

SECTION D: Professional Impact Trend Reports

Section D includes information about impact: teacher and district hiring patterns, the placement of university completers within the PZPI, and retention rates for the 2014 cohort of first-year teachers.

D.1.1-3: Teacher Hiring in the Proximal Zone of Professional Impact. These three reports show school district hiring patterns in the PZPI by comparing the supply of new teacher FTEs provided by a preparation program to the total FTEs employed by subject area and school level. The category “Teachers Supplied” is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) in the PZPI who obtained probationary or standard certification from the preparation program in 2016-2017 with no prior teaching experience. The category “District Hires” is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) employed in the PZPI in 2017-2018. A hiring ratio was calculated to represent the impact of university teacher production in the PZPI for that certification cohort.

D.2: Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact. This analysis shows the percentage of the university’s newly-certified teachers (those obtaining a standard certificate with no prior teaching experience) employed within a seventy-five mile radius of the university.

D.3: District Hiring Patterns of University-Prepared Teachers in the Proximal Zone of Professional Impact. This report is the first page of a supplemental document comparing the 2017-2018 hiring patterns of districts in the university’s PZPI (See Attachment 3 to view the full report). The first chart shows which PZPI districts employed teachers from the university in 2017-2018 who were newly-certified in 2016-2017. The second shows the same information for all teachers employed in the PZPI in 2017-2018 who were certified through the university between 1994-1995 and 2016-2017.

D.4.1-3: Percentage of University Completers in the Proximal Zone of Professional Impact by Level. This set of analyses provides information about the percentage of Full Time Equivalents (FTEs) certified through the university’s preparation program since 1994-1995 who are employed at a campus within the PZPI disaggregated by level. To provide context about the campus, the percent of school students classified as economically disadvantaged is provided. The column labeled “# School FTEs” shows the total number of teacher FTEs at the campus. The columns labeled “# Univ FTEs” and the “% Univ FTEs” show the total number and percent of FTEs employed at that campus who obtained certification from the target university’s preparation program from 1994-1995 through 2016-2017.

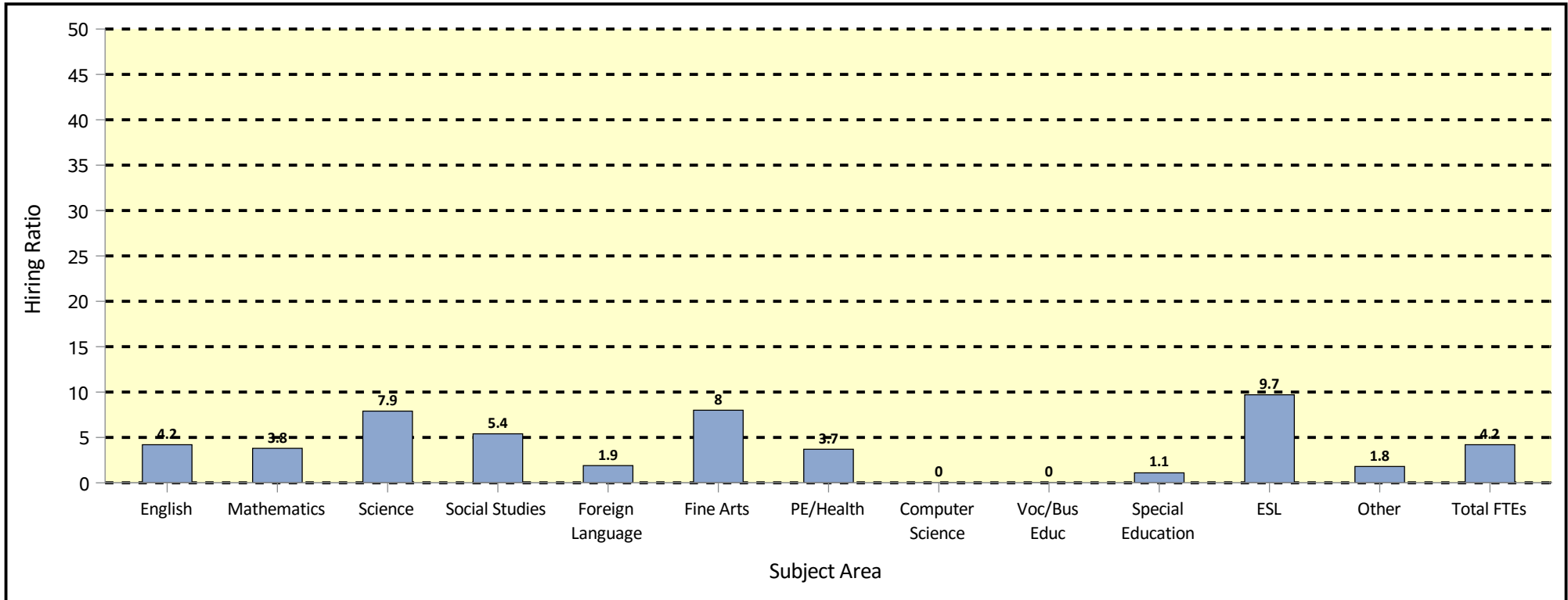
D.5: Comparison of Teacher Retention Trends. *D.5: Five-Year Retention of First-Year Teachers.* The table and corresponding graphic displays the five-year teacher retention and attrition rates for first-year teachers certified in 2012-2013 who became employed in a Texas public school in 2013-2014. A first-year teacher is defined as an individual issued either a standard or probationary certificate in 2012-2013 who had no prior teaching experience. The retention rate for spring 2014 is Year 1 and is always 100% in each analysis because the analysis starts with all cohort members employed in Texas public schools in 2013-2014. The target university’s retention rates are compared with CREATE public and private universities, profit and nonprofit ACPs, and the state total. *D.5.1-3: Five-Year Retention of First-Year Teachers by School Level.* These reports further disaggregate the five-year retention rates and attrition rates of first-year teachers by high, middle, and elementary school level. Numbers less than 10 are not represented.

Teacher Hiring in the Proximal Zone of Professional Impact

High Schools

University of Houston

Newly-Hired Teachers in PZPI in FY 2017-2018



Subject Area	English	Mathematics	Science	Social Studies	Foreign Language	Fine Arts	PE/Health	Computer Science	Voc / Bus Education	Special Education	Bilingual / ESL	Other Assign	Total FTEs
Teachers Supplied ¹	8.0	6.0	15.3	7.1	0.9	7.6	1.7	0.0	0.0	1.2	2.7	0.3	50.7
District Hires ²	189.7	159.3	193.9	132.2	46.9	95.1	45.6	6.5	175.3	110.1	27.7	16.5	1198.8
Hiring Ratio ³	4.2%	3.8%	7.9%	5.4%	1.9%	8.0%	3.7%	0.0%	0.0%	1.1%	9.7%	1.8%	4.2%

1 Includes number of newly-hired FTEs from university preparation programs who obtained standard or probationary certification in FY 2017 with no prior teaching experience.

2 The number of newly-hired teacher FTEs in the PZPI in AY 2017-2018

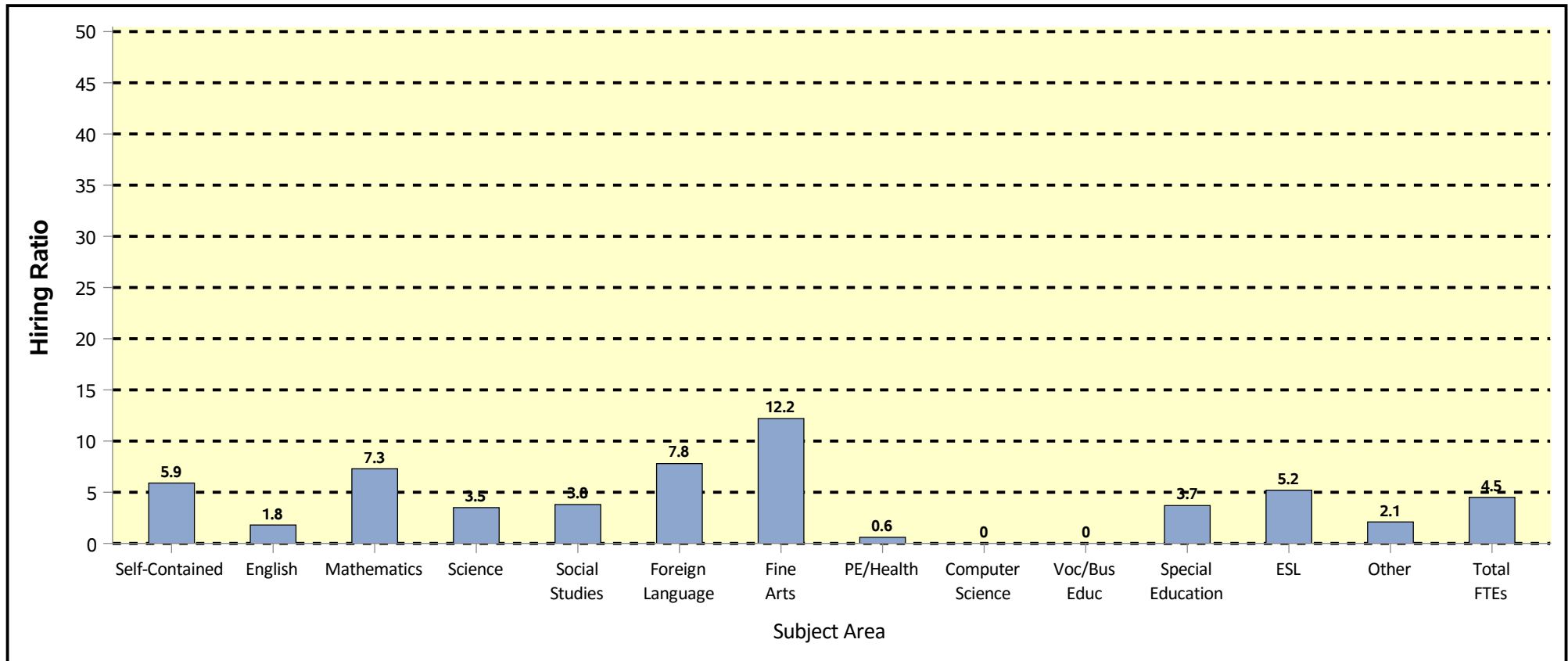
3 Newly-hired university FTEs divided by number of newly-hired district FTEs in the PZPI.

Teacher Hiring in the Proximal Zone of Professional Impact

Middle Schools

University of Houston

Newly-Hired Teachers in PZPI in FY 2017-2018



Subject Area	Self-Contained	English	Mathematics	Science	Social Studies	Foreign Language	Fine Arts	PE/Health	Computer Science	Voc / Bus Education	Special Education	Bilingual / ESL	Other Assign	Total FTEs
Teachers Supplied ¹	0.1	4.6	16.9	5.1	7.0	1.8	13.1	0.4	0.0	0.0	4.1	3.3	0.9	57.4
District Hires ²	1.7	261.4	230.6	147.4	186.5	23.0	107.1	62.6	8.3	25.2	110.7	63.6	41.9	1270.1
Hiring Ratio ³	5.9%	1.8%	7.3%	3.5%	3.8%	7.8%	12.2%	0.6%	0.0%	0.0%	3.7%	5.2%	2.1%	4.5%

1 Includes number of newly-hired FTEs from university preparation programs who obtained standard or probationary certification in FY 2017 with no prior teaching experience.

2 The number of newly-hired teacher FTEs in the PZPI in AY 2017-2018

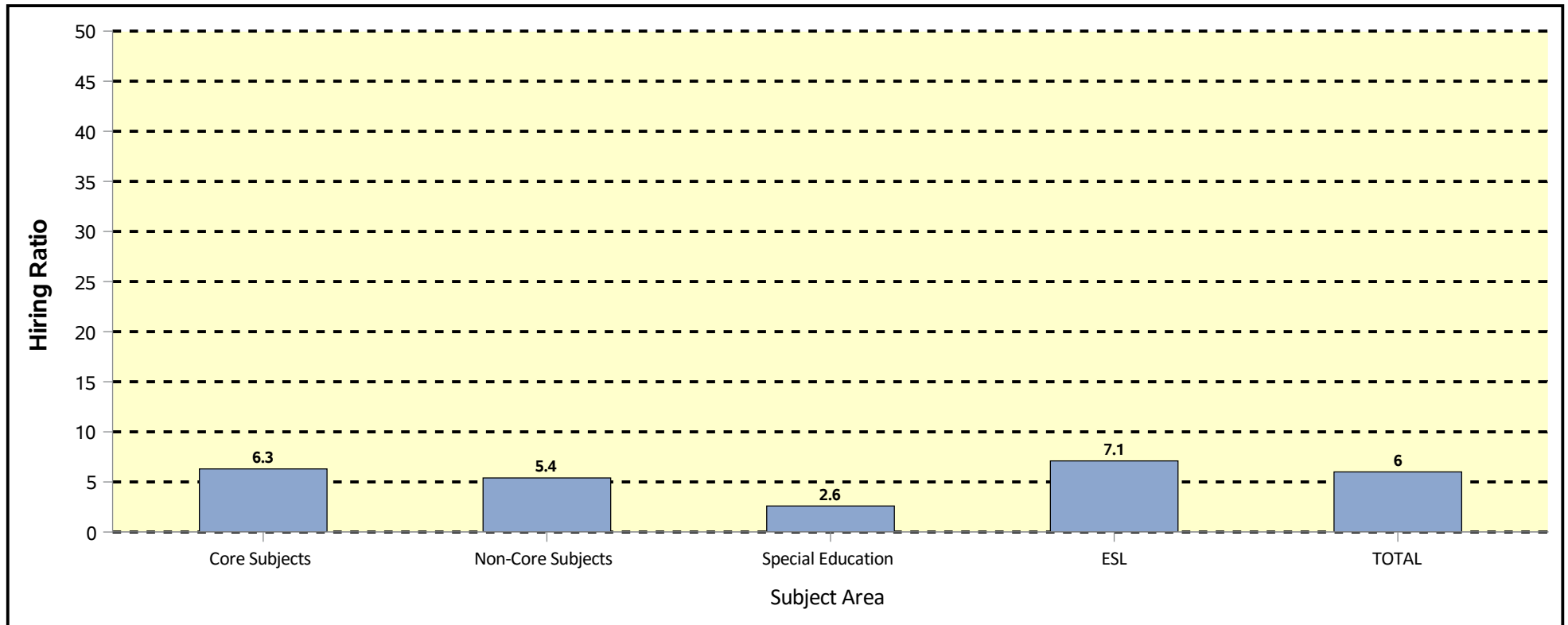
3 Newly-hired university FTEs divided by number of newly-hired district FTEs in the PZPI.

Teacher Hiring in the Proximal Zone of Professional Impact

Elementary Schools

University of Houston

Newly-Hired Teachers in PZPI in FY 2017-2018



Subject Area	Core Subjects ⁴	Non-Core Subjects ⁵	Special Education	Bilingual/ ESL	Total FTEs
Teachers Supplied ¹	92.8	21.7	4.1	15.0	133.6
District Hires ²	1470.2	399.7	158.8	209.8	2238.5
Hiring Ratio ³	6.3%	5.4%	2.6%	7.1%	6.0%

1 Includes number of newly-hired FTEs from university preparation programs who obtained standard or probationary certification in FY 2017 with no prior teaching experience.

2 The number of newly-hired teacher FTEs in the PZPI in AY 2017-2018

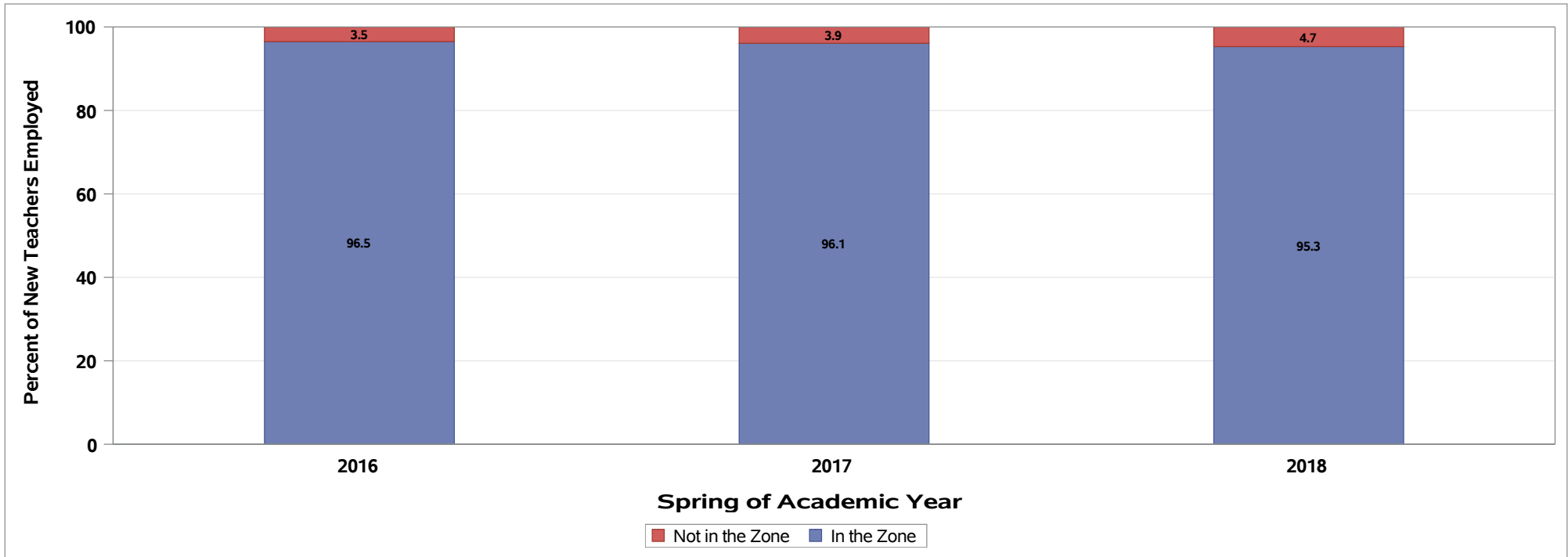
3 Newly-hired university FTEs divided by number of newly-hired district FTEs in the PZPI.

4 Core subjects are subjects that are STAAR tested.

5 Non-core subjects are all subjects not STAAR tested.

Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact 2016 - 2018

University of Houston



	New Teachers Employed						% Change 2016 to 2018
	2016		2017		2018		
	Number	Percent	Number	Percent	Number	Percent	
In the Zone	275	96.5	295	96.1	264	95.3	-1.2
Not in the Zone	10	3.5	12	3.9	13	4.7	1.2
Total	285	100.0	307	100.0	277	100.0	0.0

**District Hiring Patterns of University-Prepared Teachers in PZPI
2017-2018
University of Houston**

SAMPLE DOCUMENT: To view the Full Hiring Patterns Report Refer to Attachment 3

Teachers Newly-Certified¹ in FY 2016-2017

Employing District	University-Prepared Employed by District in 2017-2018	New Teachers Employed by District in 2017-2018	% University Newly-Certified Compared to New Teachers Employed
SPRING BRANCH ISD	20	122	16.4
ALIEF ISD	19	154	12.3
RAUL YZAGUIRRE SCHOOL FOR	1	9	11.1
COLUMBIA-BRAZORIA ISD	2	19	10.5
KATY ISD	22	274	8.0
STAFFORD MSD	2	27	7.4
DICKINSON ISD	3	41	7.3
FORT BEND ISD	18	251	7.2
ALDINE ISD	20	320	6.2
HARMONY SCHOOL OF SCIENCE	1	16	6.2
HOUSTON ISD	49	899	5.5
CHANNELVIEW ISD	3	60	5.0
CYPRESS-FAIRBANKS ISD	25	499	5.0
LAMAR CISD	6	120	5.0
GALENA PARK ISD	6	128	4.7

All Teachers Certified

Employing District	University-Prepared (1994-1995-2016-2017) Employed by District in 2017-2018	Total Teachers Employed by District in 2017-2018	Percent of Univ-Prepared Teachers in District
HOUSTON HEIGHTS HIGH SCHOO	1	5	20.0
SPRING BRANCH ISD	216	1,725	12.5
ALIEF ISD	299	2,797	10.7
FORT BEND ISD	381	3,748	10.2
TWO DIMENSIONS PREPARATORY	2	20	10.0
HARMONY SCIENCE ACADEMY	15	154	9.7
LAMAR CISD	158	1,654	9.6
PASADENA ISD	289	3,288	8.8
THE RHODES SCHOOL	3	34	8.8
PEARLAND ISD	99	1,139	8.7
HOUSTON ISD	822	9,555	8.6
RICHARDS ISD	1	12	8.3
SAM HOUSTON STATE UNIVERSI	1	12	8.3
FRIENDSWOOD ISD	21	256	8.2
DRAW ACADEMY	2	26	7.7

¹ Includes standard certificates from all university pathways.

Percentage of University Completers in High Schools in the Proximal Zone of Professional Impact¹
2016-2017
University of Houston

District Name	Campus Code	% School Econ Disadvantaged	Campus Name	# Campus FTEs²	# Univ FTEs³	% Univ FTEs⁴
DAMON ISD	20910001	100.0	DAMON H S	3.8	0.8	20.0
CHANNELVIEW ISD	101905005	78.8	ENDEAVOR HS-JOE FRANK CAMPBELL LEA	11.3	2.2	19.4
HOUSTON ISD	101912034	75.1	LAW ENFCMT-CRIM JUST H S	27.0	5.0	18.5
HOUSTON ISD	101912026	42.0	DEBAKEY H S FOR HEALTH PROF	53.2	9.0	16.9
PEARLAND ISD	20908004	52.5	PACE CENTER	19.7	3.0	15.2
CLEAR CREEK ISD	84910004	34.3	CLEAR VIEW H S	28.0	4.0	14.3
SPRING BRANCH ISD	101920016	65.2	ACADEMY OF CHOICE	21.6	3.0	13.9
HOUSTON ISD	101912322	32.2	CARNEGIE VANGUARD H S	30.8	4.0	13.0
ALDINE ISD	101902083	87.9	MACARTHUR NINTH GRADE SCHOOL	59.4	7.1	12.0
ALDINE ISD	101902008	84.0	VICTORY EARLY COLLEGE H S	21.5	2.6	12.0
SPRING BRANCH ISD	101920005	82.2	NORTHBROOK H S	139.6	16.3	11.7
SPRING BRANCH ISD	101920003	74.2	SPRING WOODS H S	143.6	16.8	11.7
HOUSTON ISD	101912024	93.7	SCARBOROUGH H S	43.1	5.0	11.6
PASADENA ISD	101917003	79.9	SOUTH HOUSTON H S	191.9	21.8	11.4
SPRING BRANCH ISD	101920006	25.7	STRATFORD H S	123.4	14.1	11.4
HOUSTON ISD	101912002	48.7	BELLAIRE H S	197.2	21.8	11.1
HOUSTON ISD	101912349	81.5	REACH CHARTER	9.1	1.0	11.0
HOUSTON ISD	101912324	96.6	LIBERTY H S	20.6	2.2	10.9
FORT BEND ISD	79907005	40.6	KEMPNER H S	122.2	12.4	10.2
RICHARDS ISD	93905001	63.6	RICHARDS H S	10.1	1.0	9.9
ALIEF ISD	101903006	63.4	KERR H S	41.4	4.0	9.7
HOUSTON ISD	101912003	96.7	DAVIS H S	98.2	8.9	9.1
HOUSTON ISD	101912012	70.3	REAGAN H S	115.5	10.3	8.9
FORT BEND ISD	79907001	26.5	DULLES H S	134.3	11.7	8.7
CALVIN NELMS CHARTER SCHOOLS	101837001	38.7	CALVIN NELMS H S	11.6	1.0	8.6
HOUSTON ISD	101912036	52.5	WESTSIDE H S	150.8	13.0	8.6
HOUSTON ISD	101912008	47.7	LAMAR H S	146.6	12.5	8.5

¹Listing includes both charter and public schools. Only the first 25 campuses are listed.

²Number of Full Time Equivalent (FTEs) employed by the campus.

³Number of Full Time Equivalent (FTEs) employed by the campus from the university.

⁴Percent of University FTEs employed by the campus.

Percentage of University Completers in Middle Schools in the Proximal Zone of Professional Impact¹

2016-2017

University of Houston

District Name	Campus Code	% School Econ Disadvantaged	Campus Name	# Campus FTEs ²	# Univ FTEs ³	% Univ FTEs ⁴
HOUSTON ISD	101912071	88.4	PROJECT CHRYSALIS MIDDLE	14.8	3.0	20.3
HARMONY SCIENCE ACADEMY	101846002	76.8	HARMONY SCHOOL OF INNOVATION - HOU	26.5	4.0	15.1
LAMAR CISD	79901103	71.5	NAVARRO MIDDLE	26.5	4.0	15.1
ALIEF ISD	101903046	84.6	O'DONNELL MIDDLE	94.2	14.0	14.9
PASADENA ISD	101917048	84.3	MILLER INT	65.1	9.1	14.0
ALIEF ISD	101903041	86.1	ALIEF MIDDLE	75.6	10.0	13.2
FORT BEND ISD	79907051	4.3	FORT SETTLEMENT MIDDLE	68.2	9.0	13.2
PEARLAND ISD	20908042	36.3	PEARLAND J H WEST	51.9	6.5	12.5
HOUSTON ISD	101912064	43.8	PERSHING MIDDLE	90.4	11.0	12.2
FORT BEND ISD	79907054	22.8	JAMES BOWIE MIDDLE	66.7	8.0	12.0
PEARLAND ISD	20908041	25.2	PEARLAND J H EAST	46.0	5.5	11.9
PEARLAND ISD	20908105	39.4	SAM JAMISON MIDDLE	51.8	6.0	11.7
KATY ISD	101914048	17.0	CINCO RANCH J H	78.6	9.0	11.5
SPRING BRANCH ISD	101920046	85.2	SPRING OAKS MIDDLE	61.0	7.0	11.5
PASADENA ISD	101917146	88.6	NELDA SULLIVAN MIDDLE	44.0	5.0	11.4
SPRING BRANCH ISD	101920048	26.4	CORNERSTONE ACADEMY	26.5	3.0	11.3
SPRING BRANCH ISD	101920041	82.5	LANDRUM MIDDLE	53.3	6.0	11.2
SPRING BRANCH ISD	101920045	49.4	SPRING FOREST MIDDLE	51.9	5.7	11.0
HOUSTON ISD	101912053	65.6	HOGG MIDDLE	41.2	4.5	10.9
FORT BEND ISD	79907043	44.8	SUGAR LAND MIDDLE	71.3	7.7	10.8
HOUSTON ISD	101912050	81.5	HOLLAND MIDDLE	37.3	4.0	10.7
CYPRESS-FAIRBANKS ISD	101907051	34.2	ARAGON MIDDLE	86.0	9.0	10.4
FORT BEND ISD	79907045	16.3	FIRST COLONY MIDDLE	67.6	7.0	10.4
LAMAR CISD	79901124	27.2	HENRY WERTHEIMER MIDDLE	29.2	3.0	10.3
FRIENDSWOOD ISD	84911041	7.1	FRIENDSWOOD J H	88.4	9.0	10.2
BRAZOSPORT ISD	20905043	33.4	LAKE JACKSON INT	49.4	4.8	9.7
CLEAR CREEK ISD	84910043	40.5	CLEAR LAKE INT	62.4	6.0	9.6

¹Listing includes both charter and public schools. Only the first 25 campuses are listed.

²Number of Full Time Equivalent (FTEs) employed by the campus.

³Number of Full Time Equivalent (FTEs) employed by the campus from the university.

⁴Percent of University FTEs employed by the campus.

**Percentage of University Completers in Elementary Schools in the Proximal Zone of Professional Impact¹
2016-2017
University of Houston**

District Name	Campus Code	% School Econ Disadvantaged	Campus Name	# Campus FTEs²	# Univ FTEs³	% Univ FTEs⁴
HOUSTON ISD	101912287	90.4	CAGE EL	33.6	10.0	29.6
HOUSTON ISD	101912212	92.8	OATES EL	21.9	5.9	27.0
HOUSTON ISD	101912229	13.4	ROBERTS EL	45.0	11.8	26.3
HOUSTON ISD	101912460	22.9	MANDARIN CHINESE LANGUAGE IMMERSIO	32.7	8.0	24.5
SPRING BRANCH ISD	101920132	90.3	THE TIGER TRAIL SCHOOL	13.0	3.0	23.1
HOUSTON ISD	101912360	91.5	BELLFORT EARLY CHILDHOOD CENTER	21.8	5.0	22.9
HOUSTON ISD	101912173	45.4	HEROD EL	47.2	10.7	22.7
PASADENA ISD	101917118	89.2	SOUTH HOUSTON EL	47.0	10.4	22.2
FORT BEND ISD	79907127	33.9	BARRINGTON PLACE EL	41.3	9.0	21.8
FORT BEND ISD	79907152	2.9	ANNE MCCORMICK SULLIVAN EL	68.4	14.8	21.6
HOUSTON ISD	101912291	96.4	GALLEGOS EL	28.1	6.0	21.3
HOUSTON ISD	101912211	27.4	OAK FOREST EL	47.0	10.0	21.3
FORT BEND ISD	79907149	37.8	JUAN SEGUIN EL	48.2	10.0	20.7
PASADENA ISD	101917138	55.3	SOUTH BELT EL	39.8	8.0	20.1
FORT BEND ISD	79907111	39.1	QUAIL VALLEY EL	32.7	6.5	19.8
SPRING BRANCH ISD	101920122	72.2	TERRACE EL	29.8	5.9	19.7
HOUSTON ISD	101912171	85.9	HENDERSON J EL	44.6	8.6	19.3
FORT BEND ISD	79907135	1.3	COMMONWEALTH EL	42.4	8.0	18.9
HOUSTON ISD	101912182	88.1	JEFFERSON EL	26.7	5.0	18.7
HOUSTON ISD	101912137	95.8	DE CHAUMES EL	43.0	8.0	18.5
HOUSTON ISD	101912234	79.2	THE RUSK SCHOOL	27.0	5.0	18.5
PASADENA ISD	101917124	73.0	ATKINSON EL	37.0	6.8	18.3
SPRING BRANCH ISD	101920115	14.4	VALLEY OAKS EL	36.3	6.6	18.3
FORT BEND ISD	79907132	24.1	LEXINGTON CREEK EL	39.4	7.2	18.2
PROMISE COMMUNITY SCHOOL	101853108	100.0	NEW NEIGHBOR CAMPUS	2.0	0.4	18.2
SPRING BRANCH ISD	101920116	88.1	WESTWOOD EL	44.0	8.0	18.2
FORT BEND ISD	79907142	3.8	SCANLAN OAKS EL	54.2	9.6	17.7

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²Number of Full Time Equivalent (FTEs) employed by the campus.

³Number of Full Time Equivalent (FTEs) employed by the campus from the university.

⁴Percent of University FTEs employed by the campus.