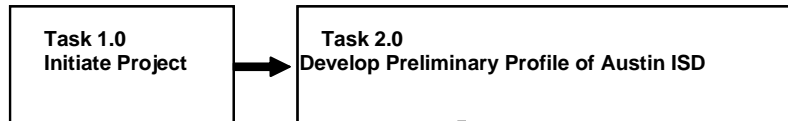
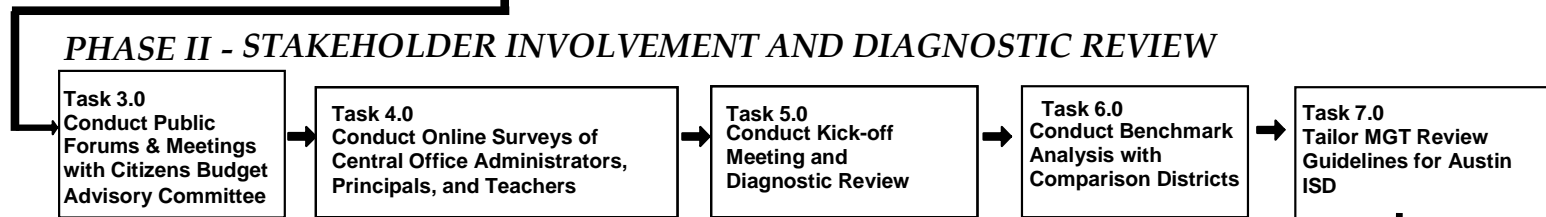


**EXHIBIT 4-2  
OVERVIEW OF THE EFFICIENCY REVIEW WORK PLAN FOR  
AUSTIN INDEPENDENT SCHOOL DISTRICT**

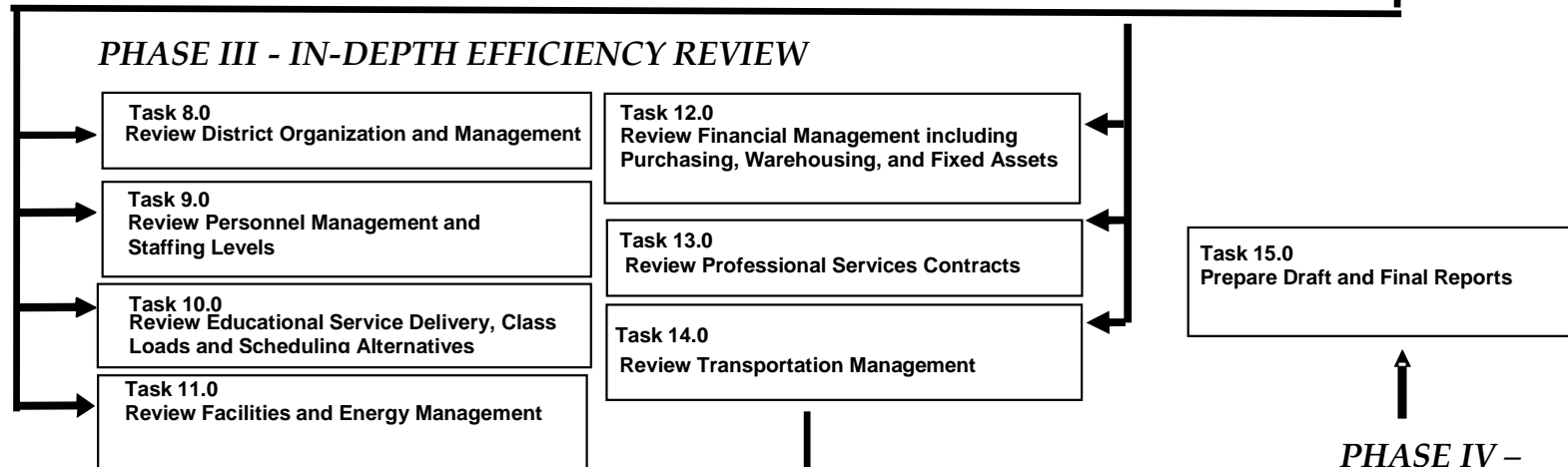
***PHASE I - PROJECT INITIATION***



***PHASE II - STAKEHOLDER INVOLVEMENT AND DIAGNOSTIC REVIEW***



***PHASE III - IN-DEPTH EFFICIENCY REVIEW***



***PHASE IV -  
PROJECT REPORTING***

**EXHIBIT 4-4  
PROPOSED TIME LINE**

TASK	December '08				January '09				February '09				March '09					April '09				May '09				June '09				
	7	14	21	28	4	11	18	25	1	8	15	22	1	8	15	22	29	5	12	19	26	3	10	17	24	1	7	14	21	28
<b>Phase I - Project Initiation</b>																														
1.0 Initiate Project																														
2.0 Develop Preliminary Profile of Austin ISD																														
<b>Phase II - Stakeholder Involvement and Diagnostic Review</b>																														
3.0 Conduct Public Forums and Meetings with CBAC																														
4.0 Conduct Online Surveys of Central Office Administrators, Principals, and Teachers																														
5.0 Conduct Kick-off Meeting and Diagnostic Review																														
6.0 Conduct Benchmark Analysis with Comparison Districts																														
7.0 Tailor MGT Review Guidelines to Austin ISD																														
<b>Phase III - In-Depth Review</b>																														
8.0 Review District Organization and Management																														
9.0 Review Personnel Management and Staffing Levels																														
10.0 Review Educational Service Delivery, Class Loads, and Scheduling Alternatives																														
11.0 Review Facilities and Energy Management																														
12.0 Review Financial Management, Purchasing, Warehousing, and Fixed Assets																														
13.0 Review Professional Services Contracts																														
14.0 Review Transportation Management																														
<b>Phase IV - Project Reporting</b>																														
15.0 Prepare Draft and Final Reports and Deliver Presentation(s)																														