

Performance and Desegregation Impact Analysis

Proposed Changes to the Comprehensive Magnet Plan: Magnet Review Committee and Magnet Development Committee

September 2023

I. Proposed Action.

The Tucson Unified School District (TUSD) Comprehensive Magnet Plan (CMP) provides a complete overview of policies, practices, and procedures for TUSD magnet schools. The CMP was last updated in January 2021 and was reformatted in January of 2022. This document should be considered fluid, with annual updates occurring because of potential systems, school, or procedural changes that promote increased programmatic efficacy in TUSD magnet schools. To that end, the proposed action(s) related to CMP includes the following:

The Comprehensive Magnet Plan specifies two separate committees, the Magnet Review Committee (MRC) and the Magnet Development Committee (MDC). The Magnet Review Committee's function is, "To review information and data related to each school's progress toward improving integration and improving student achievement." The Magnet Development Committee's function is, "To conduct a review and assessment of magnet program efficacy." The Magnet Department is proposing the fusion of these two separate committees into one, which will be titled the Magnet Oversight Committee (MOC). The new combined committee will perform all the functions of each committee as set out in the Comprehensive Magnet Plan; the new committee will be chaired by the Senior Director of Equity, Diversity, and Inclusiveness whose task is to direct and lead magnet schools in the Tucson Unified School District. Members of the MOC include a Regional Assistant Superintendent, the Director of Assessment and Evaluation, the

Director of Exceptional Education, Magnet School Principals, Magnet School Assistant Principals, Magnet Department Program Managers, Magnet Department PDATs, Magnet Site Coordinators, and Teachers at Magnet Schools. This combined membership in a single committee (which largely overlaps the membership of each committee as set out in the Comprehensive Magnet Plan), will have all the various skill sets specified for the two separate committees in the Comprehensive Magnet Plan. This proposed change is made due to the intersectionality of the MRC and the MDC. The Magnet Review Committee possesses intimate knowledge of Magnet Site data (achievement and integration), systems understanding as related to enrollment and pipelines, and evolving best practices in Magnet education. Therefore, the expertise of the MRC to help inform recommendations related to the creation of new Magnet schools is not only efficacious, but efficient. This reasoning is driving the proposition to blend these two committees into the Magnet Oversight Committee (MOC).

II. Issues.

Staff does not anticipate any issues with this change. Care has been taken to ensure that members of the new combined committee will have adequate time to devote to committee functions, and that each understands the importance and priority of service on the committee. The prior overlap in expertise for each committee, and study/review time, will be more efficient for the District as a whole. The Magnet Department will monitor and survey committee members to gather feedback on how the new organizational structure functions and revisit the structure in subsequent PIAs if problems occur.

III. Objectives.

The objective of this change is to improve the coordination and efficiency of oversight of all aspects of the District's Comprehensive Management Plan.

IV. USP Program Background.

The District's magnet school program is one of the principal programs used by the District to increase diversity and integration in a District that continues to face substantial residential racial concentration. Through unique and desirable curricula (the "magnet theme") and academic excellence, magnet schools are designed to attract students from across different neighborhoods in the District, creating a diverse and inclusive social environment.

The Comprehensive Magnet Plan describes the structure and operation of the District's magnet program, from formation, review, support, measurement, and change, as necessary to serve the purpose of the program. The Comprehensive Magnet Plan was adopted pursuant to the larger Unitary Status Plan and approved by the District Court in the desegregation case. The Comprehensive Magnet Plan serves as a guide for the daily operations of the Magnet Department and is posted on the District's Desegregation home page. Among other things, the Comprehensive Magnet Plan addresses the following elements:

- *Consider how, whether, and where to add new sites to replicate successful programs and/or add new magnet themes and additional dual language programs.*
- *Focusing on which geographic area(s) of the district are best suited for new programs to assist the district in meeting its desegregation obligations.*

- *Improve existing magnet schools and programs that are not promoting integration and/or educational quality; (iii) consider changes to magnet schools or programs that are not promoting integration and/or educational quality.*
- *Determine if each magnet school or school with a magnet program shall have an attendance boundary.*
- *Determine admissions priorities/criteria for each magnet school or program and a process for review of those criteria; and (vi) ensure that administrators and certificated staff in Magnet schools and programs have the expertise and training necessary to ensure successful implementation of the magnet.*

These considerations, action steps, and responsibilities will still not change the core tasks of the magnet program under the proposed objective outlined in this Performance Impact Analysis.

V. Impact Analysis:

A. Impact on the Magnet Program

The district does not anticipate any negative impact on the organization, leadership, or structure of the Magnet Department or of individual magnet schools because of the fusion of both the MRC and the MDC as the roles and the responsibilities will remain the same but will be housed under one committee that will be titled the Magnet Oversight Committee (MOC). There will be positive impact as indicated above in that one committee will have deeper knowledge related to achievement, integration, boundaries, available magnet seats, possibility for growth, etc.

B. Impact on Other District Programs or Obligations under the USP

1. **Compliance:** The district does not anticipate any impact on its Compliance programs under the USP.

2. **Student Assignment:** The district does not anticipate any impact on student assignment, as the fusion of two committees into one does not change any programmatic goals at any magnet school.
3. **Transportation:** The District does not anticipate any impact on transportation programs under the USP.
4. **Admin/Certified Staff:** Because the District does not anticipate major changes in enrollment, the proposed change is unlikely to impact administrative or certified staffing requirements for any school.
5. **Quality of Education:** The quality of education will not be adversely or negatively impacted because of the fusion of the Magnet Review Committee with the Magnet Development Committee, as the roles and responsibilities will remain in place, but executed by one core committee.
6. **Discipline:** The District does not believe that the proposed changes will have any impact on its discipline-related programs and education under Section VI of the USP.
7. **Family and Community Engagement:** The fusion of the Magnet Review Committee and the Magnet Development Committee will not change or negatively impact Family and Community Engagement efforts for the Tucson Unified School District (TUSD) at large, nor at any magnet school within TUSD.
8. **Extracurricular Activities:** The District does not believe that the proposed changes will have any impact on its programs and education to foster, promote and equitably fund extracurricular activities.

9. **Facilities and Technology:** The District does not believe that the proposed changes will have any impact on its facilities and technology plans and reporting under Section IX of the USP.

10. **Accountability and Transparency:** The District does not believe that the proposed changes will have any impact on its accountability and transparency activities under Section X of the USP or the Post Unitary Status Reporting and Accountability Plan.

C. Data Sources

There were no specific data sources consulted or deemed necessary for this relatively straightforward and simple change in structure.

D. Assumptions

There were no specific assumptions made in proposing this change. The District believes that the combination of the two committees into one will be more efficient and produce better management and oversight of the District magnet program. However, the District will monitor and survey committee members and determine whether the new arrangement will provide the anticipated benefits.

E. Research Based Sources

There were no research-based sources consulted in connection with this proposed change. Given the nature of the proposed change, and its relatively small significance in the overall operation of the Comprehensive Magnet Plan, and the ease with which the change can be reversed if unanticipated difficulties are encountered, no research was needed. Further, District staff is doubtful that there is research available, that would help inform the specific change proposed in this PIA.

VI. Conclusion

For the foregoing reasons, District staff recommends fusing the Magnet Review Committee and the Magnet Development Committee into one core guiding coalition entitled the Magnet Oversight Committee.

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Prepared by Kamren Taravati

Reviewed and Approved: Dr. Trujillo