Austin ISD *Plans*
Long-range
● ● ● Planning

AUSTIN
Independent School District
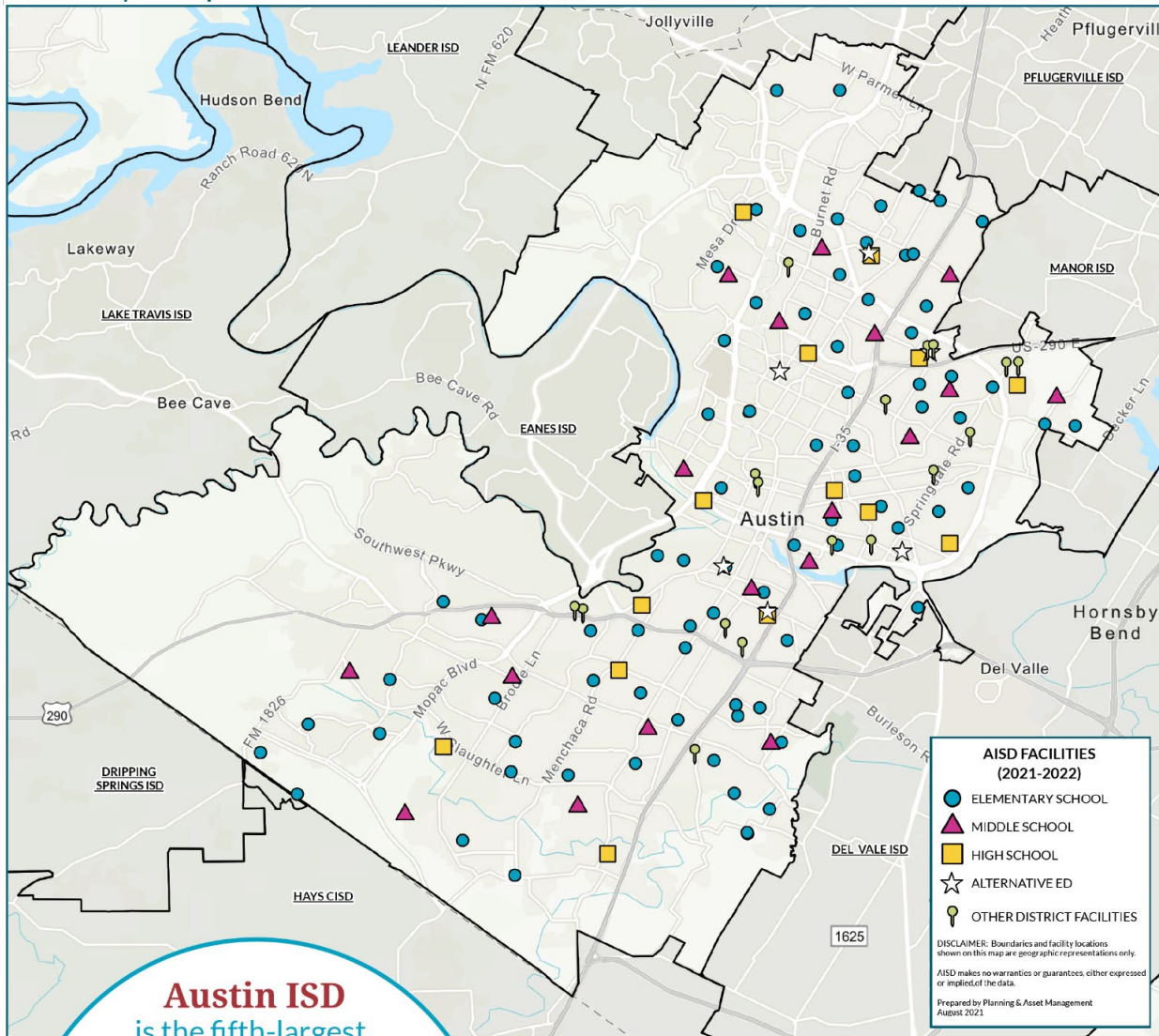
Long-range and
Bond Planning Handbook

Version 2.0: September 22, 2021

District Profile

EST. 1881 | 230 Square Miles

AISD FACILITIES
(2021-2022)

- ● ELEMENTARY SCHOOL
- ▲ MIDDLE SCHOOL
- ■ HIGH SCHOOL
- ☆ ALTERNATIVE ED
- ⚲ OTHER DISTRICT FACILITIES

DISCLAIMER: Boundaries and facility locations shown on this map are geographic representations only.

AISD makes no warranties or guarantees, either expressed or implied, of the data.

Prepared by Planning & Asset Management
August 2021

Austin ISD
is the fifth-largest
school district in Texas

114 school facilities

supporting **117** elementary,
middle, high, early college,
academy, magnet & alternative
school programs

2020-2021 Student Enrollment: 74,871

55% Hispanic	30.1% White	6.6% Black	4.5% Asian	3.8% Other

51.9% Economically Disadvantaged	28.2% Emergent Billingual	13.4% Special Education

Graphic link

Austin ISD *Plans*

Alignment with District Vision

Equity Framework and Strategic Plan

As a system, we are committed to transformation. Our ten equitable practices for systemic change provide the framework for student success. The long-range plan will be centered around equity and developed through intentional community collaboration in alignment with our equity framework.

Most significantly, out of the Seven Conditions for Student Success the plan will include recommendations to accomplish: *Well-maintained facilities that support state of the art instruction and support cultural identities and safety.*

The long-range plan will also align to the Strategic Plan Strategies *(July 2021 draft)*, in particular:

- **Academic Excellence - Strategy 8:** Prioritize improvement of program opportunities, communication, and facility planning for campuses in communities that are marginalized.

- **Reflective and Inspirational Leadership - Strategy 11:** Build trusting relationships with our families and community by engaging with them to listen and improve AISD environments, processes and experiences.

Austin ISD Plans

Welcome to Austin ISD Plans

Austin ISD is taking a new approach from past long-range planning processes by working collaboratively throughout the district using a community-driven Equity by Design model. This approach is aimed at meeting the needs of all students and ensuring that historically underserved communities are at the forefront of our decision-making.

8 Draft strategic implementation plan and evaluation (formative and summative plans)

7 Adapt or develop research-based strategies and tactics *with underserved communities*.

6 Establish the same robust but realistic measurable goals over time

5 Research promising practices and industry exemplars

Equity by Design

1 Identify *underserved communities* (Analyze disaggregated data)

2 Listen to the voices of the adversely affected.

3 Conduct root cause analysis *with underserved communities*

4 Environmental scan and asset mapping *with underserved communities*

Diagram Text

Our Equity by Design approach to long-range planning will help to address and overcome some of the social issues in our community.   Austin ISD is dedicated to valuing diversity, inclusion and meaningful engagement of all voices as we collaborate to improve the common good.

Over the next year, we will talk about our values as Austin's home for inclusive learning and our aspirations for the future. Preparing every student with the knowledge and skills to thrive in college, career and life means creating equitable access to academic programming and learning spaces that support excellence at every level. It is the goal of AISD to raise the academic success of all students to the same high standard. This discussion will inform the development of a long-range plan including the following planning categories:
- Academics & Career and Technical Education

○ Planning category includes, but is not limited to: Special Education; Advanced Academics; Curriculum; Dyslexia; Early Childhood; Library and Media; Multilingual Education; School, Family and Community Education; and Social and Emotional Learning

- Athletics
- Visual & Performing Arts
- Facilities
- Safety, Security & Resiliency
- Transportation, Food Service & Maintenance
- Technology

What our long-range plan is:

With our academic vision serving as the foundation, the long-range plan will provide recommendations to meet the needs of students, staff and the community. Our long-range planning process was built on the principles of Equity by Design.

Developing a long-range plan through thoughtful and intentional collaboration with our school communities will:
- create a shared vision;
- identify historic inequities;
- determine current and future needs;
- establish a path of where we want to go; and
- develop strategies for how we want to get there.

The Long-range Plan will set a vision for each planning category and act as a road map. It will also help determine which improvements and new facilities are included in our next bond.

What our long-range plan is not: We are not closing schools.

Our long-range plan will not include recommendations for school closures, instead, it will be a growth-minded plan that invests in our historically underserved communities.

Austin ISD *Plans*

Introduction

Background

In April 2017, the Board of Trustees adopted a 25-year Facility Master Plan, which informed the development of a $1 billion bond investment approved by voters to modernize schools and create learning spaces worthy of our students' talents as they prepare for an ever-changing global marketplace. The FMP calls for a minor update every two years, and a major update every five years.

In January 2020, the Board of Trustees adopted an update to the FMP that includes a portable management and reduction strategy, and changes to the optimal utilization range Appendix G. Additionally, Appendix H creates a new vision for Athletics and Wellness, Fine Arts and Creative Learning, and Career and Technical Education and Career-connected Learning.

From Facilities Master Plan to Comprehensive Long-range Plan

Historically our planning efforts have centered around buildings, but long-range planning is about much more than that. By embracing the interconnectedness between our academic vision, facilities, technology, food service, safety and security and transportation, we can plan more holistically to better address student needs and optimize our resources.

How the process has improved

- Planning efforts will be looked at through an academic lens, as all aspects of our work will be devoted to student success.
- Planning committees to deepen the understanding of needs and a structure to ensure collaboration among the planning categories.
- Collaboration with the district's equity team to create a framework early in the process using Equity by Design intended to focus on our historically underserved communities.

- Reevaluating how we prioritize investments, looking deeper than facility conditions.
- Breaking down data into subcategories (disaggregating data) to get a fuller picture of needs and opportunities.
- Intentional relationship-building with historically underserved communities throughout the process.

The end result will chart a course toward a more equitable distribution of resources, opportunities and investments to support achievement. Because of our equity-forward, inclusive approach, it is anticipated to be a landmark plan and model for other districts.

Community Engagement

Key Strategies

Build understanding and trust in the long-range planning process

A variety of outreach and educational tools will help to better communicate the planning process and the important role the community will play in that process. Credibility will be built by a number of strategies, such as:
- graphic representations of the process, timeline and data;
- community ambassadors (e.g., community leaders);
- timely media coverage;
- documentation and evaluation of all input received; and
- consensus-based decision-making as part of the community-led committee process.

At each of the planning committee meetings we will share a summary of the input received and how the draft documents reflect that input. The planning committees will act as a check to verify that we have indeed captured the intent of the input gathered. We will continue to refine until we are able to reach consensus before progressing the plans.

We will keep our school community informed about the development of the plan, accounting for how public input is collected and how that input is used in the subsequent phase of the planning process.

Provide numerous and varied opportunities for community engagement and input

We recognize our community brings different levels of interest in the process and will engage in different ways. The planning process will offer a variety of engagement opportunities, including:

- virtual meetings;
- online feedback forums;
- school events (principal coffees, sporting events, etc.);
- partnering with diverse individuals and organizations; and
- encouraging community members to engage with one another.

Understand the complex needs and interests of Austin ISD's diverse stakeholders

Families and communities within our district reflect broad diversity of race, ethnicity, incomes and needs. To meet the unique interests of these populations, the long-range plan will:

- engage those adversely affected—who we have historically failed to engage;
- engage traditionally involved interests groups (e.g. PTA's, CAC's, industry partners, etc.);
- host opportunities to collect paper copies of feedback; and
- recruit community leaders to serve on long-range planning committees and to help spread the word about engagement opportunities.

Key Participants and Their Roles

Austin ISD Community, Students and Staff

Our Austin ISD community, especially those who have been historically underserved, are essential to the process to share with us their lived experiences to illustrate where we have been, and how we can invest to better serve our students, families and staff..

Partners

Community Leaders

Individuals who hold leadership roles in the community will be asked to promote participation in the planning efforts within their communities. Leaders may come from churches, neighborhood associations, professional organizations, non-profits or advocacy groups. Their role could include sharing information via their websites or newsletters, facilitating meetings, and capturing feedback outside of AISD events.

Influencers

These are individuals without formal leadership roles but who go beyond their own participation to engage others. They can host small group discussions, share information via social media and volunteer at community events to promote the process.

Institutional Partners

Intergovernmental organizations, City of Austin, business partners, colleges and universities, and cultural centers can support with outreach, and with technical assistance.

Austin ISD Board of Trustees

Provides input on long-range planning structure, and other elements included in this Handbook. The board will provide feedback at specific points throughout the process, and will share information with their campuses and constituents. Trustees may amplify our engagement efforts by hosting small group discussions tailored to their respective stakeholders. They may also use their networks and communication channels to increase participation in online input opportunities.

The last step in the long-range planning process requires acceptance of the long-range plan from the board. Additionally, the Board will appoint Bond Steering Committee members. They will review draft bond recommendations and approve a final bond program with the Order Calling Bond Election.

Committees

Long-range Planning Committees

Individuals will be asked to express their interest through an online form. Parent/community representation from each of the twelve vertical teams, six campus staff and/or other classified staff, and two students are recommended for each of the following seven planning categories:

- Academics & Career and Technical Education
- Athletics
- Visual & Performing Arts
- Facilities
- Safety, Security & Resiliency
- Transportation, Food Service & Maintenance
- Technology

Ideally, one member should also be an Equity Advisory Committee or Subcommittee representative. A community co-chair and staff co-chair will be selected by the committees from their membership.

Members receive information, data and feedback from the AISD community to develop the long-range plan including goals, strategies, and a prioritized list of capital investments to be considered by the Bond Steering Committee for inclusion in a proposed bond program. Community co-chairs from each of the seven planning categories will serve as voting members on the BSC to ensure the Plan is represented as intended. Additionally, committee members will serve as a liaison to their respective communities throughout the process.

Bond Steering Committee

Nine board-appointed members (representing each trustee) and seven community co-chairs from the Long-range Planning Committees will serve as voting members on the Bond Steering Committee. The Superintendent oversees the 16-member BSC, with tri-chairs selected by the Board of Trustees from the membership.

Members will receive the Long-range Plan and utilize its recommendations to develop a proposed bond program. The recommended bond program will be brought to the board for consideration for an Order Calling Bond Election.

Communication Tools

Media Outreach

Provide the media with accurate and timely information by way of:
- News releases issued to newspapers and radio and television stations in the Austin area, including AISD.TV and those targeting underrepresented populations
- Media briefings for mainstream and Black, Indeginous and Hispanic media outlets, including EducaAustin
- Op/eds and articles

Newsletters and Email Updates

The AISD Family Newsletter and Staff Weekly will provide updates and opportunities to engage in the long-range planning process. Additionally, emails will be sent to the long-range planning mailing list at key stages in the process.

Website

The URL austinisd.org/plans (and other linked URLs to be purchased) will serve as the landing page for the long-range planning process.

The website will house StoryMaps presentations and other materials to inform and engage the community throughout the process. Long-range Planning Committees' agendas, minutes and materials will be found on their respective webpages. Community members will also be able to sign up to receive project updates and meeting notices through the website.

The website will also provide opportunities for direct input on the content of the plan at various stages throughout the process.

Social Media

Social media will be used to promote engagement meetings throughout the project. Facebook events will be created for districtwide meetings. Data visualization graphics will be shared via facebook, Twitter, Instagram, WhatsApp, and Nextdoor to draw people into the process and inform the community along the way.

Staff Ambassadors

Central office staff members will serve as contacts to diverse community groups and partner organizations throughout the planning process. Ambassadors will be responsible for sharing information, addressing questions and directing input to the proper channels.

Engagement Activities

The questions below summarize the key conversations we'll be having with the community during each phase of the long-range planning process. The symbols represent how the community can participate in those conversations through the process.

Pre-Planning Phase

1 "How Do We Get This Right?"

Kick-Off Phase

2 "What Are Our Challenges & Opportunities?"

Developing the Plan Phase

3 "What is Our Path Forward?"

Developing the Bond Program Phase

4 "How Do We Implement the Plans Equitability?"

Key Stakeholder Interviews	District-wide Community Conversations	Small Group Discussions	On Demand Input Forums	General Public Comment	Student Dream Boards	Committee Meetings

[Flyer Text](#)

Austin ISD *Plans*

Early Key Stakeholder Interviews 🗝

The project team will conduct one-on-one or small group interviews with organizations that represent historically underserved communities early in the process to learn:

- What do we need to know before we start this process?
- How can we help build trust with their community?
- What are the best ways to engage their group?
- Who would they recommend to be on the Long-range Planning Committees?
- What additional information do they need?

Small Group Discussions

Throughout the process, planning committee members and support staff will participate in formal and informal conversations with underserved communities or groups in the places where those people gather such as principal coffees, after-school programs, churches or sporting events. Input from these discussions will be captured and routed back to district staff for analysis.

On Demand Input Forums

Online input forums available 24/7 allow the community to provide input on draft documents throughout the process. Input will be gathered via various tools including interactive feedback boards and input forms.

Student Dream Boards

Students will access virtual visioning activities tailored to grade levels via BLEND global announcements.

Districtwide Community Conversations

A series of meetings designed to learn from our community members about their lived experiences, how well we have captured their input, and how it was used to address their needs and to share information.

Committees 👥

The monthly long-range planning committee meetings will be open to the public and will offer public comment. The community may submit feedback to the planning committees via online forms.

The Bond Steering Committee meetings will be open to the public and will allot time for public comment.

General Public Comment 🎤

The public may provide public comment during Board Information Sessions where the board will periodically receive process updates and presentations of draft documents.
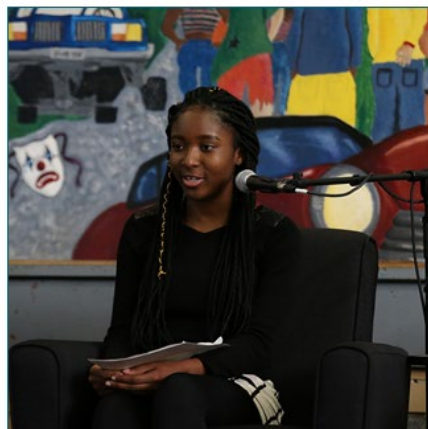
Long-range Planning Process

Milestones

May 2021
Board approves facilities planning partner

June - Aug 2021
Plan the process; data analysis; research best practices; equity training

Aug - Sept 2021
Preliminary targeted outreach to leaders of historically underserved communities

Sept 2021
Conversations with the community to learn about experiences regarding inequities
Community Conversation Series 1

Sept 2021
Select planning committee members; equity training

Oct - March 2022
Planning committees collaborate with communities & staff to develop long-range plan using Equity by Design; appoint bond steering committee members

March 2022
Share draft plan and listen to communities
Community Conversation Series 2

April 2022
Board presentation on long-range plan

April - July 2022
Bond planning and share with communities
Community Conversation Series 3

Aug 2022
Call the Order for Bond Election

Nov 2022
Election

[Milestone PDF](#)

Austin ISD *Plans*

Phase 1: May - Sept 2021
Pre-Planning

In this phase we will develop the long-range planning process, begin to identify which communities have been historically underserved and initiate public outreach. Additionally, the consultant will conduct research to identify national best practices for equity-driven long-range planning processes and community engagement.

Action	Goal/Deliverable(s)	Equity by Design
Equity by Design training for AISD staff and consultants.	Understand what is involved in each step of the Equity by Design process.	1-6
Develop the long-range planning process, in consultation with the Equity Office.	Austin ISD Plans document.	1-6
Launch long-range planning website	Transparency and up to date information throughout the planning process. www.AustinISD.org/plans	
Identify, collect, and analyze data.	Identification of historically underserved communities. Data visualization graphics to clearly convey the story of the data and trends.	1
Public Participation Presentation of draft facility condition and educational suitability assessments, and proposed Educational Specifications.	StoryMap that outlines the assessment and Ed Specs process and data. Facility Assessment and Ed Specs Feedback Form data.	

Action	Goal/Deliverable(s)	Equity by Design
Research other school districts and government organizations that have used an equity-driven process for long-range planning.	Document that outlines national best practices to inform the district's planning process.	5
Public Participation Preliminary outreach to community organizations that represent historically underserved communities.	Information that will inform the community engagement and communication efforts.	2
Board Work Session Review of long-range planning process, committee structure, and communications/community engagement plan.	Guidance from the Board of Trustees on the proposed planning process.	

Phase 2: Sept 2021

Kick-Off

In this phase we will begin formal outreach activities through a series of community conversations to understand historic inequities across the district. The project team will engage the public in broad conversations about where we are and how we got here. Long-range planning committee members are selected during this phase to serve during the process.

Action	Goal/Deliverable(s)	Equity by Design
Public Participation [Community Conversations Series 1 and Targeted Outreach] Discover: what we are doing or not doing well as it relates to historically underserved	Identify problems and begin to understand what is contributing to them.	2, 3

Action	Goal/Deliverable(s)	Equity by Design
communities and what are their lived experiences		
Promote and select long-range planning committee membership.	Seven long-range planning committees that partner with the district to develop a plan, and serve as liaisons to their respective communities.	
Equity by Design training for committee members.	Understand what is involved in each step of the Equity by Design process.	1-6
Committees meeting #1 Orientation	Understand the charge of committees, process, and data trends and patterns.

Select a community and staff co-chair. | |

Phase 3: Oct - March 2022

Developing the Plan

In this phase we will develop goals and strategies to address the problems identified in Phase 2. **Targeted outreach to historically underserved communities and digital public participation opportunities will be conducted throughout this phase.** During the second series of Community Conversations, the team will host meetings that are organized by vertical teams and cover the big picture and specific needs. All documents will be shared on www.AustinISD.org/plans.

Action	Goal/Deliverable(s)	Equity by Design
Organize feedback from Community Engagement Series 1	A draft document that identifies problem statements for each of the planning categories.	2, 3

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Action	Goal/Deliverable(s)	Equity by Design
into themes for each planning category.		
Committees meetings #2 Review new data, community feedback/themes, and draft problem statements.	Consensus from committees on problem statements.	2, 3
Committees meeting #3 Conduct a root cause analysis for the identified problem statements.	Consensus from committees on root cause analysis.	3
Healthy Communities Workshop Asset mapping with representatives of underserved communities to identify neighborhood resources.	Preliminary community assets map.	2, 4
Site visits to aspirational district and regional schools.	Understand the direction of the district's vision of modernized facilities.	5
Committees meeting #4 Review community assets map, discuss insights from tours, and develop a list of "promising practices"	A list of promising practices, and an understanding of where community assets exist and where there are gaps.	4, 5
Committees meeting #5 Develop preliminary goals that are unique to each planning category and a decision-making tool to determine how projects will be prioritized.	A list of preliminary goals to be further refined and a decision-making tool.	6
Committees meeting #6 Review refined goals and develop draft planning strategies to achieve the desired goals.	Consensus from committees on refined goals and a list of preliminary planning strategies.	6, 7

Action	Goal/Deliverable(s)	Equity by Design
Board Information Session Project check-in on the problem statements, asset mapping, goals, strategies and decision-making tool.	Guidance from the Board of Trustees.	
Committees meeting #7 Develop and review a prioritized list of projects, as well as other elements to be included in the final draft plan.	Consensus from committees.	8
Board Work Session Collect input on prioritized list of projects and other elements to be included in the final draft plan.	Refinement of final draft plan.	
Public Participation [Community Conversations Series 2 and Targeted Outreach] Share draft plan elements, including prioritized projects.	Community support.	2
Committees meeting #8 Review draft Long-range Plan	Consensus from committees on Long-range Plan to present to the Board of Trustees.	8
Board appoints Bond Steering Committee.	A committee that partners with the district and long-range planning committee community co-chairs to develop a bond program for board consideration.	
Board Information Session Present Long-range Plan.	Acceptance from the Board of Trustees on the long-range plan to set the direction for bond planning.	2

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Action	Goal/Deliverable(s)	Equity by Design
Develop conceptual plans with the prioritized school communities.	Conceptual plans supported by the school communities to be used to inform bond planning.	2

Notes: *Committee meeting topics are subject to change as the process progresses. Additional Board meetings may be added to this phase.*

Phase 4: April - Aug 2022

Developing the Bond Program

During this phase the Bond Steering Committee will review and utilize the prioritized projects outlined in the Long-range Plan to develop a bond program for consideration by the Board of Trustees. The committee will need to carefully consider information from the Chief Financial Officer regarding the district's bond debt capacity.

Action	Goal/Deliverable(s)	Equity by Design
Bond planning.	Proposed bond projects for community feedback.	5, 6, 8
Public Participation [Community Conversations Series 3 and Targeted Outreach] Share proposed bond projects.	Feedback and community support for the proposed bond projects.	2
Board Information Sessions Present bond planning information several times during the process.	Guidance from the Board of Trustees.	
Finalize proposed Bond Program.	A proposed Bond Program agreed upon by the Bond Steering Committee for Board consideration.	
Board Regular Meeting Order Calling Bond Election.	Final Bond Program to place on the ballot for voters.	2

Austin ISD *Plans*

Action	Goal/Deliverable(s)	Equity by Design
Election	Voter approved Bond Program.	

Note: This phase is in development and requires further vetting.

APPENDIX A: Key Stakeholders

- AAPSA - Austin Association of Public School Administrators
  - Local chapters
- Austin Ed Fund Board
- Austin ISD Board of Trustees
- Austin ISD Employees
- Austin ISD Advisory Committees
- Austin ISD Families
- Austin ISD Family Resource Centers (FRCs)
- Austin ISD Office of Innovation and Development Funders
- Austin ISD Parents
- Austin ISD Students
  - Student journalists from Austin, Akins, Bowie, McCallum, Navarro and Ann Richards
- Austin ISD Parent Support Specialists
- Austin ISD UpClose Class and Alumni
- Austin ISD Vertical Team Leader Groups
  - Budget Stabilization Task Force
  - Budget and Finance Advisory Committee (BFAC)
  - Community Bond Oversight Committee (CBOC)
  - District Advisory Council
  - Environmental Stewardship Advisory Committee (ESAC)
- AAPSA - Austin Association of Public School Administrators
  - Local chapters
- Campus Partners (non profit/social service organization with which AISD partners)
  - AVANCE
  - Austin Voices
  - Boys and Girls Club
  - Communities in Schools
  - Leadership Austin
  - Seedling Foundation
- Chambers of Commerce:
  - Austin Gay and Lesbian Chamber of Commerce

- ○ Austin Young Chamber of Commerce
- ○ Greater Austin Asian Chamber of Commerce
- ○ Greater Austin Black Chamber of Commerce
- ○ Greater Austin Chamber of Commerce
- ○ Greater Austin Hispanic Chamber of Commerce
- ○ LGBTQ Chamber
- Governmental Entities & Elected Officials
  - ○ Capital Metro
  - ○ City of Austin (COA)
  - ○ Joint Subcommittee
  - ○ Travis County
- ACPTA - Austin Council of PTAs
- Amhiga Hispana
- Asian American Resource Center
- Association of Texas Professional Educators (ATPE)
- Athletic Coaches
- Austin 2030
- Austin Area Association for Bilingual Education
- Austin Area Urban League
- Austin Board of Realtors
- Austin Community Foundation
- Austin Ed Fund
- Austin Interfaith
- Austin Justice Coalition
- Austin Latino Coalition
- Austin NAACP
- Austin Neighborhoods Council
- Austin Partners in Education
- Austin Retired Teachers Association
- Austin STEM Funders Collaborative
- Austin Technology Council
- Austin Technology Council
- Austin Voices for Education and Youth
- Baptist Ministers Union
- Black Austin Coalition

- Black Austin Democrats
- Black Women in Business
- Central Texas Education Funders
- Church of God of the First Born
- Coalition for Special Education Equity in Austin
- Coalition of Bilingual Ed Equity
- Community Resilience Initiative
- Con Mi Madre
- Contigo Wellness
- Council of the Great City Schools
- County Leadership and Health Authority
- DTC70 Executive Committee
- District Advisory Council
- Dove Springs Pond
- E3 Alliance
- East Austin Coalition for Quality Education
- Educate Texas
- Educate Texas | Communities Foundation of Texas
- Education Austin
- Education Service Center 13
- Education Tech Austin
- Educators in Solidarity
- El Concilio de East Austin
- George W. Bush Institute (GWBI)
- GoAustin Vamos Austin
- Greater Austin STEM Ecosystem
- Greater Calvary Bible Church
- Greater East Austin Youth Association
- HACA City-Wide Advisory Board Meeting
- Hispanic Advocates Business Leaders of Austin (HABLA)
- Housing Authority of the City of Austin
- Huston-Tillotson
- KAZI Radio
- LULAC
- La Raza Roundtable

- Las Comadres
- Lion's Club
- Mayor's Committee for People with Disabilities
- Michael and Susan Dell Foundation
- Mobility Blueprint
- NACER
- NW Austin Civic Association
- North Austin Civic Association
- Opening Central Texas Task Force
- Original L.C. Anderson Alumni
- OutYouth
- PRIDE of the Eastside
- People Organized in Defense of Earth and her Resources (PODER)
- Rosedale Foundation
- Safety and Security Committee
- Santa Rita Courts Resident Council
- Save East Austin Schools PAC
- Save East Austin Schools PAC
- St. David's Foundation
- Student Equity Council
- Superintendent's Student Roundtable
- Sweet 16 Superintendents
- Teacher Advisory Group
- Texas Education Agency
- Texas PTA
- Texas School Alliance
- Texas Urban Council
- The Town Lake (TX) Chapter of The Links, Incorporated
- Travis County School District Superintendents
- UT COVID-19 Modeling Consortium
- UT College of Education
- United Way
- Urban Educators
- Valco Resource Management Inc.
- YWCA ATX