

**STATEMENT BY MARK WILLIAMS, PRESIDENT  
AUSTIN INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES**

**SUPERINTENDENT'S EVALUATION  
MONDAY, APRIL 23, 2007**

The Trustees of the Austin Independent School District have completed our annual job evaluation of Superintendent Forgione, and we wish to share our findings with the community.

The Board of Trustees has the responsibility to evaluate the performance of only one District employee – the Superintendent. This evaluation is largely based on reviewing the District's progress in the area of student performance, primarily using what we call *Results Policies* – the goals established by the Board for student achievement in the District. In addition, the Board reviews the District's compliance with the *Executive Limitations* established by the Board. These limitations spell out what the Superintendent and other district personnel can and cannot do, with regard to operational management. The net effect of this process is that our evaluation of the Superintendent is essentially an assessment of the performance of the School District itself.

The Board recognizes the incredible challenges of managing an urban public school system. The Superintendent is responsible for the performance of over 82,000 students, with over 60 percent coming from economically disadvantaged homes, and 11,000 employees on over 100 campuses. In addition to this day-to-day responsibility, this past year has been a time of celebration and change for the Austin Independent School District (AISD). The Superintendent helped lead the District celebration of its 125<sup>th</sup> Anniversary, and also aided the transition of four new Board Trustees, who were elected in May 2006. We are very fortunate that a Superintendent with the national and statewide stature of Dr. Forgione leads the District, and the Board publicly acknowledges our support of his leadership.

The Board is pleased with the hard work and commitment that Dr. Forgione and his Administration are giving to the academic progress of all Austin students, as well as professional career success of the employees of AISD. In particular, we congratulate Dr. Forgione on his role for the district's success, including the following achievements:

- Continued improvement of *Texas Assessment of Knowledge and Skills* (TAKS) scores was made for all students.
- AISD again performed at, or near of the top, of the *National Assessment of Education Progress* (NAEP) Trial Urban District Assessment (TUDA) Program.
- The District increased the number of students graduating from high school under the State of Texas' *Recommended* and *Distinguished* graduation plans.
- The District leads the state in achieving the number of *National Board Certified Teachers*.
- Grant awards totally over \$15 million were obtained in support of the District's *High School Redesign* efforts.

- An AA bond rating was achieved for the 7<sup>th</sup> consecutive year.
- Ongoing success was made in implementing the 2004 Bond Program.
- An innovative two-year consultation agreement was reached with *Education Austin*, covering compensation and health benefits for both the 2006-2007 and 2007-2008 school years.
- A commitment was made to replenish the District's fund balance during the 2006-2007 school year
- The District opened the Lucy Read Pre-K Demonstration School, and developed another school of choice – the *Ann Richards School for Young Women Leaders*.

While there have been many successes, there are still significant challenges that must be addressed by the District and Dr. Forgione, including:

- Ensuring that all schools meet State and Federal accountability standards.
- Continuing emphasis to raise the academic performance of all students
- Accelerating the District's progress in closing the achievement gap.
- Strengthening our programs for the District's growing population of English Language Learners (ELLs).
- Successfully implementing the District's *High School Redesign* Initiative.
- Rethinking our approach to middle schools to achieve excellence and readiness for high school.
- Working to improve the climate at each campus so that it is conducive to learning and that all students feel safe.
- Engaging the community in a more meaningful and impactful manner.
- Developing an innovative and effective long-term *Strategic Compensation Plan* for AISD.

Based on this evaluation, the Board will consider tonight a proposal to extend the Superintendent's contract by an additional year to June 30, 2011, to continue the long-term stability and sustained forward movement that Dr. Forgione has brought to this District. The Board also recognizes that we need Dr. Forgione's ongoing leadership to manage the multi-year effort required to address the challenges facing AISD. While no raise is on the table at this time, the Board will also consider retirement contributions and developing a strategic compensation plan based on performance for Dr. Forgione.

The Board and the Superintendent understand that we have obligation to our community, including our taxpayers, to effectively utilize the District's resources to provide every student with an equitable opportunity to reach their fullest potential, while creating a desirable place to work where our employees feel valued and fairly compensated. We thank the community for the trust it has placed in us, and for its support of public schools. The Board pledges that it will fulfill its role in a respectful manner and with a focus on innovation and results-oriented leadership. We also expect that the Superintendent will work closely with the Board to provide another year of progress and collaborative leadership on the strategic issues facing the District.

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