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UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC: Presentation Regarding UISD Management Fellows Program

SUBMITTED BY: Francisco Castillo/Aliza Oliveros/Javier Montemayor/Ramiro Veliz – Board Members

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: April 27, 2021

INFORMATIONAL REPORT:

United Independent School District Management Fellows Program

*Addressing a need
to meet the challenges that school
districts face today*

Historical Background

- In 1999, the Texas Higher Education Assessment Board (THEA) determined that South Texas needed to promote programs and train professionals in South Texas, particularly in the fields that support government, by equipping these governmental bodies with trained professionals to adequately and properly administer public programs.
- It sought to provide these individuals with the necessary competencies to further the public interest.
- Master of Public Administration programs were developed in South Texas.

Historical Background

- In 1978, the Presidential Management Fellows Program was launched. It remains the Federal Government's flagship leadership development program for advanced degree holders. PMFs are united by their interest in improving public policies and programs, and their commitment to public service.
 - <https://www.pmf.gov/>
 - <https://youtu.be/xDHYZY2c5AE>

Historical Background

- Locally, the TAMIU's Master of Public Administration (MPA) program is nationally accredited by the National Association of Schools of Public Affairs and Administration (NASPAA) - since 2013.
- NASPAA is the highest recognized global accrediting body of master degree programs in the fields of Public Policy, Affairs, and Administration.
- TAMIU is one of only two nationally accredited programs in the A&M System of Universities - the other is College Station.

Current Program

- At TAMIU – the MPA program ranked #1 among 30 of the Most Affordable Online Master's Degree Programs in Public Administration in the nation according to online source, Grad School Hub (www.gradschoolhub.com).
- TAMIU - MPA Online program is ranked #31 among the Top 50 Online Master's Degrees in Public Administration 2015 category according to online source, Top Management Degrees (TopManagementDegrees.com).
- TAMIU – MPA has 5 full-time, experienced, recognized, and well published faculty – Dr. Peter Haruna was named College of Arts and Sciences Scholar of the Year 2015.

Current Trends

- Most recent at TAMIU – MPA graduates who currently serve in leadership positions include: a City Engineer, a County Treasurer, College Board of Trustee, an Executive Director of a non-profit, a Justice of the Peace and a Water Conservation Planner and many others.
- There are currently 41 graduates students to graduate the TAMIU – MPA program within the next two years. the highest student enrollment among graduate programs in the College of Arts and Sciences.
- TAMIU makes a determined effort to maintain close and viable relationships with local governmental entities by maintaining a MPA Advisory Committee, made up of 21 community leaders to give advise and direction to the MPA Program.

Current MPA course requirements

- Survey of Public Administration and Public Affairs
- Advanced Methods of Social Research
- Program Evaluation
- Administrative Law
- Organization Theory
- Communication for Public Administrators
- Administrative Ethics
- Human Resources Management in Public Administration
- Principles and Politics of Public Budgeting
- Public Policy Development and Implementation
- Project or Internship
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- ELECTIVES 9 hours - to be selected with advisor's approval
-
- TOTAL 42 SCH

A Case Study - City of San Antonio

- Management Fellows Program
- Developed in 2007.
- Earn \$45,573 including all city employee benefits
- 12 month rotation program – Human Resources Manager’s Office, Budget Department, and an operating department (four months each).
- Develop real world skills and experience.
- Upon completion, given special assistance to find full-time employment with the city.
- Consolidated Annual budget is approximately 2.5 Billion with 9,145 employees.

A Case Study – City of Austin

- Vision: The City Manager and his Executive team want to make Austin the best-managed city in the country.
- Developed in 2013.
- Under the direction of the City Manager’s Office and recruits nationally.
- Purpose is to gain exposure in local government, a comprehensive view of city departments and their operations, develop and refine management skills.
- City does not guarantee continued employment but gets help from Human Resources.
- 12 month rotational program. Begins with city manager, budget office and then a city department.
- Annual budget \$3.5 billion, with 12,000+ employees.

A Case Study - City and County of San Francisco (California)

- City Hall Fellows began in 2009 with the City of San Francisco only.
- It is now called ***San Francisco Fellows***.
- Under the direction of the Office of the Mayor.
- Preparing recent college graduates for leadership roles in public service.
- It is an 11+ month Fellowship.
- Fellows are full time City employees.
- Earn \$50,000, plus comprehensive health and dental benefits.
- The City and County of San Francisco is the only combined city-county government in California. San Francisco's government has a \$9.0 billion annual budget and employs nearly 30,000.

Objective – for the USD to establish a MFP.

- Our city will play a more active role in placing graduates in positions where they are going to be mentored by our current government leaders.
- Our Management Fellows will gain real-world experience through hands-on learning while creating lasting partnerships with our school district and community leaders.
- **Important - Our Management Fellows will not directly supervise any employee.**

Benefits to ALL

- Our objective is to have our graduates succeed and quickly enter a leadership role with a skills-set that will make them competitive in their field of study. The benefits include:
- Our graduates bring innovative ideas and research based skill-sets and high quality talent.
- Fellows Programs can help improve and increase the efficiency and effectiveness of government services.
- Fellows Programs provide a method of training.
- A Fellows Program gives back to the community by supporting our quality workforce.
- A Fellows Program promotes and encourages academic and scholarly learning for the betterment of our community.
- **It brings and keeps our best talent home to serve our citizens!**

Specific qualities of MPA graduates!

- Dedicated individuals who are prepared academically.
- These individuals chose a career in the public sector.
- Uniquely qualified to develop trends and central tendencies necessary for good governance.
- MPA graduates ***make the rules for others to follow***; ensuring that all forms of organizations, including businesses, governments and non-profits are operated effectively and efficiently.

Who is Eligible?

Admission to the MPA Fellows Program

1. Must meet minimum requirements of a USD employee.
2. A minimum cumulative grade point average of 3.5 (4-point scale).
3. Current Resume and Cover Letter
4. Copy of Official graduate school transcripts.
5. A recent writing sample that demonstrates the applicant's analytical and quantitative abilities (3 page maximum).
6. Three work or education-related written recommendations.
7. Satisfactory performance on the personal interview portion of the application process. The applicant must complete a personal interview before a committee of the Superintendent, the HR Director and a Department director.
8. The top three applicants are selected.

Typical Job Duties

- Conducts budget and program analysis, organizational and administrative field studies, and statistical analysis of research data.
- Analyzes, researches, and monitors various financial and management reports.
- May handle phone inquiries regarding information concerning various programs from other departments.
- May be asked to attend or serve on various UISD administrative and citizen committee meetings.
- Monitors work processes of assigned departments to improve operations, while providing value added customer service.
- Performs related duties and fulfills responsibilities as required.

Timeline

- Create and develop a USD Management Fellows Program by 6-1-21.
- Establish program eligibility criteria by 7-1-21
- Open applications beginning 1-1-22.
- HR makes final selection of top three candidates.
- 1 – Human Resources, 1 - Budget, 1 – Facilities.

Today's Agenda Item

- Request move and approve agenda item -
“Establish and Create the United Independent School District Management Fellows Program (MFP) to allow MPA graduates the opportunity to learn programs, services, regulations and knowledge in various School District programs and services.”
- And to establish said program no later than 6-1-21 and to bring before the UISD Board of Trustees the details of said program for final approval during May 2021.
- And to accept the first applicants to begin the MFP on 1-1-22.