

**DR. FORGIONE'S ADMINISTRATION
COMMITMENT TO QUALITY AND DIVERSITY**

Over the first nine months of his tenure as Superintendent of the Austin Independent School District (AISD), Dr. Forgione and the Board of Trustees have demonstrated a strong commitment to building a quality and diverse leadership team. These educators reflect the diversity of the Austin Community and will provide the programmatic and moral direction to achieve AISD's mission, "to educate every child every day."

Profile of the Current Leadership Team

Currently, there are 10 senior administrative positions in AISD, namely:

- A. Office of the Superintendent (one incumbent position)
 - (1) Associate Superintendent for Development and Community Partnerships, Dr. Charles Akins
- B. Deputy Superintendents (four new appointments of four positions)
 - (2) Deputy Superintendent for Accountability and Information Systems, Dr. Joy McLarty*
 - (3) Deputy Superintendent for Bilingual Education and Human Resources Development, Dr. Edward Fuentes*
 - (4) Deputy Superintendent for Curriculum, Instruction and Professional Development, Mrs. Darlene Westbrook*
 - (5) Deputy Superintendent for Finance/Chief Financial Officer, Mr. Larry Throm*
- C. Area Superintendents (two new appointments of five positions)
 - (6) Area I Superintendent, Mrs. Anita Coy*
 - (7) Area II Superintendent, Dr. Rosalinda Hernandez*
 - (8) Area III Superintendent, Dr. Yolanda Rocha
 - (9) Area IV Superintendent, Dr. Glenn Nolly
 - (10) Area V Superintendent, Mr. Larry Lewis

SUMMARY

Currently, the ten senior administrative positions in AISD include 80% persons of color and 20% anglo individuals, and 50% female and 50% male. This includes 40% (or four positions) African American, 40% (or four positions) Hispanic American, and 20% (or two positions) anglo.

Of the six appointments that have been made during Dr. Forgione's tenure, 67% are persons of color and 33% are anglo, and 67% are female and 33% are male.

*Designates the six appointments that have been made during Dr. Forgione's nine-month tenure at AISD.

**DR. FORGIONE'S ADMINISTRATION
RECENT EFFORTS TO PROMOTE DIVERSITY AND EXCELLENCE**

Recent "Break the Mold" Appointments: "Firsts"

1. Mr. Armando Cisneros, Principal, Blackshear Elementary School (Hispanic American)
2. Dr. Arthur Granada, Coordinator, AISD Gifted and Talented Program (Hispanic American)
3. Mr. Craig Hampton, Principal, Pease Elementary School (African American)
4. Ms. Juanita Simmons, Director, Fulmore Humanities and Government Magnet Program (African American)
5. Ms. Theresa Wilde, AISD Budget Director (Asian American)

New Initiatives:

6. Teaching Scholarship Opportunities through United Negro College Fund: Huston-Tillotson College-AISD Partnership
7. AISD School Leadership Academy for Aspiring Administrators under direction of Professor Lonnie Wagstaff (UT) and Dr. Tina Juarez (AISD): A Program to Grow Our Own Future Campus Leaders (to be located at Reagan High School, beginning August 2000)
8. New Scholarship Opportunities for AISD Graduates to Attend Huston-Tillotson College (one per AISD high school): Huston-Tillotson College-AISD Partnership
9. Summer SOAR: Expand this program to serve all 1st — 3rd grade students not reading on grade level, made possible by additional Dropout Prevention/Reduction funds
10. Bilingual Summer School: All Pre-K and K students who are Limited English Proficient are eligible for this program that focuses on reading and math skills
11. Summer Newcomer Institute: 6th, 7th, and 8th grade students who are recent immigrants are eligible for English as a second language and specialized reading, math and science courses during the summer.
12. Bridges to 9th Grade: Program for high risk 8th grade students has been launched this summer to provide special academic support and guidance in small teams led by 9th grade teachers, and it will continue throughout the 9th grade year
13. Campus IMPACT Teams: An assistant principal on every campus will lead an IMPACT team to assure students with concerns related to attendance, academic achievement or behavior are connected with appropriate services and there is communication with their parents
14. Re-Inventing Parent Involvement: The District parental involvement model is being evaluated and redesigned to more effectively meet the diverse needs of parents who want to play a more active role in the education of their children
15. Customer Service Training: All new staff orientations will stress the importance of quality customer service and acceptable standards in dealing with students, parents and the public