

# Magnet Director Position Impact Analysis (PIA)

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## I. Overview

In this PIA, the District proposes that the Magnet Program continue to be overseen by a Magnet Director, as it was prior to the 2022–2023 school year. The district’s Magnet Program must be overseen by a director-level employee due to its intricacies and programmatic requirements. For over 10 years, a Magnet Director—alongside key support staff—successfully led the program in alignment with this expectation and with the requirements of the previous Unitary Status Plan (USP).

## II. Issues

- In July 2020, the Desegregation Department, along with Student Services, Magnet, FACE, and Student Relations, were reassigned to report to the Assistant Superintendent of Equity, Diversity, and Inclusion (EDI). Each department maintained its own director-level administrator.
- In 2022–2023, the Magnet Director position was elevated to Senior Director of EDI/Magnet to provide additional EDI support while retaining full responsibility for the Magnet Program.
- The USP specifically required a director-level position for Magnet oversight. The Comprehensive Magnet Plan (CMP) also refers to the position as “Magnet Director,” the title used during the first 10 years of USP implementation.
- As internal coordination of equity, diversity, and inclusivity efforts transitions to the Division of Leadership and Student Success, the title “Senior Director of EDI/Magnet” is no longer appropriate or necessary.

## III. Objectives

1. Reinstate the original title of Director of Magnet to oversee the Magnet Program.
2. Ensure the Magnet Director and senior magnet coordinators (with additional staff support as needed) continue to collaborate directly with magnet principals, assistant principals, and site-based magnet coordinators.
3. Maintain oversight of the implementation of the CMP and individual school magnet plans—including monitoring, adjusting, resourcing, and revising annually—as has been done since 2013.

## IV. USP Program Background

### February 2013

The Court adopted the USP (Microsoft Word - 23C7129.DOCX). Section II.C.2 states:

“The District shall hire or designate a director-level employee who shall be responsible for developing and implementing a comprehensive magnet school and program strategy for the District to enhance the integrative and educational quality of magnet schools and programs, and who shall periodically, at minimum on an annual basis, assess these schools and programs.”

### SY2013–2014 to SY2021–2022

A full-time Magnet Director was hired to oversee the Magnet Program.

### SY2022–2023 to Present

The title was changed to Senior Director of EDI/Magnet, reporting to the Assistant Superintendent of EDI.

### Plaintiff Concerns

Plaintiffs raised concerns that the Senior Director was dividing time between EDI and Magnet responsibilities.

### Legal Response

Outside counsel responded:

“The EDI Director’s primary responsibility will continue to be to the magnet program, and the director will spend as much time as is needed, up to and including full time, in addressing the needs of that program. The director will take on additional projects only when the needs of the magnet program permit.”

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## V. Impact Analysis: Impact on Protected Classes (African American, Latinx, including EL students)

### A. Impact on Effectiveness of USP Program or Activity

Reverting to the Magnet Director title will have no adverse impact on the implementation of the Comprehensive Magnet Plan or other USP activities. The functions required by the USP have been, and will continue to be, carried out. The change is expected to maintain or improve the District’s efforts in supporting integration, academic achievement, and graduation rates.

### B. Impact on Other District Programs or USP Obligations

1. **Compliance** – Hiring a Magnet Director is in full compliance with USP requirements.
2. **Student Assignment** – The Magnet Director will continue to serve on the Coordinated Student Assignment Committee to coordinate integration efforts.
3. **Transportation** – Transportation will remain available as an incentive to attend magnet programs.

4. **Administrative/Certificated Staffing** – The Magnet Director will continue to collaborate with HR on staffing, recruitment, and job fairs.
5. **Quality of Education** – The Magnet Director uses cross-departmental strategies and continuous improvement cycles to support academic achievement.
6. **Discipline** – The Magnet Director collaborates with Student Relations to support behavior interventions in magnet schools.
7. **Family and Community Engagement (FACE)** – The Magnet Director works with FACE to promote programs, assist families with applications, and provide essential resources.
8. **Extracurricular Activities** – Under the Magnet Director, late buses are provided to ensure access to after-school programs.
9. **Facilities and Technology** – The Magnet Director works with Facilities and Technology to ensure schools have the support needed for learning environments.
10. **Accountability and Transparency** – The Director oversees updates to Magnet School Plans and ensures public posting for transparency.

### C. Data Sources

N/A

### D. Assumptions

- The Magnet Director role, maintained for a decade, has proven to be effective for the successful operation of the Magnet Program.
- The USP and Special Master have both required a Magnet Director to oversee these efforts.
- With 11 current magnet schools (down from 13), the workload is appropriate for one director and support staff.

### E. Research-Based Sources

N/A

## VI. Conclusion

The TUSD Magnet Program requires the District to appoint a Magnet Director to oversee TUSD's Magnet Programs. Reinstating this title aligns with prior USP mandates and commitments and reflects the current focus of the role. The Senior Director title, introduced in 2022–2023 to include EDI duties, is no longer necessary. The Magnet Director will continue to provide focused, effective leadership to support student integration and academic success.

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