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Memo

To Board of Education

From Gary Yee, Ed.D., Acting Superintendent
 By: Maria Santos, Deputy Superintendent, Instruction, Leadership & Equity-in-Action
 Vernon Hal, Deputy Superintendent, Business & Operations

Board Meeting Date September 25, 2013

Subject Appropriation- Voluntary Resolution Plan and Agreement To Resolve- US Department of Education, Office For Civil Rights

Action Requested Approval by the Board of Education of the appropriation of \$700,00.00 for Fiscal Year 2013-2014 to support successful implementation of the Voluntary Resolution Plan and Agreement to Resolve with the U.S. Department of Education, Office For Civil Rights, OCR Case Number 091255002 (reducing disproportionality in student suspensions and expulsions).

Background The OUSD needs to demonstrate an investment to accomplish one of the three OUSD priorities: Transforming School Culture and meet the goals as delineated in the Voluntary Resolution Plan (VRP)/Agreement to Resolve (ATR). The Board of Education's June 26th budget recommendations did not include an investment in the Voluntary Resolution Plan (Agreement to Resolve with the OCR) in accordance with the deliverables as outlined in the agreement. We are entering year two of the agreement and to date there is no line item budget investment in this work, in effect making it an unfunded mandate.

The role of the central office is critical to meet the goal of eliminating disproportionate suspensions by 2017. The establishment of a central infrastructure to meet the deliverables of the VRP/ATP during this second year will enable the development of capacity, resources and school site plans to meet year two deliverables. Even though school sites will need to align their current budget and resources as well as additional funding through LCFF to put in place personnel and/or site based strategies to address disproportionate suspensions of African American students. The central office will need to provide:

- Policy, data systems, school discipline guides and resource tool kits
- Menu of Strategies, interventions, programs, best practices
- Professional development and support for these menu items (e.g. Restorative Justice)
- Accountability of implementation fidelity, data collection and reporting
- Reporting on collective impact and outcomes of this work internally and externally
- Resource development to continue to enhance, scale up and expand the

work (e.g. increase number of sites and number classrooms in current sites for Manhood Development Program)

- Integration of culturally relevant teaching and learning in classrooms through professional development aligned across Leadership Curriculum and Instruction(LCI) offerings

It is also a deliverable in the VRP/ATR that OUSD demonstrate investment in this work through a budget line item to support the effective implementation of the ATR across our system. Moreover, such an investment will be used to leverage additional resources to support the work.

This appropriation demonstrates a notable increase in OUSD's investment in Restorative Justice. RJ is one of the most promising practices across the country with evidence that it's an effective alternative to traditional school discipline and reduces disproportionate office referrals, suspensions and expulsions. We've seen such results here in OUSD.

OUSD has established clear improvement targets for schools related to the suspension of African American students and monitors progress towards improvement regularly. For 2013-2014 the goal for schools is to reduce the off campus suspension rate of African American students by 25%.

Discussion

This is the second year of a five year plan. The work this year focuses on engaging school sites in creating strong implementation plans to reduce disproportionality in suspensions. School sites will assess their assets in relation to this priority, align resources and be prepared to advantages any new LCFF resources deployed to sites. This allocation is based on an analysis of fiscal assumptions to ensure fiscal prudence. We believe this initial investment in the infrastructure will build foundations for VRP/ATR implementation.

Recommendation

Approve the appropriation of \$700,000 for Fiscal Year 2013-2014 to support the establishment of an infrastructure for the Voluntary Resolution Plan and Agreement to Resolve with the U.S. Department of Education, Office For Civil Rights, OCR Case Number 091255002.