant professional learning possible," said Dr. Francis Watson-Hester, Senior Director of TLC. "Our team honors all ideas when analyzing the data we collect. From offering customized workshops on campuses to providing nationally acclaimed researchers, we listen and plan accordingly."

WHAT IS HARRIS COUNTY DEPARTMENT OF EDUCATION (HCDE)?

HCDE provides a wide variety of educational services for school districts, educators and students throughout Harris County. These critical services are provided under the direction of a seven-member, elected Board of Trustees, which is responsible to the citizens of the nation's third largest county. HCDE's broad-based programs, developed in conjunction with 25 school districts, are tailored to meet specific needs that education professionals of these districts have identified as being critical to their success.

How Does HCDE Help School Districts Save Money?

HCDE is a model organization that leverages \$1 of property taxes into nearly \$5 of services through shared service arrangements and cooperative programs, that save school districts extraordinary amounts of their own budget dollars. By offering shared services, HCDE can provide school districts with specific services at a reduced rate. For example, HCDE operates special campuses for:

- Alternative education (discipline-related); and
- Special needs students, particularly those who are autistic or have mental health issues.

With the districts' full support, HCDE provides services in compliance with all laws and professional standards at a fraction of what it would otherwise cost the home district. Services school districts can depend on HCDE to provide include:

- Occupational, physical and music therapy for special education students;
- Staff development in a broad range of education issues for board members and all educators;
- Comprehensive after-school programs;
- Adult education;
- Program evaluations, needs assessments and program performance studies;
- Instructional support services in core subject academic disciplines including bilingual and other special categories;
- Strategic planning guidance;
- Business services and related forum;
- Cooperative purchasing in full compliance with all bidding laws of Texas;
- Digital Learning;
- Curriculum development such as science course projects in conjunction with NASA

How is HCDE Funded?

HCDE generates 80 percent of the funding it uses to serve children and adult students through grants and by charging reasonable fees for services it provides, with approximately 20 percent of funding being generated by a local property tax rate that may never exceed one cent. The approximately \$22.5 million in property taxes allows HCDE to leverage fees and grants to provide more than \$109.3 million in services to school districts, educators, students, governmental entities and nonprofits in Harris County. The average homeowner in Harris County pays an estimated \$8.81 per year to HCDE.

For a complete list of frequently asked questions, visit hcde-texas.org.

HCDE-TEXAS.ORG