



Ethics Office

Building Trust

Inside and Out

Transparency

Good Governance

Integrity

Moving Ethics Forward

*2004-2007 Strategic Plan:
Year Two Update*

Excellence

Model Conduct

ABT Committee Meeting

November 13, 2006

Protecting Public Interest

Ask Ethics: (213) 241-3330

www.lausd.net/ethics

Moving Ethics Forward

Background Recap

Given our work with children, LAUSD faces extremely high public expectations and scrutiny

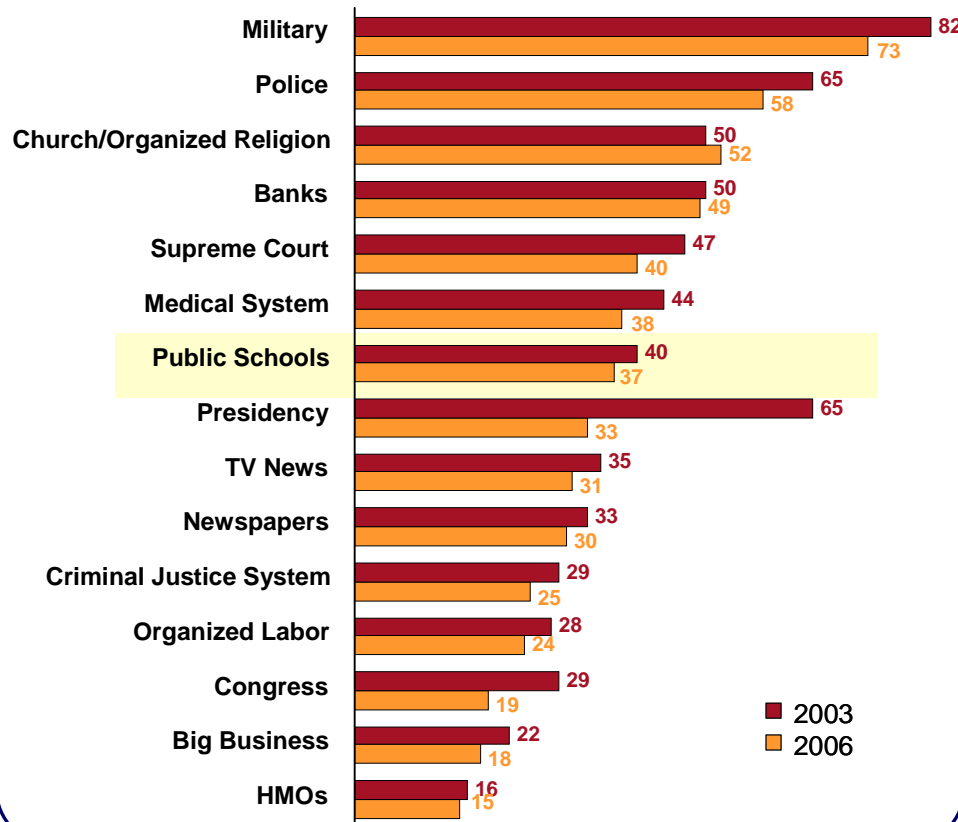


We want LAUSD to be a **trusted organization, one which engenders employees and the public alike to work in partnership to give their utmost in support of student achievement and success.**



Public Confidence in Institutions

(% Public Expressing Confidence)

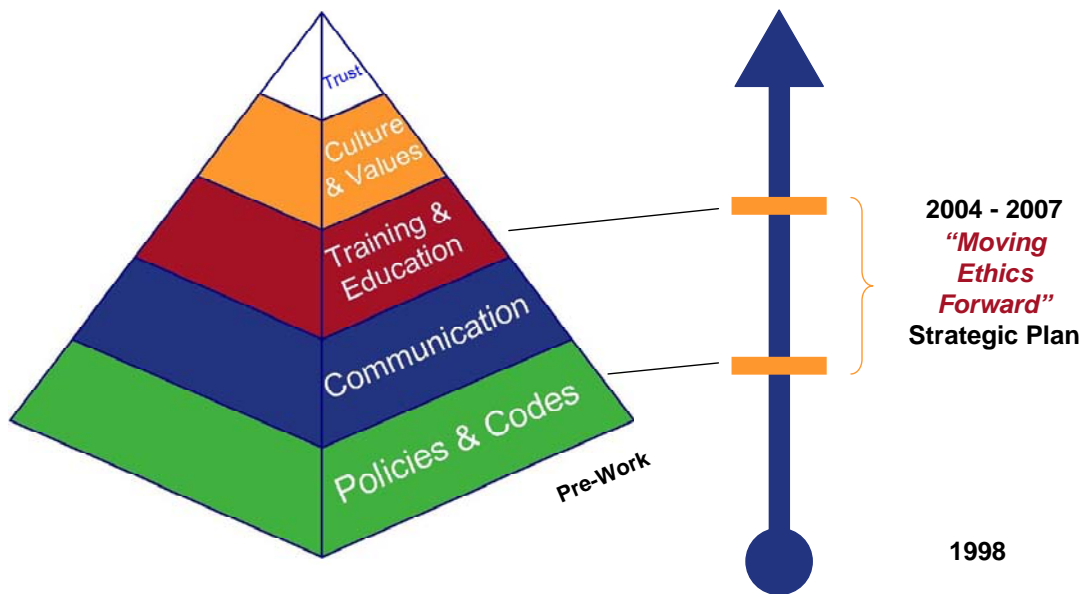
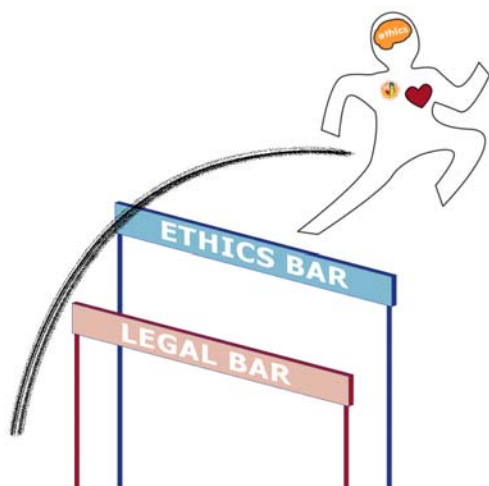


Moving Ethics Forward

Background Recap

With leadership support, LAUSD is implementing a best practices plan for managing ethics

Moving Ethics Forward A Strategic Approach



Process for Fostering Organizational Ethics

**LAUSD
Ethics Codes:**

**Conflict of
Interest Code
(Form 700s)**

**Lobbying
Code**

**Contractor
Code**

**Code of
Ethics**

Moving Ethics Forward

Background Recap

We have focused our initial strategy on making progress in three critical goal areas

Key Goals

Year Two Status

1 **Infrastructure Development**
Develop *effective* ethics infrastructure at LAUSD



2 **Employee Support**
Foster a strong ethical work environment
for *all* employees



3 **Integrity Assurance**
Increase *employee and public confidence* in
the integrity of our decision making processes



Moving Ethics Forward

Progress Highlights Overview

Our three goal areas guide our efforts in weaving ethics throughout LAUSD's operations

Key Achievements in 2006

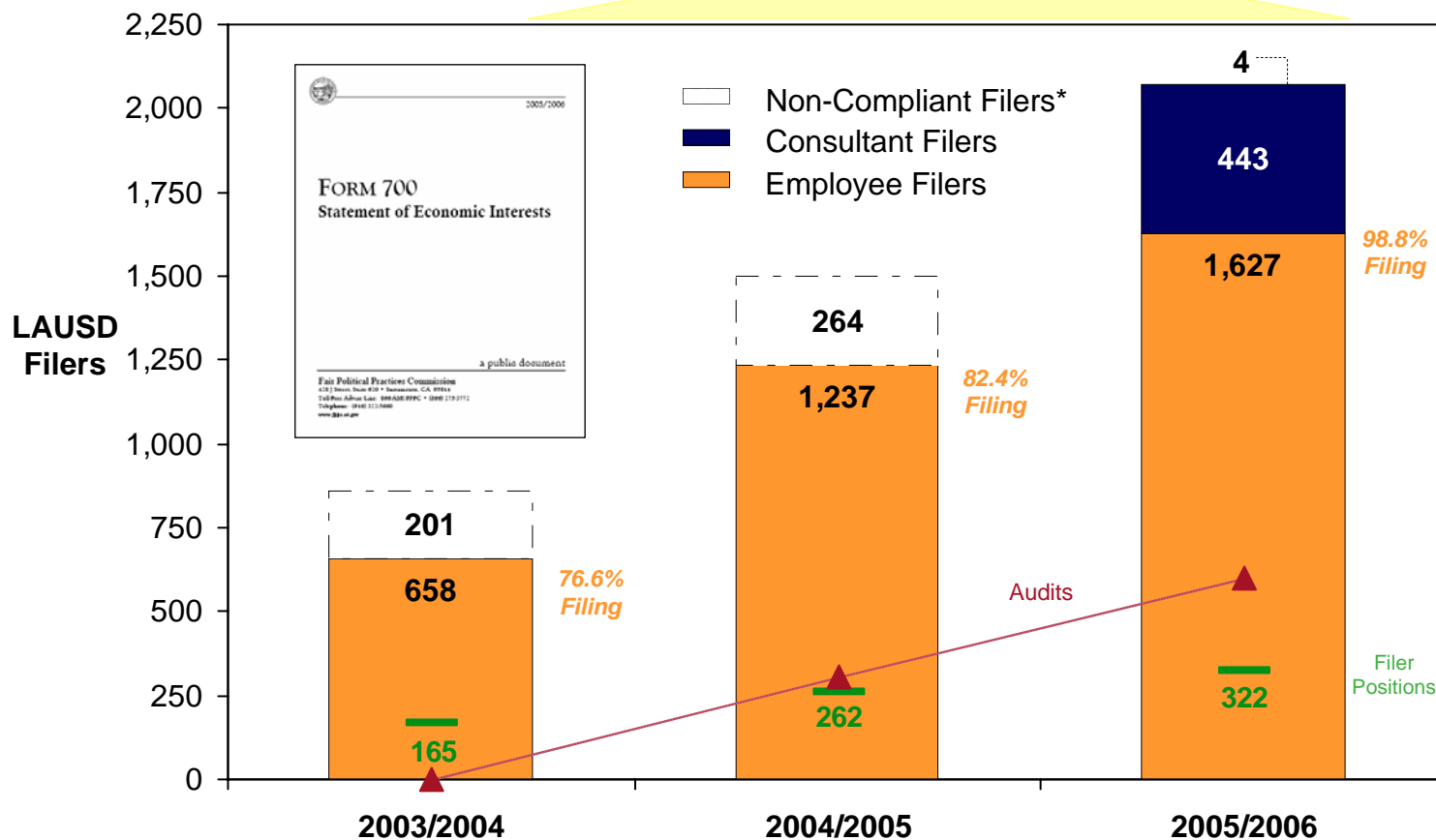
- 1 Improving LAUSD's legal compliance** 
 - We are improving LAUSD's state-mandated compliance with managing financial conflicts
- 2 Fixing our Lobbying Disclosure Program** 
 - We have already doubled our registrations and improved transparency with online disclosure
- 3 Improving Contracting Integrity** 
 - We have presented our updated Contractor's Code to the Board for approval
- 4 Engaging Senior Leaders** 
 - We have launched our "SCRUB" ethics orientation and exit process for top LAUSD leaders
- 5 Supporting LAUSD employees** 
 - We have fielded over 2,000 Ask Ethics Helpline calls in the last 12-month period

Moving Ethics Forward

Highlights: Form 700s

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Conflict of Interest Code	Lobbying Code	Contractor Code	Code of Ethics
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Estimated Target Goal:
10,000 Filers

Designated Consultants

Designated Filers

Elected Officials

Moving Ethics Forward

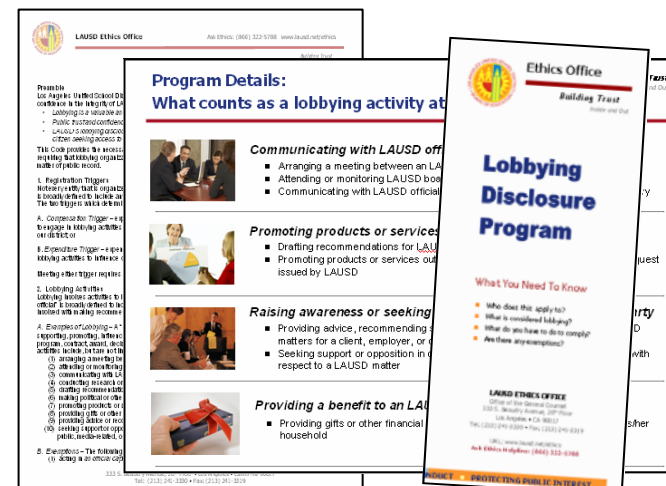
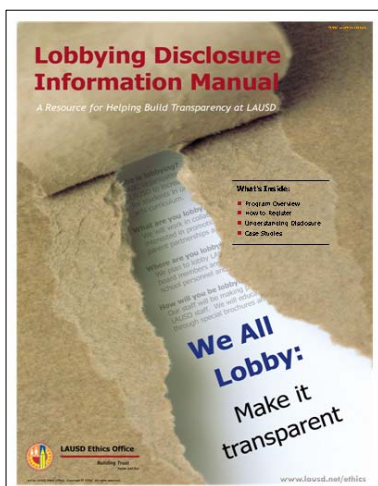
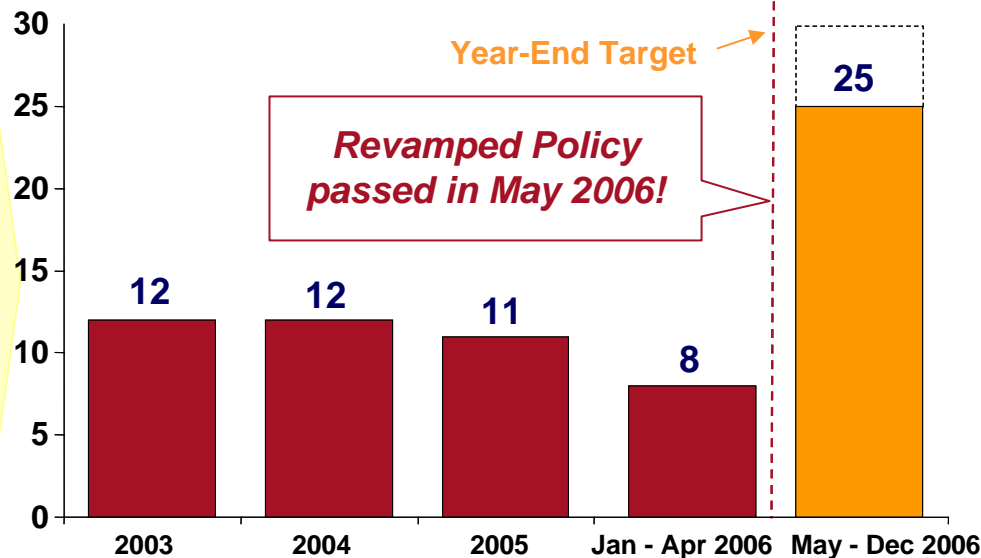
Highlights: Lobbying Disclosure

Conflict of Interest Code	Lobbying Code	Contractor Code	Code of Ethics
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Outreach & Awareness Efforts:

- 10,000+ vendors contacted
- Multiple informational sessions offered to our stakeholders
- Policy mentioned in media
- Internal communication piggyback wherever possible
- Rich array of online resources available on demand, 24-7

LAUSD's Registered Lobbying Organizations



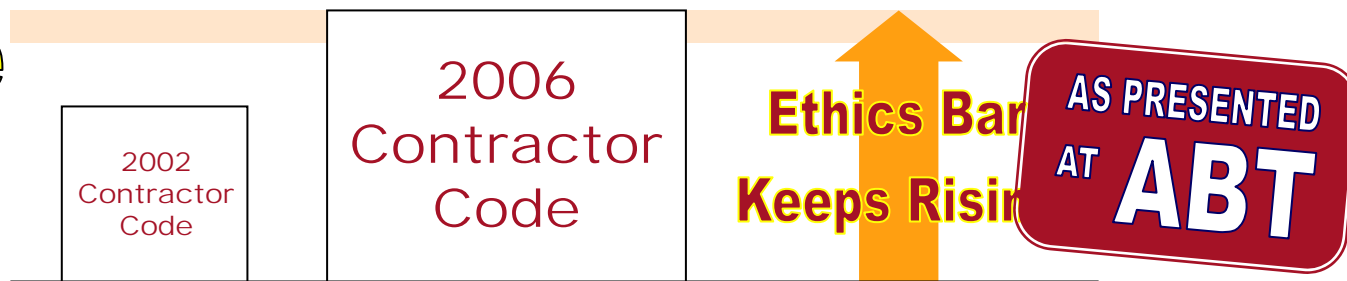
Moving Ethics Forward

Highlights: Contracting Excellence

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Conflict of Interest Code	Lobbying Code	Contractor Code	Code of Ethics
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Contracting Integrity



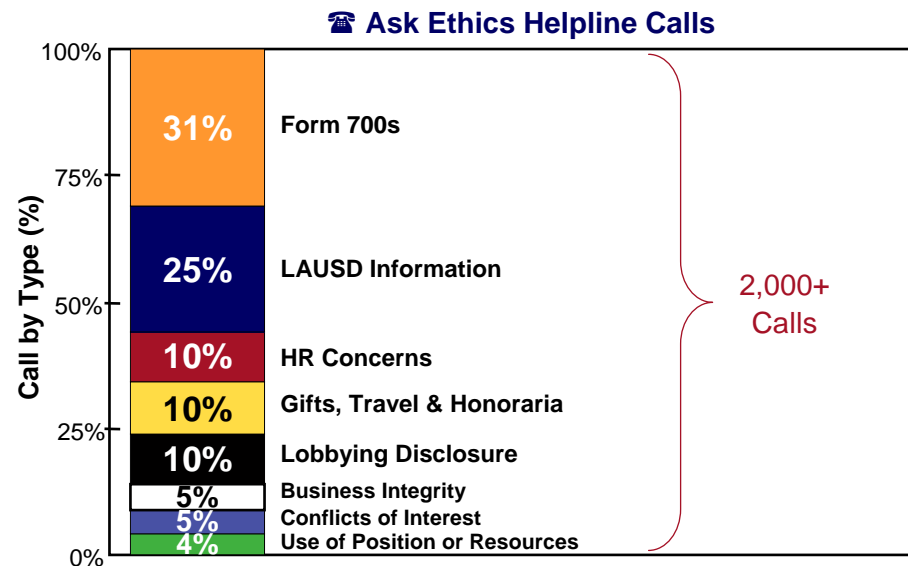
<i>New Improvements!</i>	2002 Contractor Code	Best Practices Analysis*		2006 Contractor Code
		Public Agencies	Private Sector	
• Clear ethical standards & responsibilities				
• Proactive conflict disclosure & management				
• Open focus on labor, health & safety, diversity and environmental practices				
• Active promotion of Contractor training				
• Broad range of corrective actions				

Notes: Best Practices Analysis based on Ethics Office research and review of 50+ vendor management sources

Moving Ethics Forward

Highlights: Employee Support

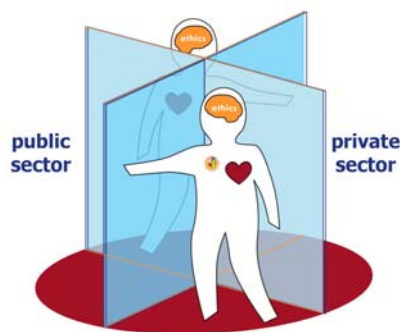
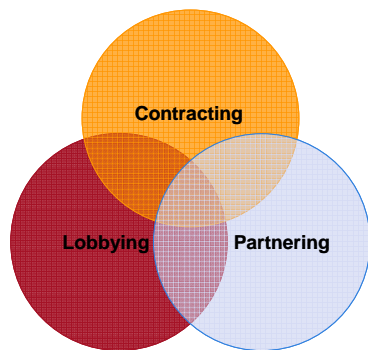
Conflict of Interest Code	Lobbying Code	Contractor Code	Code of Ethics
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Issue Types:

Business & Partnering Integrity

Revolving Door Restrictions



📄 Formal Ethics Advisories



Moving Ethics Forward

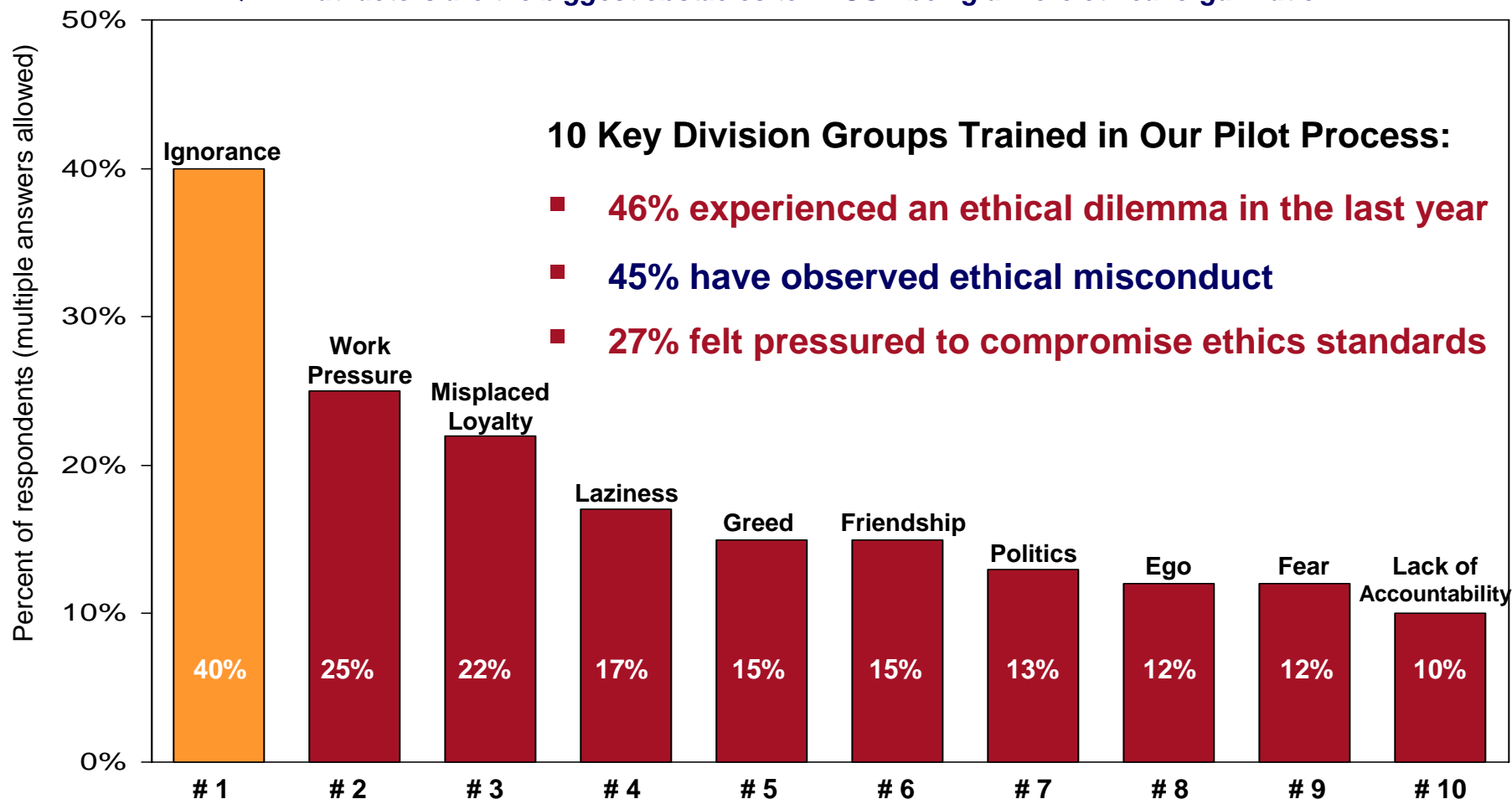
Highlights: Employee Support

Conflict of Interest Code	Lobbying Code	Contractor Code	Code of Ethics
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Based on initial employee feedback across groups, our focus on training is a critical necessity

Employee Feedback

Q: "What factors are the biggest obstacles to LAUSD being a more ethical organization?"



Source: Ethics Office Pilot Training Surveys across key divisions. N=172.

Upcoming Deliverables

- ➔ **Passage of Model Contractor's Code**
- ➔ **Ethics feedback loop for managers**
- ➔ **District-wide Ethics Training Roll-out**

Year 2 Ethics Office Time Allocation



Year 3 Ethics Office Time Allocation





Ethics takes us higher

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LAUSD Ethics Office
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Not sure on an ethics question?
Ask Ethics: 866-322-5788

www.lausd.net/ethics



LAUSD Ethics Office

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We strive to make excellence our hallmark

- Model Conduct ■ Strategic Approach ■ Outside-In-Focus
- Innovation ■ Collaboration ■



La Ética Nos Eleva



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