

# Compton Unified School District

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*Serna v Eastin Consent Decree  
Ninth Six-month Progress Report*

August 2003

*Submitted by*

***Fiscal Crisis & Management Assistance Team***



# SERNA v EASTIN CONSENT DECREE

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## ***Introduction***

This report is the ninth in a series of continuing six-month progress reports assessing the efforts made by the Compton Unified School District to continually improve the district's operations. FCMAT has been involved in the Compton Unified School District from 1998 through the end of 2001 through AB 52 legislation, and from February 2000 to the present through the Serna v Eastin Consent Decree. Both the AB 52 legislation and the Consent Decree required FCMAT to monitor and report on the district's progress at six-month intervals.

As a requirement of AB52, FCMAT conducted a comprehensive assessment of the district in 1998 and developed a recovery plan in February 1999 for the district to implement. FCMAT has issued six-month progress reports beginning in August 1999 on the district's efforts to meet the standards of the AB 52 legislation, and beginning with the August 2000 six-month progress report, on the district's efforts to also meet the stipulations of the Serna v Eastin Consent Decree. As the standards in AB 52 were met in 2001, this is the fourth six-month progress report that addresses only the district's progress in meeting the stipulations of the Consent Decree.

## ***Background***

In July 1997, the ACLU and the attorneys for the Plaintiffs filed a class action lawsuit against the State Department of Education in the Los Angeles Superior Court. This lawsuit (Serna v Eastin, Case No. BC 174282) claimed that the children attending public schools in the Compton Unified School District were deprived of basic educational opportunities, which are available to children elsewhere in California.

The judgment approving the Consent Decree in the above-entitled action was entered on February 7, 2000. The Consent Decree requires continued improvement in school facilities/sites and the classroom environment. Some of the specific areas of concern that require attention under the Consent Decree include such areas as the availability of certificated teachers in every classroom, the availability of appropriate textbooks and instructional materials for students to take home, the conditions of student restrooms, the timely removal of litter and graffiti, and the repair/replacement of any faulty electrical wiring.

FCMAT was appointed by the parties to oversee compliance with the stipulations of the Consent Decree. As the parties were aware that FCMAT was engaged in monitoring the progress of the Compton Unified School District in the implementation of five recovery plans in the areas of Pupil Achievement, Financial Management, Personnel Management, Facilities Management and Community Relations as part of the requirements of AB52, the parties agreed to make parts of the Compton USD recovery plans developed by FCMAT a part of the Consent Decree and subject to the compliance requirements of the Consent Decree.

The Consent Decree identified specific standards among the legal and professional standards developed by FCMAT in the operational areas of Pupil Achievement and Facilities Management that required additional attention by the district. These identified standards needed to meet a rating of 8 or better (on a scale of 1 to 10) in order for the standard to be determined to be implemented and sustained. These specific standards have been reviewed and their

implementation progress reported during each of FCMAT's monitoring visits and six-month progress reports since August 2000. The court's action placed FCMAT in a monitoring role and required FCMAT to prepare semiannual reports on the defendants' progress in complying with the requirements of the decree.

FCMAT's third, fourth and fifth six-month progress reports in August 2000, February 2001, and August 2001, responded to the monitoring requirements of both AB52 and the Consent Decree. In the August 2001 progress report, the Compton Unified School District met the requirements for return of governing authority to the CUSD governing board under AB52. The State Superintendent of Public Instruction formally returned governing authority to the CUSD board in an executive order dated September 11, 2001, and effective December 11, 2001.

The six-month progress reports beginning with the February 2002 report, provided FCMAT's review only of those standards and stipulations identified in the Consent Decree. The reports issued in August 2002, February 2003 and this report, August 2003, continue to provide a review of only those standards and stipulations identified in the Consent Decree.

FCMAT meets with the counsel for the plaintiffs and defendants every 60 days. Three meetings were held prior to the third six-month progress report in August 2000 to discuss process, responsibilities, and progress relative to the Consent Decree. The August 2000 progress report represented the first FCMAT document addressing the stipulations of the Consent Decree.

- Two meetings and two random school site visitations were conducted between September and February, prior to the fourth six-month progress report in February 2001.
- Four meetings and a random school site visitation were conducted between March and August, prior to the fifth six-month progress report in August 2001.
- Three meetings and a random school site visitation were conducted between September and February, prior to the sixth six-month progress report in February 2002.
- Three meetings and a random school site visitation were conducted between March and August, prior to the seventh six-month progress report in August 2002.
- Two meetings and a random site visitation were conducted between September and February, prior to the eighth six-month progress report in February 2003.
- Three meetings and a random site visitation were conducted between March and August, prior to the ninth six-month progress report in August 2003.

The Compton Unified School District has made significant progress under the Consent Decree.

## Meeting Compliance Requirements

Section 50 of Part VII. Termination of Consent Decree indicates the following:

50. *This Consent Decree shall terminate upon the certification by FCMAT of each of the following:*
  - a. *Defendants have complied with Sections 1-24 of this Consent Decree.*
  - b. *Defendants have implemented the facilities plan required by Section 25(a).*
  - c. *Defendants have met the scaled scores for the Pupil Achievement recovery plan and Facilities recovery plan as required by paragraph 25(b)(i).*

**Section 50 (a):**

The Consent Decree delineates 18 sections of stipulations (Sections 7-24) that the district must address to reach compliance. Sections 1-6 of the Consent Decree refer to definitions and general provisions. The district is fully complying with the required stipulations of the 18 sections (Sections 7-24) of the Consent Decree. A summary of the district's efforts to comply with each of these stipulations follows on the next several pages of this report.

FCMAT certifies that the district has complied with Sections 1-24 of the Consent Decree. Periodic monitoring of the sections will continue to ensure maintenance of compliance.

**Section 50 (b):**

To implement the facilities plan required in Section 25(a), the district continues to use all available resources to address the district's facilities needs identified in the Facilities Master Plan. All facilities projects are based on the facilities needs identified in the district's comprehensive Facilities Master Plan.

The district approved a Certificate of Participation (COP) in June 2002 to obtain the necessary funds to build a new K-5 elementary school. The William Jefferson Clinton Elementary School was opened to students on January 27, 2003 as scheduled.

The district successfully passed a local \$80 million General Obligation Bond (GOB) in November 2002 with a voter approval rate of 83%. The GOB Measure I will enable the district to implement the projects identified in the Facilities Master Plan. The project priorities for the GOB funds were based on the projects identified in the Facilities Master Plan. A general obligation bond oversight committee has been established to oversee the appropriate use of Measure I funds for the district's modernization and construction projects.

The implementation of the district's comprehensive facilities plan will require more time to complete. The monitoring of the district's progress in implementing the Facilities Master plan will continue.

**Section 50 (c):**

Section 25 (b)(i) of the Consent Decree identifies 30 standards of the 104 FCMAT legal and professional standards for Facilities Management, and 14 standards of the 38 FCMAT legal and professional standards for Pupil Achievement that must reach a rating of 8, on a scale of 1-10, to reach compliance. Also, all Facilities Management and all Pupil Achievement standards must reach an average rating of 7.5. The Consent Decree reads in part as follows:

*Section 25.b.: The standards of the Pupil Achievement recovery plan and Facilities recovery plan are made a part of this Consent Decree and shall be subject to the compliance requirements of this Consent Decree.*

*25.b.i.: A list of standards for the Pupil Achievement recovery plan and Facilities recovery plan, including the current scaled scores is set forth in Exhibit "A" attached hereto and incorporated by reference. Any standard that has a scaled score of 8, 9, or 10 shall be deemed to have been implemented. Any standard that has a scaled score of less than 8 shall be addressed and improved by defendants. Compliance with a recovery plan's standards shall be deemed satis-*

*fied when FCMAT certifies that defendants have achieved an average scaled score for all such standards of 7.5 and no standard has received a scaled score of less than 4. In addition, compliance shall not be deemed achieved unless the following standards have received a score of at least 8:*

- 1) Pupil Achievement: 1.2; 1.4; 1.5; 1.10; 1.11; 1.16; 1.20; 1.21; 1.23; 1.25; 2.3; 2.6; 2.9; 2.10*
- 2) Facilities: 1.3; 1.6; 1.7; 1.8; 1.9; 1.12; 1.14; 1.17; 2.1; 2.3; 2.4; 2.5; 2.6; 3.4; 3.8; 3.10; 6.2; 6.3; 8.5; 8.6; 8.8; 8.9; 8.10; 8.12; 9.3; 9.4; 9.7; 9.8; 9.10; 9.11.*

In Facilities Management, the current average rating of all Facilities Management standards at this six-month reporting period is **9.02**, exceeding the 7.5 required average rating stipulated by the Consent Decree. No standards have a scaled score of less than 4. All thirty identified Facilities Management standards have reached a rating of 8 or better as required. Full compliance has been reached in the operational area of Facilities Management.

In Pupil Achievement, the current average rating of all Pupil Achievement standards at this six-month reporting period is **7.97**, exceeding the 7.5 required average rating stipulated by the Consent Decree. No standards have a scaled score of less than 4. All but one of the 14 identified Pupil Achievement standards have reached a rating of 8 or better as required. Full compliance has almost been reached in the operational area of Pupil Achievement.

FCMAT certifies that the district has met the required scaled scores in all but one of the standards for the Pupil Achievement and Facilities recovery plans as required by paragraph 25(b)(i). Monitoring of the one non-compliant standard will be conducted. Periodic review of selected standards will continue to ensure maintenance of compliance.

### **Compliance Summary**

The district continues to make progress in addressing the stipulations of the Consent Decree and has met all but one of the requirements for termination of Sections 50 (a) and (c). The implementation of the facilities plan, as required in Section 50 (b) for termination of the Consent Decree, has taken more time.

The state passed a General Obligation Bond, Proposition 47, in November 2002. The district has also passed a local \$80 million General Obligation Bond, Measure I, to support its share of the facilities projects. The state and local bond funds will enable the district to speedily implement its comprehensive Facilities Master Plan as required in Section 50 (b). The district has initiated an aggressive construction program to complete as many of the 28 modernization and 3 new construction projects that have long been approved and awaiting available funding. The district has used general funds and deferred maintenance funds to address the district's most pressing facilities issues, prior to 2003.

## Summary of Findings and Recommendations Related to the Consent Decree

FCMAT was appointed by the parties to oversee compliance with the Consent Decree. This section provides the reader with FCMAT's summary of the findings and recommendations related to Sections 7-25 of the Consent Decree. Many of the FCMAT standards for Pupil Achievement and Facilities Management address the concerns raised in Sections 7-25 of the Consent Decree. A more detailed review of these standards can be found elsewhere in this report.

### **Consent Decree Stipulations Related to Pupil Achievement**

There are several stipulations within the Consent Decree that relate to and affect pupil achievement. These stipulations include: Availability of Textbooks, Presence of Certificated Teachers, Employee Absenteeism, Established Homework Policy, Retention and Promotion Policy, Passing of CBEST, and Race Relations. Several FCMAT standards in the Pupil Achievement operational area are also affected by an additional compliance requirement of needing to reach a rating of 8 (on a scale of 1-10) to be deemed compliant. These specific standards are listed in the chart of Pupil Achievement standards in the Pupil Achievement section of this report.

### ***Consent Decree Section 8 (Textbooks)***

The requirements of Section 8 have been met by the district. The district has purchased standards-based textbooks in the core subject areas of English, Mathematics, History/Social Science, and Science. Textbooks from prior adoptions remain available for students to take home. Textbooks are adopted following the state schedule. The district annually prepares an inventory of all existing textbooks, monitors textbook returns and losses, seeks restitution for lost textbooks, and replaces lost copies. *(See related Pupil Achievement Standard 1.25 – Current Rating: 8. An additional stipulation required that Standard 1.25 reach an 8.)*

### ***Consent Decree Section 11 (Presence of Certificated Teachers)***

The requirements of Section 11 have been met by the district. The district works to ensure that certificated teachers are present in each classroom each day. Efforts continue to be made by the district to increase the substitute list. The district attempts to maintain a list of certificated substitutes in sufficient numbers to meet teacher absences. The principal has assumed responsibility for ensuring that children receive appropriate instruction from a certificated teacher on staff. Other certificated site staff (counselor, resource teacher, administrator) must substitute if qualified substitutes are not available at the site. *(See related Personnel Management Standard 8.2 – Current Rating: 10. Standard 8.2 is not required to reach an 8.)*

### ***Consent Decree Section 12 (Absenteeism)***

The requirements of Section 12 have been met by the district. The district assigns non-instructional certificated staff to substitute when regular substitutes are not available for teacher absences. The district requires each site to address ways to reduce employee absenteeism in their school site plans. Staff absentee reports are provided to the sites for administrators to review. The superintendent has set an annual goal of increasing teacher attendance to 97%. *(See related Personnel Management Standard 8.2 – Current Rating: 10. Standard 8.2 is not required to reach an 8.)*

### ***Consent Decree Section 13 (Homework)***

The requirements of Section 13 have been met by the district. The district has developed and implemented a district wide homework policy. A monthly certification by the site principals that a homework policy is being implemented is submitted to the district office. Parent notifications regarding the homework policy are sent home at the beginning of each semester. The Student and Parent/Guardian Handbook contains the district's homework policy. The handbook is updated annually and distributed to parents. Schools keep the signed acknowledgement of receipt forms from parents. *(See related Pupil Achievement Standards 1.2 – Current Rating: 9, and 1.11 – Current Rating: 8. An additional stipulation required that Standards 1.2 and 1.11 reach an 8.)*

### ***Consent Decree Section 19 (Student Promotion)***

The requirements of Section 19 have been met by the district. The district developed a promotion/acceleration/retention policy, Policy No. 5123. The board adopted this policy on April 11, 2000. Information on the policy was distributed to parents through the Student and Parent/Guardian Handbook. Plaintiffs' counsel was invited to provide written comments on the draft policy as it was developed. A copy of the policy was sent to Plaintiff's counsel for written comment. No response was received. *(See related Pupil Achievement Standards 1.5 – Current Rating: 8, and 1.16 – Current Rating: 8. An additional stipulation required that Standards 1.5 and 1.16 reach an 8.)*

### ***Consent Decree Section 20 (CBEST)***

The requirements of Section 20 have been met by the district. The district identifies teachers without clear credentials and their length of employment. The district limits the number of teachers on CBEST waivers and monitors teachers who have not passed the CBEST. To minimize the disruption of student instruction, the parties to the Consent Decree have agreed that teachers may be released at the end of the school year, rather than at their hire date. The district continues to provide CBEST training several times each year for teachers who have not yet passed CBEST. An annual report of the number of non-credentialed teachers and those who do not have a clear credential and the length of their employment is provided to the board. The district implements a Pre-Intern program and requires new non-credentialed teachers to participate as a condition of employment. The salary schedule is differentiated to motivate teachers to speedily obtain a teaching credential. *(See related Personnel Management Standard 3.10 – Current Rating: 10. Standard 3.10 was not required to reach an 8.)*

### ***Consent Decree Section 24 (Race Relations)***

The requirements of Section 24 have been met by the district. The district parent advisory council works to promote positive race relations among the various ethnic groups in the community. Most schools have Peer Mediation and/or Conflict Resolution student groups to work with other students on resolving student concerns. Secondary school sites have established student-directed Human Relations Clubs to assist in planning and implementing the activities in observation of various cultural events. The district has purchased instructional materials on the Hispanic cultural experience and the African-American cultural experience. Curriculum staff have worked to incorporate these materials into the Social Science curriculum. Activities recognizing the birthdays of Cesar Chavez and Dr. Martin Luther King, Jr. take place annually. *(See related Pupil Achievement Standard 1.10 – Current Rating: 8. An additional stipulation required that Standard 1.10 reach an 8.)*

### **Consent Decree Stipulations Related to Facilities Management**

There are several stipulations within the Consent Decree that relate to and affect school facilities. These stipulations include: Condition of Bathrooms, Broken Windows, Electrical, Security Plan, Emergency Drills, Litter, Drinking Water, Site Committees, Food Service, Parent Volunteer Strategies, and Central Telephone Number for Facilities Complaints. Several FCMAT standards in the Facilities Management operational area are also affected by an additional compliance requirement of needing to reach a rating of 8 (on a scale of 1-10) to be deemed compliant. These specific standards are listed in the chart of Facilities Management standards in the Facilities Management section of this report.

#### ***Consent Decree Section 7 (Bathrooms)***

The requirements of Section 7 have been met by the district. Generally, bathrooms are safe, supplied and operable. All site bathrooms continue to be inspected a minimum of three times daily by the principal and/or other staff. Records of this monitoring process are maintained at the site for inspection. The bathrooms are monitored during periodic, unannounced site visits to school campuses. A FCMAT checklist is used to monitor compliance with Consent Decree stipulations. All written documents and logs are reviewed and any needed follow-up discussed with the site administrator. The passage of a local general obligation bond will enable the modernization of many restrooms in the district's schools. Four bathroom monitors have been hired at each high school. *(See related Facilities Management Standard 9.4 – Current Rating: 10. An additional stipulation required that Standard 9.4 reach an 8.)*

#### ***Consent Decree Section 9 (Broken Windows)***

The requirements of Section 9 have been met by the district. Identified boarded windows are replaced with clear glass, plexiglass or other clear permanent material. Certain windows are allowed to be boarded for safety and property protection. Broken windows are replaced as soon as possible. Materials used to temporarily secure broken windows require that a date and time of the repair be affixed on the material. Sites are monitored regularly to ensure compliance. *(See related Facilities Management Standard 1.12 – Current Rating: 10. An additional stipulation required that Standard 1.12 reach an 8.)*

#### ***Consent Decree Section 10 (Electrical)***

The requirements of Section 10 have been met by the district. Plant managers have been directed to daily inspect for electrical problems, report emergency conditions for immediate repair, and to submit a monthly report to the Facilities Division. These monthly reports have been documented. A Facilities Compliance Coordinator visits all school sites on a regular basis to check for any hazardous conditions, including broken or loose wiring. Reports of conditions needing attention are reported to the Facilities Division. The district has established an emergency hot line for use, and has designated any electrical hazard as an emergency condition. The district and plaintiff's counsel selected a licensed electrician to conduct site inspections of specific identified sites in the 2000-2001 school year. *(See related Facilities Management Standard 9.8 – Current Rating: 10. An additional stipulation required that Standard 9.8 reach an 8.)*

### ***Consent Decree Section 14 (Security Plan)***

The requirements of Section 14 have been met by the district. There is a districtwide security plan. School sites have established school site safety committees to continually determine site safety concerns and recommend remedial action to the district office. The district security committee referenced in the Consent Decree has been established. The committee has input into updates of the district wide security plan. Parents have been encouraged to participate in school security patrols. Monitored intrusion alarm systems have been installed in the district's schools. The district's police force continues to work with site safety committees. The district, in collaboration with the city, has established an Emergency Operations Center in the district police services department to respond to more wide-spread community disasters. *(See related Facilities Management Standard 1.3 – Current Rating: 10. An additional stipulation required that Standard 1.3 reach an 8.)*

### ***Consent Decree Section 15 (Emergency Drills)***

The requirements of Section 15 have been met by the district. Written emergency plans are available at the school sites. Every school site has a fire warning system required by Education Code Section 32001. Several schools are awaiting an upgrade from a bell system to a strobe fire alarm system. The required fire and earthquake drills are practiced and recorded according to the pertinent education code sections. These records are monitored by the district Facilities Compliance Coordinator. *(See related Facilities Management Standard 1.9 – Current Rating: 10. An additional stipulation required that Standard 1.9 reach an 8.)*

### ***Consent Decree Section 16 (Litter)***

The requirements of Section 16 have been met by the district. The district has a graffiti abatement program in place, which is one of immediate removal. School campuses are inspected regularly and graffiti is removed immediately. Litter is picked up daily. Unusable playground equipment has been repaired or removed. The community service program in which all children are encouraged to perform five hours of community service per semester for litter removal is implemented at a few schools. A recycling program is in place at Roosevelt Middle School. The high school graduation requirements have been modified to require 2.5 credits in community service. The course requirement is the equivalent of 45 hours, or one quarter of a year's credits. All students, beginning with the freshman class of 2002-03, will be required to meet this requirement for graduation. *(See related Facilities Management Standard 1.8 – Current Rating: 10, and 1.14 – Current Rating: 10. Additional stipulations required that Standards 1.8 and 1.14 reach an 8.)*

### ***Consent Decree Section 17 (Drinking Water)***

The requirement of Section 17 has been met by the district. Drinking water is readily available to all children at all school sites. School sites are inspected regularly and water fountains checked for operability. *(See related Facilities Management Standard 8.10 – Current Rating: 10. An additional stipulation required that Standard 8.10 reach an 8.)*

### ***Consent Decree Section 18 (Site Committees)***

The requirements of Section 18 have been met by the district. The district established a representative community committee to assist in the development of the district's Facilities Master Plan. As part of the district's modernization construction applications, a facilities inventory was conducted. School site safety committees and/or site advisory councils established

at all school sites, continue to conduct site inspections and monitor site safety needs. The governing board has established a facilities sub-committee and conducts periodic site visits to review the facilities. *(See related Facilities Management Standards 1.12 – Current Rating: 10, 1.14 – Current Rating: 10, and 9.11 – Current Rating: 9. Additional stipulations required that Standards 1.12, 1.14 and 9.11 reach an 8.)*

### **Consent Decree Section 21 (Food Service)**

The requirement of Section 21 has been met by the district. The inspections conducted by the Los Angeles County Health Department of the site cafeterias for the 2000-2001 school year were shared with the school site committees. There were no inspections conducted by the County Health Department during the 2001-2002 school year. The County Health Department indicates that inspections of school cafeterias are usually conducted only in response to a complaint. In 2002-03 the Health Department visited a site cafeteria in response to a parent complaint and found that the complaint was unsubstantiated. Another visit occurred at a school in summer 2003. A report of that complaint was shared with the site administration and site council. All district cafeteria managers and cooks participate in the Serve-Safe national certification program. The district boasts three food services employees who are trainers in this certification program. *(See related Facilities Management Standard 9.3 – Current Rating: 8. An additional stipulation required that standard 9.3 reach an 8.)*

### **Consent Decree Section 22 (Central Telephone Number for Facilities Complaints)**

The requirements of Section 22 have been met by the district. Communication with the community about facilities issues is ongoing and continual. The district has established a facilities emergency hot line for school sites to utilize. The types of emergencies reported are being tabulated. The Facilities Division can be reached by the public through the district's central voice messaging system. The district is participating in the WE-TIP program, which provides a phone number for community members to make anonymous tips to the district concerning facilities and safety issues. Posters on the WE-TIP program have been disseminated to all school sites. Tabulation of the number and nature of the calls received and the disposition of the complaints need to be provided in a quarterly report that is available to counsel for the plaintiffs and the public. *(See related Facilities Management Standard 11.2 – Current Rating: 9. Standard 11.2 was not required to reach an 8.)*

### **Consent Decree Section 23 (Volunteerism)**

The requirements of Section 23 have been met by the district. The district continues to work to ensure parents and community members feel welcome in the schools. The Volunteers in Public Schools (VIPS) handbook was developed and approved by the board in the 1999-2000 school year. This document provides direction to volunteers about becoming involved in their schools. Parents are actively recruited to volunteer and the district does an excellent job providing recognition programs. Year-end recognition dinners have been held annually since spring 2001 to recognize two outstanding volunteers from each school in the district. The number of volunteer hours at each school site is recorded and tabulated. Parents and community members are more involved in educational decision-making. Four parent forums were held in 2002-2003. In the 2001-2002 school year, parents and community members were involved in the superintendent search process, and in the decision to implement a full-day kindergarten program in the district. Parent volunteers were involved in helping to pass the district's general obligation bond in November 2002. *(See related Facilities Management Standard 10.1 – Current Rating: 10. Standard 10.1 was not required to reach an 8.)*

### ***Consent Decree Section 25 (Additional Compliance Requirements)***

The requirements of Section 25 have largely been met by the district. A comprehensive Facilities Master Plan was developed by the district and was approved by the Advisory Board in August 2000. A Facilities Implementation Plan, providing a time line for implementing the recommendations within the Facilities Master Plan, and identifying possible sources of state and district funds to support the implementation was approved by FCMAT on August 10, 2001, and adopted by the Advisory Board in August 2001. Several Pupil Achievement and Facilities standards were identified in the Consent Decree as needing to reach a rating of 8 to be deemed implemented. All identified standards in the Facilities Management operational area and all but one of the identified standards in the Pupil Achievement operational area have reached a rating of 8 or better. *(See related Facilities Management Standards 2.1 – Current Rating: 10, and 3.10 – Current Rating: 10. Additional stipulations required Standards 2.1 and 3.10 to reach an 8.)*

The district has met the consent decree stipulations of Sections 1 through 24. The only remaining stipulations to be completed in Section 25 are bringing standard 1.23 to a rating of 8 or better, and fully implementing the Facilities Master Plan.

# **HISTORICAL BACKGROUND: LEGISLATION AND STATE RECEIVERSHIP OF COMPTON UNIFIED SCHOOL DISTRICT**

In July 1993, Assembly Bill 657/Murray (Statutes of 1993, Chapter 78) appropriated \$10.5 million in the form of an emergency loan for the Compton Unified School District. This loan required the appointment of a state administrator who would exercise the powers and responsibilities of the governing board. In October 1993, Assembly Bill 1708/Murray (Statutes of 1993, Chapter 924) provided a second emergency loan of \$9.45 million. This loan required the district to comply with Education Code Section 41325, which continued the assignment of the state administrator. In September 1993, Assembly Bill 33/Murray (Statutes of 1993, Chapter 455) provided further clarification and conditions regarding the emergency apportionment. This bill stipulated that the state administrator retain authority for the operation of the district until such time as the Superintendent of Public Instruction determined the district had met the fiscal requirements and had made demonstrated academic progress.

The above mentioned legislation required the loan to be repaid and the academic performance of the district to improve prior to the board being restored its legal rights, duties, and powers. The district made the 6th and final loan payment in June 2001. In the six years following 1996, the district repaid a total of \$23,458,061 in loans and interest. The last payment was made in June 2001.

Through Assembly Bill 52/Washington (Statutes of 1997, Chapter 767), the legislature stated its intent to return the designated legal rights, duties, and powers of governance to the Compton Unified School District Board of Trustees. In addition to the above bills, AB 52 required the assessment of five major operational areas of school district operation: Community Relations, Personnel Management, Pupil Achievement, Financial Management, and Facilities Management. AB 52 required FCMAT and the state administrator, in consultation with other specified entities, to conduct comprehensive assessments and to develop specified recovery plans in the five designated areas.

In addition to a systemic, district-wide assessment and the development of a recovery plan, FCMAT was required to determine whether the school district made substantial and sustained progress in the five designated areas. Where there was substantial and sustained progress, FCMAT recommended to the Superintendent of Public Instruction the operational areas of school operation that should be returned to the governing board of the CUSD. As a result of this requirement, an incremental return of the legal rights, duties, and powers to the governing board occurred over time. The State Superintendent of Public Instruction formally returned full governing authority of all operational areas to the CUSD governing board in an executive order dated September 11, 2001, and effective December 11, 2001. The State Administrator was, at that time, named as State Trustee to continue to provide oversight of fiscal matters.

In a letter dated June 2, 2003, the State Superintendent of Public Instruction terminated oversight of the Compton USD by the State Trustee who served through June 13, 2003. The Compton Unified School District and its governing board became free of state oversight for the first time in more than ten years.

## **Incremental Return of Legal Rights, Duties and Powers in Designated Operational Areas to CUSD**

The return of authority over specific district operational areas occurred over time. FCMAT's third six-month progress report, in August 2000, recommended to the Superintendent of Public Instruction that the designated operational areas of Community Relations and Facilities Management be returned to the Governing Board of the Compton Unified School District. The Superintendent acted to return the two operational areas to the Governing Board in January 2001. The SPI also authorized the governing board to select and hire a district superintendent.

FCMAT's fourth six-month report in February 2001, recommended that the operational area of Pupil Achievement be returned to the Governing Board of the Compton Unified School District. Although academic performance remained below average, academic performance scores continued to increase. The district had focused efforts on improving student performance and had procedures in place to identify and address student deficiencies. However, the Superintendent of Public Instruction did not return governance of Pupil Achievement to the governing board as recommended by FCMAT in its fourth six-month progress report. The SPI indicated, in a letter to the district dated March 26, 2001, that the district would benefit from additional time to determine how well the academic processes being implemented perform. The SPI also indicated that it would be prudent to evaluate the district's spring testing results to determine the effectiveness of the steps taken by the district in the last year.

In the fifth six-month progress report in August 2001, FCMAT recommended that the operational areas of Personnel Management and Financial Management be returned to the governing board of the Compton Unified School District. Additionally, it was recommended that the operational area of Pupil Achievement be returned to the governing board as recommended in the fourth six-month progress report. The district had also selected and hired a district superintendent who assumed the position in August 2001. The State Superintendent of Public Instruction formally returned governing authority for all operational areas to the CUSD board in an executive order dated September 11, 2001, and effective December 11, 2001. The SPI further assigned the State Administrator to serve as the State Trustee in an oversight capacity for two years.

The State Superintendent of Public Instruction on June 2, 2003 formally terminated state oversight of the district by the State Trustee, effective June 13, 2003.

## **Executive Action on Return of Legal Rights, Duties and Powers in Designated Operational Areas to CUSD**

### ***Executive Order, January 2001, Response to Third Six-Month Progress Report:***

The Superintendent of Public Instruction, on January 30, 2001, formally notified the Compton USD Governing Board of executive action taken to restore the Board's rights, duties, and obligations in the operational areas of Community Relations and Facilities Management.

The Superintendent of Public Instruction, in negotiations with the Compton Governing Board over the process of incremental return of powers, agreed to remove the term "advisory" from the Compton Governing Board's title, provided the reinstatement of stipends and benefits upon the recommended return of another operational area of governance, and authorized the Board to begin the search process for a permanent superintendent. Upon completion of the search process, the governing board would have final authority to select a permanent superintendent from amongst the candidates.

The Superintendent of Public Instruction indicated that the State Administrator would serve as the district's interim superintendent for the areas over which the Compton Board has authority, and would serve as the State Administrator for the areas over which the Compton Board does not have authority. The SPI recognized the Board's desire to hire an interim superintendent for the two areas returned, Community Relations and Facilities Management. However, the Superintendent of Public Instruction determined that "waiting a few months until the permanent superintendent is in place will provide for a smoother transition."

The district, with the assistance of CSBA, completed a superintendent search process and unanimously selected and appointed a superintendent to begin work in the district August 20, 2001.

### ***Executive Order No. 2, March 2001, Response to Fourth Six-Month Progress Report:***

The Superintendent of Public Instruction, on March 26, 2001, formally notified the Compton USD Governing Board of executive action to establish the board "stipend authorized under Education Code section 35120, and such health benefits as are authorized under District policy and law. In all other respects, the Superintendent's January 30, 2001 Executive Order remains in effect."

The Superintendent of Public Instruction indicated that the District would benefit by having the management of the operational area of Pupil Achievement remain for additional time under the direct administration of the State Administrator. The SPI indicated that should appropriate progress be demonstrated in the area of Pupil Achievement, the return of local control in this operational area could be returned to the district in the fall.

The SPI also commented on the concerns raised by FCMAT as to whether the Board was embracing the proper exercise of its governing authority. She indicated her concern as to the readiness of the Board to effectively fulfill its policymaking role.

***Executive Order No. 3, September 2001, Response to Fifth Six-Month Progress Report:***

The State Superintendent of Public Instruction issued Executive Order No. 3 which restored full control to the governing board effective December 11, 2001. The executive order recognized that the Compton Unified School District showed “substantial and sustained improvement in all remaining areas not presently under local control.” The order further indicated that “the state administrator shall assume the powers of the State Trustee...governing the oversight of the Compton Unified School District.” “Effective September 11, 2001, personnel commission members shall be entitled to the maximum stipend authorized under EC 45250.”

***Superintendent of Public Instruction Action, June 2003:***

A new Superintendent of Public Instruction (SPI) was elected in November 2002. The previous Superintendent had completed the maximum two-term limit for the position. The new SPI on June 2, 2003 terminated state oversight of the Compton USD by the State Trustee, effective June 13, 2003, citing the district’s progress in governing itself. The State Trustee was reassigned to another California district effective June 16, 2003.

# Standards-Based Assessment Process

For schools and school districts to be successful in program improvement, the evaluation, design and implementation of the recovery plans must be standards-driven. When standards are clearly defined, reachable, and communicated, there is a greater likelihood they will be measured and met.

The Compton Unified School District was measured on a consistent rating format, and every standard was given a scaled score from zero to 10 as to its relative status of completeness. The following represents a definition of terms and scaled scores applied to this process. The single purpose of the scaled score was to establish a baseline of information by which the district's gains and achievement in each of the standard areas could be measured.

- **Not Implemented (Scaled Score of 0)**

There is no significant evidence that the standard is implemented.

- **Partially Implemented (Scaled Score of 1 through 7)**

A partially implemented standard lacks completeness, and it is met in a limited degree.

The degree of completeness varies as defined:

1. Some design or research regarding the standard is in place that supports preliminary development. (Scaled Score of 1)
2. Implementation of the standard is well into the development stage. Appropriate staff is engaged and there is a plan for implementation. (Scaled Score of 2)
3. A plan to address the standard is fully developed, and the standard is in the beginning phase of implementation. (Scaled Score of 3)
4. Staff is engaged in the implementation of most elements of the standard. (Scaled Score of 4)
5. Staff is engaged in the implementation of the standard. All standard elements are developed and are in the implementation phase. (Scaled Score of 5)
6. Elements of the standard are implemented, monitored and becoming systematic. (Scaled Score of 6)
7. All elements of the standard are fully implemented, are being monitored, and appropriate adjustments are taking place. (Scaled Score of 7)

- **Fully Implemented (Scaled Score of 8 through 10)**

A fully implemented standard is complete relative to the following criteria.

8. All elements of the standard are fully and substantially implemented and are sustainable. (Scaled Score of 8)
9. All elements of the standard are fully and substantially implemented and have been sustained for a full school year. (Scaled Score of 9)
10. All elements of the standard are fully implemented, are being sustained with high quality, are being refined, and have a process for ongoing evaluation. (Scaled Score of 10)

By utilizing a standards-based approach, FCMAT was able to incorporate a scaled score to measure progress and to establish an acceptable level for the return of the Board's legal rights, duties and powers. AB 52 expressed the legislative intent that the Board be returned its

designated legal rights, duties and powers through an incremental process. To implement this intent, FCMAT established a standard for the return of the legal rights, duties and powers. This standard was based upon the scaled score system. When the average rating in an operational area reached a level of 6.00 and no individual standard was below 4.00, FCMAT recommended to the Superintendent of Public Instruction the incremental return of that operational area to the school district.

# CONSENT DECREE

## III. School Conditions and Instructional Materials

This section of the report provides a review of the progress made by the district toward implementing the requirements of Consent Decree Sections 7-25. (Sections 1–6 refer to definitions and general provisions.) The language of the Consent Decree is provided in italics.

### **Section 7. Bathrooms**

- a. *All bathrooms used by children on all school sites in the CUSD will be in safe, sanitary and operable condition, regularly cleaned with all lighting in working order and stocked with standard toilet supplies, including toilet paper, soap and paper towels. The bathrooms shall be accessible to children at all times school is in session; however, at high schools, some restrooms may be locked at certain times of the day so long as students have reasonable access to restrooms that are not locked.*
- b. *The principal of each school shall be responsible for ensuring compliance with the requirements of this Section. The principal shall ensure that each bathroom is inspected prior to the start of school, prior to lunch period, and after the lunch period. If the result of the inspection requires corrective action, the principal shall be responsible for taking corrective action. Any condition that arises that renders any portion of a bathroom unsafe, unsanitary, inoperable, unclean, or unlit shall be remedied in accordance with the following time period:*
  - (i) *One hour after the inspection, if the condition can be remedied by janitorial or custodial staff.*
  - (ii) *24 hours (not counting weekends and holidays) after the inspection, if the condition cannot be remedied by janitorial or custodial staff. The principal shall notify the State Administrator's office when conditions cannot be remedied by janitorial or custodial staff.*
- c. *The State Administrator shall require that each principal maintain a daily inspection record of the bathrooms. The daily inspection record shall be kept on the form developed by the State Administrator. The record shall include a description of the bathroom's condition and identify supplies that need to be provided. The inspection record shall be available for inspection by the public. The State Administrator shall periodically conduct reviews to ensure that the inspection record is being maintained.*

**FCMAT Facilities Management Standard 9.4 was the standard used to monitor the district's compliance with Section 7.**

## **Facilities Management Standard 9.4**

### **Instructional Program Issues - Bathroom Facilities are Clean and Operable**

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#### **Legal Standard**

The governing board of every school district shall provide clean and operable flush toilets for the use of pupils. [EC 17576; CCR Title 5 §14030]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 7) include that all bathrooms used by children are safe, sanitary and operable, regularly cleaned and stocked with supplies, and accessible when school is in session; principals are to inspect bathrooms prior to the start of school, prior to and after the lunch period, and are to take corrective action; principals will maintain daily inspection records on a form developed by the State Administrator and make them available for public inspection.

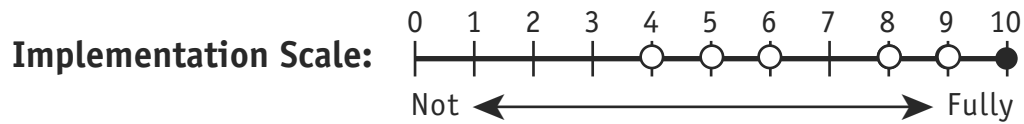
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Restrooms continue to be inspected a minimum of three times daily by the principal and/or staff. Records of monitoring are maintained at the site for inspection.
- The maintenance department provides an emergency hot line for sites to call for emergency services from the district.
- Staff indicates that toilet facilities are operable.
- The district has renovated restroom facilities at a number of schools.
- The district has included modernizing the school site restrooms, and replacing aging toilets in its modernization plans.
- Four restroom monitors have been assigned to each high school to monitor the restrooms throughout the school day.
- A Facilities Compliance Coordinator, using a FCMAT inspection checklist, monitors compliance with Consent Decree stipulations.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### Section 8. Textbooks

- a. *Appropriate textbooks and instructional materials (hereinafter “instructional materials”) in the core subject areas will be provided to all children in the CUSD. It is understood by the parties that this requirement does not apply to courses of study, such as performing or fine arts, that do not use textbooks.*
- b. *Appropriate instructional materials are those textbooks and materials identified by the teacher consistent with the adopted curriculum and approved by the principal and the Deputy Superintendent of Education Support Services. Core subject areas are those areas of study described for grades 1 through 6 in Education Code Section 51210 and for grades 7 through 12 in Education Code Section 51220.*
- c. *Children will be able to take home either a textbook used in each core subject class or a reproduced portion of the textbook in order to prepare for class, study for examinations, and complete homework. By February 1 of each year, defendants shall prepare an inventory of all existing textbooks and identify the number and type of textbooks that need to be acquired in order to implement this requirement during the following school year.*
- d. *Students will be assigned one textbook at the beginning of a course of study for the entire duration of the course. If a student’s textbook is lost or destroyed for any reason during the course, a replacement textbook need not be assigned unless the student pays the cost of replacement.*

**FCMAT Pupil Achievement Standard 1.25 was the standard used to monitor the district’s compliance with Section 8.**

## **Pupil Achievement Standard 1.25**

### **Instructional Materials - Student Accessibility**

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#### **Professional Standard**

The district will ensure that all instructional materials are accessible to all students.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 8) include that each student will be assigned a textbook in core subject areas at the beginning of a course of study, that children will be able to take home textbooks or study materials, that a textbook inventory is developed by February 1st and that a textbook replacement plan is developed.

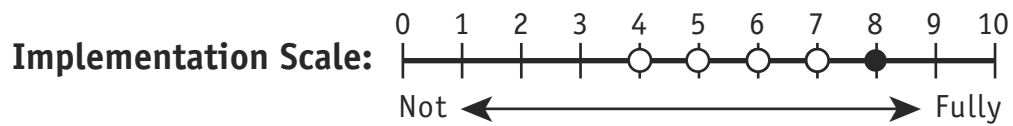
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Each classroom has a complete set of textbooks.
- Individual textbooks for secondary students to take home are available in several core subject areas. The district reports a 1:1 ratio for textbooks in English Language Arts, Mathematics, and History/Social Science. Secondary science classrooms have classroom sets of textbooks. Students utilize textbooks from previous adoption cycles in science to take home.
- The district has a written textbook replacement plan in place.
- The district purchases new textbooks based on the state textbook adoption cycle. Teachers participate in the selection of textbooks for adoption. Textbooks are recommended to the board for approval. All textbooks selected are standards-based.
- The Board of Trustees approved the district's new Library Plan in January 2003. The district has established a library book volume goal of a minimum of 13 books per student.
- Textbook availability is monitored by a review of the textbook assignment forms, lost textbook collection process, and the purchase order requests made for replacement copies.
- Teachers prepare textbook orders and inventory in the spring for the next school year. A teacher follow-up survey to determine adequacy of textbooks is conducted in September.
- Parents sign off on textbook responsibility forms and the returned forms are filed in a secure area at the school site. Students are required to maintain their textbooks in the condition they were issued. Textbooks and library books are collected at the end of each year to ensure accountability.
- FCMAT conducted a survey of teachers from several district schools in June 2003 to gauge teacher satisfaction with availability of appropriate instructional materials. The vast majority of respondents indicated they had significant numbers of textbooks. A few teachers responded in the negative. Follow up is being provided by the district to those schools that did not indicate 100% satisfaction.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 8            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### ***Section 9. Broken Windows***

- a. All boarded-up windows shall be replaced with clear glass, clear plexiglass or other clear permanent material so that there are no boarded-up windows in the CUSD. In lieu of glass, plexiglass, or other clear permanent material, the lowest row of windows below eight feet in height may contain a permanent, painted material such as wood or metal when deemed necessary by the State Administrator to prevent individuals from breaking into or vandalizing school facilities.*
- b. Any window that is broken shall be replaced with clear glass, clear plexiglass, or other clear permanent material within 72 hours (not counting weekends or holidays).*
- c. Any material that is used to temporarily secure a broken window shall have affixed to it the date and time the temporary material was placed on the window.*

**FCMAT Facilities Management Standard 1.12 was the standard used to monitor the district's compliance with Section 9.**

## **Facilities Management Standard 1.12**

### **School Safety - Inspection and Correction of Unsafe Conditions**

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#### **Legal Standard**

Building examinations are performed, and required actions are taken by the governing board upon report of unsafe conditions. [EC 173679(a)]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Sections 9 and 18) include replacing boarded up windows, replacing broken windows within 72 hours, affixing a date and time to temporary material placed on broken windows; establishing site committees to inventory and prioritize repair and maintenance needs, and reporting to the State Administrator and board at least once a semester.

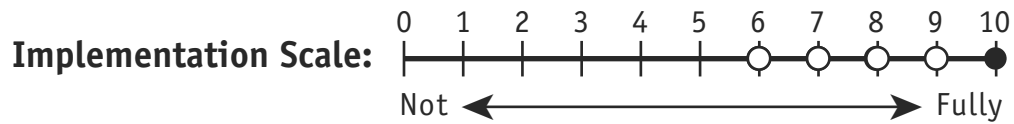
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district continues to comply with the speedy replacement of broken windows.
- Schools have organized parent safety committees at each site. The committees perform site inspections for unsafe or hazardous conditions and forward repair requests to the maintenance department to address.
- Plant managers are instructed to conduct daily inspections of the site and to immediately report any unsafe condition.
- The district's Facilities Compliance Coordinator conducts site inspections and rates the school sites.
- The district continues to utilize two mobile maintenance teams.
- The maintenance department continues to immediately address emergency calls to the maintenance hot line (310-639-4321, extension 55377).
- Plant managers are directed to conduct electrical inspections of their site on a daily basis and to report in writing, any potentially hazardous electrical condition. A form for the documentation of these reviews on a monthly basis was developed, and records of the monthly reports from the sites are being maintained.
- Monthly training meetings are held with the plant managers.
- The district has established a district-wide Beautification Committee. The Committee has developed a list of landscaping do's and don'ts for site beautification projects. The Committee approves site beautification plans and works with sites to support their beautification efforts.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 6            |
| August 1999 Rating:   | 6            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |





## CONSENT DECREE

### III. School Conditions and Instructional Materials

#### Section 10. Electrical

- a. *All broken and loose electrical wiring and fixtures shall be repaired or replaced, along with any other electrical problems that might immediately endanger children.*
- b. *On a monthly basis, CUSD shall inspect all school facilities and identify any broken or loose electrical wiring and fixtures or any other electrical problems that might immediately endanger children. A written record of these monthly inspections shall be maintained by the State Administrator.*
- c. *On or before September 1, 1999, a licensed electrical inspector shall be retained to inspect selected school sites identified by plaintiff's counsel. The inspector shall be mutually agreed upon between counsel for the plaintiffs and defendants. The inspector shall have no prior employment or contracting arrangement with either the DUSD or the City of Compton. The inspector shall perform inspections as directed by plaintiff's counsel and shall be compensated on an hourly basis, not to exceed the total sum of \$50,000.00. The inspector shall prepare an inspection report containing the following information:*
  - (i) *The location of any broken or loose electrical wiring and fixtures, the location of any other electrical problems that might immediately endanger children.*
  - (ii) *The location of other electrical problems that the inspector believes should be called to the attention of the CUSD.*
- d. *A copy of the inspection report shall be delivered to counsel for plaintiffs and shall be available for public inspection at the CUSD.*
- e. *In the event the inspection indicates that broken or loose electrical fixtures remain or that electrical problems that might endanger children or employees exist, the inspector shall perform follow-up inspections to determine if the problem has been corrected. The costs of follow-up inspections shall not be charged against the \$50,000.00 allocated pursuant to subsection (c) above.*

**FCMAT Facilities Management Standard 9.8 was the standard used to monitor the district's compliance with Section 10.**

## **Facilities Management Standard 9.8**

### **Instructional Program Issues - Adequate Lighting, Electrical Service Provided**

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#### **Professional Standard**

All schools shall have adequate lighting and electrical service.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 10) include monthly inspections for electrical problems conducted by the district with written records of these monthly inspections maintained, the inspection before September 1, 1999, by a licensed electrical inspector of sites identified by plaintiff's counsel and a copy of the report delivered to counsel for plaintiffs and available for public inspection, the correction of any electrical problems.

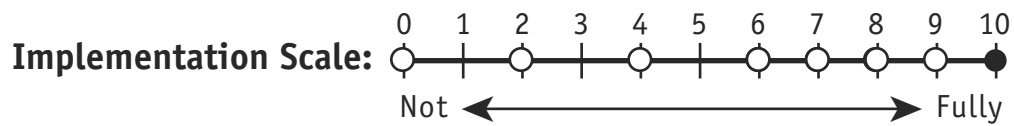
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district and plaintiff's counsel selected a licensed electrician to conduct site inspections of specific identified sites during the 2000-2001 school year. Inspections were conducted at Compton, Centennial and Dominguez High Schools. All deficiencies identified were addressed. The district has two licensed electricians on staff.
- Site plant managers are directed to conduct electrical inspections of their sites on a daily basis and to report in writing, any potentially hazardous electrical condition. Monthly electrical reports are submitted to the facilities division. A form for the documentation of the monthly reviews was developed, and records of the monthly reports from the sites are being maintained.
- HVAC and lighting/electrical systems are included in the scope of the projects contained within the modernization plans.
- A retrofit of lights has taken place at several schools. Modernization projects will address electrical upgrades.
- The mobile repair teams replace lights and light fixtures as needed.
- Modernization and new construction projects address energy conservation in proposed equipment, infrastructure, and construction.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 2            |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### Section 11. Certificated Teachers

- a. *A certificated teacher will be present in every classroom on every school day.*
- b. *No violation of subdivision (a) will occur if the following procedures have been followed:*
  - (i) *The CUSD maintains a list of certificated substitute teachers with sufficient numbers of certificated teachers to meet projected teacher absences.*
  - (ii) *CUSD attempted to contact everyone on that list in an effort to secure the present of a certificated teacher in the classroom.*
  - (iii) *Whenever the list has been exhausted such that CUSD is unable to secure a certificated substitute teacher, the CUSD has commenced reasonable efforts to increase the number of certificated substitute teachers on the list who are willing and able to provide services to the CUSD.*
- c. *In the event a certificated teacher cannot be obtained, the principal shall be responsible for ensuring that children without a certificated teacher receive appropriate instruction in accordance with the curriculum for the class.*

**FCMAT Personnel Management Standard 8.2 was the standard used to monitor the district's compliance with Section 11.**

### Section 12. Absenteeism

- a. *Due to the high degree of employee absenteeism, it is reasonable and necessary that CUSD hold all personnel accountable for meeting attendance requirements. Absenteeism of CUSD employees impedes the ability of CUSD to provide instructional services to children.*
- b. *The State Administrator will develop a plan to reduce employee absenteeism district-wide, subject to the requirements of collective bargaining. The absenteeism plan shall address the issue of employees who are absent from any required staff development programs.*

**FCMAT Personnel Management Standard 8.2 was the standard used to monitor the district's compliance with Section 12.**

## Personnel Management Standard 8.2

### Use of Technology

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#### Professional Standard

The Personnel Division provides an automated substitute calling system. The system should have the ability to input and retrieve data. Data should be distributed to site and program managers.

#### Consent Decree Stipulations

Sections 11 and 12 of the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, includes the following stipulations: the district is to ensure that certificated teachers are present in each classroom every day, maintain a list of certificated substitutes in sufficient numbers to meet absences, develop a plan to reduce employee absenteeism, and hold employees accountable for meeting attendance requirements.

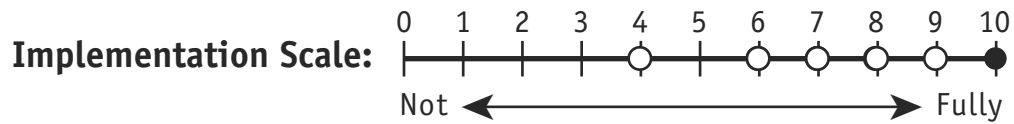
#### Progress on Recommendations and Recovery Steps

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- A district attendance goal for 2002-2003 was set by the superintendent of 97% attendance for all classroom teachers. At the elementary level the average attendance rate achieved for 2002-03 was 95.72% with four schools exceeding the goal. At the middle school level, the average achieved was 95.97% with one school exceeding the goal. At the high school/alternative school level the average achieved was 95.18% with the Community Day School exceeding the goal.
- Each school addresses staff attendance as part of their school improvement plan. The district regularly reports employee absences and reasons for absences to school site managers to work with their staffs to reduce absenteeism.
- The Office of Human Resources and Employee Development (HRED) provides substitutes when classroom teachers are absent. HRED maintains a pool of approximately 275 substitutes and continues to process applications for substitutes.
- Site administrators assign non-instructional certificated staff to substitute when a regular substitute is not available to cover a teacher's absence. If no substitute is available, certificated teachers are first solicited to substitute during their preparation period(s). Department chairs, counselors, curriculum specialists, learning support coordinators, assistant principals and principals are to be used on a rotational basis when other teachers are not available. Teachers can be recalled from a locally held workshop or conference to return to school if no substitute is available. At the elementary level, 20% of the students in a class may be assigned to each of five other certificated teachers for the day.
- HRED monitors on a daily basis, the number of classroom teacher absences by site, and provides weekly reports to the Executive Cabinet and monthly reports to the principals.
- The district continues to utilize an automated substitute calling system, Substitute Employee Management System (SEMS).
- The HRED staff holds monthly training sessions with new substitute teachers.
- The district has developed a substitute teacher's manual for substitute teachers.
- The district continues to demonstrate safety consciousness by requiring all district employees to wear a district-issued identification badge.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 6            |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### **Section 13. Homework**

- a. The CUSD has adopted a homework policy.*
- b. The State Administrator shall ensure that the homework policy is implemented at every school site. The State Administrator shall require that the principal of each school certify in writing on a monthly basis that the homework policy is being followed at each school, or if it is not being followed, that disciplinary proceedings have been commenced against personnel not complying with the homework policy.*
- c. At the beginning of each semester, parents shall receive information on the homework policy and shall be requested to sign an acknowledgement of the receipt of such policy. If the parent fails to return the acknowledgement form to the district, the district will make one attempt to contact the parent by telephone regarding the homework policy.*

**FCMAT Pupil Achievement Standards 1.2 and 1.11 were the standards used to monitor the district's compliance with Section 13.**

## **Pupil Achievement Standard 1.2**

### **Student Objectives - Core Curriculum Content**

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#### **Professional Standard**

The district has clear and valid objectives for students, including the core curriculum content.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 13) include a monthly certification from the site principal that a homework policy is implemented at each site, and that information about the policy is sent to parents each semester and parents acknowledge receipt of the notification.

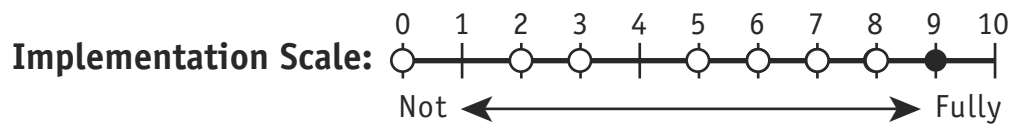
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district's homework policy is included in the Parent Handbook distributed at the beginning of each school year. The district complies with Section 13 of the Consent Decree by sending notification home to parents twice per year, through the Parent Handbook and through a letter disseminated at the second semester. Parents must acknowledge receipt of the Parent Handbook. Parent acknowledgements of receipt of the handbook are maintained at the site. A monthly certification by site principals that the homework policy is being implemented continues to be a required submission to meet compliance.
- The district has clear goals and objectives for student performance and improvement.
- The district's governing board has revised its mission statement and goals and developed a new district logo. The mission statement and goals are reiterated on district documents.
- The ELD curriculum guide has been completed and K-12 ELD performance benchmarks have been developed.
- All curriculum guides are aligned to content standards.
- Open Court Pacing Guides have been used to insure full implementation of the reading program across the district in grades K-5.
- The number of students in the Advanced Placement (AP) program increased and course offerings were increased to eleven subjects.
- A \$25,000 Boeing grant was granted to the district to work with high school science and math programs in collaboration with Compton College.
- The UC Irvine FOCUS project, funded by the National Science Foundation, assists Compton USD in improving math and science instruction.

## Standard Implemented: Fully Implemented - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 2 |
| February 2000 Rating: | 3 |
| August 2000 Rating:   | 5 |
| February 2001 Rating: | 6 |
| August 2001 Rating:   | 6 |
| February 2002 Rating: | 7 |
| August 2002 Rating:   | 8 |
| February 2003 Rating: | 8 |
| August 2003 Rating:   | 9 |



## **Pupil Achievement Standard 1.11**

### **Students Engaged in Learning**

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#### **Professional Standard**

Students are engaged in learning and they are able to demonstrate and apply their knowledge and skills.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 13) include a homework policy implemented at each site with a monthly certification from the site principal that this is occurring, information sent to parents each semester and parent acknowledgment of the notification.

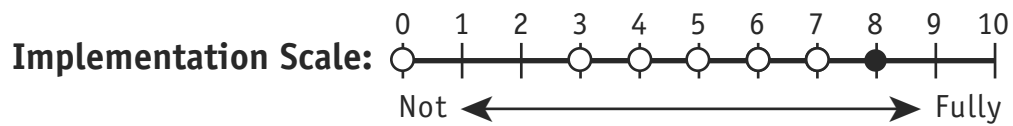
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district's homework policy is included in the Student and Parent/Guardian Handbook distributed at the beginning of each school year. The district complies with Section 13 of the Consent Decree by sending notification home to parents twice per year, through the Parent Handbook and through a letter disseminated at the second semester. Parents must acknowledge receipt of the Parent Handbook. Parent acknowledgements of receipt of the handbook are maintained at the site. A monthly certification by site principals that the homework policy is being implemented continues to be a required submission to meet compliance.
- Students have several opportunities in which to demonstrate their accomplishments through family-oriented district sponsored exhibitions and programs such as MESA, the math and science fair, and oratorical contests.
- The number of students participating in Advanced Placement (AP) courses in the district's three high schools continues to increase.
- Several students have enrolled in on-line courses, primarily in Pre-Calculus and AP Calculus.
- The college-going rates for seniors continues to improve. Approximately 150 graduating seniors from the class of 2002 were accepted to four-year colleges and universities. More than \$250,000 in scholarships were awarded to these students. Scholarship students and their parents are recognized by the district at a Senior Banquet in their honor.
- All three high schools participated in the LACOE Academic Decathlon program.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 3            |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 7            |
| August 2003 Rating:   | 8            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### **Section 14. Security Plan**

- a. *The State Administrator shall develop a district-wide security plan which addresses both the safety of students and employees and the protection of District property. In developing the security plan, the Statewide Administrator shall form a Security Committee consisting of (a) a member of the Advisory Board, (b) a teacher selected by the Compton Education Association, (c) a principal selected by the State Administrator; and (d) four parents nominated by counsel for the plaintiffs and approved by the State Administrator. In addition, the State Administrator shall consult with local law enforcement agencies regarding the security plan and invite such agencies to participate in the Security Committee.*
- b. *The Security Committee shall review the implementation of the plan and make recommendations for its improvement. It will meet with the State Administrator on a quarterly basis. An annual public hearing will be held before the Advisory Board to review the plan.*
- c. *The plan developed by the State Administrator shall include a program to encourage the voluntary participation of parents in school security patrols. The program will include the training of parents and appropriate provisions to indemnify and hold participants harmless from any personal liability for their participation in the school security patrols.*

**FCMAT Facilities Management Standard 1.3 was the standard used to monitor the district's compliance with Section 14.**

## **Facilities Management Standard 1.3**

### **School Safety - Plan for Protection of People and Property**

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#### **Legal Standard**

Demonstrate that a plan of security has been developed which includes adequate measures of safety and protection of people and property. [EC 32020, 32211, 35294-35294.9, 39670-39675]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 14) include the development of a district-wide security plan, the establishment of a district security committee that reviews implementation of the security plan, providing an annual public hearing before the board, the encouragement of voluntary participation of parents in school security patrols and training for parents.

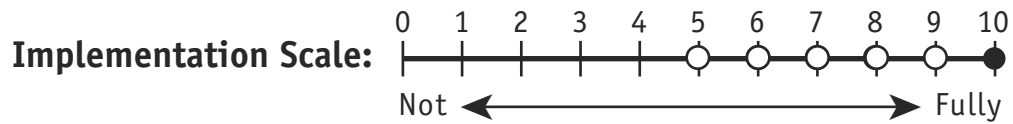
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district has a district-wide security plan, and the district-wide safety committee continues to meet to review school safety issues.
- Parent volunteers continue to be solicited to participate on district and site committees. School site safety committees continue to determine site safety concerns and recommend remedial action to the school administrator and the district office. Documentation of committee meetings and agendas are verified.
- Security alarms are in place in all district schools. The security alarms are monitored by Advance Alarm. The company notifies district Police Services whenever an alarm is triggered. The number of property crimes has decreased.
- The governing board has established a Finance sub-committee and a Risk Management sub-committee, aimed at reducing district liability and loss.
- Signs are posted on each campus warning against trespassing, and directing visitors to report to the administration office.
- The district participates in the WE-TIP program, an anonymous telephone tip line for community members to report property crimes against the district. Information on the WE-TIP program is posted, along with the number 1-800-78-CRIME. The WE-TIP program provides rewards up to \$1,000.

## Standard Implemented: Fully Implemented - Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 5  |
| August 1999 Rating:   | 6  |
| February 2000 Rating: | 7  |
| August 2000 Rating:   | 7  |
| February 2001 Rating: | 8  |
| August 2001 Rating:   | 8  |
| February 2002 Rating: | 9  |
| August 2002 Rating:   | 9  |
| February 2003 Rating: | 10 |
| August 2003 Rating:   | 10 |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### Section 15. Emergency Drills

- a. *By September 1, 1999, the State Administrator shall certify that every school site has the fire warning system required by Education Code Section 32001.*
- b. *The State Administrator shall certify that every school site has an earthquake emergency procedure system in accordance with Education Code Sections 35296 and 35297.*
- c. *In accordance with Education Code Section 32001, monthly fire drills shall be conducted at the elementary and intermediate school levels and not less than twice yearly at the secondary level.*
- d. *In accordance with Education Code 35297, earthquake drop procedures shall be practiced at least once each school quarter in elementary and intermediate school levels and at least once a semester at the secondary level.*
- e. *The State Administrator shall require that each principal maintain a written log of fire drills and earthquake drop procedures. The written log shall be on the form developed by the State Administrator. The written log shall be available for inspection by the public. The State Administrator shall periodically conduct reviews to ensure that the log is being maintained.*

**FCMAT Facilities Management Standard 1.9 was the standard used to monitor the district's compliance with Section 15.**

## **Facilities Management Standard 1.9**

### **School Safety - School Site Emergency Procedures Plan**

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#### **Legal Standard**

Each public agency is required to have on file written plans describing procedures to be employed in case of emergency. [EC 32000-32004, 32040, 35295-35297, 38132, 46390-46392, 49505, GC 3100, 8607]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 15) include that each school site has a fire warning system by September 1, 1999, that each school site has earthquake emergency procedure system, that fire drills and earthquake drop procedures are conducted according to education code, that written logs of fire and earthquake drop drills are maintained, that the written logs are available for public inspection and that the State Administrator conduct periodic reviews to ensure the log is being maintained.

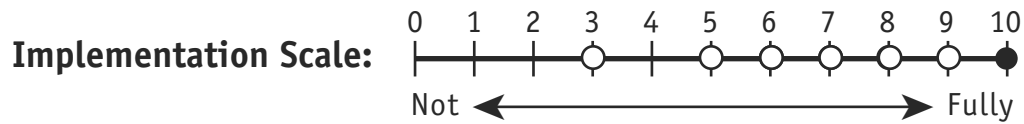
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Written emergency plans are available at the school sites for earthquakes and other disasters. School site safety plans include fire evacuation plans, bomb threats or disturbances, and staff assignments in cases of emergencies. The availability of the school's site plans are checked during site visitations by district personnel.
- Schools are required to conduct emergency drills according to Education Code and to maintain records of drills conducted. The school's records are reviewed by district personnel. Periodic, unannounced site visits are conducted by FCMAT to review the written logs of the scheduled drills held on the campus.
- All schools have a fire alarm system in place. Most of the schools have converted to a strobe fire alarm system.
- The district has worked with the city to establish a community level disaster response team to operate out of a centrally located emergency operations center. The district and city have established the district police department as the Emergency Operations Center (EOC). The EOC is operational.
- The district responds to site emergencies that are called in to the district office on the emergency hot line as rapidly as possible.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 3            |
| August 1999 Rating:   | 3            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### **Section 16. Litter**

- a. All schools will remain clean and operational and free from graffiti.*
- b. All playground equipment that is currently unusable will either be repaired or removed within thirty (30) days of the effective date of this Consent Decree. Playground equipment that becomes unusable in the future shall be repaired or removed within thirty (30) days of it becoming unusable.*
- c. At the start of each school week, the school shall be free of litter. All litter will be removed on a daily basis while school is in session.*
- d. Each school site shall develop a community service program in which all children are encouraged to perform five hours per semester of community service in supervised litter removal or recycling programs on school facilities or in the neighborhood surrounding the school site.*

**FCMAT Facilities Management Standards 1.8 and 1.14 were the standards used to monitor the district's compliance with Section 16.**

## **Facilities Management Standard 1.8**

### **School Safety - Graffiti and Vandalism Abatement Plan**

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#### **Professional Standard**

The district has a graffiti and vandalism abatement plan. The district should have a written graffiti and abatement plan that is followed by all district employees. The district provides district employees with sufficient resources to meet the requirements of the abatement plan.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 16) include that all schools are clean and free from graffiti, that unusable playground equipment is removed or repaired, that schools are free of litter and that a community service program of five hours per semester has been developed for students.

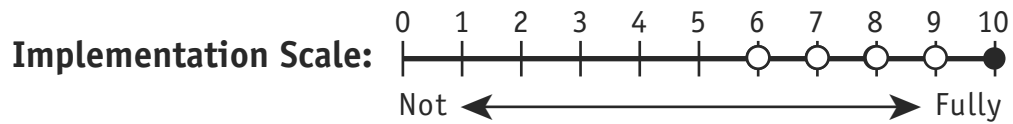
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district's graffiti abatement program is one of immediate removal and remains a major district priority. Monitoring by on-site staff remains key to eliminating graffiti.
- A district maintenance employee is assigned to remove graffiti at district schools, visiting each high school every day.
- School custodial staffs target graffiti as a priority for removal every day.
- The district has established an emergency "hot line" (310-639-4321, extension 55377) for the reporting of graffiti that the school custodians cannot handle.
- The district responds speedily to reports of vandalism. The maintenance department works cooperatively with the district's police services to provide cost estimates of any damage to district property to seek restitution from the perpetrators.
- Periodic, unannounced school visits continue to be conducted by FCMAT to monitor compliance with the stipulations. The elementary and middle school campuses are clean and graffiti-free. The high school campuses remain a constant challenge for staff.
- The district has changed the high school graduation requirements to include a required 2.5 credits of community service for students to meet prior to graduation. The course requirement is the equivalent of 45 hours, or one quarter of a year's credits. Students who graduate in 2006 will need to meet this graduation requirement. In other community service activities, students are engaged in numerous campus beautification projects.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 6            |
| August 1999 Rating:   | 6            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 7            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## **Facilities Management Standard 1.14**

### **School Safety - Sanitation is Maintained and Fire Hazards are Corrected**

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#### **Legal Standard**

Sanitary, neat and clean conditions of the school premises exist and the premises are free from conditions that would create a fire hazard. [CCR Title 5 §633]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Sections 16 and 18) include that all schools are clean and free from graffiti, that unusable playground equipment is removed or repaired, that schools are free of litter and that a community service program of five hours per semester has been developed for students; other stipulations include establishing site committees to inventory and prioritize repair and maintenance needs, and reporting to the State Administrator and board at least once a semester.

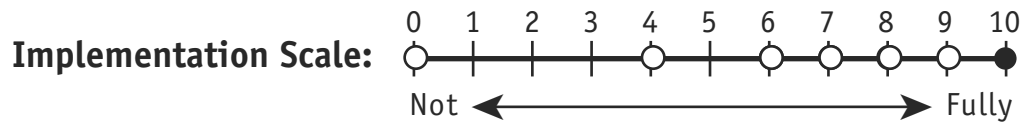
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Plant managers are instructed to perform daily inspections of their site to ensure a clean, sanitary and safe environment for staff and students.
- School site safety committees continue to make site inspections, and monitor facilities needs at the school.
- Site inspections are conducted by the Facilities Compliance Coordinator.
- Random, unannounced site inspections continue to keep staff focused on maintaining the cleanliness of the school sites.
- Principals, or their designees, are required to inspect student restrooms three times a day and to take action to remedy any problems.
- A FCMAT site inspection checklist is used in the site inspection process, and a letter grade is given to a school based on the number of checklist criteria met.
- Two mobile maintenance teams do routine maintenance at school sites.
- Sites are free from fire hazards. Hazardous conditions have already been addressed by the district. If a random site inspection turns up any potential new hazard, it is addressed by the district right away.
- All schools have an operational fire alarm system in place.
- Any unusable playground equipment was long ago removed or repaired by the district in response to the Consent Decree.
- Custodial staffs receive structured monthly training to improve site safety and cleanliness, and are directed to keep storage areas clean and exits free of obstructions.
- Training workshops are conducted in collaboration with the district's Risk Manager.
- Both classified and certificated staff remain responsible for addressing the daily removal of litter.
- The district has established a district-wide Beautification Committee to approve site beautification plans and work with sites to support their beautification efforts.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 4            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |





# **CONSENT DECREE**

## **III. School Conditions and Instructional Materials**

### ***Section 17. Drinking Water***

- a. Drinking water will be readily available to all school children.*

**FCMAT Facilities Management Standard 8.10 was the standard used to monitor the district's compliance with Section 17.**

## Facilities Management Standard 8.10

### Facilities Maintenance and Custodial - Adequate Repair and Supervision of School Buildings

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#### Legal Standard

The governing board shall keep the school buildings in repair and supervised. [EC 17593]

#### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

An additional related stipulation (Section 17) includes that drinking water will be readily available to all students.

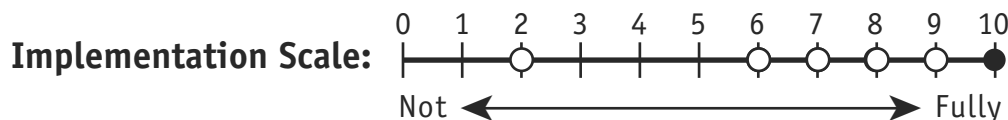
#### Progress on Recommendations and Recovery Steps

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Ongoing, random, unannounced site inspections keep staff focused on campus cleanliness and the safe condition of school site facilities.
- The Facilities Compliance Coordinator visits the sites and uses the FCMAT inspection checklist to monitor compliance with Consent Decree stipulations. Exit conferences are held with the site administrators. Schools are given a letter grade based on the monitoring checklist.
- Drinking water is readily accessible to students. The condition of student drinking fountains is checked during monthly site inspections. Inoperable fountains are reported to maintenance staff for correction.
- The district maintains contracts for annual water service to check all water lines and test for toxic substances.
- Repair work on site facilities is continuous.

#### Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 2            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



# CONSENT DECREE

## III. School Conditions and Instructional Materials

### Section 18. Site Committees

- a. *At each school site, a committee shall be established for the purpose of conducting an inventory and prioritization of repair and maintenance needs and for performing other obligations required by this Consent Decree. Existing school site committees may be used for this purpose so long as their membership is augmented to meet the requirements of this Section.*
- b. *Composition of the committee.*
  - i. *At least sixty percent parents of students attending the school. Such parents will be selected randomly from among those parents expressing an interest in participation after notice of the opportunity has been distributed to all parents at the school.*
  - ii. *The remainder shall be composed of administrators, teachers, classified employees, and interested members of the surrounding community.*
- c. *The site committee shall be constituted at each school within sixty (60) days of the effective date of this Consent Decree.*
- d. *At least once each semester, the site committee shall prepare a report to the State Administrator and Advisory Board concerning repair and maintenance needs at the school.*
- e. *The site committees shall be chaired by a parent who has been trained in committee and meeting management.*

**FCMAT Facilities Management Standards 1.12, 1.14, and 9.11 were the standards used to monitor the district's compliance with Section 18.**

## **Facilities Management Standard 1.12**

### **School Safety - Inspection and Correction of Unsafe Conditions**

---

#### **Legal Standard**

Building examinations are performed, and required actions are taken by the governing board upon report of unsafe conditions. [EC 173679(a)]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Sections 9 and 18) include replacing boarded up windows, replacing broken windows within 72 hours, affixing a date and time to temporary material placed on broken windows; establishing site committees to inventory and prioritize repair and maintenance needs, and reporting to the State Administrator and board at least once a semester.

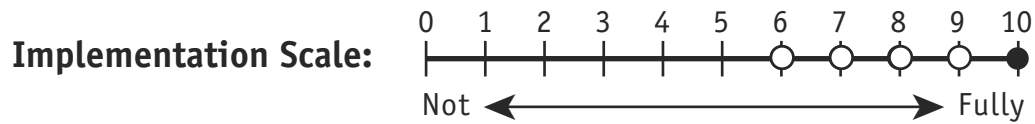
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Facilities examinations are regularly performed and required action taken upon any report of unsafe conditions.
- District personnel conduct periodic, unannounced school site visitations on a monthly basis to monitor conditions of school facilities. Schools receive a letter grade based on a criteria checklist.
- The district continues to comply with the speedy replacement of broken windows. The General Obligation Bond for facilities improvements will allow the district to replace older windows and frames.
- Schools have organized parent safety committees at each site. The committees perform site inspections for unsafe or hazardous conditions and forward repair requests to the maintenance department to address.
- Plant managers are instructed to conduct daily inspections of the site and to immediately report any unsafe condition.
- The district continues to utilize a maintenance request flow chart and forms to track all maintenance requests from the sites. Logs of the maintenance requests are kept for each school. Individual sites receive copies of all responses to the requests generated by the site.
- The district continues to utilize the two mobile maintenance teams for routine maintenance.
- The maintenance department continues to immediately address emergency calls to the maintenance hot line (310-639-4321, extension 55377).
- Plant managers have been directed to conduct electrical inspections of their site on a daily basis and to report in writing, any potentially hazardous electrical condition. A monthly form for the documentation of these reviews was developed, and records of the reports from the sites are being maintained.
- Monthly training meetings are held with the plant managers on district procedures and/or on improving employee skills.
- The district has established a district-wide Beautification Committee to approve site beautification plans and work with sites to support their beautification efforts.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 6            |
| August 1999 Rating:   | 6            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |



## **Facilities Management Standard 1.14**

### **School Safety - Sanitation is Maintained and Fire Hazards are Corrected**

---

#### **Legal Standard**

Sanitary, neat and clean conditions of the school premises exist and the premises are free from conditions that would create a fire hazard. [CCR Title 5 §633]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Sections 16 and 18) include that all schools are clean and free from graffiti, that unusable playground equipment is removed or repaired, that schools are free of litter and that a community service program of five hours per semester has been developed for students; other stipulations include establishing site committees to inventory and prioritize repair and maintenance needs, and reporting to the State Administrator and board at least once a semester.

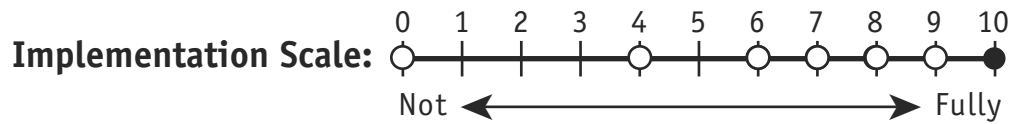
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Plant managers are instructed to perform daily inspections of their site to ensure a clean, sanitary and safe environment for staff and students.
- School site safety committees continue to make site inspections, and monitor facilities needs at the school.
- Site inspections are conducted by the Facilities Compliance Coordinator.
- Random, unannounced site inspections continue to keep all staff focused on maintaining the cleanliness of the school sites.
- Principals, or their designees, are required to inspect student restrooms three times a day and to take action to remedy any problems.
- A FCMAT site inspection checklist is used in the site inspection process, and a letter grade is given to a school based on the number of checklist criteria met.
- Two mobile maintenance teams do routine maintenance at school sites.
- Sites are free from fire hazards. Any hazardous conditions have already been addressed by the district. If a random site inspection turns up any potential new hazard, it is addressed by the district right away.
- All schools have an operational fire alarm system in place.
- Any unusable playground equipment was long ago removed or repaired by the district in response to the Consent Decree.
- Custodial staffs receive structured monthly training to improve site safety and cleanliness, and are directed to keep storage areas clean and exits free of obstructions.
- Both classified and certificated staff remain responsible for addressing the daily removal of litter.
- The district has established a district-wide Beautification Committee to approve site beautification plans and work with sites to support their beautification efforts.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 4            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |



## **Facilities Management Standard 9.11**

### **Instructional Program Issues - Facilities Reflect Community Standards and Expectations**

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#### **Professional Standard**

Facilities within the CUSD reflect the standards and expectations established by the community.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 18) include establishing site committees to inventory and prioritize repair and maintenance needs, and reporting to the State Administrator and board at least once a semester.

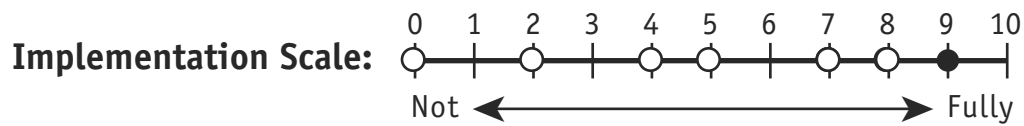
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district continues to involve community members and parents in various facilities decisions. A representative community committee assisted in the development of the district's Comprehensive Facilities Master Plan.
- The district facilities committee was involved in the new elementary school project, and in promoting passage of the district's general obligation bond.
- The district continues to keep parents and the community informed of projects and improvements in the schools.
- The facilities division has initiated a newsletter to update the community and staff on the status of facilities projects.
- Site safety committees have been established at each school site. The composition of the committees are specified in the consent decree and should be composed largely of parents (60%). The committees are responsible for periodically inspecting their school sites and identifying repair and maintenance priorities. Copies of agendas and minutes are checked during periodic, unannounced visits to the school sites.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 2            |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 4            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 9            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### **Section 19. Student Promotion**

- a. The State Administrator shall develop a draft policy concerning the retention and promotion of students (“promotional policy”).*
- b. In drafting the policy, the State Administrator shall consult with the Advisory Board and with the site committees.*
- c. Upon completion of the draft promotional policy, one or more public meetings will be convened to secure the input of parents. Plaintiffs’ counsel shall assist the CUSD in securing broad parental participation at the public meeting(s).*
- d. Plaintiffs’ counsel shall provide the State Administrator with written comments on the draft promotional policy prior to the first public meeting required by subdivision (c).*

**FCMAT Pupil Achievement Standards 1.5 and 1.16 were the standards used to monitor the district’s compliance with Section 19.**

## **Pupil Achievement Standard 1.5**

### **Preparation of Students - Expectations and Practices**

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#### **Professional Standard**

Expectations and a practice exist to improve the preparation of students and to build a school structure with the capacity to serve all students.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 19) include the development of a district policy on student promotion and conducting parent meetings to obtain input to the policy.

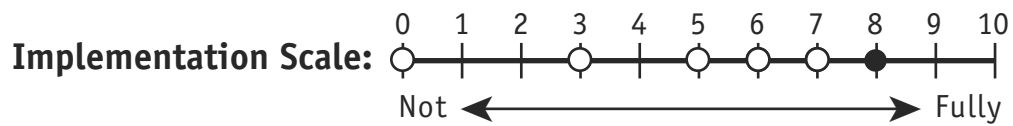
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The promotion/acceleration/retention policy, Policy No. 5123, was revised and adopted on April 11, 2000. Information on the policy is distributed to parents through the Student and Parent/Guardian Handbook.
- The district has implemented several intervention programs to address low student performance. Students at the high school who fail a first semester course have to repeat the failed portion of the course before moving on to the second semester level. After school tutorials and Saturday school are provided at all high schools for students who did not pass the CAHSEE high school exit exam.
- Bell schedules for schools have been revised to include banked time for twenty minimum days for faculty professional development.
- Summer school was made mandatory for students during the summer.
- All professional development activities have focused on the improvement of instruction and student achievement.
- New and inexperienced teachers meet regularly with mentor teachers and personnel staff members to assist them with classroom management and curriculum and instruction.
- District graduation requirements were revised to align them to the high school exit exam.
- Principals continue to be required to spend 40 percent of the school day in classrooms or working with teachers on instructional improvement.
- Central office administrators provide assistance in the monitoring of curriculum delivery. Key Results Visitation teams monitor the quality of instruction provided.
- Students are honored for their academic achievements at Board meetings.
- The district provides a supportive network of supplemental services for students having academic difficulties. After school and Saturday programs are available to students and extended summer school programs of eight weeks instead of six weeks are available.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 3            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 6            |
| February 2003 Rating: | 7            |
| August 2003 Rating:   | 8            |



## **Pupil Achievement Standard 1.16**

### **Common Vision - Practice**

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#### **Professional Standard**

A common vision of what all students should know and be able to do exists and is put into practice.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 19) include the development of a district policy on student promotion and conducting parent meetings to obtain input to the policy.

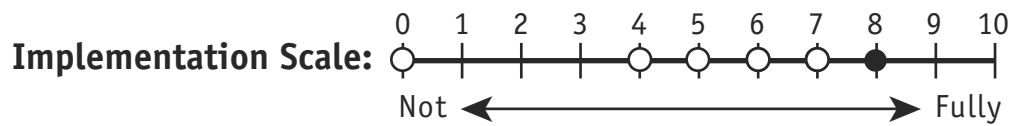
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The promotion/acceleration/retention policy, Policy No. 5123, was revised and adopted on April 11, 2000. Information on the policy is distributed annually to parents through the Student and Parent/Guardian Handbook.
- Each school plan has a mission statement and delineates instructional goals of what all students should know and be able to do.
- Staff development training in the curricular standards for each core subject focuses teachers on what they are expected to do in teaching the instructional content.
- Each site has developed a Single Site Plan for Student Achievement to delineate all support and supplemental services provided to the students.
- The district technology plan has been approved by the state and is being implemented by the district.
- A district library plan has been approved by the school board.
- A Master Plan for English Language Learners has been approved by the governing board and the state department. The English Language Development curriculum has been completed for K-12.
- All curriculum guides are being aligned with the content standards.
- Report cards for grades K-5 reflect content and performance standards.
- High School graduation requirements are clearly defined in the Student and Parent/Guardian Handbook.
- Central office administrators serve as mentors and facilitators for newly hired administrators.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 4            |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 6            |
| February 2003 Rating: | 7            |
| August 2003 Rating:   | 8            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### ***Section 20. CBEST***

- a. Any teacher hired after November 20, 1997 will be employed for no more than two years without passing CBEST.*
- b. Each year the State Administrator will produce a public report which will identify every teacher employed by the CUSD who does not have a clear credential and how long the employee has been employed.*
- c. No new teacher will be retained for more than three years if he or she does not obtain a preliminary credential.*
- d. The State Administrator shall develop and implement an incentive program to encourage teachers to obtain a clear credential and to continue their employment with CUSD once they have obtained such credential.*

**FCMAT Personnel Management Standard 3.10 was the standard used to monitor the district's compliance with Section 20.**

## **Personnel Management Standard 3.10**

### **Certificated Recruitment and Selection**

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#### **Legal Standard**

The district limits the number of certificated persons on CBEST waiver. [EC 44252.5]

#### **Consent Decree Stipulations**

Section 20 of the Consent Decree in the action *Serna v Eastin*, Case no. BC 174282, includes the following stipulations: the district is to identify teachers without clear credentials, produce a public report, monitor teachers who have not passed CBEST, release teachers who have not passed CBEST after two years or who have not obtained a preliminary credential after three years, provide an incentive program to teachers to obtain an appropriate credential.

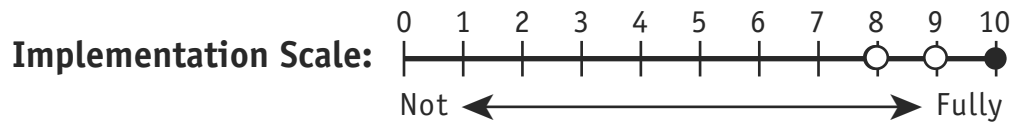
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district continues to limit the number of teachers on CBEST waivers.
- The percent of total teaching staff with clear credentials continues to increase.
- The number of teachers in the Pre-Intern and Intern programs continues to expand.
- All new, non-credentialed teachers who have not met the subject matter requirement are required to participate in the district's Pre-Intern program as a condition of employment, or are required to provide, within six months of employment, documentation that they are participating in another intern program working towards a credential, and ongoing evidence of completion of a minimum of six units per year toward their credential.
- The district provides a differentiated salary schedule, paying credentialed teachers at a higher level than non-credentialed teachers, providing a strong incentive for teachers to become credentialed as quickly as possible.
- The district is complying with the Consent Decree to release teachers who have not passed CBEST after two years. To minimize the disruption to student instruction, the parties to the Consent Decree have agreed that teachers may be released at the end of the school year.
- The district has utilized Teaching as a Priority Program (TAP) funds to provide incentives for recruiting and retaining credentialed teachers in the district.
- The district continues to provide preparation for the CBEST exam prior to each administration of the exam during the school year. Staff training is provided at no expense to the teachers, and the district provides support and coaching from experienced teachers.
- The Beginning Teacher Support and Assessment Program (BTSA) provides coaching support to first and second year probationary teachers.
- The district provides support to teachers through the Peer Assistance and Review Program (PAR).
- The district continues to comply with the Consent Decree stipulations to identify teachers without clear credentials, to monitor teachers who have not passed the CBEST, and to release teachers who have not passed CBEST or obtained a preliminary credential after three years. A report dated January 29, 2003 indicated the number and percent of credentialed and non-credentialed teachers in the district.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 8            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 8            |
| February 2001 Rating: | 8            |
| August 2001 Rating:   | 9            |
| February 2002 Rating: | 10           |
| August 2002 Rating:   | 10           |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |





# **CONSENT DECREE**

## **III. School Conditions and Instructional Materials**

### ***Section 21. Food Service***

*The results of any inspection by the Los Angeles County Health Department shall be shared with the site committee at the school where the food service facility is located.*

**FCMAT Facilities Management Standard 9.3 was the standard used to monitor the district's compliance with Section 21.**

## **Facilities Management Standard 9.3**

### **Instructional Program Issues - Lunch Areas are Warm, Healthful and Safe**

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#### **Legal Standard**

The governing board shall provide a warm, healthful place in which children who bring their own lunches to school may eat their lunch. [EC 17573, CCR Title 5 §14030]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

An additional related stipulation (Section 21) includes that any inspections conducted by the Los Angeles County Health Department should be shared with the school site committee.

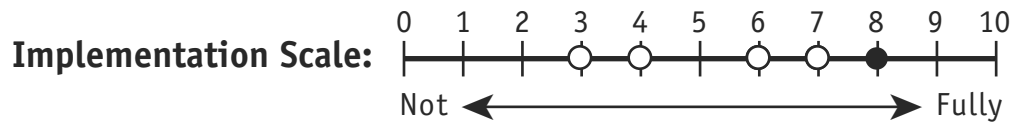
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- Five cafeterias at the three high schools and Roosevelt and Whaley Middle Schools have been remodeled to make them more attractive and to increase student lunch participation.
- High schools have been equipped with four outdoor kiosks at each site to provide a variety of lunch options for students, in addition to the cafeteria lunch.
- Colorfully painted trash barrels have been placed in the lunch courtyards.
- Additional outdoor benches have been provided for students.
- Heating is provided to all cafeterias.
- Shade structures to enhance the outdoor lunch areas have been erected at Roosevelt Elementary and Roosevelt Middle Schools.
- Attractive, new marquis messaging boards have been installed at the three high schools to announce upcoming school activities.
- District modernization projects will provide modernized school lunch rooms and other areas of campus for students to enjoy their lunches.
- Inspections of site cafeterias by the Los Angeles County Health Department are shared with the school site administrators to share with the school site councils.
- All district cafeteria managers and cooks participate in the Serve-Safe national certification program, and three district food services employees are trainers in this certification program.
- Training in food safety and service is provided regularly for all employees.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 3            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 4            |
| August 2001 Rating:   | 4            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 8            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### ***Section 22. Central Telephone Number for Facilities Complaints***

- a. The State Administrator shall establish a central telephone number for the purpose of receiving complaints about condition of school facilities.*
- b. The telephone number shall be distributed to all parents at the beginning of each school semester and shall be posted in prominent places at all school sites.*
- c. All telephone calls shall be recorded on a form developed by the State Administrator. The form shall require information that will ensure that the State Administrator can prepare a quarterly report that provides information concerning the nature of the calls received, the number of calls received, the school that each call concerned, and the disposition of any complaints received. The quarterly report shall be provided to counsel for plaintiffs and defendants and shall be available to the public.*

**FCMAT Facilities Management Standard 11.2 was the standard used to monitor the district's compliance with Section 22.**

## **Facilities Management Standard 11.2**

### **Communication - Communication of Actions Taken, Planned, Progress Made**

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#### **Professional Standard**

The district should apprise students, staff and community of efforts to rectify any substandard conditions.

#### **Consent Decree Stipulations**

Section 22 of the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, includes the following stipulations: the district is to establish a central telephone number for complaints about the condition of school facilities, distribute and post the telephone number for the public, develop a form for recording calls, record all calls on the developed form, prepare quarterly reports concerning the calls received at the school and district levels.

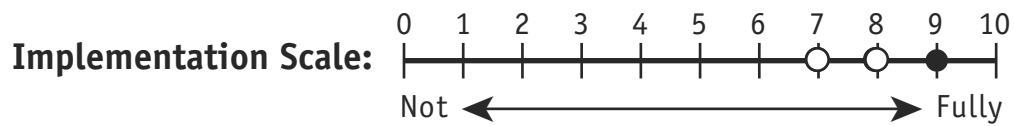
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district provides ongoing communication about the district's activities and positive achievements to its community.
- The Facilities Division provides monthly project status reports to the governing board.
- The district effectively communicated its facilities needs to its community and successfully passed an \$80 million local general obligation bond in November 2002 with a community approval rate of more than 80%.
- Complaints can be made through the district's Emergency Hot-Line, anonymously through the WE-TIP program, or at open Board meetings.
- The district participates in the WE-TIP hot-line program, which provides a means for community members to anonymously report facilities concerns or problems to the district.
- Public complaints are also received through the district's central telephone number, the public information office, or the superintendent's office. School complaints are generally referred to the site principal for resolution. Complaints about security issues are made to the Police Services department. Facilities complaints are made to school principals, board members or the superintendent.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 9            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 7            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 9            |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### **Section 23. Volunteerism**

- a. The District shall actively recruit parents to volunteer at school sites both during hours that school is in session and other periods. The State Administrator shall develop a parent involvement plan that includes strategies for recruiting and utilizing parent volunteers to carry out the terms of this Consent Decree.*
- b. Volunteers shall be recruited to assist in security campus patrols, maintenance and litter removal, and after-school tutoring programs. Plaintiffs' counsel shall actively assist in recruiting other parents to do volunteer work. Parents will be encouraged to perform at least 40 hours of volunteer work per year at their child's school.*
- c. The principal of each school, using a form developed by the State Administrator, shall keep a record of the number of volunteer hours at each school site.*
- d. The State Administrator shall on a monthly basis present a certificate of appreciation to the volunteer of the month from each school. The certificate shall be presented at a public meeting, such as a meeting of the Advisory Board.*

**FCMAT Facilities Management Standard 10.1 was the standard used to monitor the district's compliance with Section 23.**

## **Facilities Management Standard 10.1**

### **Community Use of Facilities - Plan to Promote Community Involvement in Schools**

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#### **Professional Standard**

The district should have a plan to promote community involvement in schools.

#### **Consent Decree Stipulations**

Section 23 of the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, includes the following stipulations: the district is to develop a parent involvement plan, develop a form to record voluntarism, recruit parents to volunteer 40 hours per year, keep records of the number of volunteer hours at the schools, conduct monthly recognition programs and provide a certificate to the volunteer of the month.

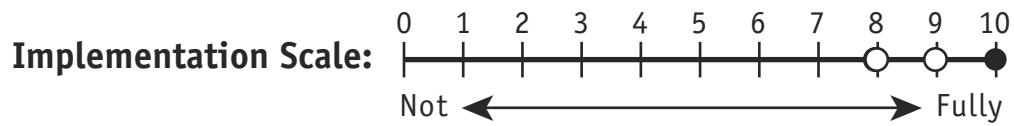
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district continues to promote community involvement in its schools, and continues to implement the “Volunteers in Public Schools” (VIPS) guide developed in the 1999-2000 school year.
- Schools continue to monitor volunteer participation and the number of parent volunteer hours with sign-in sheets that are monitored by district staff.
- Training workshops continue to be provided to parents and school volunteers.
- Each school has at least one or more parent coordinators to promote parent involvement and assist parents in volunteer activities.
- Community input is regularly sought by the district. The district holds parent forums regularly to hear parents’ concerns and suggestions for improving district programs and operations.
- The district established a district-wide Beautification Committee to approve site beautification plans and work with sites to support their beautification efforts.
- The district continues to provide training workshops to its classified personnel, particularly front office staff, about providing a “customer service” attitude to parents and school visitors.
- Parent handbooks are updated at the beginning of the school year and distributed to students and parents.
- Parent centers are available at 14 of 34 school sites, and all schools have a designated area for parents to meet. Parent centers are included in the district’s Comprehensive Facilities Master Plan as part of the planned modernization projects.
- The district conducts an annual volunteer recognition dinner at the end of the school year to show its appreciation for the many outstanding parent and community volunteers who have worked with the schools
- Parent involvement is a major component of several grant programs awarded to the district.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 8            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 8            |
| February 2001 Rating: | 9            |
| August 2001 Rating:   | 10           |
| February 2002 Rating: | 10           |
| August 2002 Rating:   | 10           |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |





# **CONSENT DECREE**

## **III. School Conditions and Instructional Materials**

### ***Section 24. Race Relations***

- a. The State Administrator shall develop a program to incorporate race relations and nonviolent conflict resolution into the ongoing course of study of all students. In addition, the plan shall encourage the participation of parents in the course of study.*

**FCMAT Pupil Achievement Standard 1.10 was the standard used to monitor the district's compliance with Section 24.**

## **Pupil Achievement Standard 1.10**

### **Variety of Instructional Strategies - Student Diversity**

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#### **Professional Standard**

Teachers use a variety of instructional strategies and resources that address their students' diverse needs.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 24) include the development of a program in race relations in an ongoing course of study for all students, and the encouragement of parent participation in the program.

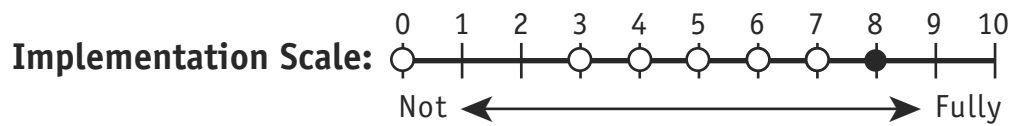
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district purchased instructional materials on the Latino experience and the African-American experience for use in the classroom.
- District desegregation funds have increased the availability of Spanish supplemental materials in the school libraries.
- The district is revising the History/Social Science curriculum to include further study of the various ethnic populations that are reflected in the student population.
- All of the high schools have a student Human Relations Club.
- Programs for students in Conflict Resolution and Peer Mediation are implemented in the schools. Many schools have an Advisory period, available to work directly on student issues.
- Staff development emphasis is on differentiation of instruction.
- Varied instructional strategies are being observed during classroom observations conducted. Teachers are observed "checking for understanding." Teachers are required to prepare and submit lesson plans that are reviewed by site administrators. High school teachers prepare a course syllabus for each semester class.
- All staff development activities use student data as the basis for determining teacher training needs.
- A major professional development thrust is providing training for the implementation of the Master Plan for English Learners.
- Test scores have improved in the schools, particularly at the elementary and middle schools where the greatest gains have been made.

## Standard Implemented: Fully Implemented - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 3            |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 4            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 7            |
| August 2003 Rating:   | 8            |





## CONSENT DECREE

### III. School Conditions and Instructional Materials

#### ***Section 25. Additional Compliance Requirements***

- a. Facilities Plan. A comprehensive facilities plan is currently being developed by CUSD. Upon completion of that plan, defendants shall submit to the Fiscal Crisis and Management Assistance Team (“FCMAT”) an implementation plan to implement all recommendations of the facilities plan including specific timelines. FCMAT shall solicit comments from plaintiffs’ counsel on the proposed implementation plan prior to its approval. FCMAT shall approve, with such modifications as it deems appropriate, the plan within 60 days of its submission. The implementation plan shall provide that all recommendations of the facilities plan are implemented at the earliest feasible date, and as part of the approval process, FCMAT shall issue detailed findings setting forth the reason each timeline was chosen. Defendants shall make a good faith effort to implement such implementation plan.*
- c. During the period of this Consent Decree, the proceeds of any local CUSD bonds or other local CUSD borrowing instruments shall be used solely to implement the facilities plan required by Section 25(a) until such plan is fully implemented or for such other capital expenditures determined by FCMAT to be necessary or appropriate to implement the FCMAT recovery plans until such plans are fully implemented.*

**FCMAT Facilities Management Standards 2.1 and 3.10 were the standards used to monitor the district’s compliance with Section 25a and 25c.**

## **Facilities Management Standard 2.1**

### **Facility Planning - Maintenance of a Long-Range Facilities Master Plan**

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#### **Professional Standard**

Compton Unified School District should have a long-range school facilities master plan.

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 25) include developing a comprehensive facilities plan with time lines, submitting the plan to FCMAT for approval, and FCMAT soliciting comments from plaintiff's counsel.

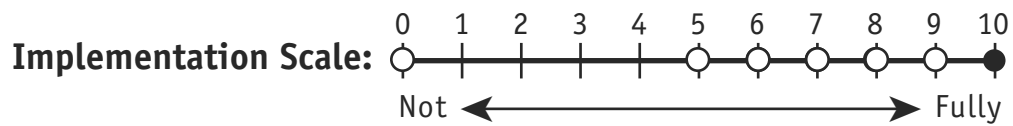
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The board adopted a long-range Comprehensive Facilities Master Plan on July 13, 1999. The district completed a Facilities Implementation Plan which was approved by FCMAT effective August 10, 2001. The implementation plan provides a timeline and priority for modernization and new construction projects.
- All district facilities projects are based on the long-range Facilities Master Plan. Decisions about the use of the district's deferred maintenance funds are guided by the Plan.
- All of the district's modernization and new construction projects were approved by DSA and OPSC and have awaited the availability of state funds.
- The state's General Obligation Bond, Proposition 47, was passed in November 2002.
- The district's local \$80 million General Obligation Bond, Measure I, was passed in November 2002. The district has established a bond oversight committee to ensure that the bond proceeds are utilized as the voters intended.
- The district approved a Certificate of Participation for \$19 million to build the William Jefferson Clinton Elementary School which opened to students in January 2003 and accommodates 850 students.
- The district has moved excess portables from Roosevelt, Kelly and Foster Elementary Schools to house students at Centennial High School, the first school targeted for major modernization work.

## Standard Implemented: Fully Implemented - Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 0  |
| August 1999 Rating:   | 5  |
| February 2000 Rating: | 6  |
| August 2000 Rating:   | 7  |
| February 2001 Rating: | 8  |
| August 2001 Rating:   | 9  |
| February 2002 Rating: | 10 |
| August 2002 Rating:   | 10 |
| February 2003 Rating: | 10 |
| August 2003 Rating:   | 10 |



## **Facilities Management Standard 3.10**

### **Facilities Improvement and Modernization - Plan for Maintenance and Modernization Exists**

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#### **Legal Standard**

The CUSD maintains a plan for the maintenance and modernization of its facilities. [EC 17366]

#### **Consent Decree Stipulation**

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

Additional related stipulations (Section 25) include developing a comprehensive facilities implementation plan with time lines, submitting the plan to FCMAT for approval, and FCMAT soliciting comments from plaintiff's counsel.

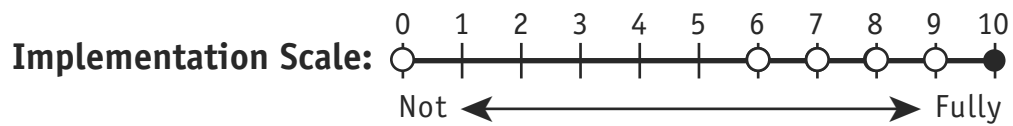
#### **Progress on Recommendations and Recovery Steps**

**This standard is fully implemented and the Consent Decree stipulations have been met.**

- The district developed a Comprehensive Facilities Master Plan, adopted by the Board in July 1999.
- The district completed a Facilities Implementation Plan, approved by FCMAT effective August 10, 2001, to implement the district's Comprehensive Facilities Master Plan. The plan identifies sources of district general funds and provides a priority for the completion of construction projects.
- All district facilities projects are based on the long-range Facilities Master Plan. Decisions about the use of the district's deferred maintenance funds are being guided by the Plan.
- The district has established a bond oversight committee to ensure that the bond proceeds from the district's \$80 million local general obligation bond are utilized as the voters intended.

## Standard Implemented: Fully Implemented - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |





# CONSENT DECREE

## III. School Conditions and Instructional Materials

### Section 25. Additional Compliance Requirements

- b. *FCMAT has prepared five recovery plans for CUSD: Pupil Achievement; Financial Management; Facilities Management; Personnel Management; and Community Relations. In each of these five plans, FCMAT has identified specific legal and Professional Standards by which to assess CUSD's compliance. In connection with each standard, FCMAT has measured CUSD's progress using a 10-point scale, with a scaled score of "0" representing a standard that is not implemented and a scaled score of "10" representing a standard that is fully implemented. The standards of the Pupil Achievement recovery plan and Facilities recovery plan are made a part of this Consent Decree and shall be subject to the compliance requirements of this Consent Decree.*
- (i) *A list of standards for the Pupil Achievement recovery plan and Facilities recovery plan, including the current scaled scores is set forth in Exhibit "A" attached hereto and incorporated by reference. Any standard that has a scaled score of 8, 9, or 10 shall be deemed to have been implemented. Any standard that has a scaled score of less than 8 shall be addressed and improved by defendants. Compliance with a recovery plan's standards shall be deemed satisfied when FCMAT certifies that defendants have achieved an average scaled score for all such standards of 7.5 and no standard has received a scaled score of less than 4. In addition, compliance shall not be deemed achieved unless the following standards have received a score of at least 8:*
- 1) Pupil Achievement: 1.2; 1.4; 1.5; 1.10; 1.11; 1.16; 1.20; 1.21; 1.23; 1.25; 2.3; 2.6; 2.9; 2.10*
  - 2) Facilities: 1.3; 1.6; 1.7; 1.8; 1.9; 1.12; 1.14; 1.17; 2.1; 2.3; 2.4; 2.5; 2.6; 3.4; 3.8; 3.10; 6.2; 6.3; 8.5; 8.6; 8.8; 8.9; 8.10; 8.12; 9.3; 9.4; 9.7; 9.8; 9.10; 9.11.*
- (ii) *Within 60 days of the approval of this Consent Decree, defendants shall submit to FCMAT a proposed timeline to implement the Pupil Achievement recovery plan and Facilities recovery plan. FCMAT shall solicit comments from plaintiffs' counsel on the proposed timelines prior to its approval. FCMAT shall approve, with such modifications as it deems appropriate, the timelines within 60 days of its submission. The timelines shall provide that all recommendations of these recovery plans are implemented at the earliest feasible date, and FCMAT shall issue detailed findings setting forth the reason each timeline was chosen.*
- (iii) *In the event that defendants are unable to comply with any timeline, defendants may apply to the Special Master for an extension of time upon a showing of good cause. Absent an extension, plaintiffs may apply to the Special Master for specific orders directing particular actions to bring CUSD into compliance.*

**The FCMAT standards identified in the Consent Decree Section 25b as needing to reach a rating of 8 to be deemed compliant follow on the next pages of this report.**

Charts of the Pupil Achievement and Facilities Management standards are included to provide an overview of the ratings of the standards over time and the status of their implementation.

# Pupil Achievement Standards

The following standards were identified as needing to reach a rating of 8 to be deemed compliant. If not already presented in response to a Section of the Consent Decree, these standards appear in the following pages. A chart of the Pupil Achievement standards is included to provide an overview of the ratings of the standards over time and the status of their implementation.

- 1.2 See Consent Decree Section 13
- 1.4
- 1.5 See Consent Decree Section 19
- 1.10 See Consent Decree Section 24
- 1.11 See Consent Decree Section 13
- 1.16 See Consent Decree Section 19
- 1.20
- 1.21
- 1.23
- 1.25 See Consent Decree Section 8
- 2.3
- 2.6
- 2.9
- 2.10



## 1.4 Multiple Assessment Tools - Program Adjustment

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### Professional Standard

The district has adopted multiple assessment tools, including diagnostic assessments, to evaluate, improve, or adjust programs and resources.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

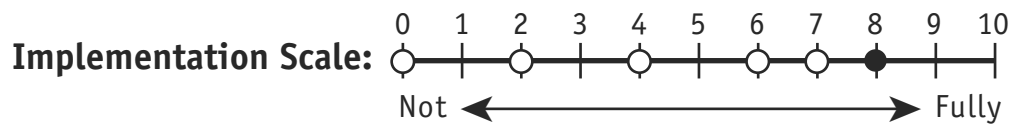
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district utilizes multiple diagnostic assessments to measure students' academic performance. The Assessment Plan has been developed, presented, and disseminated to all principals and site testing coordinators.
- State required tests and other district assessments, for diagnostic and student placement purposes, are used in the district.
- Schools receive assessment results for all district and state assessments for use in developing their individual school plan for student achievement. All schools submit a site testing plan for administering the STAR and CAHSEE.
- The CAHSEE is administered at least three times to all 11th graders.
- The district has a remediation plan for students who have not passed one or both portions of the CAHSEE exams. Middle school and high school administrators and teachers participate in CAHSEE trainings provided by UC Irvine, the Pulliam Group, Kaplan, Target Teach, and Riverdeep Math.
- Test results are disaggregated, summarized and presented to Executive Cabinet, principals and teachers.
- Assessments are also imbedded in adopted curriculum materials such as Open Court, Language! and Saxon Math, providing teachers with immediate feedback on students' performance.
- District writing assessments are administered 4 times a year. Teachers score writing assessments using a 4-point rubric that is aligned with the state standards and CAHSEE.
- School Academic Performance Index (API) scores are increasing, although there are several schools that continue to have difficulty meeting their performance growth targets. Most district schools participate in a school improvement program such as the CSRD, II/USP, or Program Improvement program.

## Standard Implemented: Fully - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 2 |
| February 2000 Rating: | 4 |
| August 2000 Rating:   | 6 |
| February 2001 Rating: | 6 |
| August 2001 Rating:   | 6 |
| February 2002 Rating: | 6 |
| August 2002 Rating:   | 7 |
| February 2003 Rating: | 8 |
| August 2003 Rating:   | 8 |



## 1.20 Administrative Support and Coaching - Teachers

---

### Professional Standard

Administrative support and coaching are provided to all teachers.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

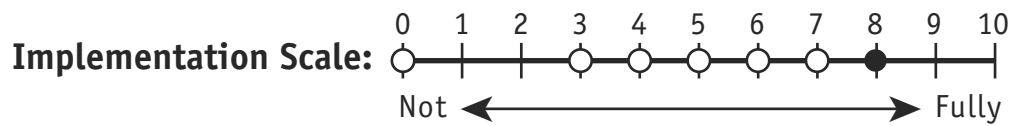
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- Coaching of teachers is provided by site administrators, curriculum specialists, UC subject matter consultants, and outside consultants.
- Principals have been trained in coaching strategies.
- Coaching and classroom support is expected to be consistent and frequent, especially for newly hired teachers and those with emergency credentials.
- All new district programs implemented include coaching of teachers as a major strategy to be provided by all service providers.
- The certificated evaluation form has been revised to include the California Standards for the Teaching Profession as desired teaching outcomes. Principals are still required to be in the classrooms or engaged in instructional activities for 40% of the day to address instructional improvement.
- Principals are evaluated by the superintendent, with input from the division associate superintendents. The principal's evaluation process includes curriculum oversight and time in the classroom.
- Key Results visitations are conducted at the elementary schools. These are internal reviews by district administrative teams of the school site and classrooms. Findings and recommendations are shared with the principal before the review team leaves the school.
- Division associate superintendents meet with site administrators at least once a month, and visit schools frequently.
- School schedules were modified to include "banked time" for staff development. Late entry Mondays or adjusted Mondays provided a block period of time for staff development and instructional support.
- The Office of Research, Evaluation, and Assessment continues to assist the district and school sites by providing relevant student information to assist in staff and project development.

## Standard Implemented: Fully - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 3 |
| February 2000 Rating: | 4 |
| August 2000 Rating:   | 5 |
| February 2001 Rating: | 6 |
| August 2001 Rating:   | 6 |
| February 2002 Rating: | 7 |
| August 2002 Rating:   | 7 |
| February 2003 Rating: | 8 |
| August 2003 Rating:   | 8 |



## 1.21 Professional Development - Personnel Evaluation

---

### Professional Standard

Professional development is linked to personnel evaluation.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

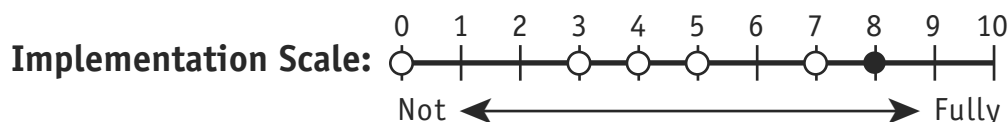
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The certificated evaluation form was revised to align with the California Standards for the Teaching Profession. Principals have been trained to use the revised evaluation form and to base classroom observations on these standards.
- The district's Peer Assistance and Review Program (PAR) provides a link between professional development and individual teacher performance. The PAR program provides a plan of assistance to teachers who are performing at a less than satisfactory level, and provides coaching support to probationary teachers. The district has assigned three teachers as full-time consultants to support teachers who need assistance.
- Principals are expected to spend forty percent of their day in the classroom or in related instructional activities. Principals' evaluations include their effectiveness in supervising faculty and staff, and monitoring curriculum, which includes significant documentation.
- The division associate superintendents work with principals to ensure that they monitor the delivery of instruction in the classroom.
- Numerous staff development is provided to improve the skills and performance of the instructional staff.
- Teachers needing assistance can receive appropriate staff development training.

### Standard Implemented: Fully - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 3 |
| February 2000 Rating: | 4 |
| August 2000 Rating:   | 5 |
| February 2001 Rating: | 5 |
| August 2001 Rating:   | 5 |
| February 2002 Rating: | 7 |
| August 2002 Rating:   | 7 |
| February 2003 Rating: | 8 |
| August 2003 Rating:   | 8 |



## 1.23 Initial Student Placement - Procedures

---

### Professional Standard

Initial placement procedures are in place to ensure the timely and appropriate placement of all students with particular emphases being placed on students with special needs.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

### Progress on Recommendations and Recovery Steps

*This standard is partially implemented and the Consent Decree stipulation has not yet been met.*

#### *Special Education:*

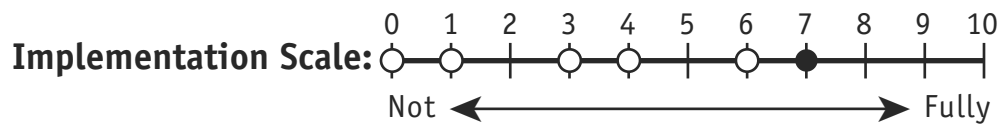
- A Student Orientation Center was established on September 3, 2002 at 417 West Alondra Avenue to receive all students new to the district for enrollment, assessment and appropriate placement. Initial Student Placement Procedures and a Tracking Form have been developed. Training has been provided to site administrators on the process and procedures of initial placement. The Center provides support services for Special Education; English Language Learners; Child Welfare and Attendance; Health, Human and Homeless Services; and some Alternative Education services such as a district suspension classroom.
- Site administrators continue to assist the student placement process by making sure that master schedules in the middle and high schools provide appropriate course offerings for English learners and special needs students.
- The Special Education Handbook of Policies and Procedures has been revised. Special Education compliance protocols and procedures have been developed for monitoring of special education services. The protocols summarize the administrative responsibilities of site administrators in the SST, IEP, and 504 processes.
- District Special Education administrators are located at the New Student Orientation Center. The school psychologists have work stations at the New Student Orientation Center and are assigned to specific school sites to provide services to the students at their assigned sites.
- The Special Education administration has developed a Proposed Action Plan in response to non-compliance issues. The plan is in draft form but implementation has begun.
- The district has developed a Voluntary Resolution Plan in response to OCR concerns to ensure that it has sufficient numbers of appropriate staff to identify and address the special education and linguistic needs of English language learners.
- Intervention programs include after school tutorials, additional class periods or an extension of the student's day, and mandatory summer school attendance.
- The district's technology department provides data reports on the status of student IEP's, Triennials, and Student Suspensions to support regular monitoring. The district is able to monitor, by site, any overdue triennial or IEP on a monthly basis to take timely action.
- The curriculum for special education is enhanced by 270 lessons in the Language! Program for use with ELD and special education students in grades 6-12. A workability program resource center has been established at Willowbrook Middle School.

### ***English Language Learners:***

- The Master Plan for English Learners is being implemented. The Master Plan was adopted by the governing board on December 10, 2002, and has been approved by the state department.
- The district has been visited by the Comité during 2002-03, and has worked strenuously to address the many areas of non-compliance in the English language learner program cited by the Comité. The district has addressed most of the areas of non-compliance.
- HRED monitors the credentials of staff who work with English learners to ensure that qualified teachers have been assigned to deliver ELD and core curriculum to English learners.
- The Center employs eleven language assessors to assess all students who register at the New Student Orientation Center. All language assessors are trained to conduct CELDT tests.
- Appropriate assessments are conducted based on the Home Language Survey.
- Board Policy No. 6174 Education for English Language Learners was revised.
- The district developed ELL district benchmarks, and ELL checklists for both elementary and secondary principals to monitor the ELL programs at their sites.
- The district has developed new program descriptions for program placement. The district provides Structured English Immersion classes and two Spanish immersion programs at Emerson and Tibby Elementary Schools. Course descriptions have been written for Specially Designed Academic Instruction in English (SDAIE) for all courses required for graduation. English language development (ELD) course descriptions have been written for English language development classes.
- An ELD Curriculum Guide has been developed and disseminated to teachers. High Point and Into English are used in grades 4-12 as the textbooks in ELD classrooms. Additional support materials have been purchased for all levels.
- The district continues to implement a Voluntary Resolution Plan (VRP) to address issues raised by the Office for Civil Rights. The district hired a Compliance Officer to respond to complaints or issues.
- The district must maintain and continue its efforts to provide appropriate services to all students.

## Standard Implemented: Partially

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 1 |
| February 2000 Rating: | 3 |
| August 2000 Rating:   | 4 |
| February 2001 Rating: | 4 |
| August 2001 Rating:   | 4 |
| February 2002 Rating: | 6 |
| August 2002 Rating:   | 6 |
| February 2003 Rating: | 7 |
| August 2003 Rating:   | 7 |



## 2.3 Class Time - Protected for Student Learning

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### Legal Standard

Class time is protected for student learning. (EC 32212)

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

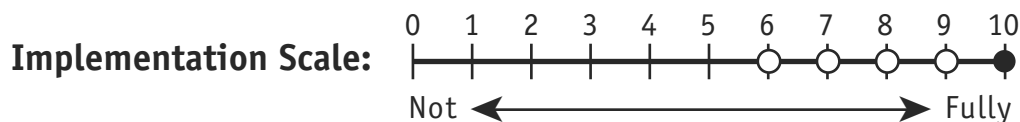
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has a board policy that addresses student learning time which is sent to the schools each year.
- The protection of class time for instruction and student learning continues to be a required element in each school's improvement plan. Strategies are developed by teachers at each site, made part of the school improvement plan, and posted in each classroom. Strategies include ways to reduce classroom interruptions.
- Instructional time for students continues to be extended beyond the regular instructional day and year with opportunities for Saturday school, after school tutorial programs, and summer extended year programs.
- In Spring 2003, the Superintendent placed a moratorium on field trips scheduled to be taken during the instructional day from January to the end of the STAR testing period.
- The Superintendent has also made it a goal for principals to improve their school student and staff attendance, targeting a 96% attendance rate for elementary students, a 95% attendance rate for middle school students, and a 94% attendance rate for high school students.

### Standard Implemented: Fully - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 6            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 7            |
| February 2001 Rating: | 8            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |



## 2.6 General Instructional Programs

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### Legal Standard

The general instructional program adheres to all requirements put forth in EC 51000-52950.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

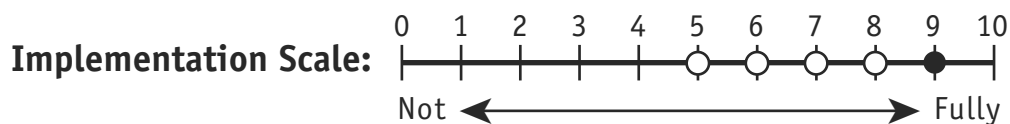
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district complies with the mandates of the Education Code 51000 through 52950. The district updated board policies and has established procedures for reviewing board policies on a regular basis.
- The district is making progress in bringing special programs for English language learners and special education students into compliance. See standard 1.23.
- The district completed the Master Plan for English Learners in December 2002. The plan has been approved by the state department. The state department and the Office for Civil Rights will continue to work closely with the district on the implementation of the plan.
- The district is implementing a standards-based curriculum. Curriculum guides reflecting the state standards and identifying benchmarks, are available for all grade levels. Curriculum guides are being further revised to make them user-friendly.
- All textbooks are fully aligned with the California Content Standards. Adoption of textbooks is done at the district level to insure comparability of instruction across the district.

### Standard Implemented: Fully - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 5 |
| August 1999 Rating:   | 6 |
| February 2000 Rating: | 6 |
| August 2000 Rating:   | 7 |
| February 2001 Rating: | 7 |
| August 2001 Rating:   | 7 |
| February 2002 Rating: | 8 |
| August 2002 Rating:   | 9 |
| February 2003 Rating: | 9 |
| August 2003 Rating:   | 9 |



## 2.9 Accountability - Maximum Educational Opportunity

### Legal Standard

The district shall be accountable for student results by using evaluative information regarding the various levels of proficiency and allocating educational resources to assure the maximum educational opportunity for all students. (EC 60609)

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

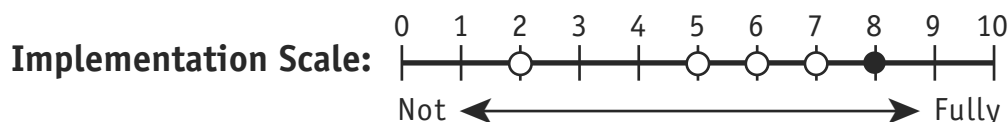
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district's multiple assessment tools include the district coordinated writing assessments administered four times a year, and the CAHSEE high school exit exam. Other assessment tools are discussed in further detail in Standard 1.4.
- Most of the schools have a Curriculum Specialist or Resource Teacher who serves as the site testing coordinator.
- Schools have been provided comparative test data results for all sub groups of students, to monitor student progress and plan for student improvement. Schools receive SAT-9, CAT-6, CELDT, CAHSEE and the California Content Standards test results with instructions on how to disseminate test results to parents.
- Each school has received a summary of test results to use in developing their school wide action plan.
- The district has initiated a process of "backward mapping" using the successful passage of the CAHSEE as the end result and determining what needs to occur in earlier grades and courses to ensure that this happens.

### Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 2            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 8            |



## 2.10 Measurement of Student Achievement

---

### Legal Standard

Student achievement will be measured using standardized achievement tests and a variety of measurement tools, i.e., portfolios, projects, oral reports, etc. (EC 60602, 60605)

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

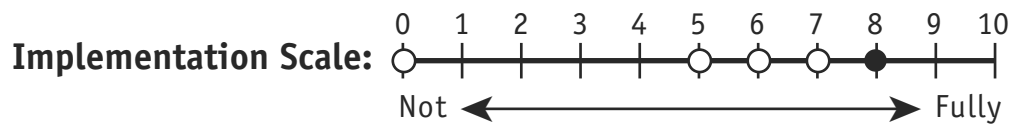
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- This standard also is discussed in Standards 1.4 and 2.9.
- The district reports that the following assessments are aligned to instruction: AIMS web (grades 1-5), the district's Writing Assessments, CAHSEE, CAT-6 and the California Standards Tests. Assessments that are imbedded in the curriculum include Open Court, Saxon, Language, and teacher generated tests.
- The English Language Development (ELD) Benchmark Assessment for grades K-12 has been completed for implementation in fall, 2003. The assessment will be administered quarterly.
- Test results are available in a variety of formats for school use. Meetings with individual principals are held to increase understanding and interpretation of test scores. Principals meet with their staffs at the beginning of the school year to review test scores and identify areas of instructional focus for the year.
- Assessment results were prepared for all principals to use in completing their school action plans as required by the district. Multiple assessments are used to evaluate school wide improvement required for participation in special programs such as High Priority School Program (HPSP), Comprehensive School Reform Demonstration Program (CSRD), and Immediate Intervention/Underperforming School Program (II/USP). Multiple assessments are also used for academic placement, Student Study Team Reviews and re-designation of special needs students.
- Training workshops on the district's assessment tools continue to be provided to administrators and teachers.
- The district is utilizing all pertinent tests that are required, as well as additional tests, e.g. course "challenge" tests, to assess student performance.

## Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 8            |





# Facilities Management Standards

The following standards were identified as needing to reach a rating of 8 to be deemed compliant. If not already presented in response to a Section of the Consent Decree, these standards appear in the following pages. A chart of the Facilities Management standards is included to provide an overview of the ratings of the standards over time and the status of their implementation.

- 1.3 See Consent Decree Section 14
- 1.6
- 1.7
- 1.8 See Consent Decree Section 16
- 1.9 See Consent Decree Section 15
- 1.12 See Consent Decree Section 9 or 18
- 1.14 See Consent Decree Section 16 or 18
- 1.17
- 2.1 See Consent Decree Section 25
- 2.3
- 2.4
- 2.5
- 2.6
- 3.4
- 3.8
- 3.10 See Consent Decree Section 25
- 6.2
- 6.3
- 8.5
- 8.6
- 8.8
- 8.9
- 8.10 See Consent Decree Section 17
- 8.12
- 9.3 See Consent Decree Section 21
- 9.4 See Consent Decree Section 7
- 9.7
- 9.8 See Consent Decree Section 10
- 9.10
- 9.11 See Consent Decree Section 18



## 1.6 School Safety - Monitoring of Bus Loading/Unloading Areas for Safety

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### Professional Standard

Bus loading and unloading areas, delivery areas, and parking and parent loading/unloading areas are monitored on a regular basis to ensure the safety of the students, staff and community. Students, employees and the public should feel safe at all times on school premises.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

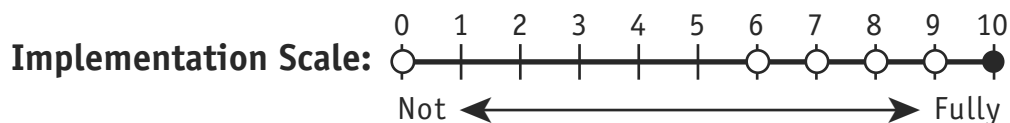
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has contracted its student busing services to an outside vendor since September 2000. The bus routes and pick up points were established with the transportation contractor. The district enforces the walking distances included in district policy.
- The district continues to monitor the bus loading and unloading areas, and the traffic patterns around the campuses. Special student loading zones have been created at several school sites. The architectural plans for new schools in the district include designs for new bus loading/unloading points.
- The district has worked with the city to conduct traffic studies at various school sites to assess any safety hazards in school traffic patterns. Remedies have included the installation of flashing lights, crosswalks, and wider sidewalks in some school areas.

### Standard Implemented: Fully- Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 6            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## 1.7 School Safety - Installation and Operation of Outside Security Lighting

### Professional Standard

Outside lighting is properly placed and monitored on a regular basis to ensure the operability/adequacy of such lighting to ensure safety while activities are in progress in the evening hours. Outside lighting should provide sufficient illumination to allow for the safe passage of students and the public during after hour activities. Lighting should also provide security personnel with sufficient illumination to observe any illegal activities on campus.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

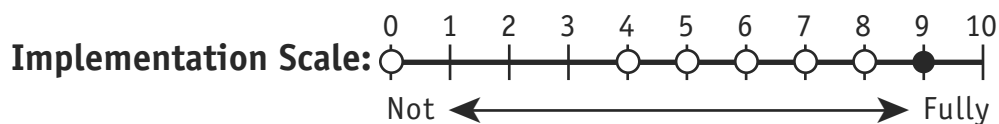
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- All campuses have outside security lights.
- Energy conservation practices continue to be implemented.
- Many of the lights and systems have been retrofitted to be more energy efficient. The district's modernization projects will continue to address this standard.
- The district's mobile repair teams are assigned to school sites on a rotational basis and replace lights and light fixtures as needed.
- Improvements to outdoor security lights for campuses are included in modernization plans.
- Periodic, unannounced school visits continue to be conducted.

### Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 4            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 9            |



## 1.17 School Safety - All Exits are Free of Obstructions

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### Legal Standard

All exits are free of obstructions. [CCR Title 8 §3219]

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

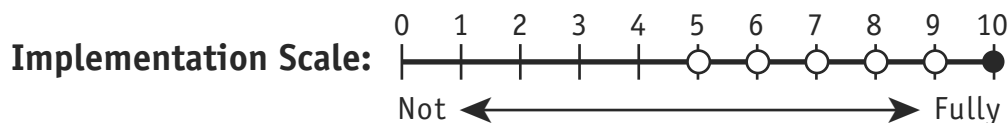
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district reports that all exit doors are free of obstructions.
- Hazardous conditions have already been addressed by the district. If a random site inspection turns up any potential new hazard, it is addressed by the district right away. All schools have an operational fire alarm system in place.
- Plant managers and site custodial staffs receive structured monthly training to improve site safety and cleanliness. Staff has been directed to keep storage areas clean and exits free of obstructions.
- Intrusion alarms at school sites have improved security of district property.
- Illuminated exit signs have been placed at exit doors in gyms, auditoriums and cafeterias at both a high level and at knee-high level in case smoke forces evacuees to crawl along the floor toward the exits.
- Random, unannounced site inspections continue to be conducted to monitor the sites.

### Standard Implemented: Fully - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 5            |
| August 1999 Rating:   | 5            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## 2.3 Facility Planning - Efforts to Seek State and Local Matching Funds

---

### Professional Standard

Compton Unified School District should seek state and local funds.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

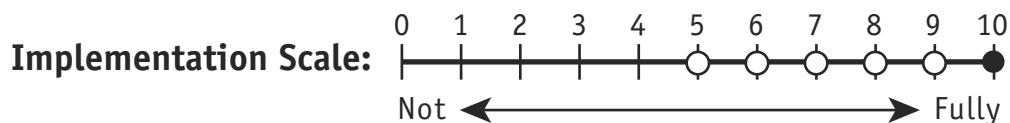
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has continually sought state and local funding for facilities improvement projects.
- The district has used district general funds and deferred maintenance funds to address the safety needs identified in the Facilities Master Plan.
- The state passed a General Obligation Bond in November 2002, and state funds to support the district's projects are now available.
- In November 2002 the district passed a local \$80 million General Obligation Bond for the district's modernization and new construction projects.

### Standard Implemented: Fully - Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 5  |
| August 1999 Rating:   | 6  |
| February 2000 Rating: | 7  |
| August 2000 Rating:   | 8  |
| February 2001 Rating: | 8  |
| August 2001 Rating:   | 9  |
| February 2002 Rating: | 10 |
| August 2002 Rating:   | 10 |
| February 2003 Rating: | 10 |



## 2.4 Facility Planning - Existence of a District Facility Planning Committee

---

### Professional Standard

Compton Unified School District should have a facility planning committee.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

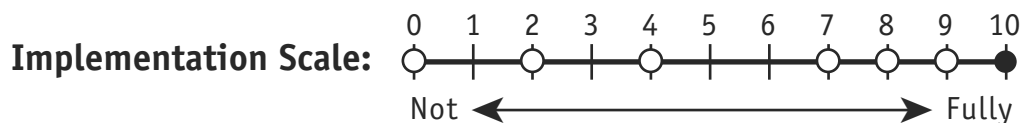
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district established a facilities master plan committee that included a wide representation of parents and community members to assist in the development of the district's facilities master plan. The committee has remained active to address other district facilities concerns.
- The committee was very active in the discussion of the COP for the new elementary school, and in the work to pass the district's general obligation bond.
- The district has established a bond oversight committee to oversee the projects to be supported by the recently passed \$80 million General Obligation Bond.

### Standard Implemented: Fully - Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 0  |
| August 1999 Rating:   | 2  |
| February 2000 Rating: | 4  |
| August 2000 Rating:   | 7  |
| February 2001 Rating: | 8  |
| August 2001 Rating:   | 9  |
| February 2002 Rating: | 10 |
| August 2002 Rating:   | 10 |
| February 2003 Rating: | 10 |



## 2.5 Facility Planning - Properly Staffed and Funded Facility Planning Function

### Professional Standard

Compton Unified School District should have a properly staffed and funded facility planning department.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

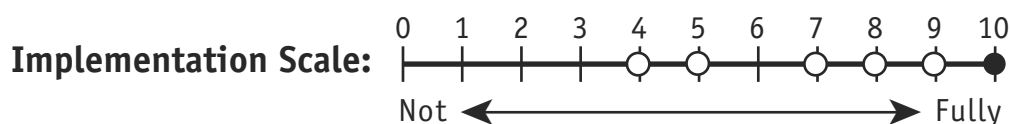
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The position of Chief Facilities Officer is a cabinet level management position.
- Staffing for the Facilities Division was increased to include additional positions in the trade areas, and several coordinator positions.
- The district has hired construction management firms as project managers to oversee and assist in the completion of the district's construction projects.
- Facilities managers have taken classes in the school construction process offered by the University of California at Riverside and are now certified in Facilities Planning.
- Employees are being evaluated regularly. Numerous training opportunities are provided for staff to improve their job skills.
- Evaluation of plant managers has been shifted from the site principals to the Chief Facilities Officer and his designee(s).
- The Facilities Division has a good team, they are keeping abreast of projects, and are receiving and providing appropriate staff training. Staff are being recognized for their accomplishments.

### Standard Implemented: Fully- Sustained

|                            |              |
|----------------------------|--------------|
| February 1999 Rating:      | 4            |
| August 1999 Rating:        | 5            |
| February 2000 Rating:      | Not Reviewed |
| August 2000 Rating:        | 7            |
| February 2001 Rating:      | 7            |
| August 2001 Rating:        | 8            |
| February 2002 Rating:      | 8            |
| August 2002 Rating:        | 9            |
| February 2003 Self Rating: | 10           |
| February 2003 New Rating:  | 10           |



## 2.6 Facility Planning - Implementation of an Annual Capital Planning Budget

### Professional Standard

Compton Unified School District should develop and implement an annual capital planning budget.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

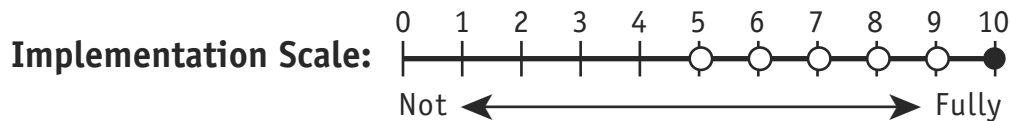
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district completed a Facilities Implementation Plan, approved effective August 10, 2001, to implement the district's Comprehensive Facilities Master Plan adopted in July 1999. The district utilized general fund and deferred maintenance dollars for modernization projects until state and local bond funds were available.
- The state passed a General Obligation Bond in November 2002, and state funds to support the district's projects are available.
- In November 2002 the district passed a local \$80 million General Obligation Bond.
- The funds that will be available from the state and local bonds will allow the district to implement the facilities projects identified in its Comprehensive Facilities Master Plan.

### Standard Implemented: Fully- Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 5  |
| August 1999 Rating:   | 6  |
| February 2000 Rating: | 7  |
| August 2000 Rating:   | 8  |
| February 2001 Rating: | 8  |
| August 2001 Rating:   | 9  |
| February 2002 Rating: | 10 |
| August 2002 Rating:   | 10 |
| February 2003 Rating: | 10 |



### 3.4 Facilities Improvement and Modernization - Determination of Maximum Eligibility for State Funding

---

#### Professional Standard

The CUSD consistently reviews and monitors its eligibility for State funding so as to capitalize upon maximal funding opportunities.

#### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

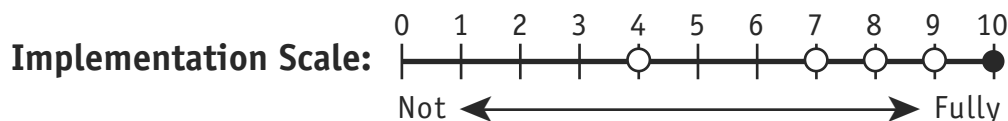
#### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district consistently reviews and monitors its eligibility for state funding.
- The district continued to submit applications to maintain its hardship eligibility status in order to receive 100% of state funding, instead of 80% for modernization projects and 50% for new construction. The district lost its hardship status with the passing of the local GOB and the district will be required to provide its share of matching funds for modernization (20%) and new construction (50%) projects. The district plans to use \$61 million for modernization projects and \$20 million for new construction projects.
- Facilities managers have taken classes in the school construction process and are certified in Facilities Planning.

#### Standard Implemented: Fully- Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 4  |
| August 1999 Rating:   | 7  |
| February 2000 Rating: | 8  |
| August 2000 Rating:   | 8  |
| February 2001 Rating: | 9  |
| August 2001 Rating:   | 10 |
| February 2002 Rating: | 10 |
| August 2002 Rating:   | 10 |
| February 2003 Rating: | 10 |



### 3.8 Facilities Improvement and Modernization - Approval of Plans and Specifications Prior to Contract Award

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#### Legal Standard

The CUSD obtains approval of plans and specifications from the Division of the State Architect and the Office of Public School Construction (when required) prior to the award of a contract to the lowest, responsible bidder. [EC 17263, 17267]

#### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

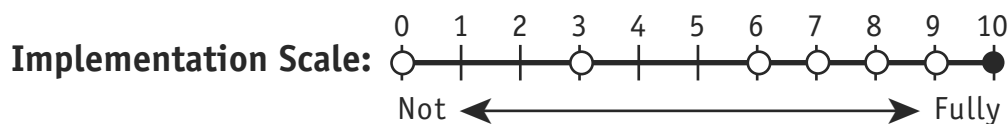
#### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- All 28 district modernization projects and 8 new construction projects have long been approved by both the California Department of Education (CDE) and the Department of the State Architect (DSA).
- As state funds were not available to initiate the district's new construction projects, the district governing board approved a COP for \$19 million to construct the William Jefferson Elementary School in January 2003.
- In November 2002 the district passed a local \$80 million General Obligation Bond to modernize its aging facilities but lost its hardship status and will be required to provide its share of matching funds for modernization (20%) and new construction (50%) projects. The district plans to use \$61 million to support its modernization projects and \$20 million for new construction projects.
- Several construction projects have been initiated. The district's bid process is well established and implemented. Contracts are awarded to the lowest, responsible bidder.
- Facilities managers have taken classes in the school construction process and are certified in Facilities Planning.

#### Standard Implemented: Fully - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 3            |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 7            |
| August 2001 Rating:   | 8            |
| February 2002 Rating: | 9            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 10           |
| August 2003 Rating:   | 10           |



## 6.2 Special Education Facilities - Equity, Appropriate to Educational Program

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### Professional Standard

The CUSD provides facilities for its Special Education programs which ensure equity with other educational programs within the district and provides appropriate learning environments in relation to educational program needs.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

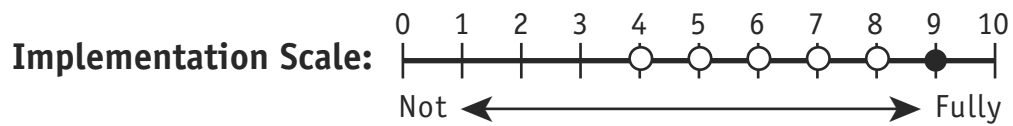
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district conducted a facilities inventory and assessment to determine the space allocation for special education programs. The district relocated some special education programs to more appropriate locations, i.e., Walton Elementary.
- The district has upgraded the special education facilities at various sites with some facilities adjustments.
- The district reports that all school sites are handicapped accessible. The modernized facility in the Compton High School administration building's basement is handicapped accessible with ramps and an elevator.
- A new facility was constructed at Caldwell Elementary for students with severe disabilities from the county special education program.
- The Facilities Division considers maintenance requests to meet the needs of the special education population a high priority.
- Site principals are expected to consider the needs of their students when assigning the various instructional programs to existing site facilities and classrooms.
- The district has replaced portable classrooms and continues to upgrade permanent classrooms through modernization projects.
- Modernization and new construction projects are designed to provide full access for handicapped students. For example, elevators are scheduled to be installed at Kennedy and Dickison Elementary Schools as part of the modernization plans.

## Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 9            |



## 6.3 Special Education Facilities - Adequacy for Instructional Program Needs

### Professional Standard

The CUSD provides facilities for its Special Education programs which provide appropriate learning environments in relation to educational program needs.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

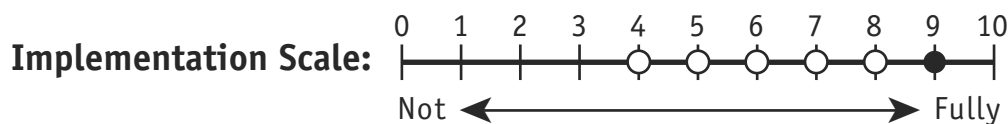
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has upgraded special education facilities at various sites with some facilities adjustments.
- The learning environments for special education students have been upgraded. The district has replaced portable classrooms and continues to upgrade permanent classrooms through modernization projects.
- Attention has been given to providing proper lighting and air conditioning for special education classrooms, and renovating the restrooms for ease of use by disabled students.
- The district reports that all school sites are handicapped accessible.
- The passage of the district's local general obligation bond will allow the district to speedily implement its planned modernization projects to provide more appropriate facilities for all district programs, including special education.
- Modernization and new construction projects are designed to provide full access for handicapped students. For example, elevators are scheduled to be installed at Kennedy and Dickison Elementary Schools as part of the modernization plans.

### Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 4            |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 9            |



## 8.5 Facilities Maintenance and Custodial - Adequate Maintenance Records and Inventories

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### Professional Standard

Adequate maintenance records and reports are kept, including a complete inventory of supplies, materials, tools and equipment. All employees required to perform maintenance on school sites should be provided with adequate supplies, equipment and training to perform maintenance tasks in a timely and professional manner. Included in the training is how to inventory supplies and equipment and when to order or replenish them.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

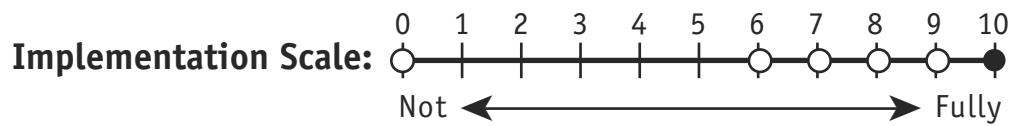
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district utilizes the MC II school-based software, to maintain its supplies records and inventory.
- The department has established a separate purchase order system for the purchase of tools to maintain greater accountability over tools and equipment.
- Fridays have been designated for equipment storage and clean-up days.
- The district continues to use the maintenance request flow chart and forms established to track all maintenance requests from the sites.
- The district utilizes a five-day completion timeline to complete the requested maintenance. If a request is complex and will require more days to complete, the request is assigned to the facilities division as a project, and sites are informed that the five-day timeline cannot be met, with an explanation and scheduled date of completion. A Project Status Report on the project is maintained.
- The utilization of the two mobile maintenance teams provides for better tracking of the supplies and tools needed for the work conducted at the school sites.
- The maintenance department performs weekly, monthly, and annual material checks.
- The department reports that an adequate inventory of materials and equipment is maintained with the maintenance record procedure.
- School site employees are provided with the supplies, materials and tools necessary to perform their work.
- The maintenance department provides training and regular staff meetings to keep staff informed and up-to-date. Weekly meetings of plant managers are conducted to provide training on district processes and procedures, and to improve job skills.

## Standard Implemented: Fully- Sustained

|                       |    |
|-----------------------|----|
| February 1999 Rating: | 0  |
| August 1999 Rating:   | 6  |
| February 2000 Rating: | 6  |
| August 2000 Rating:   | 6  |
| February 2001 Rating: | 6  |
| August 2001 Rating:   | 7  |
| February 2002 Rating: | 8  |
| August 2002 Rating:   | 9  |
| February 2003 Rating: | 9  |
| August 2003 Rating:   | 10 |



## 8.6 Facilities Maintenance and Custodial - Procedures for Evaluation of Maintenance and Operations Staff

---

### Professional Standard

Procedures are in place for evaluating the work quality of maintenance and operations staff. The quality of the work performed by the maintenance and operations staff should be evaluated on a regular basis using a board-adopted procedure which delineates the areas of evaluation and the types of work to be evaluated.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

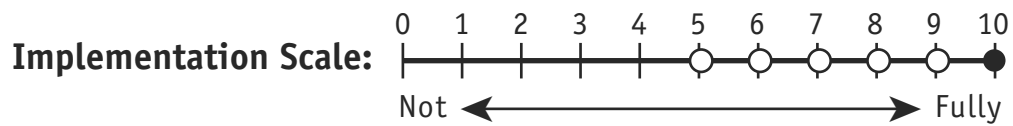
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- Annual evaluations of all permanent employees in the Facilities Division are conducted. Employees have clear expectations for their work.
- Facilities administrators conduct spot checks of the school sites and note areas that need improvement.
- The supervision and evaluation of plant managers and staff has been transferred from the site principal to the Chief Facilities Officer and his designee(s). The site principals share the supervisory responsibility, and will continue to provide input to the evaluations.
- The district's personnel office provides ongoing training workshops for supervisory personnel in evaluation procedures and in properly documenting unsatisfactory performance of employees. Workshops include discussion on how to monitor an employee's performance, and stress meeting probationary evaluation deadlines.
- Performance evaluations are conducted to assess the work quality of the staff. The updated evaluation form now includes a "quality of work" section. The probation period is being taken seriously by both supervisor and new employee, and new employees are being closely monitored.
- The facilities division has provided plant managers with a sample structured work schedule for site maintenance employees for each day and each week. A sample template has been developed for plant managers to modify for their individual site needs.

## Standard Implemented: Fully- Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 5            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 5            |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 7            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## 8.8 Facilities Maintenance and Custodial - Availability of Custodial Supplies and Equipment

---

### Professional Standard

Necessary supplies, tools and equipment for the proper care and cleaning of the school(s) are available to staff. Operational staff should be expected to keep the campuses clean. In order for the staff to meet these expectations, they must be provided with the necessary supplies, tools and equipment as well as the training associated with the proper use of such.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

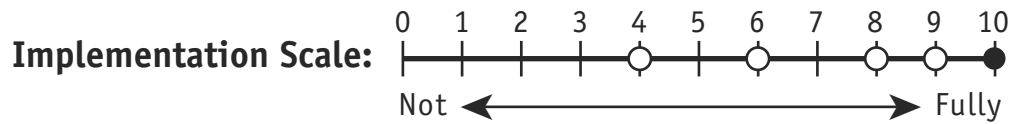
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- School site employees are being provided the supplies, materials and tools necessary to perform their work.
- Funds to provide the necessary supplies, tools and equipment for the care and cleaning of the school are allocated to the site by formula.
- The number of custodial staff at a school is allocated by formula based on the number of students at the site at a ratio of approximately 200:1.
- Funds are allocated to the district's facilities budget to replace equipment and tools at the site and to address additional supply needs. Equipment for the sites is purchased by the maintenance department.
- Continuous training and staff meetings are held to keep staff informed and up-to-date. Weekly meetings of plant managers are conducted to provide training on district processes and procedures, and to improve job skills. Managers are expected to provide the training to site employees.
- Monthly meetings continue to be held with both the principals and plant managers in attendance together to discuss site and facilities issues.
- The supervision and evaluation of plant managers and staff has been transferred from the site principal to the Chief Facilities Officer and his designee(s). The site principals will share the supervisory responsibility, and will continue to provide input to the evaluations.

## Standard Implemented: Fully - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 4            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 6            |
| February 2001 Rating: | 6            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 8            |
| August 2002 Rating:   | 9            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## 8.9 Facilities Maintenance and Custodial - Implementation of a Preventive Maintenance Program

---

### Professional Standard

The district has an effective preventive maintenance program. The district should have a written preventive maintenance program that is scheduled and followed by the maintenance staff. This program should include verification of the completion of work by the supervisor of the maintenance staff.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

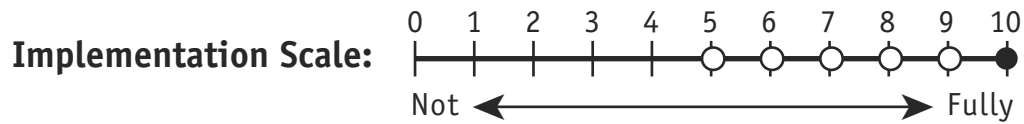
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has determined life expectancies of various facilities, such as roofs, asphalt, painting, etc. and has developed a replacement schedule. The maintenance department has scheduled regular maintenance for recurring projects such as tree trimming, checking heating and air conditioning systems, cleaning gutters and drains, boiler checks, etc. Some projects are scheduled for maintenance during the summer months when school is not in session.
- The district, with assistance from its architects, has developed maintenance specifications for all electrical and mechanical work. These specs establish standards that help provide conservation efficiency. The specs are used in all repair and maintenance work conducted by the district. Lighting fixtures are being upgraded.
- Two mobile maintenance teams continue to address maintenance requests before they become major problems.
- The district continues to use its established maintenance request flow chart and forms to track all maintenance requests from the sites.
- Monthly meetings are held with site principals and plant managers in attendance together. Weekly training meetings are held with plant managers to provide continual training on safety procedures, ways of improving work performance, and expectations on complying with district processes and procedures.

## Standard Implemented: Fully - Sustained

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 5            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | 5            |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 9            |
| August 2003 Rating:   | 10           |



## 8.12 Facilities Maintenance and Custodial - Implementation of a Planned Program Maintenance System

---

### Professional Standard

The district has implemented a planned program maintenance system. The district should have a written planned program maintenance system that includes an inventory of all facilities and equipment that will require maintenance and replacement. This program should include purchase prices, anticipated life expectancies, anticipated replacement time lines and budgetary resources necessary to maintain the facilities.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action *Serna v Eastin*, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

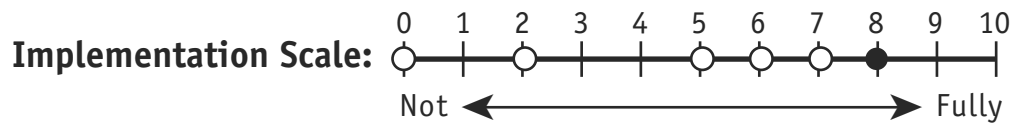
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district has determined the life expectancies for its roofs, asphalt, painting, equipment, etc. and has developed a replacement schedule.
- The maintenance department schedules regular maintenance for recurring projects such as tree trimming, checking heating and air conditioning systems, cleaning gutters and drains, boiler checks, etc. Some maintenance projects are scheduled during the summer when school is not in session.
- The facilities division continues to use a computer software program to maintain a database of its maintenance equipment inventory. The projected life expectancy of the equipment is included to determine a schedule of maintenance and replacement of items.
- The district, with assistance from its architects, has developed maintenance specifications for all electrical and mechanical work. These specs establish standards that help provide conservation efficiency. The specs are used in all repair and maintenance work conducted by the district.
- Two mobile maintenance teams do routine maintenance at school sites.

## Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | 2            |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 5            |
| February 2001 Rating: | 5            |
| August 2001 Rating:   | 6            |
| February 2002 Rating: | 7            |
| August 2002 Rating:   | 8            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 8            |



## 9.7 Instructional Program Issues - Adequate Heating and Ventilation Exists in All Schools

---

### Professional Standard

All schools shall have adequate heating and ventilation.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

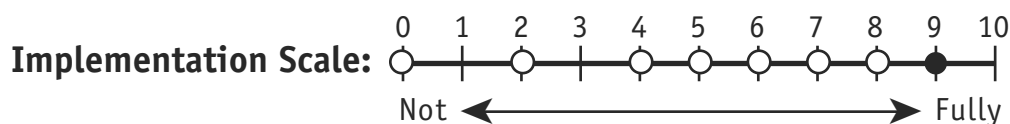
### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district works to update or replace heating units and ventilation systems. The Facilities Division estimates that 90-95% of all heating units are operable. New heaters were installed at Davis, Centennial, Anderson, and Lincoln schools.
- The district's modernization and new construction plans address heating and ventilation for the district schools. HVAC and lighting/electrical systems are included in the scope of the projects contained within the modernization plans.
- The district has worked with ENVIRON to assess ways to increase energy efficiency in the district.
- The district has defined district standards for unit brands and types of systems to standardize maintenance and replacement component issues.
- All district modernization and new construction projects identified in the Facilities Master Plan address energy conservation in proposed equipment, infrastructure, and construction.
- The Facilities Division, along with the district's architects, has developed master specifications for the installation of all electrical and mechanical equipment.

### Standard Implemented: Fully - Substantial

|                       |   |
|-----------------------|---|
| February 1999 Rating: | 0 |
| August 1999 Rating:   | 2 |
| February 2000 Rating: | 2 |
| August 2000 Rating:   | 4 |
| February 2001 Rating: | 5 |
| August 2001 Rating:   | 6 |
| February 2002 Rating: | 7 |
| August 2002 Rating:   | 8 |
| February 2003 Rating: | 9 |
| August 2003 Rating:   | 9 |



## 9.10 Instructional Program Issues - Environment Conducive to High Quality Teaching Learning

---

### Professional Standard

The learning environments provided within respective school sites within the CUSD are conducive to high quality teaching and learning.

### Consent Decree Stipulation

This standard was identified in the Consent Decree in the action Serna v Eastin, Case No. BC 174282, as needing to reach a rating of 8 to be deemed compliant.

### Progress on Recommendations and Recovery Steps

*This standard is fully implemented and the Consent Decree stipulation has been met.*

- The district is continually upgrading its facilities to improve the learning environment for students. Much thought is given to color schemes, the use of clear glass blocks for lighting, adequate sized walkways, landscaping, safety concerns, etc. to make the learning environment more attractive.
- The district completed the infrastructure for placing computers in every classroom, and is constantly upgrading the networking system. Extra conduits have been installed at all sites.
- The telephone system in the district has been upgraded. Telephones have been placed in classrooms districtwide.
- The district has benefited from its e-rate applications over the last few years.
- The condition of school site facilities continues to be monitored during periodic, unannounced site visits to school campuses.

### Standard Implemented: Fully - Substantial

|                       |              |
|-----------------------|--------------|
| February 1999 Rating: | 0            |
| August 1999 Rating:   | Not Reviewed |
| February 2000 Rating: | Not Reviewed |
| August 2000 Rating:   | 4            |
| February 2001 Rating: | 4            |
| August 2001 Rating:   | 5            |
| February 2002 Rating: | 6            |
| August 2002 Rating:   | 7            |
| February 2003 Rating: | 8            |
| August 2003 Rating:   | 9            |

