

**ACCOUNTABILITY PLAN  
MODIFIED CONSENT DECREE  
2006-2007**

**ACCOUNTABILITY FOR TARGETED STRATEGY PLANS IMPLEMENTATION**

The Modified Consent Decree (MCD) represents a commitment to a monumental effort in creating school cultures, climates, and instructional practices that are responsive to the needs students with disabilities. Achievement of the MCD outcomes must be urgently addressed at all levels of the District. LAUSD personnel must be accountable to meet this obligation so schools are inclusive of all students. Implementation of the MCD supports continuous improvement of education programs, practices and services for students with disabilities. It also contributes to schools meeting annual yearly progress (AYP) standards and academic performance index (API) requirements established by *No Child Left Behind* for the subgroup of “students with disabilities.”

After three years under the federally monitored MCD, the District has disengaged from only five outcomes and remains engaged in thirteen. Accountability for achievement of the MCD outcomes begins with the Superintendent of LAUSD. It is expected that the 2006-2007 Targeted Strategy Plans will be implemented. The Targeted Strategy Plans have been calculated to achieve the remaining MCD outcomes through specific interventions at targeted local districts and schools. Performance on the 2006-2007 implementation of the plans and achievement of the Modified Consent Decree outcomes are to be included in end-of-year performance evaluations of local district superintendents, directors, targeted school principals and selected central office personnel.

**EVIDENCE OF RESULTS**

The data used to measure achievement of each of the MCD outcomes is the tangible evidence of results at the District, local district, and school levels. Reviewing and analyzing disaggregated special education data allows the District to determine (1) which local districts and schools are on track to achieve the unmet outcomes; and (2) where there is need for additional assistance or intervention. Using this information, the local district superintendents and directors must employ targeted accountability as a strategy for ensuring implementation of the Targeted Strategy Plans at targeted schools.

**ACCOUNTABILITY STRATEGIES AND ACCOUNTABLE PERSONNEL**

**STRATEGY A-1: The Division of Special Education will publish and distribute to Local District Superintendents, directors and targeted school administrators regular local district and school “snapshot” reports that provide current MCD data on unmet school site outcomes, *i.e.*, Outcomes 5, 7, 10, 13, 14 and 18 (Outcomes 2, 3 and 4 involve annual data and therefore, the data will remain the same on the monthly reports).**

**Accountable Personnel:** Associate Superintendent, Division of Special Education

**Implementation Timeline:** January 2007 through June 2007

**STRATEGY A-2: Local district superintendents and/or directors, in consultation with the support unit administrators, will conference with the principal at each targeted school to discuss that school's MCD performance on each outcome for which the school is targeted. During the conference, improvement benchmarks for the school will be established for each of the relevant outcomes. Thereafter, the school's progress will be measured by interim data, which will include "snapshot" reports for targeted schools.**

**Accountable Personnel:** Local District Superintendents, Directors and Support Unit Administrators

**Sample Questions for Targeted Principal Conferences**

1. What steps have you taken to ensure that all school staff understand that they are expected to improve the school's performance on the outcomes so that their school meets the requirements of the MCD? How have you included this in the performance evaluation (Stull) process according to individual roles and responsibilities (APEIS, other Assistant Principals, Bridge Coordinators, IEP Classified Support, Special Education Teachers, General Education Teachers)?
2. Have you identified those outcome areas or particular action steps that may need additional supports?
3. Are you implementing the corrective action/target strategy plans within the timelines established by Local District staff in order to meet, or significantly improve, the achievement of the MCD outcomes?
4. Are school data systems, including the Welligent system, being accurately and timely maintained?
5. Are there any particular outcome areas that need extraordinary actions at your school site to achieve the outcomes? How are these being addressed by you and the school staff in general?

**Implementation Timeline:** Conference held for all targeted schools by February 28, 2007.

**STRATEGY A-3: Local district superintendents and/or directors, in consultation/collaboration with the support unit administrators, will conference with targeted school principals a second time if their schools fail to meet the benchmarks established at the first conference. During the second conference, the participants will discuss the lack of improvement and the possible reasons for the lack of improvement. Where appropriate, local district superintendents and/or directors will take action to hold the principals accountable (e.g., oral warning, written warning issued, Notice of Unsatisfactory Service or Act, suspension, removal or reassignment) for failing to take necessary action to improve school site MCD performance. Type of action will depend on the level and severity of the failure.**

**Examples of Acts and/or Omissions Warranting Consequences:**

- Failure to adequately oversee staff regarding IEP and MCD requirements.
- Failure to implement necessary action steps in Targeted Strategy Plans.
- Failure to implement data systems, including Welligent IEP and Service Tracking systems, and procedures as required by District policy.
- Failure to follow directives of the immediate supervisor.

**Accountable Personnel:** Local District Superintendents, Directors and Support Unit Administrators

**Implementation Timeline:** Conferences held by between May 1 and May 31, 2007 (may be done in conjunction with Stull evaluations)

**STRATEGY A-4: Include in each local district superintendent's end-of-the-year performance evaluation an analysis of their local district's performance on the implementation of the Targeted Strategy Plans and achievement of MCD outcomes. Consideration of overall rating of the local district superintendent may be influenced by his/her performance in this area.**

**Accountable Personnel:** General Superintendent

**Implementation Timeline:** June 30, 2007

**STRATEGY A-5: Include in each local district directors' end-of-the-year performance evaluation an analysis of their schools' performance on the implementation of the Targeted Strategy Plans and achievement of MCD outcomes. Consideration of overall rating of the director may be influenced by his/her performance in this area.**

**Accountable Personnel:** Local District Superintendents

**Implementation Timeline:** May 31, 2007

**STRATEGY A-6: Include in targeted school principals' end-of-the-year performance evaluation an analysis of their schools' performance on the implementation of the Targeted Strategy Plans and achievement of MCD outcomes. Consideration of the overall rating of the principal may be influenced by his/her performance in this area.**

**Accountable Personnel:** Local District Directors

**Implementation Timeline:** May 31, 2007