

<p style="text-align:center">AISD DISTRICT ADVISORY COUNCIL Summary of Regular Meeting May 20, 2008</p>
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ATTENDANCE

Member Attendance

(See attached list)

Others in Attendance

Joey Crumley, AISD, Planning & Community Relations
Dr. Juanita Garcia, AISD, Leadership Development Academy
Dr. Janet Guerrero, AISD, Planning & Community Relations
Gerard Jimenez, SECAC
Dr. Brenda Russell, AISD, Leadership Development Academy

PROCEEDINGS

Call to Order

The meeting was called to order at 4:04 p.m. in the Board Auditorium of the Carruth Administration Center.

Approval of Minutes

The minutes of the April 15, 2008 regular meeting were approved.

Citizens Communications

There were no citizens communications.

Departing CAC Members

- Dr. Jane Ross acknowledged the service of several departing DAC members, including Johna Edwards, Christine Brister, Mark Kelly, and Pat Butler.
- On behalf of the DAC, Johna Edwards was given a special token of appreciation for her service as Board representative.

Leadership Development Initiative

- Dr. Juanita Garcia and Dr. Brenda Russell of the Leadership Development Academy provided information of the district's Legacy Leadership initiative.
- Dr. Garcia said the purpose of the initiative is to create a culture where people want to come and stay. She said AISD has one of the highest teacher and principal attrition rates in the state; the district is currently facing about 30 principal and 900 teacher vacancies. She pointed out that for every teacher or principal who leaves, it takes more than salaries and benefits to replace them.
- Dr. Garcia asked DAC members to share some of their experiences with principal and/or teacher turnover. Comments from members included:
 - There is a lot of lost traction due to turnover
 - The previous administration actually wanted principals not to stay in one place too long
 - With principal stability comes less tension and more trust and productivity

- The attrition rate for assistant principals is even higher than that for principals
- The loss of teachers and principals equates to a loss of spirit
- Assistant principals are being asked to do so many things that they are not learning all of what they need to know to become a principal
- People who come to us from very different places are often not prepared for service in an urban district like ours, and they may be prone to failure without assistance
- Dr. Garcia went over the “5 Rs” of the initiative, including: Recruitment; Rigorous Preparation and Assessment; Recognition and Reward; Retention and Renewal; and Research.
- Dr. Garcia announced that during the summer several professional development sessions would be provided on leadership development. She said DAC members would be invited to observe.
- Continued discussion points included:
 - Continued funding will be required to follow through on the initiative
 - Most principals leave not because of money, but because of lack of efficacy
 - Leadership development school prepares “principals in training” to better assume principalships
 - We need to replicate our successes and share ideas
 - Assistant principals often serve as summer school principals and gain more experience
 - There will be more opportunities for interested teachers to step forward to be developed as a leader
 - Perhaps some teachers and principals leave us because our expectations and standards are too high
 - To better advocate for the initiative during budget deliberations, it would be helpful to know how much more funding it would take to fully implement it

2008-2009 Campus Improvement Plans

- Joey Crumley provided DAC members with the latest template for developing their Campus Improvement Plans (CIPs). He said the template had not changed significantly from the one developed with extensive input from the DAC five years ago. He explained that three modifications had been made to the template: (1) campus-specific interim improvement targets to be determined with input from the Associate Superintendents; (2) a more extensive professional development plan; and (3) an action plan that is more closely tied to identified needs and that contains a monitoring mechanism.
- Mr. Crumley explained that Associate Superintendents will work with principals to determine monitoring schedules. Through regular monitoring, the action plan may be subject to revision, thus making the CIP a living document more directly applicable to daily campus operations.
- Mr. Crumley further explained that the Board of Trustees is continuing to work with Gibson Consulting Group to streamline and improve the district’s overall planning process, including the Strategic Plan, District Improvement Plan, and Campus Improvement Plans. He said some major changes were expected to occur in these plans, and input from the DAC and other stakeholders would be important.

- Discussion points included:
 - Some Campus Advisory Councils (CACs) are not actively involved in the development of their CIPs, they basically just sign-off on the documents
 - By comparison, some CACs work well with campus administration to develop their CIPs
 - Generally, not enough time is given to develop the CIPs
 - Individual staff performance plans need to be more closely tied to CIPs
 - Will the monitoring of CIPs have any consequences?
 - It would be helpful to hear from Gibson Consulting Group

Superintendent's Update

- Dr. Forgione was unable to attend the meeting.

Reports from Other District Committees

- Andy Anderson reported that the Community Committee on Neighborhoods and Schools recently presented its final report to the Board, and that the Board had directed the Superintendent to provide a feasibility analysis and preliminary action plan to implement the recommendations of the committee within 90 days.
- Ramon DeJesus reported that he, Andy Anderson, and Buddy Owen would be serving on the Budget Task Force, which would begin meeting shortly.

Adjourn

The meeting was adjourned at 6:12 p.m.

District Advisory Council Member List and Attendance (Rev. 10/16/07)	2007						2008					
	6/19	8/21	9/18	10/16	11/28		1/15	2/19	3/18	4/15	5/20	
AKINS VERTICAL TEAM												
Christina DeWinne, Parent, Akins HS (1/2)	✓		✓	✓			✓	✓		✓	✓	
Kay Manis, Parent, Menchaca ES (1/1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓			
Maria (Lupe) Ramos, Teacher, Perez ES (1/1)			✓		✓			✓				
<i>Vacancy, Teacher</i>												
ANDERSON VERTICAL TEAM												
Stacey Silverman, Parent, Hill ES (2/2)			✓	✓	✓		✓			✓		
Laura Tuma, Parent, Davis ES (2/1)	✓	✓	✓	✓			✓	✓	✓	✓	✓	
Melissa Prepster, Teacher, Murchison MS (1/1)	✓		✓	✓			✓			✓	✓	
Jill Stimson, Librarian, Hill ES (1/1)	N/A	✓	✓	✓	✓		✓	✓		✓	✓	
AUSTIN VERTICAL TEAM												
Vickie Black, Parent, Matthews ES (5/1)	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
Buddy Owen, Parent, Austin HS (6/1)	✓	✓	✓	✓	✓		✓	✓		✓		
Jeanne Ann Thompson, Counselor, O.Henry MS (1/1)	✓	✓	✓									
Mark Kelly, Teacher, Small MS (1/2)		✓	✓	✓	✓		✓				✓	
BOWIE VERTICAL TEAM												
<i>Vacancy, Parent</i>												
Donna Casteel, Parent, Bailey MS (1/2)	✓		✓									
Vicki Everett, Teacher, Bailey MS (2/2)	✓	✓	✓	✓			✓	✓		✓	✓	
Marcos Bazan, Teacher, Bowie HS (1/1)	✓	✓	✓		✓					✓		
CROCKET VERTICAL TEAM												
Tammy Henderson, Parent, Cowan ES (1/1)			✓	✓			✓	✓		✓	✓	
Kevin Manzke, Parent, Cunningham ES (1/1)	✓	✓	✓		✓			✓		✓	✓	
Linda Johnson, Teacher, Odom ES (2/2)			✓	✓	✓		✓	✓	✓	✓	✓	
Marcie Goltz, Teacher, Boone ES (1/1)	✓		✓		✓		✓	✓	✓	✓	✓	
JOHNSTON VERTICAL TEAM												
Hilda Villalobos-Alvarez, Parent, Ortega ES (1/1)	✓	✓	✓	✓	✓		✓	✓		✓		
<i>Vacancy, Parent</i>												
<i>Vacancy, Teacher</i>												
Sarah Robertson, Teacher, Metz ES (1/1)	✓	✓	✓				✓	✓			✓	
LANIER VERTICAL TEAM												
Lourdes Flores, Parent, Wooldridge ES (1/2)		✓			✓					✓	✓	
Christine Brister, Parent, Burnet MS (1/1)	✓	✓			✓		✓	✓		✓	✓	
Isabel Cano, Teacher, Cook ES (2/1)	✓				✓		✓	✓	✓		✓	
Patricia Croghan, Teacher, McBee ES (1/1)		✓	✓		✓					✓		
LBJ VERTICAL TEAM												
Betty Johnson, Parent, Pearce MS (1/1)	✓	✓			✓		✓	✓		✓		
LaDonna Massad, Parent, LBJ HS (1/1)		✓	✓	✓	✓		✓	✓	✓	✓	✓	
Susan Levett, Teacher, Andrews ES (1/1)	✓	✓		✓	✓		✓		✓	✓	✓	
Jon David Saucedo, Teacher, Sims ES (1/2)	✓			✓	✓			✓		✓		

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McCALLUM VERTICAL TEAM												
Varshna Narumanchi-Jackson, Parent, Lee ES (2/1)		✓	✓	✓				✓		✓	✓	
Kathy Golden, Parent, Lamar MS (1/1)	N/A	N/A	✓		✓		✓				✓	
<i>Vacancy, Teacher</i>												
Mary Ghazinezhadiansh, Teacher, McCallum HS (1/2)		✓	✓		✓				✓			
REAGAN VERTICAL TEAM												
Shanntell Colvin, Parent, Norman ES (1/2)					✓		✓					
<i>Vacancy, Parent</i>												
Martha Dolman, Teacher, ALC (1/2)	✓	✓	✓	✓	✓		✓	✓		✓	✓	
Kathy Ryan, Teacher, Hart ES (1/2)	✓	✓	✓		✓		✓	✓	✓	✓	✓	
TRAVIS VERTICAL TEAM												
★Ramon DeJesus, Parent, Travis HS (6/1)	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
Adolphus Anderson, Parent, Rodriguez ES (3/1)	✓	✓	✓	✓				✓	✓	✓	✓	
Marie Harpin, Teacher, Travis HS (1/2)			✓	✓				✓	✓			
Douglas Rhodenbaugh, Teacher, Fulmore MS (3/1)			✓	✓			✓	✓			✓	
ELEMENTARY SCHOOL PRINCIPALS												
Pat Butler, Mills ES (2/2)			✓	✓	✓		✓	✓		✓	✓	
Shannon Sellstrom, Dawson ES (1/1)	N/A		✓	✓	✓		✓	✓	✓	✓		
Janie Ruiz, Gullett ES (3/1)			✓	✓	✓		✓	✓		✓	✓	
MIDDLE SCHOOL PRINCIPALS												
★Jane Ross, Pearce MS (4/2)	✓	✓	✓		✓		✓	✓	✓	✓	✓	
Stephanie Childs, Bailey MS (1/1)	✓		✓				✓					
HIGH SCHOOL PRINCIPAL												
Edmund Oropez, Lanier HS (1/2)			✓							✓		
ACPTA REPRESENTATIVES												
Pascual Piedfort (1/2)	✓	✓	✓		✓		✓	✓	✓	✓	✓	
Jane Hampton (1/1)	N/A		✓									
COMMUNITY REPRESENTATIVES												
Wayne Krause, Texas Civil Rights Project (1/2)	✓	✓									✓	
Yvonne Meyer, City of Austin (1/1)	✓	✓	✓	✓			✓	✓	✓	✓	✓	
BUSINESS REPRESENTATIVE												
Linda Klar, Klar Communications (2/2)							✓			✓		
CLASSIFIED EMPLOYEE REPRESENTATIVE												
<i>Vacancy</i>												
DISTRICT-LEVEL PROFESSIONAL EMPLOYEE REPRESENTATIVE												
<i>Vacancy</i>												
AT-LARGE MEMBERS												
Alberto Gonzalez, Parent, Fulmore MS, LBJ HS (3/2)	✓	✓	✓		✓			✓	✓	✓	✓	
Dennis Petrash, Parent, Patton ES (1/2)	✓	✓	✓		✓		✓	✓		✓		
Mollie Guion, Instructional Specialist, Martin JH (1/2)	✓	✓	✓	✓				✓		✓		

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STUDENT REPRESENTATIVES												
Jasmine Thum, LASA	N/A		✓	✓	✓			✓		✓	✓	
Cora Lee, Austin HS	N/A	N/A	N/A		✓							
BOARD OF TRUSTEES REPRESENTATIVE (ex officio)												
Johna Edwards, Board Secretary (1/2)	✓	✓	✓	✓			✓	✓	✓	✓	✓	

/ # = Total number of terms appointed/Year of current term ★ = Co-Chair