



school bulletin

ISSUED BI-WEEKLY SEPTEMBER THROUGH JUNE FROM THE OFFICE OF THE SUPERINTENDENT OF SCHOOLS

December 17, 2004

State Board Members Impressed by Visit

California State Board of Education President Ruth Green and fellow board member Johnathan Williams visited the Long Beach Unified School District recently to learn about the district's high school reform efforts and academic interventions.

All of LBUSD's large, comprehensive high schools--Cabrillo, Jordan, Lakewood, Millikan, Polytechnic and Wilson--recently met and exceeded their state Academic Performance Index targets and their national No Child Left Behind targets for yearly progress.

The two board members visited Poly High School and later met with school district leaders. The visitors focused on interventions for students with learning disabilities, English language learners and students at risk of not passing the California High School Exit Exam.



Williams

"The thing that most impressed me was the diversity of programs for improving student achievement, not only during the school day but also after school," said Williams, a Lakewood High School and Poly PACE alumnus. Williams taught in the Los Angeles Unified School District and is founder and director of The Accelerated School in Los Angeles, which was named Elementary School of the Year by Time magazine.

Initial Report Warns Of More Budget Cuts

The Long Beach Unified School District is reporting that it will meet its financial obligations this year but must make \$40 million in cuts over the next two fiscal years.

The first interim financial report, presented at a recent Board of Education meeting, is required each December by the County of Los Angeles. A second report is due in March. Figures in the latest report may change in January when Gov. Arnold Schwarzenegger proposes his next state budget.

"These are difficult times for school districts," said Kim Stallings, chief business and financial officer for LBUSD. "The first interim report reflects the fact that cost increases have outpaced revenue increases for the past few years necessitating budget reductions."

Further cuts during the current fiscal year's budget also are possible but have not yet been determined. Over the next two fiscal years, cuts will be required primarily because of
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Broad Gives \$1.1 Million for Baldrige Efforts

The Broad Foundation recently awarded \$1.14 million to the Long Beach Unified School District to expand the district's award-winning use of Baldrige strategies for continuous improvement at schools and central offices.

The three-year grant will help to increase use of the techniques throughout the district, including elementary, middle, K-8 and high school classrooms.

The grant exceeds the combined \$1 million amount previously awarded by the foundation to LBUSD for winning the Broad Prize for Urban Education as the best urban school district in the nation, for qualifying as a finalist the previous year, and for past Baldrige implementation.

"This generous grant is a tremendous vote of confidence by The Broad Foundation for what we're doing here," said Christopher J. Steinhauser, superintendent of schools. "The training and services paid for by Broad will provide invaluable benefits to Long Beach Unified students for years to come."

The Broad Foundation was founded by billionaire philanthropist Eli Broad.

"I can imagine no more important contribution to our country's future than a long-term commitment to improving urban K-12 public schools," Broad says at www.broadfoundation.org.

Two local schools that have already incorporated Baldrige processes recently were awarded the 2004 California Prospector Award from California Awards for Performance Excellence: Hill Classical Middle School and Emerson Parkside Academy.

Baldrige provides a systematic organizational process that is used by some of the most profitable businesses in the nation. It is based on seven criteria: leadership, strategic planning, student/stakeholder focus, measurement and analysis, faculty/staff focus, process management and results.

Baldrige uses quality tools to identify and prioritize areas of need, fully describe obstacles to achieving goals, identify solutions and develop plans to implement these solutions. Periodic data-driven monitoring confirms whether defined actions are working. In Baldrige lingo, this is called Plan, Do, Study, Act (PDSA).

The district already has provided extensive staff training. Since 1999, more than 1,400 people have been trained by Baldrige trainers. The Broad Foundation has been a major supporter of past training efforts.

LBUSD has launched a trainer of trainers effort that has resulted in several LBUSD employees now being capable of sharing Baldrige techniques with coworkers.

All major LBUSD departments, all K-8, all elementary, all middle schools and one high school have begun implementing Baldrige strategies. To date, all elementary, K-8 and middle school principals and vice principals

have been trained, as have most counselors and facilitators.

The latest Broad grant will pay for trainers and support so that district offices and all elementary, middle and K-8 schools can begin continuous improvement cycles.

LBUSD has used these strategies for three years, and central office departments and schools see many tangible improvements:

- Student Outcomes—Schools that have been implementing these strategies for two to three years are beginning to see significant results in student motivation, achievement and behavior. Baldrige schools are outperforming other district schools in reducing suspensions and boosting achievement on tests. Students also report that they are better able to solve problems, resulting in an improved school environment.



Broad

- Cost Savings—A budget reduction focus group consisting of representatives from the business community, parents, district office departments, schools, Teachers Association of Long Beach and California School Employees Association used Baldrige prioritization strategies to recommend approximately \$37 million in reductions over three years. The Board of Education approved those recommendations.

- Staff Morale/Employee Satisfaction—Employee satisfaction surveys, which have been administered to all participating Baldrige departments and schools since their development two years ago, indicate a high level of satisfaction at most sites.

- Customer Satisfaction—Surveys of people who interact with district offices—Business Services, Financial Services, Special
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Health Plan Contacts

Effective January 1, Superior Administrators will no longer serve as the school district's health benefits administrator. Employees enrolled in CCN plans should instead contact Delta Health Systems with any questions about their health plan, including questions about eligibility or claims.

Employees enrolled in all other plans may contact Risk Management at 997-8234.

The general phone number for Delta Health Systems is (800) 422-6099. LBUSD employees enrolled in CCN plans as of January 1 will receive new ID cards soon with a dedicated 800 number for district employees. CCN claims correspondence may be sent to Delta Health Systems at PO Box 692710, Stockton, CA 95269-2710.

• Budget

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escalating health care costs that have surpassed growth in state revenues. Schools and other employers throughout the state and nation have experienced skyrocketing health care costs in recent years.

The school district also must reduce costs to comply with a mandate to set aside 2 percent of its unrestricted funds. The state two years ago lowered its 2 percent reserve requirement to 1 percent in recognition of the statewide budget crisis facing California and its public schools. School districts must return to the 2 percent reserve level starting next fiscal year.

Since 2001, LBUSD has cut \$45.4 million, including \$14.8 million this year. The district also is receiving less revenue because enrollment is leveling off after years of significant enrollment growth. The state allocates funding to schools based on average daily attendance.

Several school districts throughout California face serious budget problems. The Fresno school board declared last week that its school district would not meet its financial obligations for at least the next two years.

Other California school districts have recently proposed job cuts, school closures, increased class sizes and other cost-cutting measures.

Fitathon Event Raises New Funding Record

Stanford Middle School's annual Fitathon fundraiser recently netted an all-time record of \$71,348. The popular event is like a jogathon but with more activities. Students gather pledges that are honored if the student completes five minutes each of running or walking, rope jumping, hula hooping and obstacle course navigating.

The PTA and Stanford will use the money for auditorium enhancements including new curtains, lighting and chairs. The school also plans to purchase benches, new mats and banners for the gymnasium.

Stanford began the fundraiser several years ago when assistant principal Charlene Sugarman suggested that the school run its own fundraiser instead of paying an outside company to organize it. Last year the event raised \$66,000.

A Grateful Parent

"I would like to make a comment about the principal, Judith McEachen, at Carver Elementary School in Long Beach. My name is Sandy McInnish and I am the aunt of a student there named Holly Aument. Holly has cerebral palsy and started at Carver about three years ago. Holly is in the school chorus this year and was in a holiday program last night. While I was sitting in the audience, the principal approached me and introduced herself and proceeded to tell me how much Holly has improved in the last couple of years. I thought that was so nice that the principal acknowledged us personally about her progress.

"I hope that you will forward this letter to Carver, as the whole school has been nothing but great for Holly. The special education department is the best I've ever seen. I hope it continues for years to come and helps many more children like Holly. Keep up the good work, Carver!"

Sandy McInnish

Reno Schools Learn From Long Beach

Teams of teachers and administrators from Reno's Washoe County School District recently visited several elementary schools in the Long Beach Unified School District. The Reno educators wanted to learn more about Long Beach's significant academic gains in the elementary grades.

One of the Reno teams visited Addams Elementary School this week. Earlier this fall, other teams visited Addams, Garfield, International and Stevenson elementary schools.

As last year's winner of the national Broad Prize for Urban Education for being the best urban school district in the nation, Long Beach schools gained attention from Reno, where some schools have yet to meet federal achievement goals. Reno is looking at Long Beach's use of assessments to determine students' needs. These assessments allow teachers to focus on areas where students need the most assistance.

125 Plan Meetings

The Board of Education recently approved a Section 125 Flexible Fringe Benefits Plan. Employees enrolled in such plans may direct a part of their pay, on a pre-tax basis, into special accounts that can be used throughout the year for reimbursement of certain out-of-pocket medical and dependent day care expenses and voluntary health insurance premiums.

Enrollment will take place during the entire months of January and February. The effective date of the plan is March 1, 2005. Informational meetings are being scheduled at schools and central offices.

For information, call Jesse Caballero at American Fidelity at (800) 365-9180, ext. 387.

Job Opportunities

Applications are now being accepted at the Personnel Commission, 999 Atlantic Ave., third floor, for child nutrition specialist, grounds equipment operator II/driver and human resources technician.

Retirement Event

Honoree	Date	Contact
Cathy Montenegro	Jan. 28	Kim Condon ext. 3605

SCHOOL BULLETIN

Official publication of the Long Beach Unified School District issued bi-weekly during the school year from the Office of the Superintendent of Schools, 1515 Hughes Way, Long Beach, California 90810. (562) 997-8000. www.lbUSD.k12.ca.us

CHRISTOPHER J. STEINHAUSER
Superintendent of Schools

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• Broad Grant

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Education, Personnel Commission, Human Resource Services, Payroll, International Student Registration, and Nutrition Services—show increased satisfaction after those offices used Baldrige techniques.

• Problem Solving—Problem solving teams among departments are becoming common throughout the district. One of the first such teams resulted in an improved additional hourly pay process, with a reduction from 500 problem timecards in 2000-01 to zero.

The Baldrige process is named after Malcolm Baldrige, who from 1981 to 1987 was U.S. Secretary of Commerce. He developed quality improvement strategies and criteria used by the nation's leading corporations. His efforts were recognized by Congress in 1987.

Organizations that fully implement Baldrige criteria outperform the S&P 500 companies by 6.5 to 1 in terms of financial indicators and employee and customer satisfaction.

Dates to Remember

January

1	New Year's Day
1-3	Japanese New Year Festivities
4	10:00, 11:30, 12:00, 12:30-- "I Have A Dream: Dr. Martin Luther King, Jr.," Grades 9-12, ed.tv 8
5	Dr. George Washington Carver Day
5	8:00, 10:15, 11:30, 1:00, 2:00; 6 - 10:00, 11:30, 12:00, 12:30-- "Writing Poetry-Adventures in Poetry," Grades 3-6, ed.tv 8
11	10:00, 11:30, 12:00, 12:30-- "I Have A Dream: Dr. Martin Luther King, Jr.," Grades 6-8, ed.tv 8
12	8:00, 10:15, 11:30, 1:00, 2:00-- "Martin Luther King, Jr./Black History Month," Grades K-5, ed.tv 8
13	10:00, 11:30, 12:00, 12:30-- "Everyday Creativity," Grades 4-12, ed.tv 8
14	10:00, 11:30, 12:00, 12:30-- "The Boyhood of Martin Luther King, Jr.," Grades 4-6, ed.tv 8
16	World Religion Day
17	Martin Luther King, Jr. Day
18	10:00, 11:30, 12:00, 12:30-- "Silversmith of Williamsburg," Grade 5, ed.tv 8
19	8:00, 10:15, 11:30, 1:00, 2:00-- "Benjamin Franklin," Grades 2-8, ed.tv 8
20	10:00, 11:30, 12:00, 12:30-- "Dare to Dream," Grade 9, ed.tv 8
21	10:00, 11:20, 12:20-- "First Moon, Celebration of the Chinese New Year," Grades 6-12, ed.tv 8
25	10:00, 11:30, 12:00, 12:30-- "Preventing Conflicts & Violence," Grades 6-12, ed.tv 8
26	8:00, 10:15, 11:30, 1:00, 2:00-- "The Wright Brothers," Grades 3-8, ed.tv 8
27	10:00, 11:30, 12:00, 12:30-- "School Bus Safety," Grades 3-5, ed.tv 8
28	10:00, 11:30, 12:00, 12:30-- "What Liberty and Justice Mean," Grades 3-4, ed.tv 8

Employee of Month

Nominations for LBUSD Employee of the Month are due at the end of each month. Forms are available at all sites and may be submitted electronically or by district mail.

The monthly award provides each winner \$100 from a private donation to recognize extraordinary service in a particular month.

For information, call ext. 8220.

In Memoriam

Aloha Reese
gym accompanist-clerk
December 7, 2004