



INTEROFFICE CORRESPONDENCE

INFORMATIVE

To: Members, Board of Education **Date:** September 22, 2005
From: Yea-Lan Chiang, Ethics Officer
Subject: Board Motion on Ethics

We are looking forward to updating the Board in full on the progress we have been making on LAUSD’s ethics initiative when we return to the Audit, Business & Technology committee this October. With the Superintendent’s full support, we have been using the “Moving Ethics Forward” strategic plan as our roadmap since the plan was presented at ABT last October. We are making excellent progress and are proud to share with you some brief highlights using the plan’s three goal areas:

1. INFRASTRUCTURE DEVELOPMENT - WE ARE DEVELOPING AN EFFECTIVE ETHICS INFRASTRUCTURE

- We have committed and secured a stable level of funding (\$600,000 for each fiscal year) for this office in accordance with the plan.
- The Superintendent has directed every major division of the district identify an “Ethics Liaison” to work in partnership with the Ethics Office to facilitate its work. We have already tested this network for one program area (the Form 700 Statement of Economic Interest filings) and will rely upon our Liaisons to carry out the next components of work as we further the initiative.
- Working with the Personnel Commission, we have successfully restructured the Ethics Office and as of early this month have the full complement of the team we envisioned. We now have a wonderful team of Ethics Advisors on board that are as talented as they are passionate.

2. EMPLOYEE SUPPORT - WE’RE MAKING IMPORTANT STRIDES AS WE GET READY TO GO WIDE WITH OUR TRAINING EFFORTS IN OUR EFFORT TO FOSTER A STRONG ETHICAL WORK ENVIRONMENT AT LAUSD

- In June, we trained and briefed LAUSD’s top 56 senior leaders on Ethics and Leadership to give the ethics initiative a strong kick-off.
- In August, we launched our new ethics website, making available on-demand a number of useful training resources, including an interactive web-based training module for our employees district-wide.
- And this fall, we will be piloting our in-person training efforts with high impact groups to get ready for full, district-wide, annual employee training by 2007.

3. INTEGRITY ASSURANCE – WE’RE WORKING TO INCREASE EMPLOYEE AND PUBLIC CONFIDENCE IN THE INTEGRITY OF LAUSD’S DECISION-MAKING PROCESSES

- We are nearing completion on meeting LAUSD’s state-mandated Form 700 filing requirement for this year.
- We have presented a new and cutting-edge lobbying policy and are on target to having the policy implemented for 2006, ahead of what is called for in our plan.

The Superintendent’s staff is committed to realizing your vision for a successful ethics initiative at LAUSD. We have greatly appreciated the Board’s vision and support in prioritizing this initiative and helping LAUSD in demonstrating a firm commitment to promoting conduct that strengthens public trust and confidence in the integrity of our work. We know that this trust is critical for us to create student achievement and success.

C: Jim Morris, Maribel Medina, Jefferson Crain, Jerry Thornton, Vivian Castro