



Resolution of No Confidence in Superintendent Mike Miles

Preamble: The takeover of Houston ISD, the largest school district in Texas and the eighth-largest district in the country, is a politically motivated, irresponsible experiment that is worsening inequities and disenfranchising Houston voters. Houston ISD teachers and support staff have come together now to call for a vote of no confidence in state-installed superintendent Mike Miles.

From the start of the takeover, the lack of public input and negligible transparency with parents and the community was prophetic. The failure to gather teachers' input on students' needs indicated early in this experiment that Miles would take a top-down approach to "solving" HISD issues. Decisions on curriculum, teacher evaluation, and leadership have not been based on proven peer-reviewed and research-based best practices. Miles' HISD has exploited a District of Innovation loophole in order to hire large numbers of unaccredited teachers, and he has removed obstacles to this betrayal of academic standards by stacking decision-making roles on the District Advisory Committee in his favor, subverting the will of our community, and jeopardizing our students' learning development.

Learning should be meaningful and engaging, but instead, students are being targeted with harmful, unproven interventions. Students feel demoralized and discouraged by the incessant number of assessments prescribed under Miles' New Education System (NES). Another troubling result of Miles' leadership is the growing number of vulnerable students with disabilities who are not receiving the learning accommodations they need and are legally entitled to receive under federal law.

The ongoing lack of respect Miles has demonstrated for educators, their profession, and the students they serve has resulted in a complete lack of confidence in his leadership efforts.

Houston ISD educators, parents, and community members demand a change in administration. The Houston Federation of Teachers presents the following Resolution of No Confidence in Superintendent Mike Miles:

WHEREAS, Superintendent Mike Miles has repeatedly denied Houston ISD educators, students, and parents with appropriate avenues for input and feedback on systemic changes to the district's learning environment, including the dissolution of [an elected consultation agreement](#) with the Houston Federation of Teachers, representing non-administrative professional employees in the district, and;

WHEREAS, since his installment by the Texas Education Agency in June 2023, Miles has [drastically expanded the power of his post](#) with the rubber stamp of an appointed board of managers, allowing him to spend up to \$1 million without board approval and waive requirements for principal qualifications, and;

WHEREAS, Miles has tripled the number of Houston ISD administrators [earning more than \\$200,000 a year](#), while announcing that [at least 150 maintenance, facilities, and custodial employees](#) would be laid off before the next school year, and;

WHEREAS, district employees and parents do not feel secure in any promised returns on their investment, given Miles' habit of going back on his word, including [his reversal of promised retention incentives](#) to teachers on NES campuses this academic year, and;

WHEREAS, the [teacher turnover rate in HISD has doubled](#) in Miles' short tenure with the district, giving HISD the highest rate of teacher turnover in the region, and;

WHEREAS, Miles' administration has [hired at least 830 uncertified teachers](#) (7% of the total teaching workforce) to fill vacancies that his policies have helped to create, lessening the academic experience for students, and;

WHEREAS, the [Educator's Code of Ethics](#) enshrined in state law requires that Texas educators shall not knowingly or recklessly treat a student in a manner that adversely affects or endangers their learning, physical health, or mental health, and HISD students have frequently characterized Miles' "reforms" as ["dehumanizing"](#) and [detrimental](#), and;

WHEREAS, educators have experienced and reported the [impossibility of providing appropriate learning accommodations](#) and support for the roughly 16,000 HISD students requiring special education services in the NES model, and;

WHEREAS, without any public discussion or community input, HISD’s appointed board of managers has voted to authorize Miles’ quest for a [multibillion-dollar bond election](#) while Houston’s school district is not under control of the Houston community:

RESOLVED, the Houston Federation of Teachers and its members, along with allied parents, students, and members of the Houston community, have no confidence in the leadership of appointed Superintendent Mike Miles, and;

RESOLVED, until legislative action undoes TEA’s reckless mandate to control our previously B-rated school district, we demand the appointment of a new superintendent who will not treat our community with disdain, will work to restore trust with employees and parents, and will end the harm being done to our students from Miles’ “reforms,” and;

RESOLVED, that we define “ending the harm” to include the following actions for student well-being: require certifications for all teachers; restore fine arts, technology, physical education, career and technical education, and other core enrichment classes scrapped for Miles’ DYAD program; rehire librarians and restore all library services, and;

RESOLVED, that we define “ending the harm” to include the following actions for educator well-being: remove the unfair, unproven teacher proficiency screener that adjusts to a targeted distribution; treat employees ethically, without scare tactics, harassment, or gag orders; reinstate the state evaluation system T-TESS with the state’s provided T-TESS rubric; pay certified teachers based on experience instead of the subject they teach; and allow schools to staff as they need to make sure students with disabilities receive all of their federally and state-mandated special education services, and;

RESOLVED, that we define “ending the harm” to include the following actions for the health of the district and the well-being of our community: return to fiscal transparency with public budget workshops; restore limits on superintendent’s ability to spend without approval; and reduce executive salaries to market rates with comparable positions in other districts.

Adopted by Houston Federation of Teachers leadership, April 30, 2024