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13 14 15	UNITED STATES DISTRICT COURT DISTRICT OF ARIZONA		
16	Roy and Josie Fisher, et al.,	Case No. 4:74-CV-00090-DCB	
17	Plaintiffs,	Case No. 4.74-C V-00070-DCD	
	,	MENDOZA PLAINTIFFS'	
18	V.	OBJECTIONS TO THE SPECIAL	
19	United States of America,	MASTER'S 2015-16 ANNUAL REPORT AND REQUEST THAT HE BE DIRECTED TO SUPPLEMENT AND	
20	Plaintiff-Intervenors,	REVISE PORTIONS THEREOF	
21	V.	Hon. David C. Bury	
22	Anita Lohr, et al.,		
23	Defendants,		
24	Sidney L. Sutton, et al.,		
25	Defendant-Intervenors,		
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Maria Mendoza, et al., Case No. CV 74-204 TUC DCB 1 Plaintiffs, 2 United States of America, 3 Plaintiff-Intervenor, 4 5 v. Tucson United School District No. One, et 6 al., Defendants. 8 9 10 INTRODUCTION 11 Mendoza Plaintiffs submit the within Objections to the Special Master's 2015-16 12 Annual Report ("SMAR") pursuant to Section V, 4 of the Order Appointing Special 13 14 Master which states *inter alia* that the parties shall have the right to object to findings of 15 fact and recommendations in the Special Master's reports. 16 ARGUMENT 17 **OBJECTION NO. 1** 18 19 THE SMAR FAILS TO FULLY ADDRESS INSTANCES OF NON-COMPLIANCE WITH THE USP REVEALED IN THE DISTRICT'S ANNUAL REPORT 20 On October 28, 2016, Mendoza Plaintiffs submitted a request to the Special Master 21 22 that pursuant to USP Section X, E, 6 he bring to the Court's attention multiple instances of 23 the District's failures to comply with the USP and TUSD undertakings related to the 24 implementation of the USP that were revealed in the District's 2015-16 Annual Report 25 ("DAR"). On December 12, 2016, after the District had responded to that request and the 26 27 Mendoza Plaintiffs had replied, the Special Master requested further information from the 28

District and stated that "rather than ask the Court to find the District in non-compliance

when the facts fit, I will include the relevant information in my Annual Report." (Memo
dated December 12, 2016 to Parties from Bill Hawley Re: Mendoza and Fisher Plaintiffs
Request that the District be Reported as Noncompliant ("SM Dec. 12 Memo") at 6
[The SM Dec. 12 Memo is attached as Exhibit 1. The Mendoza Plaintiffs' request, District
response, and Mendoza Plaintiffs' reply are attached as Exhibits 2, 3, and 4, respectively.])
In the SMAR, the Special Master states (at 4:18) that he agrees with the Mendoza

In the SMAR, the Special Master states (at 4:18) that he agrees with the Mendoza Plaintiffs that the District failed to comply with the requirements of USP Section I, D, 1 when it made changes to certain specified plans and policies governed by the USP but with the exception of one such change (to the Facility Condition Index), he fails to discuss the substance of the improper change or the effect it has had on implementation of the USP. Mendoza Plaintiffs object to this omission and therefore address the substance of those changes and their effect on USP implementation below.

Improper Grant of Special Consideration to Children of District Employees in the Lottery Process Regardless of Whether Such Consideration (a/k/a Priority) Would Help the Receiving School Meet Integration Targets

The selection process for oversubscribed schools is of great importance under the USP because it is one of the few tools available to the District to further the integration of its schools. It therefore was the subject of significant negotiation between the parties. Ultimately, the plaintiffs agreed that children of District employees could have priority over (1) students who live in the attendance zone of racially concentrated schools and whose attendance at the receiving school would help that school meet integration targets and (2) other students whose attendance at the receiving school would help that school meet integration targets IF the enrollment of the employee's child at that receiving school

would help that school meet integration targets. (See discussion in Exhibit 2 at 1-2.)¹

Appendix II-18 (Regulation JFB-R4) to the DAR revealed that in 2015-16, the District eliminated the integration condition for the placement of children of District employees. Although the Special Master found that the District had failed to comply with the USP Section I, D, 1 process (SM Dec. 12 Memo at 6 and SMAR at 4:17-16), he failed to address the larger substantive issue: not only did the District's action violate the agreement between the parties; it also undermined TUSD's obligation under the USP to further the integration of its schools². TUSD's actions with respect to the process of selecting students to attend oversubscribed schools therefore should have been called out expressly in the SMAR discussion of integration. Mendoza Plaintiffs therefore object to the omission of this action by TUSD in the SMAR listing at pages 6-7 of the SMAR of actions that reveal that it "would be difficult to build a case that the District has worked to integrate its schools." They also object to the failure of the SMAR to call this act of noncompliance to the Court's attention and to request that the District be directed to comply

¹ Rather than add to the length of these Objections by repeating what is set forth in the portions of Exhibits 2, 3, and 4 relating to this issue, Mendoza Plaintiffs respectfully invite the Court to review those Exhibits should it seek greater detail on this issue.

² Under the parties' agreement, TUSD was to have provided data specifically disclosing the race/ethnicity of the District employee children placed in each school under the lottery process as well as their resident/non-resident status. Exhibit 3, Attachment C. Instead it provided the far less complete Exhibit D (which also is confusing/ambiguous in its use of the term "balanced placement"). What Exhibit D does reveal is that in only eight of 16 schools did the enrollment of children of District employees have a "positive" effect on integration while in four cases the impact was admittedly "negative". Without the underlying data on race/ethnicity it is difficult to fully assess what is meant in the four reported instances of "no impact" (eliminating the one reported school [Gridley] for which no number placed is provided) particularly in the absence of information to indicate whether the placement of a "no impact" District employee child foreclosed the opportunity under the lottery process to place a student from a racially concentrated school or another District student whose enrollment would have had a positive effect on integration.

with its agreement concerning how the process for assigning children of District

employees to oversubscribed schools is to be implemented.

<u>Departure from the Definition of "Exclusionary" Discipline in a Manner</u> that Conflicts with the USP Definition of the Term, Resulting in the Curtailing of Due Process Rights and Limitations on Such Discipline, Each of Which Also Violates the USP

In the entirety of the SMAR, the Special Master twice briefly and generally references issues that arose with regard to "exclusionary" discipline (or "suspensions") and due process rights, and frames those issues as involving a disagreement on the definition of the term and whether USP Section I, D, 1 applied to related TUSD action. (*See* SMAR at 4:17-19, 5:1-3, 23:15-22.) However, the issues that arose additionally implicate actual or potential noncompliance with USP Sections VI, B, 2, b. (addressing TUSD regulations that are to provide an opportunity to appeal exclusionary discipline), VI, F, 2 and Appendix A to the USP (defining "exclusionary discipline"), and VI, B, 2, a, i (limiting use of exclusionary discipline to "ongoing and escalating" misbehavior).

When the Mendoza Plaintiffs raised the issues of the District's unilaterally revised discipline due process policies (discussed below) and what appeared to be improper recoding of student placements in the District's Alternative Education Program ("DAEP")³, as reported in the DAR, at the November 29-30, 2016 meeting among the parties and Special Master in Tucson, the District for the first time explained its recent position that "exclusionary" discipline did not include in-school intervention ("ISI") or DAEP because each includes some instruction (notwithstanding that each removes

³ While this issue relates to the dispute concerning what constitutes "exclusionary" discipline, because it raises concerns regarding the reliability and consistency of the District's discipline data, it is addressed below with other issues that relate to discipline data.

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students from their regular classrooms), and that they therefore were not subject to USP limitations on "exclusionary" practices. (See TUSD's subsequent December 23, 2016 memo re "exclusionary" discipline ("TUSD Suspension Memo"), attached as Exhibit 5, at 4.)4 The District's recent position directly conflicts with the USP definition of

"exclusionary" discipline, that is, "any disciplinary consequence that removes a student from classroom instruction, including, but not limited to, in-school suspension, out-ofschool suspension, placement in an alternative setting or program, and expulsion." (See USP (Doc. 1713) at Appendix A, #17; see also USP Section VI, F, 2.) Plainly, ISI and DAEP are "placement[s] in an alternative setting or program." Thus, the new definition of "exclusionary" discipline first implemented in the 2015-16 school year violates the USP.

Further, without following USP Section I, D, 1 procedures, the District revised its TUSD regulations JK-R1 and JK-R2 (concerning short- and long-term suspensions, respectively) to include new sections that define ISI and DAEP as "alternatives to

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(Appendix VI-29 to the DAR (ISI "still count[s] as an exclusionary consequence")), training to TUSD staff in August 2015 (Appendix VI-30 at 3) and February 2016 (Appendix VI-31 at 3), and November 5, 2014 representations that caused Mendoza Plaintiffs to defer their request for an R&R relating to the GSRR (see Mendoza Plaintiffs' Suspension Memo at 2-3). Notably, the DOJ too deferred action based on explicit statements concerning "exclusionary discipline." (See DOJ's January 6, 2017 email, attached as Exhibit 7 ("[T]he United States did not object to [the DAEP] program because of its explicit understanding that DAEP would be considered a form of Exclusionary Discipline under the USP's definition...").) The Special Master agrees with the Mendoza Plaintiffs and DOJ with regard to "exclusionary" discipline. (See SM Dec. 12 Memo at 4 ("Frankly, it seems absurd to argue that students who participate in DAEP are not involved in exclusionary discipline.").) Yet, this issue was not squarely addressed in the SMAR.

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⁴ As is discussed in Mendoza Plaintiffs' January 9, 2017 Response to TUSD's Suspension Memo ("Mendoza Plaintiffs' Suspension Memo") (attached as Exhibit 6), which they respectfully invite the Court to review should it seek additional information, the District's recent position concerning what is "exclusionary" conflicts with the District's previous position as described in its ISI Manual shared with the Plaintiffs and Special Master

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⁵ The District's revisions occurred on July 9, 2015 (Exhibit 3, Attachment E), about a year and a half before this Court issued its December, 27, 2016 Order (Doc. 1981) in which it addressed USP Section I, D, 1 review and comment procedures.

suspension" and that then state that student appeal processes apply only to "suspensions." (See Exhibit 3, Attachment E (TUSD redlined revised policies).) Thus, the District eliminated students' ability to appeal ISI placements or referrals to DAEP, notwithstanding that the USP mandates under Section VI, B, 2, b., with express reference to regulations JK-R1 and JK-R2, that "an opportunity to appeal" be provided for all exclusionary discipline. Indeed, in the SM Dec. 12 Memo, the Special Master asked that the District "abide by the processes specified in Section VI.B.2.b. of the USP and by the policies in place before the District made its changes to these policies that it describes as minor in its annual report...." Mendoza Plaintiffs are aware of no District response to the Special Master's request following the SM Dec. 12 Memo, and no District express commitment following that Memo to abide by USP Section VI, B, 2, b and the policies that existed before the District's unilateral revisions. (And as of the date of this writing, the improper July 2015 versions of JK-R1 and JK-R2 remain on the TUSD web site.)

Additionally, that the District now takes the position that neither ISI nor DAEP are "exclusionary" calls into question whether and to what extent the District has, in administering that discipline, complied with USP Section VI, B, 2, a, I, which limits the use of exclusionary discipline to "ongoing and escalating" misbehavior (suggesting that it may be referring students to ISI and DAEP even when their behavior is not ongoing and not escalating). Indeed, the District asserts that those limitations do not apply to ISI and DAEP, and has presumably therefore not applied them. (*See, e.g.,* TUSD's Suspension Memo at 4 (asserting that ISI and DAEP should not be "subject to the USP limits on exclusionary discipline").)

Thus, because TUSD's actions with respect to "exclusionary" discipline implicate noncompliance with USP Section I, D, 1, Section VI, B, 2, b, Section VI, F, 2 (and Appendix A to the USP), and Section VI, B, 2, a, I, Mendoza Plaintiffs object to the failure of the SMAR to have fully addressed these issues and called those acts of noncompliance to the Court's attention.

Further, because the parties' disagreement concerning what constitutes "exclusionary" discipline remains unresolved and has significant implications concerning the implementation of multiple USP sections, Mendoza Plaintiffs had expected the Special Master to prepare an R&R addressing this issue. They therefore request that the Special Master be directed to file such an R&R so that the issue can be addressed by all parties and, if then required, resolved by this Court.

Changes to "Ethnicity Coding" and Coding of Referrals to DAEP and ISI
Has Resulted in Changes in How TUSD Collects and Reports Discipline Data, Raises
Further Questions about Compliance, and Makes Analysis Across Years Difficult

Notwithstanding that USP Section VI, G, 1, b requires that suspension data be reported "substantially in the form of [the USP's]Appendix I for the school year of the Annual Report together with comparable data for every year after the 2011-2012 school year," the corresponding DAR data "differs from prior USP Reporting because this report uses updated USP ethnicity coding. Prior USP reports used federal ethnicity coding... the distribution across ethnicities has changed." (DAR, Appendix VI – 54.) The data

⁶ In this regard, notwithstanding that the Mendoza Plaintiffs have stated that they do not understand what exactly the District means by "updated USP ethnicity coding" or whether the District changes reflect extremely belated reporting per a party agreement memorialized in a June 2012 Special Master memo concerning USP reporting (*see* Exhibit 4 at 6-7), the District has not explained the reasons for its changes or what exactly those changes are. Instead, it has provided conflicting statements concerning whether there

reported in Appendix VI-54 for the years 2012-13 to 2014-15 now significantly conflicts with data previously provided for the same years and makes meaningful comparison to the USP baseline year of 2011-12 impossible. (*Compare* Appendix VI-54 *with* TUSD Annual Report for 2014-15, Appendix VI-1 (Doc. 1851-1).)

Notwithstanding that the Special Master agreed that it "would be very difficult to know whether the District has achieved many goals of the USP if the definition of ethnicity has changed" (SM Dec. 12 Memo at 5), the Special Master omitted discussion in the SMAR of this issue and its consequences for assessing District progress toward unitary status. Mendoza Plaintiffs object to this omission and therefore request that the Special Master be directed to supplement the SMAR to include a discussion and analysis of why the District changed how it reported data broken down by ethnicity, the extent of such changes in reporting, and whether and what action now is needed to revise the reporting of data to make year-to-year comparison possible.⁷

Further complicating the question of whether the District reported DAR discipline data in a manner consistent with the USP and past annual report data is the fact that, as discussed in the section above, the District modified what it considers to be "exclusionary discipline" or "suspension," and it therefore is not clear whether Appendix VI-54 data for the 2015-16 school year reflects the collection of data based on the new position the

indeed have been changes in how ethnicity is reported. *Compare* Exhibit 3 (stating that its DAR reporting methodology is the same as that "used for the last three years") *with* Response to RFIs #843-46, attached as Exhibit 8 ("USP ethnic reporting criteria was used for the 2016-15 discipline summary reports in Appendix VI-54 whereas in prior years, federal ethnic reporting was used...").

⁷ Mendoza Plaintiffs specifically requested that the Special Master undertake to investigate the matter and determine the answer to these questions to ensure the accuracy and reliability of TUSD's discipline data. (*See* Exhibit 4 at 7.)

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District has taken. However, the District's statements in its DAEP program evaluation for the 2015-16 school year that if "a student enrolls in DAEP and successfully completes the program, the suspension status will be reassigned **from long-term to short-term** and the student's time in DAEP will be **recoded as a 'reassignment to another school'...**." suggests that the District improperly reported student assignments to DAEP in the DAR.⁸ (Appendix VI-36 to DAR, at 2; see also Appendix VI-33 to DAR.) Similarly, the District recodes ISI discipline as "[r]eassignment to another class." (Appendix VI-33 and Appendix VI-31 to DAR.) It thus appears that neither ISI nor DAEP placements were included in the data on "exclusionary discipline" or "suspension" for the 2015-16 school year.

In the SMAR, the Special Master notes drops in four categories of discipline in the 2015-16 school year (SMAR at 23:4-12), yet the SMAR entirely omits any discussion, analysis or report of whether and to what extent such reported drops in actuality reflect the District's various changes in how it reported data in the 2015-16 school year rather than true changes in disciplinary outcomes and behavior warranting the imposition of discipline. Mendoza Plaintiffs therefore object to the SMAR's omission of any discussion, analysis, or recommendations relating to the changes in the manner the District reported data as described above.

In addition, the Mendoza Plaintiffs respectfully request that this Court direct the Special Master, pursuant to the oversight, monitoring, and reporting responsibilities assigned to the Special Master in Section X, E of the USP and the Order Appointing

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⁸ Plainly, nothing about a temporary long-term placement in an alternate program suggests that a "short-term" suspension or "reassignment to another school" has occurred.

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Special Master, to investigate and report whether and to what extent TUSD DAR data reflects changes or inaccuracies in how ethnicity and ISI/DAEP referrals were reported, what the nature of any such changes/inaccuracies were, and what actions need to be taken, if any, to provide for the type of consistency in TUSD Annual Report data that would allow for accurate year-to-year comparisons and analysis.

Changes to the District's Marketing, Outreach, and Recruitment Plan and to the Dropout Prevention and Graduation Plan

The DAR states that "[i]n 2015, the District updated the [Marketing, Outreach, and Recruitment] plan [("MOR Plan")] with an eye toward continuing what had worked and finding new ways to reach its target audience, including African American and Hispanic students. The revised plan focused on increasing the use of videos and other platforms as tools...." (DAR at II-35; emphasis added.) The Mendoza Plaintiffs therefore had requested that the Special Master "follow up with the District to determine what exactly occurred with the MOR Plan during the 2015-16 school year and whether the District did indeed revise the Plan without following the USP Section I, D, 1 procedure...." (Exhibit 4 at 3.)

Similarly, the District stated that "[a]t the end of SY 2015-16, District staff met to analyze the... [Dropout Prevention and Graduation plan ("DPG Plan")] and revise its

⁹ After the Mendoza Plaintiffs stated that the unilaterally "revised plan" apparently was done in violation of USP Section I, D, 1 procedures (Exhibit 2 at 2), the District contradictorily asserted that "it did not revise the [MOR plan] during the 15-16 school year. The [MOR Plan] in effect throughout the 15-16 school year is the same plan in effect at the end of the 14-15 school year..." (Exhibit 3 at 2).

strategies for the 2016-17 school year" and that the "revised DPG plan will be provided in the 2016-17 Annual Report." (DAR at V-195.)

In his Dec. 12 Memo, the Special Master suggested that what the District had described in the DAR with respect to the MOR Plan appeared to be the adoption of new strategies rather than the sort of revision that triggered USP Section I,D,1 review. (SM Dec. 12 Memo at 3.) However, he also called on the District to share its revisions to the DGP Plan so that the Plaintiffs and he could assess whether the changes had warranted USP Section I, D, 1 review. (*Id.*) To date, the District has not done so. (Neither has it posted the revised MOR and DPG Plans on its website notwithstanding the USP Section X, D requirement that the TUSD website provide up-to-date "current information related to the various elements of the Plan.")

Mendoza Plaintiffs object to the failure of the SMAR to have included the foregoing in its discussion of Section I,D,1 issues in the SMAR and the omission to specifically address the District's failure to provide the revised DPG Plan.

OBJECTION NO. 2

THE SMAR FAILS TO CALL OUT THE FAILURE OF THE DISTRICT IN ITS DISCUSSION OF THE "IMPLEMENTATION, MONITORING, EVALUATION, AND CONTINUOUS IMPROVEMENT" OF MAGNET SCHOOLS (OR ANYWHERE ELSE IN THE DAR) TO INCLUDE ANY INFORMATION TO SUGGEST THAT THE MAGNET SCHOOLS ARE ASSESSING, AND THAT THESE SCHOOLS ARE BEING EVALUATED BASED ON, THE ACADEMIC PERFORMANCE OF THEIR STUDENTS

¹⁰ Notwithstanding the Special Master's direction that the "District should provide the plaintiffs and the Special Master with the revisions it (inexplicably) says it will provide in the next annual report" (SM Dec. 12 Memo at 3), the District did not provide its revised DPG Plan; instead it indicated that "no revisions or changes [to the plan] resulted *during the 15-16 school year*" (Exhibit 3 at 2). However, that response sidesteps the District's USP Section I, D, 1 obligations as it fails to address that the DAR describes the DPG Plan revisions as having occurred after "the end of SY 2015-16." (DAR at V-195.)

This Court has repeatedly stated that the magnet schools are subject to two "equally important" standards: integration and student achievement. (Order dated 11/19/15, Doc. 1870 at 3, n.1; emphasis in the original; *see also*, Order dated 1/16/15, Doc. 1753, at 9:3-6: "The Revised CMP adopts two goals as measurements for assessing the effectiveness of a magnet school. In other words, a school must show progress towards achieving the USP definition of an integrated school and towards enhancing the educational quality of its magnet programs.")

The DAR is silent on the subject of the educational achievement of students in its magnet schools and on the related subject of whether they are succeeding in reducing the achievement gap. Mendoza Plaintiffs object to the failure of the SMAR to call out this omission and of the SMAR to explicitly address the issue of magnet school educational outcomes. In this regard they specifically note that the Order Appointing Special Master directs that he include "[e]valuation of the effectiveness of programs" in his annual reports. (Order Appointing Special Master at III, 2, c.) Given the emphasis on increasing academic achievement in the magnet school plans and the Court's focus on that issue, failure of the SMAR to address this issue is of particular concern to the Mendoza Plaintiffs.

OBJECTION NO. 3

THE RECORD DOES NOT SUPPORT THE SPECIAL MASTER'S FINDING THAT THE DISRICT IS IMPLEMENTING THE TRANSPORTATION PROVISIONS OF THE USP SATISFACTORILY

Mendoza Plaintiffs acknowledge that they did not object to a similar finding by the Special Master in his 2014-15 Annual Report. However, review of data in the appendices to the District's 2015-16 Annual Report and assertions relating to the transportation

component of the USP in the District's motion for partial unitary status indicate that the District has yet to demonstrate that it "is implementing the transportation provisions of the USP satisfactorily." (SMAR at 7.)

That most of the District's magnet schools are not integrated (indeed that a majority of them are racially concentrated) is well known and was the subject of express comment in the Special Master's 2014-15 Annual Report.¹¹ In order to further the integration goals of the USP, the USP expressly provides that "District transportation administrators shall be included in planning and monitoring activities related to student assignment and integration." (USP Section III, A, 2.) Yet, absent from the DAR – and unaddressed by the Special Master in the 2015-16 SMAR — is any showing that TUSD took any actions to determine what if anything in the area of transportation, including, for example, the revision of existing bus routes, could be done to increase white ridership to magnet schools. What the data the District has provided in the 2015-16 DAR does reveal is that a far larger proportion of white students are eligible for and offered transportation to GATE schools and UHS than is true for African American and Latino students.¹² Further,

In that Report, the Special Master wrote: "The purpose of magnet [schools] and programs is to facilitate integration. Of the 20 magnet schools and programs operating in the 2014-15 school year, fourteen are racially concentrated. Ironically, a greater proportion of magnet schools were racially concentrated [than] is true for all of the other District schools." (Special Master's Annual Report ("SMAR") for 2014-15, Doc. 1890, at 6:21-24.)

¹² According to Appendix III-7, in 2015-16, 596 white students and 594 Latino students were eligible for and offered transportation to GATE schools and UHS. According to that same chart, these numbers represented 35.8% of the white students eligible for transportation and 6% of the total enrollment of white students in the District as compared to 11% of the Latino students eligible for transportation and 2% of the total enrollment of Latino students in the District. Further, as noted above, Appendix III-7 shows that white students disproportionately (as compared to the total number of white students eligible for transportation under current assignment patterns) use such transportation to attend UHS or GATE programs while Latino students disproportionately (again as compared to the total number of Latino students eligible for transportation under current assignment patterns) use such transportation to attend magnet schools and programs. Mendoza Plaintiffs object

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notwithstanding the decline in the absolute number of white students enrolled in the District between 2012-13 and 2015-16, the number of white students eligible for and offered transportation for GATE schools **increased** even as the number of Latino students eligible for and offered transportation for GATE schools declined.¹³

Also missing from the Annual Reports and unaddressed by the Special Master in the SMAR is information detailing bus routes¹⁴ or providing any information as to the race/ethnicity of the ridership on each bus route. The significance of this omission is underscored by the cases cited by the District in its motion for partial unitary status. For example, in *United States v. Morehouse Parish School Board*, 2013 WL 791578 (W.D. La., Mar. 3, 2013), the Court noted that of the eighty-six bus routes in the school district at issue in that case, six transported students of only one race. Before ruling on the motion for partial unitary status, it therefore undertook to satisfy itself that those routes were based only on the demographic living patterns of the students and the feasibility of transportation, not discriminatory purposes. (2013 WL 791578 at *3.) Similarly, in

to a finding that the District has met its obligations under the transportation section of the USP until it can demonstrate that it has looked at this and similar data to determine whether it appeared reasonable in relation to the District's efforts to (1) increase African American and Latino attendance at UHS and participation in GATE and (2) increase white attendance at magnet schools and programs, or whether any transportation routes needed to be adjusted to further facilitate such attendance.

¹³ Mendoza Plaintiffs reach this conclusion by comparing the entries for GATE on Appendix III-7 in the 2015-16 DAR with the comparable chart in the 2012-13 DAR (Appendix 25) which show 283 white students eligible for and offered transportation for GATE in 2012-13 v. 289 in 2015-16 and 375 Latino students eligible for and offered transportation for GATE in 2012-13 v. 365 in 2015-16. The number of African American students eligible for and offered transportation did increase: from 20 (plus an undisclosed number under 10) in 2012-13 to 33 in 2015-16.

¹⁴ The closest the District has come to providing such information is a series of maps included in the 2014-15 Annual Report (but no other annual report) and assertions in its Annual Report that although there are some majority one-race routes, those routes exist as a result of residential housing patterns. (*See, e.g.*, 2015-16 DAR at III-55.) However, it has failed to provide any data or other evidence to identify those routes or to support its bald assertion as to why one-race routes exist.

Andrews v. Monroe Co. School Bd., 2015 WL 5675862 (W.D. La. Sept. 25, 2015), the Court remarked on the existence of one-race or predominately one-race routes in the school district and ruled in the area of transportation only after hearing testimony from the Transportation Manager and receiving other evidence to establish that the routes were based solely on geographical concerns and not the race of the riders. In *United States v. Franklin Parish School Bd.*, 2013 WL 4017093 (W.D. La., Aug. 6, 2013), the Court also addressed the existence of one-race and predominately one-race bus routes, examined map routes that were available at the hearing, and, based on testimony and evidence, then concluded that those routes were not based on race. It may well be that TUSD can make a similar showing but it does not appear that the necessary documentation yet has been tendered by the District or considered by the Special Master. ¹⁵

As a separate but related matter, some TUSD students do not ride District buses but

As a separate but related matter, some TUSD students do not ride District buses but instead receive SunTrans bus passes to ride public transportation to school. According to the TUSD website, approximately 3500 students receive such passes each year. No information is contained in the DAR or its appendices that would permit the parties or the Special Master to determine whether there are any issues of impermissible disproportionality based on race and/or ethnicity as to which students are directed to use public transportation rather than ride one of the District's buses. Mendoza Plaintiffs therefore object to a finding that the District has satisfactorily implemented the

The SMAR indicates that it draws on information in the DAR when feasible and appropriate but also references otherwise unspecified information provided by the District and/or available to the Implementation Committee ("IC"). (SMAR at 2:3-10.) As noted above, no data concerning the ethnicity and race of the riders on individual bus routes is

and/or available to the Implementation Committee ("IC"). (SMAR at 2:3-10.) As noted above, no data concerning the ethnicity and race of the riders on individual bus routes is provided in the DAR. If the Special Master had access to and considered such information, Mendoza Plaintiffs ask that it be made available as an addendum to the SMAR.

transportation provisions of the USP until the referenced data has been provided to the Plaintiffs and the Special Master and reviewed by them.¹⁶

OBJECTION NO. 4

THE SMAR FAILS TO ADDRESS THE FAILURE OF THE DISTRICT TO APPLY THE METHOD FOR CALCULATING DIVERSITY EXPRESSLY AGREED TO IN THE TEACHER DIVERSITY PLAN AND, WHILE IT REJECTS THE NUMBER OF "DIVERSE" SCHOOLS REPORTED BY THE DISTRICT BASED ON THE SUPERCEDED METHOD, APPEARS TO OVERSTATE THE NUMBER OF SCHOOLS THAT DO QUALIFY AS "DIVERSE" UNDER THE TEACHER DIVERSITY PLAN METHODOLOGY

The SMAR Omits Needed Discussion of the Parties' Agreement on How In-School Diversity Under This Court's March 28, 2016 Order is to be Measured

In this Court's March 28, 2016 Order, the Court directed TUSD to "act immediately to address the racial disparities among faculty in TUSD schools..." under USP Section IV, E, 2. (Doc. 1914 at 2:4-5.)

USP Section IV, E, 2 requires that the District identify schools with significant disparities ("more than a 15 percentage point variance") between African American and Latino staff at individual schools when compared to the district-wide percentage across TUSD schools at comparable grade levels (*e.g.*, elementary schools, K-8 schools), and that it address those disparities. The USP makes reference only to the percentages of African American and Latino staff (and not white staff) in addressing significant racial disparities among in-school staff. (USP Section IV, E, 2.) Following the issuance of the Court's March 28, 2016 Order, the parties agreed to the Special Master's proposal that to "achieve the objectives of the USP more productively than would rigid adherence to the 15% rule

¹⁶ Again, as noted above with respect to the race and ethnicity of bus route ridership, if that data has been provided to the Special Master, Mendoza Plaintiffs ask that it be made an addendum to the SMAR.

[in USP Section IV, E, 2]," the parties would "consider **only the numbers and percentages of Anglo and Latino teachers**" in measuring in-school diversity – something reflected in the Teacher Diversity Plan ("TDP") that subsequently was developed. (*See* the Special Master's May 17, 2016 memo re: Request for Agreement Among the Parties Regarding Guidelines for Achieving School Site Teacher Diversity attached as Exhibit 9 (emphasis added).) Although the District agreed to the Special Master's proposal as reflected in the TDP, and in doing so, reduced the number of schools subject to diversification requirements from 37 to 26, it subsequently asserted that it achieved required diversification at 17 schools based on the USP Section IV, E, 2 measures, rather than the measures in the very TDP agreement that reduced the number of schools subject to diversification requirements. (*See* Special Master's August 15, 2016 memo re: Report on Teacher Diversity Plan attached as Exhibit 10.)

On September 6, 2016, the Special Master provided a memo (that references the TDP as Exhibit 1) (cover email and memo attached as Exhibit 11), the cover email of which indicates that the Special Master would file the memo "tomorrow," and that "the District has agreed to use th [sic] TDP as it was approved by the plaintiffs." However, the Special Master did not subsequently file that memo along with the TDP, which would have placed in the record the parties' agreement to measure diversity under the TDP by applying the 15% variance measure to white and Latino teaching staff.

As Mendoza Plaintiffs on August 22, 2016 stated to the parties and Special Master, the "District is trying to have the best of two worlds: to have a reduced number of schools on which to focus its attention (as a consequence of the agreement on how disparity would be assessed for the purpose of determining that number) and then claiming success by using the assessment of disparity that, if applied to all TUSD schools, would require it to be focusing on a much larger number of schools."

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As noted above, the issues that would have been addressed and made matters of record with the proposed September filing also are omitted in the SMAR. (See SMAR at 8.) Underscoring the need for such discussion in the SMAR is the fact that, in the DAR filed subsequent to the Special Master's September 6 memo indicating the District agreed to assess "diversity" by looking at the percentages of white and Latino staff (per the TDP), the District ignores the agreed approach to measuring disparity memorialized in the TDP. (See DAR at IV-79-IV-80 ("The District calculates disparity by comparing district-wide percentages and grade level comparisons for both African American and Hispanic staff placements to determine whether there is more than a 15 percent gap between the number of African American or Hispanic teachers at a school site compared to the applicable school level" (emphasis added). The Mendoza Plaintiffs therefore object to this omission in the SMAR and respectfully request that this Court direct the Special Master to revise his 2015-16 SMAR to specifically address the development of the TDP and the parties' agreement concerning how diversity is to be measured under that plan.

<u>The SMAR Errs in Stating that 11 Schools Diversified Their Staff Under the Teacher Diversity Plan</u>

While the Special Master did not accept the District's assertion that it achieved "diversity" at 17 schools (as discussed above) and instead appears to apply the measure of "diversity" reflected in the agreed-upon TDP, he errs in applying that measure. On page 8 of the SMAR, the Special Master indicates that "the District was ordered by the Court [in its March 28, 2016 Order (Doc. 1914)] to implement th[e in-school staff diversity] provision of the USP no later than 2017-18 in 26 schools that did not meet the diversity

¹⁸ USP Section IV, J, 3 a.–c. (in the Administrator and Certificated staff section), requires the District to provide all professional development described in the USP to its administrators and certificated staff.

criteria. [(Doc. 1914.)] The District was able to 'integrate' the faculty at 11 of these schools in 2016-17." (SMAR at 8:17-20.)

As far as Mendoza Plaintiffs can tell, the last data report the District provided to the Plaintiffs and Special Master concerning teacher diversity at the subject TUSD schools was on September 9, 2016, and is dated August 12, 2016 (attached as Exhibit12). Mendoza Plaintiffs reviewed the teacher diversity data under the "Current Percentage" heading and determined that 10 rather than 11 schools achieved diversity under the teacher diversity plan. (*See Id.*) Mendoza Plaintiffs therefore object to the portion of the SMAR (at 8:19-20) that states that the District "was able to 'integrate' the faculty at 11 of these schools in 2016-17."

OBJECTION NO. 5

THE RECORD, INCLUDING FACTUAL FINDINGS IN THE SMAR, DOES NOT SUPPORT THE SPECIAL MASTER'S FINDING THAT IT APPEARS THE DISTRICT IS SATISFYING THE PROVISIONS OF THE USP RELATING TO PROFESSIONAL DEVELOPMENT

The USP requires that professional development related to multiple facets of the District's operations be delivered to TUSD's certificated and administrative staff (*see*, *e.g.*, USP Sections II, J (student assignment), VI, E (discipline), V, E, 5 (supportive and inclusive environments)). A review of the data in the DAR, the record, the Special Master's findings in the SMAR, and the Special Master's Annual Report for the 2014-15 school year (Doc. 1890) "Recommendations to the District," indicate that it does not yet "appear[] that the District satisfies the letter of the [professional development] provisions

of the USP" (SMAR at 14:17). Indeed, there are significant inadequacies across many areas of professional development and in the District's ongoing failure to conduct meaningful assessments on the adequacy of that professional development.

Notwithstanding that "the importance of CRP [Culturally Responsive Pedagogy] is emphasized in the USP" (*id.* at 17:5-6), an assertion with which the Mendoza Plaintiffs agree, the Special Master seems to not consider the District's inadequate delivery of CRP in the 2015-16 school year in stating that the District appears to satisfy USP professional development provisions. Indeed, the Special Master finds that the "District has treated CRP as a set of practices that are distinct from subject matter content..." and that it "provides no evidence about how proficient teachers are with respect to CRP." (SMAR at 12:5-6, 12:13-14.) Further, with respect to administrators, "CRP (and instruction in general) get relatively little attention" in "training sessions," and "like [the training] experienced by teachers... is poorly aligned." (*Id.* at 17:8-11.)¹⁹

In fact, the SMAR details a large number of additional areas of the USP for which the District's professional development efforts were inadequate in the 2015-16 school year.

(See SMAR at 10:20-11:6 (re mentoring for beginning teachers: "the District acknowledges that in 2015-16 it did not have enough mentors to support beginning

¹⁹ In addition, the Special Master finds that CRP-related consultants inadequately implement CRP. (*See* SMAR at 17 n.6 ("a consultant whose training was entitled, 'leadership for culturally responsive teaching...' provided no examples of CRP or culturally responsive teaching.") Moreover, *even in the current school year*, the District's delivery of CRP training has a considerable way to go as there seems to be no cohesive governing CRP "canon" employed, and the CRP consultant hired by the District meets and trains with individuals rather than groups, thereby reflecting significant ongoing issues in the delivery of CRP training. (*See* Special Master's April 19, 2017 memo re:Comments on Version 3 of 910g Budget, attached as Exhibit 13 ("…many of the consultants used do not align their advice to ongoing approaches being promoted by the District. This is abundantly clear with respect to culturally responsive pedagogy… when consultants come in to provide workshops for 1-3 days (and the like) they often provide their own take on the topic and there are no opportunities for follow-up.").

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teachers to the extent called for by its own plan... almost one-third of first and second year teachers did not attend professional learning opportunities facilitated by mentors"), at 25:17-22 (re PBIS and restorative practices: "it was not until the fall term of 2016 [after the 2015-16 school year] that the District developed a protocol or set of guidelines that spelled out the essential elements of PBIS... The[] number [of hours of restorative practices and PBIS training offered in 2015-16] raise[s] questions about the adequacy of training for PBIS and about the strategies being used"), at 25:8-15 (re discipline training for teachers identified as needing support: the District identifies "an extraordinarily low number of teachers who are in need of additional specific support, the professional development [to] these teachers was performed over one day tellingly by the 'Showing and Telling' Consultants"), at 32:18-21 (re technology training: "it is hard to imagine that an average of one hour per teacher will serve the needs of teachers to develop proficiency in the use of technology, especially with respect to more complex courseware"), at 21:11-13 (re Culturally Relevant Courses: "A problematic issue... is whether teachers who are beginning to offer such courses are receiving sufficient training and mentoring to effectively implement these courses and modules").

Tellingly, the issues the Special Master identified in his Annual Report for the 2014-15 school year (Doc. 1890) concerning teacher evaluations (the basis of which is to determine whether additional teacher support and training is appropriate) and evaluation of effectiveness of professional development persist and do not support a finding that the District has met even the "letter" (SMAR at 14;17) of its USP professional development obligations.

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For example, based on a review of the small sample of teacher evaluations that he had been provided, the Special Master observed: "Only a small percentage of the feedback that teachers were given had anything to do with instruction, much less culturally responsive pedagogy." (SMAR at 13:1-2.) Further, with respect to the 2014-15 school year, the Special Master noted that there apparently existed "no systematic assessment of the relative effectiveness of different approaches to professional development," and therefore, in a "Recommendation[] to the District," asked that the District "[a]ssess the extent to which various approaches to professional development meet the District's own statement of principles for the design of effective professional development." (Id. at 18:9-10, 20:5-7.) The SMAR includes no reference to the District having acted on this recommendation. Instead, in the SMAR (for the 2015-16 school year), the Special Master again details that there are "no systematic studies undertaken by the District to determine whether these [professional development for administrators] experiences result in improved leadership." (SMAR at 17:15-16.) With respect to teachers, before noting that the District continues to employ what are now perceived to be "traditional" (and less effective) approaches to professional development than "personalized, job-embedded professional learning" (SMAR at 13:20-26), the Special Master states that, "[i]ust as it is difficult to know how effective the District is in preparing teachers to engage in culturally responsive pedagogy, it is difficult to know whether professional development in general is changing teacher practices, much less improving student achievement." (Id. at 13:9-12; emphasis added.) Additionally, in the Special Master's Annual Report for the 2014-15 school year, the Special Master addressed teacher evaluations and the tailoring of professional development to teacher needs. In another "Recommendation to the District,"

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the Special Master wrote: "The District should undertake a systematic analysis of the
extent to which ratings of teacher effectiveness correlate with student performance and
whether principals provide sufficiently detailed feedback to teachers so as to facilitate the
targeting of professional development." ²⁰ (Doc. 1890 at 20:1-4.) The SMAR reveals that
in this regard, little changed in 2015-16: "less than 2% of teachers are rated as in need of
improvement Only a small percentage of the feedback that teachers were given had
anything to do with instruction it is not likely that the District's teacher evaluation
instrument can provide the information necessary to effectively target professional
development on teachers [sic] learning needs." (SMAR at 12:22-23, 12:1-2, 14:3-5.)
For the reasons stated above, the Mendoza Plaintiffs object, to the Special Master's

For the reasons stated above, the Mendoza Plaintiffs object to the Special Master's finding that it "appears that the District satisfies the letter of the [professional development] provisions of the USP" (SMAR at 14:17).

OBJECTION NO. 6

THE SMAR FAILS TO INCLUDE THE COMPREHENSIVE ASSESSMENT OF THE ORIGINAL ALE PLAN OF ACTION AND SUPPLEMENT THAT IS CALLED FOR BY THE COURT'S ORDERS OF JANUARY 17, 2016 (DOC. 1895) AND MAY 17, 2017 (DOC. 2023) AND THAT, BASED ON THE SPECIAL MASTER'S PREPARATION AND CIRCULATION OF A DRAFT R&R, MENDOZA PLAINTIFFS HAD ANTICIPATED WOULD BE PART OF THE SMAR

²⁰ In this regard, it should be noted that the District concedes it did not follow the Special Master's recommendation in the 2015-16 school year. (DAR at IV-98 ("[t]he District recognizes the need to assess the effectiveness of these teacher support plans and originally planned to rely upon the teacher classification based upon the final evaluation for that teacher. However, as a result of some changes to the classification measurements in the 2015-2016 school year, the District determined that that analysis would not accurately reflect the effectiveness of the plans. *In the future*, the District *intends to consider* changes to the Danielson Framework assessments to determine whether the plans were effective in improving teacher performance" (emphasis added).

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In January, 2016, the Court, after reviewing the Mendoza Plaintiffs' objections to TUSD's Supplemental ALE Action Plan, ordered the Special Master to prepare an R&R that "should be a comprehensive assessment of the original ALE Plan of Action and the 4 Supplement, and include UHS and ELLs, to determine whether TUSD is on a projectory to 5 6 meet the requirements set out in the USP ALE provisions. If not, the Special Master's report should include recommendations for specific measures which could practicably be 8 undertaken by TUSD, acting in good faith, to implement the provisions of the USP which 9 require TUSD to improve minority student access to ALEs and improve the completion rate of minority students in these programs." (Doc. 1895 at 4:22-5:1.) In its May 17, 2017 12 Order, the Court noted that it was "awaiting information and details related to several 13 [USP] components". (Doc. 2023 at 2:6-7.) It then specifically referenced the ALE 14 programs and its order of January 2016. (*Id.* at 2:6.) 15 16 On February 12, 2017, the Special Master circulated a draft R&R to the parties, inviting them to identify factual errors or omissions and to identify any additional areas 18 19 20 22 23

they believed the R&R should address. Both the District and the Mendoza Plaintiffs responded. Thereafter, the Special Master requested certain additional information from the District, which was provided in early March. However, the R&R was never finalized and much of its discussion, particularly of goals, including for individual schools, participation of ELL students in ALE courses, differences in enrollment by race and ethnicity among the different GATE programs, differences in participation in AP courses at different high schools and the significant role of UHS in contributing to the District's reported overall gain in AP enrollment as well as specific recommendations for "moving

forward" all are omitted from the SMAR.

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Mendoza Plaintiffs object to the omission from the SMAR of the comprehensive assessment that was ordered by the Court in January, 2016. They request that the Special Master be directed to file a supplement to the SMAR that finalizes his draft R&R re: ALE dated February 12, 2017 so that the parties may (through the R&R process) address significant open issues concerning the District's ALE obligations under the USP and matters omitted in the SMAR.²¹

Of particular concern to the Mendoza Plaintiffs is the issue of goals and how they are to be used to assess the District's success in implementing the ALE portion of the USP.

The SMAR Omits Essential Discussion and Specification of ALE Goals (and Analysis of TUDS Progress As Measured Against Those Specific Goals)

As the Court will recall, the disagreement on goals -- or against what standard the District's success in fulfilling its USP obligation to "improve the academic achievement of African American and Latino students in the District and to ensure that African American and Latino students have equal access to the District's Advanced Learning Experiences (USP Section V, A, 1) would be measured -- was the major reason it ordered the Special Master to prepare an R&R.²²

However, rather than address the parties' disagreement on appropriate goals and how they should be measured, the Special Master in his SMAR references without any

²¹ Mendoza Plaintiffs believe that this also will further the "robust discussion, comment, and probably objections" (Doc. 2023 at 2:14) that this Court anticipated would be part of the SMAR process this year so as to provide further understanding of how the District is progressing toward unitary status.

²² See, e.g., Doc. 1895 at 4:1-6: "The Mendoza Plaintiffs complain that they were not consulted about the new goal and first learned of it upon reviewing the Supplement....As a result, the Supplement offers nothing more than the original ALE Action Plan, a disputed standard for measuring the efficacy of the ALE Action Plan to increase access in ALEs and improve minority students' successful completion of ALE programs."

further detail or discussion goals that he recites **have been "agreed upon by the District** and the Special Master." (SMAR at 19:23-24; emphasis added.) Mendoza Plaintiffs strenuously object to a process that has led to an agreement on goals between the District and the Special Master that apparently side-stepped both the USP Section I, D, 1 process and the R&R process that this Court ordered (since the filing of the ALE R&R would have carried with it an opportunity for the Mendoza Plaintiffs to object to ALE goals recited in that R&R and Court resolution of any dispute on the issue).

Moreover, there now is a complete absence of clarity as to what the "agreed to" goals are. Again, without specification or further discussion, the SMAR recites in a footnote that the "goals pursued by the District were more ambitious than those recommended by a nationally prominent consultant." (SMAR at 19, n. 7.) But the 2015-16 DAR (which is the document that the SMAR states it draws on for information [SMAR at 2:9-10]) says no such thing. To the contrary, the District not only asserts that it is measuring its progress using the so-called less than 20% Rule developed by its consultant (and not some more ambitious goal as the SMAR suggests); it also wrongly states that this Court approved the use of the less than 20% Rule for the setting of goals. (DAR at V-131 and n. 52.) As the Court made clear in its Order of January 27, 2016:

Plaintiffs and the Special Master challenged TUSD's proposal for a "less-than" 20% Rule, which set the goal for minority access at NOT less than 20% of the minority group's enrollment rate District-wide....The Court found that the "less-than 20% Rule" was an imprecise standard: merely a rule-of-thumb, which might red-flag the existence of discrimination depending on a multitude of other variables. (Order (Doc. 1771) at n. 8) The Court ordered TUSD to "begin consulting with the Plaintiffs and the Special Master" regarding how to

comprehensively measure the effectiveness of the

ALE Action Plan to determine whether TUSD has attained unitary status in regard to its obligation to increase access for minority students in ALEs....

The Court rejected the notion of an aggregate rule for measuring the efficacy of the ALE Action Plan, and ordered TUSD to develop goals for increasing participation of minority students, including ELLs, in the individual ALE programs to the extent practicable for each ALE.

Doc. 1895 at 2:17-3: 10; some citations omitted.

In light of the foregoing, the Mendoza Plaintiffs respectfully request that the Court direct the Special Master to revise his 2015-16 SMAR to specifically address appropriate goals to be applied to assess the successful implementation of the USP provisions relating to ALEs, as the Special Master in fact undertook to do in his draft R&R on ALEs.

<u>The SMAR Omits Discussion of UHS Goals and Goals for the Participation of ELLs in ALEs</u>

The Court Order of January 27, 2016 expressly directed the Special Master to "include UHS and ELL goals" in his comprehensive review of the original ALE Action Plan and Supplement (Doc. 1895 at 9). However, the SMAR is silent on the subject of ELL goals (in fact lacking any discussion of ELL participation in ALEs) and states only that UHS has "the goal of increasing admission of African American and Latino students" (SMAR at 20:6-7) but fails to state what the goal(s) are or should be or how the District is faring in reaching such goals except to observe that after an initial increase "the number of African American students has stabilized while the number of Latino students enrolled in UHS has increased." (SMAR at 20.)

The Mendoza Plaintiffs therefore respectfully request that the Court direct the Special Master to revise his 2015-16 SMAR to specifically address appropriate goals to be

applied to assess the successful implementation of the USP provisions relating to UHS admissions and the participation of ELL students in ALEs.

The SMAR Fails to Address the Participation Rate of African American and Latino Students in ALEs in the Context of the USP's Requirement that the District "Ensure that African American and Latino Students Have Equal Access to the District's" ALEs

The USP expressly requires that the District "ensure that African American and Latino students have equal access to the District's" ALEs. (USP Section V, A, 1.)

Mendoza Plaintiffs believe that the SMAR's focus (consistent with that of the DAR) on the achievement of goals that are based exclusively on percentages of African American and Latino student enrollment without any comparison to the relative participation of white students in ALEs fails to provide data and analysis sufficient to "ensure" that African American and Latino students have equal access to the District's ALEs.

For example: Mendoza Plaintiffs compared data on GATE enrollment as reported in Appendix F to the USP for the 2011-12 school year and in "Appendix F" provided by the District for 2015-16. (This data is attached as Exhibits 14 and 15, respectively.) It reveals that when the percentage of the "total group pop[ulation] of the District" (or what is more recently referred to as "% District Ethnic Total") is considered during the period from 2011-12 to 2015-16, the percentage of white students enrolled in the District who also are enrolled in GATE programs has increased (from 12.4% to 13.3%) while that of Latino students has decreased (or given the small decrease [from 6.4% to 6.3%], at best, held constant). In other words, notwithstanding the efforts to increase Latino participation in GATE, the participation "gap" between white and Latino students has expanded. (Mendoza Plaintiffs note that the same does not appear to be true for African American participation but believe that the Latino/white gap nonetheless must be acknowledged and

addressed and that the SMAR should focus on data that demonstrates the outcome of efforts to "ensure" equal access.)²³

The Mendoza Plaintiffs therefore respectfully request that the Court direct the Special Master to revise his 2015-16 SMAR to specifically address the relative participation of white, Latino, and African American students in ALEs.

The SMAR Fails to Address Completion Rates/Outcomes

The SMAR fails to discuss data relating to the completion rates or outcomes for African American and Latino students participating in ALEs (including by way of example, continued participation in GATE programs after initial entry, those earning a "C" or better in their ALE classes, percentage scoring a "3" or higher on their AP exams, etc.). Yet, much of this sort of data was included as base line information to be monitored in the USP. (*See*, USP Appendix E at 2 "AAC Achievement, Retention, Teachers SY 2010-11 and SY 2011-12.) Further, when the Court directed the Special Master to prepare an R&R on ALEs it expressly stated that the Special Master should focus on measures to "improve the completion of minority students in these programs." (Doc. 1895 at 4:28-5:1.)

The Mendoza Plaintiffs therefore respectfully request that the Court direct the Special Master to revise his 2015-16 SMAR to specifically address the completion rates and outcomes of African American and Latino students (including ELLs) in ALEs and any

²³ The DAR includes a table (Table 5.26 at V-165) that shows the number of 8th grade students meeting UHS Admissions Test Criteria. It indicates that the percentage of African American and Latino students meeting these criteria declined from 2014-15 to 2016-17 (from 47.7% of those qualified in 2014-15 to 45.8% in 2016-17 for Latinos and from 3.6% to 3.5% for African Americans in that same period). This suggests that efforts to close achievement gaps and provide advanced learning experiences for Latino and African American students are not yet where they should be. Mendoza Plaintiffs therefore believe that this, too, is a topic that should have been addressed in the SMAR.

measures that could practicably be undertaken by TUSD, acting in good faith, to improve completion rates and outcomes.

OBJECTION NO. 7

THE SMAR FAILS TO ADDRESS THE DISTRICT'S INAPPROPRIATE USE OF THE "20% RULE" IN CONNECTION WITH GOALS FOR PARTICIPATION IN DUAL LANGUAGE PROGRAMS.

As noted above, there has been no agreement to or Court approval of the use of the "20% Rule" to set goals and/or assess successful integration of the District's ALE efforts. Yet, the District, in the DAR, does just that with respect to its dual language programs. (See DAR at V-180.) Mendoza Plaintiffs object to the failure of the Special Master in the SMAR to address this issue. They are particularly concerned because, as the Special Master and the parties have recognized, the issue for many of the dual language programs is not whether "Hispanic enrollment far surpasses 20 percent" (id.) but, rather, efforts to increase the participation of white students. Mendoza Plaintiffs note the District's report of an increase in the number of white students in its dual language programs (id. at V-179) and agree that that is positive information but nonetheless believe that it is essential for the Special Master to clarify that assessment of the District's implementation of its USP obligations relating to the dual language program will not turn on the application of the "20% Rule" to Latino enrollment.

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OBJECTION NO. 8

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IN ITS DISCUSSION OF SUPPORT FOR STRUGGLING STUDENTS THE SMAR FAILS TO ADDRESS THE ISSUES THAT LED THE DISTRICT TO SIGNIFICANTLY REDUCE THE NUMBER OF STUDENT SUCCESS SPECIALISTS AND REDEFINE THEIR ROLE, THE EVALUATION OF THE TUSD STUDENT SERVICE EQUITY PROGRAMS, AND THE TUSD DECISION TO REDUCE THE SIZE OF AND SUBSTANTIALLY REVAMP THE MEXICAN AMERICAN AND AFRICAN AMERICAN STUDENT SUPPORT DEPARTMENTS. IT ALSO FAILS TO ADEQUATELY ADDRESS ISSUES RELATING TO TUTORING SERVICES PROVIDED BY THESE DEPARTMENTS.

The SMAR contains a very short discussion of "support for struggling students".

of Student Success Specialists and Student Service Departments in the DAR (at DAR V-

(SMAR at 20.) Mendoza Plaintiffs object to its failure to address the extensive discussion

228 et seq.) which suggests that the work being described is successful and on-going when

in fact, based in part on the District's own January 2016 evaluation of those Departments

and the Student Success Specialist position (an evaluation the DAR barely addresses²⁴),

by the time of the SMAR, the District had decided to substantially reduce the number of

Student Success Specialist positions and revise the role, eliminate a number of the Student

Service Departments, and substantially reduce the sizes of the Mexican American and

African American Student Services Departments ("AASS" and "MASS", respectively.)²⁵

Mendoza Plaintiffs believe it was incumbent on the Special Master to address these issues

in his SMAR and object to the SMAR's silence on this topic.

The only reference the Mendoza Plaintiffs have found to the evaluation (Appendix V-159) in the DAR is a statement in its discussion of data to track students in need of support that in January 2016 the Assessment and Program Evaluation Department reviewed data for various months and reviewed student equity data for the Mexican American and African American Student Services Departments. (DAR at V-230.)

²⁵ See, e.g., Budget Draft #2 Cover Letter, 2017-18 USP Budget dated March 13, 2017 at 2, 4. (Doc. 2028-3 at 147, 149.)

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Departments but does not state who actually provided the tutoring or the qualifications of those tutors. (*See, e.g.*, DAR at V-231, 232.) Yet, the Special Master has (correctly in the view of the Mendoza Plaintiffs) criticized the District's reliance on outside tutoring services and stressed the importance of having tutoring provided (or closely supervised) by certified personnel. Mendoza Plaintiffs therefore object to the failure of the SMAR to address the nature and quality of the tutoring provided by the District through the AASS and MASS Departments in 2015-16 and request that the Special Master seek confirmation from the District, parallel to the confirmation provided with respect to after-school tutoring discussed in the SMAR in connection with extra-curricular activities (SMAR at 29), that all tutoring (regardless of day or time of day offered) through the AASS and MASS Departments also will be provided (or closely supervised) by certified personnel.

The DAR also describes tutoring provided through the AASS and MASS

OBJECTION NO. 9

BECAUSE THE SPECIAL MASTER DID NOT DETERMINE WHETHER AND TO WHAT EXTENT DAR DATA REFLECTS CHANGES OR INACCURACIES IN HOW ETHNICITY OR ISI/DAEP REFERRALS WERE REPORTED, HIS FACTUAL FINDINGS CONCERNING DISCIPLINE DATA MAY WELL BE INNACURATE

As discussed in the section above under Objection No. 1, the Special Master has not reported on whether and to what extent TUSD DAR data reflects changes or inaccuracies in how ethnicity and ISI/DAEP referrals were reported, and what the nature of any such changes/inaccuracies may have been. Thus, the SMAR factual findings under the discipline subsections titled "Overall" (at 22), "Disproportionality" (at 24), and "DAEP" (at 24) may reflect inappropriate changes or inaccuracies in how discipline data was reported in the DAR. Thus, Mendoza Plaintiffs request that this Court direct the Special

Master to revise the above-cited sections of his SMAR if he finds that it is necessary to do so to ensure consistent and accurate data reporting following the investigation and reporting Mendoza Plaintiffs request the Court to direct the Special Master to conduct under Objection No. 1.

OBJECTION NO. 10

THE SPECIAL MASTER'S LIMITED DISCUSSION OF THE GSRR INCORRECTLY OMITS ACTIONS THAT THE DISTRICT TOOK WITH RESPECT TO THE GSRR IN 2015-16 THAT VIOLATED USP PROVISIONS

The SMAR contains a very limited discussion of the GSRR. It states only that "[a]t the beginning of the 2015-16 school year, the District recognized the need to revise the GSRR – the document that defines violations and appropriate responses to these offenses. As of **May 2017**, no changes in the GSRR had been approved by the Governing Board." (SMAR at 27:10-13; emphasis in original.) The implication of the Special Master's SMAR statement is that the District did not change the GSRR from the version that was operative at the beginning of the 2015-16 school year as of "**May 2017**." While the Governing Board may have taken no action as of May 2017, it is inaccurate to state that the GSRR was not changed.

District administration did in fact revise the GSRR prior to the commencement of the 2016-17 school year²⁶ to include a new "Frequently Asked Questions Regarding Discipline" ("FAQ") section that articulated the following zero-tolerance policy for student fights: "This coming school year, students who violate the Code of Conduct by fighting

While Mendoza Plaintiffs discovered the version of the GSRR containing the FAQ section in mid-August 2016, they understood the District to have posted it before commencement of the 2016-17 school year because the FAQ references the 2016-17 school year as "the coming school year."

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will be suspended short term out of school, followed by a two day in school intervention, and each will be counseled. Students who fight a second time during the school year are subject to being assigned to our District Alternative to Education Program for a period of time." (See Mendoza Plaintiffs 'August 17, 2016 email re TUSD's 2016-17 GSRR Issues attached as Exhibit 16. The GSRR containing the new FAQ section and referenced in this email is attached as Exhibit 17.) The District did not submit the GSRR with the FAQ section to the Plaintiffs and Special Master for USP Section I, D, 1 review and comment, and the fighting policy contained in that GSRR violates USP Section VI, B, 2, a. (concerning limitations relating to exclusionary disciplinary consequences).²⁷

Given the significance of the this issue, including the fact that the District made the version of that GSRR with the FAQ available to its employees and parents by posting it on its website (*see* Exhibit 16), Mendoza Plaintiffs object to the misleading statement that "[a]s of May 2017, no changes in the GSRR has been approved by the Governing Board." Rather than request that the Special Master be directed to fully report on this issue in the SMAR (given that the FAQ fighting policy was intended to be implemented in the 2016-17 school year, and that efforts to correct the matter occurred throughout the 2016-17 school year), they respectfully request that this Court direct the Special Master to revise the statement cited above to indicate that no changes were made to the GSRR for the 2015-16 school year.²⁸

The Mendoza Plaintiffs subsequently requested that the Special Master bring this instance of USP non-compliance to the attention of the Court under USP Section X, E, 6, but per subsequent discussions with the parties and Special Master, agreed to defer that request.

²⁸ Mendoza Plaintiffs note that they do however anticipate and expect that the Special Master will fully address this issue in his Annual Report for the 2016-17 school year.

OBJECTION NO. 11

THE SMAR OMITS NEEDED DISCUSSION OF FAMILY ENGAGEMENT PLAN OBLIGATIONS AND RECOMMENDATIONS RELATING TO USE OF FAMILY CENTERS TO INTEGRATE MAGNETS, "TWO WAY" FAMILY ENGAGEMENT, AND DATA TRACKING WHICH INVOVLE PROBLEM AREAS TUSD IDENTIFIED LONG AGO, AND/OR THAT WOULD PROVIDE CONTEXT FOR SMAR STATEMENTS THAT SUGGEST THE EXISTENCE OF BROADER BUT UNADRESSED ISSUES

As discussed below, there are multiple areas of the SMAR in which the Special Master does not provide discussion or any analysis of District efforts to meet its obligations under the USP relating to family engagement or the Family and Community Engagement Plan ("FACE") developed to implement those provisions. (TUSD Annual Report for the 2014-15 School Year, Appendix VII-1 (Doc. 1852-1)). That there may be an absence of evidence concerning the District's efforts in this area is not a reason to have omitted full discussion of this aspect of the USP in the SMAR. Of particular concern to the Mendoza Plaintiffs are, omissions to address the use of Family Centers to integrate magnet schools and programs, the District's failure to meaningfully engage families in a "two way" approach, and the District's failure to track family engagement data. Discussions of these topics are necessary to provide a complete picture of the District's efforts, would implicate long-outstanding obligations and recommendations, and would provide needed context for SMAR statements and findings.

Efforts to Use Family Centers to Integrate Magnet Schools and Programs

The USP expressly requires that the "District, through its Family Center(s) and other recruitment strategies set forth in [the USP], shall recruit a racially and ethnically diverse student body to its magnet schools and programs to ensure that the schools are

integrated to the greatest extent practicable."²⁹ (USP, II, E, 2.) (The FACE Plan references the need for the District to use its Family Centers to market magnet schools and programs. (*See. e.g.*, FACE Plan at 25.))

Notwithstanding such USP obligations, and that the Special Master, under the "Integration" section of the SMAR, asserts that "[i]t would be difficult to build a case that the District has worked to integrate its schools" (SMAR at 6:9), the Special Master does not address the District's efforts in the 2015-16 school year in this regard beyond the indirect statement that TUSD marketing materials failed during that year to mention research concerning learning opportunities provided by integrated student bodies (*id.* at 6:15-19). Indeed, given the Special Master's integration findings (at pages five through seven of the SMAR) and that the USP contemplates the use of family centers as a tool for integrating magnet schools, discussion of District efforts in this regard should have been included both to assess its implementation of its express USP obligation and to provide better context to the Special Master's findings. Further, Mendoza Plaintiffs believe that inclusion of such discussion in the SMAR would have better informed the District on what problems it may need to address in this regard and how it can better market magnet schools through its family centers.³⁰

As part of that effort, the District is to "creat[e] or amend[] an informational guide describing offerings at each school site... distributed via mail and email to all District families; posted on the website in all major languages; and available in hard copy at all school sites, the Family Center(s) and the District office." (USP, II, C.) The Mendoza Plaintiffs note that the District's 2015-16 Annual Report makes no mention of whether it distributed its Catalog of Schools to parents via mail and email.

³⁰ In this regard, the Mendoza Plaintiffs note that greater discussion of the District's use of family centers to integrate magnets could call attention to the following issues: the DAR provided evidence of but a single one hour "open enrollment" workshop held at family engagement centers in November 2015 in support of its obligation to use these centers and the family engagement initiative more generally to integrate magnet schools. (DAR, Appendix II-12). Further, the District apparently conducts no data collection concerning the submission of magnet and open enrollment applications at its family centers or gathers any other information that would allow it to evaluate the effectiveness of its efforts at increasing integration through its family centers. (*See* TUSD Response to RFI #863, attached as Exhibit 18: "There is no disclosure or tracking mechanism to differentiate from where it [magnet and open enrollment applications] was submission [sic].")

<u>Meaningful "Two Way" Family Engagement as Part of a District-wide Strategy</u> Recognized as Valuable in its FACE Plan Recommendations

As part of the District's compliance with USP Section VII, C, a, b, TUSD conducted an initial assessment of its existing family engagement and support programs and developed recommendations for improvement that it then addressed in the FACE Plan. (*See* FACE Plan at 14.) Although the SMAR states generally that the "District's approach to family engagement is what is called a one-way bridge and current thinking calls for a two-way approach" (SMAR at 28:3-4), the SMAR fails to note that the favored two-way approach is in fact embraced by the District's own FACE Plan (although it is yet to be implemented). Further, given such lack of progress and the long-outstanding FACE Plan recommendations, further discussion of this matter is warranted in the SMAR, particularly given that, as Mendoza Plaintiffs understand the "two way" approach, a meaningful shift to that approach provides the most promising strategy to genuinely engage families.³¹

The SMAR-referenced "two way" approach to family engagement directly relates to the District's first FACE Plan recommendation to "Create District-Wide Strategies" because its family engagement "efforts were not connected to one another as part of a comprehensive scheme, and often were focused on parental involvement rather than informing parents about student learning and the parents' role in their student's success." (FACE Plan at 14.) However, the TUSD's 2015-16 Annual Report data³³ reveals that little

The FACE Plan section concerning recommendations (commencing on page 14) explains that the "District assessed the internal data obtained from various reviews in light of the research-based best practices for family engagement to develop recommendations for reorganizing family resources." (The District, under USP Section VII, C, d, is to "implement [that] plan to reorganize or increase family engagement resources... to ensure equitable access to programs and services and to concentrate resources on school site(s) and in areas where data indicates greatest need.")

The FACE Plan describes "open houses, student concerts, recognition awards, and social events" as the referenced less favored "parental involvement." (*Id.* at 8.) Under the recommendation concerning "Engaging Families" the District further explained that "[b]ased on the Review and Assessment [under USP Section VII, C, 1, b] of the District, the majority of the family engagement efforts provided historically by the District have been focused primarily on family involvement in student activities rather than learning-centric family learning. The Harvard Family Research Project found family engagement practices linked to learning have greater positive effect on student outcomes." (*Id.* at 19.)

³³ The District describes site-level family engagement activities in appendices VII-1 (titled "Curricular Focus Training") and VII-6 (titled "Staff Trainings and Family Opportunities

progress has been made as individual schools participated in an unconnected series of activities that demonstrate the absence of a District-wide family engagement strategy, a heavy amount of "parent involvement" activities (instead of family engagement activities to empower parents and to learn from them how to best meet their children's needs), and telling inconsistencies concerning the amount and quality of family engagement activities across sites.³⁴ They also fail to manifest a "family engagement vision" (FACE Plan at14.)

Mendoza Plaintiffs object to the omission of any discussion of the District's own recognition of the value of the "two-way" approach and its failure to follow its own counsel and recommendations in the SMAR.

The District's Data Collection Efforts and Inability to Conduct Meaningful Evaluations of Effectiveness of Family Engagement Efforts With Collected Data

While the Special Master notes that "[f]urther information is needed" with regard to Community Liaison communications with teachers about students, that "better evidence... is needed" to determine trends in racial demographics of schools using more "robust" family engagement strategies versus those that do not, and that "[m]ore information on the

to Value Parents as Partners") of the 2015-16 Annual Report—as the titles and appendices suggest, the listed activities appear to be an indiscriminate mixing of staff training and family engagement events. As discussed in the section below, these appendices omit data for a significant number of schools and therefore is unreliable as the basis for forming conclusions about trends in site-level family engagement efforts.

³⁴ In this regard, some schools' activities for the 2015-16 school year consisted entirely of the less favored and less effective "parental involvement" (e.g., open houses, social events). For example, other than a single "Title One parent meeting" at Cragin (DAR, Appendix VII-6 at 2), Cragin held only what appear to be events at which stories were read to children and families. These events consisted of "Family Library Night," "Spooky Reading Night," and "Literacy Night." (DAR, Appendix VII-1 at 3.) Another example, Mary Meredith, held only the following social events: Healthy Social Family Fun, Annual Harvest Luncheon, Rodeo Bar-B-Q, and Celebration and Promotion. (*Id.* at 9) These are not unique examples; indeed, this Court need only conduct a cursory review of the activities reflected in DAR Appendices VII-1 and VII-6 to see that site-level activities are dominated by "parent involvement" events (delivered inconsistently across schools) which do not reflect the family engagement goals of the USP, the acknowledged importance of focusing on learning-centric activities, or a District-wide family engagement strategy and "vision". As detailed below, there is no data relating to many schools' family engagement efforts in DAR Appendices VII-1 and VII-6.

functions and the results of these [District] partnerships [with Tucson organizations] would be useful" (SMAR at 27:23-24, 28:14-15, 28:24-25), the Special Master does not address the underlying issue of the adequacy District's data collection efforts in the area of family and community engagement. This is of particular importance given that, recognizing the centrality of data collection efforts to the success of the District's engagement efforts, the District's FACE Plan made express data collection recommendations (FACE Plan at 21) – aligning with the USP Section VII, C, 1, c requirement that the District "develop and implement a plan to track data on family engagement."

The FACE Plan recognized that there "is no system to provide consistent access to programs or a way of evaluating the effectiveness of programs. Currently the District's major method for tracking family engagement is through sign-in sheets... Research supports data collection systems as a necessary component of ongoing evaluation, planning and improvement." (*Id.*) Yet, the District reported that for the 2015-16 school year, the District continued to gather family engagement data through sign-in sheets (DAR at VII-328), even though USP Section VII, C, 1, c envisioned that by October 1, 2013, the District would make necessary revisions to its electronic data system to track family engagement. (While that date was pushed back by agreement of the parties, Mendoza Plaintiffs believe that the SMAR should nonetheless have addressed the 2015-16 reliance on sign-in sheets and absence of more informative information.)

Further, Mendoza Plaintiffs expected these issues to be addressed in the SMAR as needed follow up to the Special Master's 2014-15 Annual Report "Recommendation to the District" that it "should improve its reporting of family and community engagement activities organizing these by types of activities, reporting how many families of different racial backgrounds were served and what the purposes of these services were." (Doc. 1890)

³⁵ The USP-required assessment is part of a USP provision that also mandates that there be "data systems in place to provide information on outreach to and engagement with families and communities." (USP Section VII, C, 1, b.) The USP further required that the District "By October 1, 2013... develop and implement a plan to track data on family engagement, and the District shall make necessary revisions to Mojave to allow such data to be tracked by student." (USP Section VII, C, 1, c.)

at 30.) In this regard, as far as Mendoza Plaintiffs can tell from past TUSD Annual Reports, the District has made no effort to track family engagement data by race/ethnicity and/or to evaluate the effectiveness of its family engagement efforts with Latino and African American families.³⁶

Moreover, the SMAR additionally fails to address the District's evidence concerning its USP Section VII, E, 1, d obligation to "[a]naly[ze]...the scope and effectiveness of services provided by the Family Center(s)." In this regard, the District's 2015-16 "Analysis of the scope and effectiveness of services provided by the Family Center(s)" is based entirely on "customer satisfaction surveys" (in connection with unspecified provided services) and a mere 89 needs surveys collected over a five-month period. (DAR, Appendix VII-28.)³⁷

Plainly, a large part of the reason the Special Master is constrained to note the need for additional information in the SMAR is the District's inadequate data collection efforts concerning family engagement, notwithstanding the USP and FACE Plan obligations and recommendations for improved data collection. Given the significance of data collection in measuring District compliance with related obligations, and to assessing outcomes in measuring District's progress in implementing the USP's family and community engagement provisions, the Mendoza Plaintiffs object to the omission of this discussion in the SMAR.

Indeed, with respect to efforts at the site-level, the District has conceded that for the 2015-16 school year "[t]here was no process to review or assess school site family engagement activities in place during the school year for SY2015-16." (TUSD Response to RFI #857, attached as Exhibit 19.) Such lack of a process for review and assessment seem to be exemplified by the fact that the District did not track participation at quarterly informational events at seven, 14 and 17 racially concentrated schools in each of the second, third and fourth quarters of 2015-16 school year, respectively. (DAR, Appendix V-214.)

³⁷ Notably, the 2015-16 "evaluation" does not take into account the number of and reasons for visits to family centers (beyond simply noting a total of approximately 7,000 visits), or whether the services and information concerning, for example, Advanced Learning Experiences or open enrollment and magnet schools, provided at centers are effective in recruiting students.

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For the reasons stated above, the Mendoza Plaintiffs respectfully request that the Special Master be directed to supplement the SMAR to include discussion of the use of Family Centers to integrate magnet schools and programs, the District's lack of family engagement in a "two way" approach, and the state of the District's efforts to collect family engagement data and conduct assessments of family engagement efforts.

OBJECTION NO. 12

THE SMAR FAILS TO PROVIDE THE BASIS FOR THE SPECIAL MASTER'S FINDING THAT IT DOES NOT APPEAR RACIAL COMPOSITION DIFFERS SIGNIFICANTLY BETWEEN SCHOOLS PROVIDING ROBUST FAMILY ENGAGEMENT AND THOSE THAT DO NOT, AND SUCH SUPPORT CANNOT BE FOUND IN THE DAR BECAUSE IT PROVIDES NO FAMILY ENGAGEMENT DATA FOR MANY SCHOOLS

In the SMAR, the Special Master fails to discuss or identify any data he relied on in making his finding that "it does not appear that the racial composition of the schools where family engagement is more robust is significantly different than the racial composition of schools with less assertive family involvement." (SMAR at 28:13-16.) Further, the SMAR does not address or analyze what constitutes "robust" family engagement and Mendoza Plaintiffs found no such analysis with respect to racially concentrated and nonracially concentrated schools in the DAR on which the SMAR statement may have been based. Indeed, with respect to school-level family engagement efforts, the data in the DAR appears to do no more than to catalog family engagement activities. (See, e.g., DAR, Appendices VII-1 (titled "Curricular Focus Training") and VII-6 (list of family engagement events by school).)

Moreover, Mendoza Plaintiffs do not believe the SMAR statement concerning sitelevel family engagement could properly be based on DAR data as there are a significant

1 number of TUSD schools for which no such data is provided. By way of example, there 2 were no "Curricular Focus Trainings" nor any family engagement events listed for the 3 following racially concentrated schools: Banks, Ochoa, Oyama, Warren, Rose, Morgan 4 Maxwell, Safford, Valencia, and Pueblo.³⁸ (See DAR Appendices VII-1 and VII-6.) Thus, 5 6 because the site-level family engagement data in the DAR is so incomplete, they do not 7 understand that it could form the basis for the Special Master's finding that "it does not 8 appear that the racial composition of the schools where family engagement is more robust 9 is significantly different than the racial composition of schools with less assertive family 10 11 involvement." 12 respectfully request that this Court direct the Special Master to supplement his SMAR to 13 set forth the factual basis for his finding. 14

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OBJECTION NO. 13

Mendoza Plaintiffs therefore object to this SMAR statement and

THE RECORD DOES NOT SUPPORT THE SPECIAL MASTER'S FINDING THAT THE DISTRICT IS IMPLEMENTING THE PROVISIONS OF THE USP WITH RESPECT TO EXTRACURRICULAR ACTIVITIES IN A SATISFACTORY WAY.

Inequities in Participation Rates

Based on their understanding of the record, Mendoza Plaintiffs object to the Special Master's finding that the District is implementing the provisions of the USP with respect to extracurricular activities in a satisfactory way. (SMAR at 29.) In support of his finding, the Special Master references data provided by the District after the submission of the DAR and states that "[i]n general [from 2013-14 to 2015-16], total percentages of participation across ethnicities remained relatively constant." (Id. at 29-30.) The SMAR

³⁸ Significantly, each of Ochoa, Safford, and Cholla was a magnet school that recently lost its magnet status. (See Doc. 1984-1 at 1.)

does not further identify the information provided or any analysis that led to the stated conclusion. Mendoza Plaintiffs reviewed data provided in the DAR and reached a different conclusion – that is, that the participation "gap" between white students as compared to Latino and African American students widened in that period³⁹. If the Special Master has data that show a different result, Mendoza Plaintiffs ask that he supplement his SMAR to provide that information together with an explanation from the District as to why the data set forth in the DAR appears to lead to a different result. Even if the Mendoza Plaintiffs' finding after their review of the DAR can be

addressed with additional data, their review of information provided by the District in response to their information requests indicates that there also is a serious question as to whether extracurricular activities are being provided on an equitable basis. Until that issue is addressed and resolved, Mendoza Plaintiffs object to the SMAR finding of satisfactory implementation of the provisions of the USP relating to extracurricular activities.

On March 15, 2017, the District provided information on participation in extracurricular activities broken down by school. A copy is attached as Exhibit 20.

Mendoza Plaintiffs compared the participation numbers provided in Table 8.1 of the DAR (at VIII-337) to the overall enrollment numbers for TUSD white, Latino, and African American students in 2013-14 and 2015-16, using TUSD reported 40th day enrollment figures for those years. That comparison revealed that the participation of white students in TUSD extracurricular activities increased by 10% (from 20% of their total enrollment in 2013-14 to 30.2% of their total enrollment in 2015-16). By contrast, notwithstanding the emphasis in the USP on equitable participation by Latino and African American students, the participation rate of Latino students increased by 7.1% (from 14.6% of their total enrollment in 2013-14 to 21.7% of their total enrollment in 2015-16) and the participation rate of African-American students increased by 4% (from 20.6% of their total enrollment in 2013-14 to 24.6% of their total enrollment in 2015-16). Thus the participation "gap" appears to have widened rather than narrowed.

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Mendoza Plaintiffs then used that data and information on 2015-16 school enrollment, as set forth in the chart they prepared and have attached as Exhibit 21, to compare relative participation in extracurricular activities by students in racially concentrated K-8 schools and in K-8 schools that have 25% or more white enrollment (inclusive of elementary, K-8, and middle schools). They then performed the same analysis looking at racially concentrated high schools and high schools that have 25% or more white enrollment. They found significant disparity.

At the K-8 level, there is a 19.8% participation rate in extracurricular activities by students attending racially concentrated schools as compared to a 27.6% participation rate by students attending schools in which the white student population constitutes 25% or more of the total enrollment. That disparity increases significantly at the high school level. There is a 31.4% participation rate among students attending racially concentrated schools as compared to a 45% participation rate among students attending high schools in which the white student population constitutes 25% or more of total enrollment. Mendoza Plaintiffs believe that this data fails to evidence that the District has satisfactorily complied with the USP mandate that it "provide students equitable access to extracurricular activities." (USP Section VII, A, 1.)

<u>Inadequate Showing of Interracial Contact in Positive Settings</u>

Mendoza Plaintiffs further object to the finding of the SMAR because it fails to address the USP requirement that the District "ensure that extracurricular activities provide opportunities for interracial contact in positive settings of shared interest...." (*Id.* at VIII, A, 2.) The DAR is virtually silent on this topic. The only place in which the racial and ethnic breakdown of participants in specific extracurricular activities is discussed is in the

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subsection of the DAR relating to leadership training. There reference is made to a leadership program involving just over 500 participants, a Captain's Academy with 45 participants, and a Harbor Experience with almost 350 participants. (DAR at VIII-342-344.) But, according to that same DAR, approximately 11,250 students participated in at least one extracurricular activity in 2015-16 (*Id.* at VIII-337, Table 8.1.). No breakdown concerning the race and ethnicity of the particular programs (e.g., sports teams, clubs, etc.) in which the vast majority of District students participated is included in the USP. Yet, it is clear that such an analysis must occur before the District can be found to have satisfactorily implemented the USP.

In this regard, the case of In *United States v. Bd. of Public Instruc. of St. Lucie Co.*, 977 F. Supp. 1202, 1221 (S.D. Fla., 1977), is instructive. In that case, when considering whether the school district before it had attained unitary status with respect to extracurricular activities, the Court expressly noted evidence that "[i]f it is determined that, over a period of time, a particular extracurricular activity (*e.g.*, cheerleading) is participated in primarily by students of one race, then 'the Principal is asked why is that occurring, and what needs to happen in order to change that...[A]s they occur you ask the question as to why, and then you provide the remedy.' "Nothing before the Special Master or in the DAR establishes that TUSD has provided a comparable degree of oversight and follow up with respect to this central obligation in the extracurricular section of the USP.

Insufficient Data

There is yet one other reason why the Mendoza Plaintiffs object to the Special Master's finding: the District has failed to provide sufficient and consistent information

relating to extracurricular activities thereby making it extremely difficult, if not impossible, to accurately assess its performance of its USP obligations.

In the DAR, the District asserted that participation in K-8 extracurricular activities increased in 2015-16 but also stated that "[i]ncluded in these numbers for the first time are students who participated in extracurricular fine arts." (DAR at VIII-337.) Thereafter, in response to a Mendoza Plaintiff inquiry, the District stated that in earlier years participation in fine arts had been included in a K-8 "club" category. Whether and to what extent this new category in the report affects the ability to make "apples to apples" comparisons with extracurricular participation data provided for prior years is compounded by the fact that the District additionally asserted in the DAR that the improvement in participation numbers also "reflected...improvements in the collection and reporting of the data through better office staff training." (*Id.* at VIII-338.)

When it explained these improvements in response to a Mendoza Plaintiff inquiry, the District expanded on its DAR statement as follows. There were "increased efforts on the part of the extracurricular department to inform school administrators of the necessity to correctly submit this information and then to monitor submission." The District provided as an example that only "23 Elementary, K-8 and Middle Schools reported athletic data in 2014-15, whereas 49 schools reported athletic data in 2015-16." (*Id.*) ⁴⁰

⁴⁰ This statement is of some concern given that the District made a similar claim about having improved its data collection efforts in 2014-15. In the 2014-15 Annual Report, it wrote: "In the 2014-15 school year, the District also developed training for administration and office staffs at the elementary and K-8 schools to learn how to correctly input data into the Mojave Interscholastic module to track participation" in extracurricular activities. (2014-15 Annual Report, Doc. 1918-1, at VIII-283.) It should also be noted that issues relating to data collection appear to have continued into the 2015-16 school year. The school participation report for 2015-16 that the District provided in March 2017 fails to provide information for all schools. Mendoza Plaintiffs have identified the following as among the schools whose extracurricular participation data has not been provided: Banks,

1 The District cannot be found to have satisfactorily performed its USP obligations in 2 the area of extracurricular activities until it has been able to provide complete and 3 consistent information for a sufficient number of years to permit the Plaintiffs, the Special 4 Master and the Court to accurately assess that performance. 5 6 **OBJECTION NO. 14** 7 BECAUSE THE DISTRICT'S UNILATERAL REVISIONS TO THE FCI, REALLOCATION REQUESTS INCONSISTENT WITH TUSD FACILITY CONDITIONS DATA, AND ADJUSTMENTS TO SCHOOL FCI SCORES SAID 9 TO BE RELATED TO THE DISTRICT MASTER FACILITIES PLAN MAKE ACCURATE ASSESSMENT OF THE DISTRICT'S PERFORMANCE IN THIS 10 AREA EXTREMELY DIFFICULT, THE SPECIAL MASTER'S FINDINGS 11 RELATING TO QUALITY OF FACILITIES MAY WELL BE INACCURATE 12 While the Special Master in the SMAR reports that the "formula for the Facilities" 13 Condition Index (FCI) was unilaterally altered during the 15-16 school year without 14 plaintiff input"⁴¹ in stating that the "District should return to the original agreed-upon FCI 15 16 formula" "[i]n order to compare year to year changes" (SMAR at 30:18-21), the Special 17 Master did not assess whether and to what extent those changes, or reallocation requests 18 Maldonado, Miller, Mountain View, Oyama, Robison, Vesey, Cragin, Hudlow, and 19 Whitmore. 20 ⁴¹ Specifically, as the District acknowledged in its Motion for Unitary Status, during the 2015-16 school year, it "reduced the weight given to the communication category [in the 21 FCI] from 15 percent to 5 percent... [and] increased the grounds category, which includes playgrounds and athletic fields, from 5 percent to 10 percent" because, it says, the FCI "duplicated" the technology communications system assessments that are part of the TCI. 22 (Doc. 1993 at 46:12-16.) 23 Further, the District's decision to increase the weight accorded to the FCI's grounds 24 category which includes "playgrounds and athletic fields" (*id.* at 46:14-15) raises separate issues because, as TUSD acknowledges in its Motion, the Education Sustainability Score 25 ("ESS") already evaluates "playgrounds and playfields" (id. at 47:11-12 (quoting USP) Section IX, A, 1).) Because the Multi-Year Facilities Plan is based on both the FCI and 26 ESS, the effect of the District's unilateral revision is to shift the weighting from technology communications systems supporting instruction to play areas, even though, as 27 TUSD also acknowledges in its Motion (at 48:9-11), the parties negotiated the weights of the ESS to "score[] more heavily towards the classroom and less on the non-instructional 28

space."

inconsistent with school FCI scores or revised FCI scores pursuant to the District's Master Facilities Plan ("DMFP") (not addressed in the SMAR) have made that facilities data unreliable. Therefore, because his SMAR statement that "it does not appear that the quality of school facilities varies significantly by the proportion of students of different races in a school" (SMAR at 30:11-12) is based on such data, it ,too, may be unreliable.

Beyond issues concerning FCI and ESS weights, reallocation requests with explanations that conflict with FCI and ESS data call into question the accuracy of that data. In connection with March 8, 2016 reallocation request for repairs to Utterback Middle School's auditorium, the District asserted the existence of significant disrepair, including no working speakers, sound boards, microphones (sound system), no projection system, and limited lighting as a result of it "hav[ing] had no upgrades or systemic repairs since its inception in 1989." (*See* email chain re: Reallocations – Tully and Carrillo, attached as Exhibit 22.) However, its ESS score indicated that Utterback's "Performing Arts" space received a 4.0 rating out of a possible total of 5.0, indicating that it was in "good condition." (*See id.*) Thus, the significant disparities between TUSD reallocation requests and facilities data warranted investigation to determine the extent to which such data does not accurately reflect school facilities condition before the Special Master drew any conclusions about USP compliance in this area.

⁴² Indeed, issues with reallocation requests inconsistent with TUSD facilities condition assessments appear to have persisted past the 2015-16 school year. In connection with its March 2, 2017 reallocation requests, the District states Safford's computer lab has "two 'holes' in the floor. Plywood has been secured to make sure no one falls through. However, there is a noticeable dip when stepping on the plywood... this is an unsafe condition that needs to be addressed." (*See* TUSD April 3, 2017 email attached as Exhibit 23.) Mendoza Plaintiffs presume that the development of "holes" big enough for children to "fall[] through" reflects disrepair that developed over time, and note that with regard to Safford's ESS scores (which covers computer labs), the District apparently had "no data" whatsoever for the 2015-16 school year. (*See* DAR, Appendix IX-18.)

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Further, during the 2015-16 school year, the District developed a "District Master Facilities Plan" ("DMFP") (attached as Exhibit 24) which it says involved assessments of "HVAC, Roofing and Special Systems... at every school between September 2015 and February 2016" and that it took "advantage of the assessments that were completed as part of that project to make sure the conditions were reflected in the FCI as well." (See TUSD RFI response attached as Exhibit 25.) Although the District purports to have revised the FCI in light of the DMFP assessments, it asserts that the "MYFP is not related to the DMFP in any way." (Id.) Contrary to the District's assertion, the DMFP contains a section devoted to the "Multi-Year Facilities Plan Background and Summary" and sets out the assessment process that formed the basis of the DMFP. (Exhibit 24, at 3.0-1 et seq.) Significantly, it describes only the creation of the FCI and the ESS and no additional assessment work, and so far as Mendoza Plaintiffs have been able to determine, does not refer to or incorporate any new assessment of "HVAC, Roofing, and Special Systems" as referenced in the District's response to their inquiry. Further, it makes no reference that Mendoza Plaintiffs have been able to locate to any changes to the FCI to reflect such an assessment. Thus, the nature and extent of changes to the FCI are opaque at best and further complicate analysis concerning whether there exists a disparity in facilities condition based on the racial composition of students at TUSD schools.

Therefore, the Special Master's assertion that "it does not appear that the quality of school facilities varies significantly by the proportion of students of different races in a school" may be based on inaccurate and unreliable data. Mendoza Plaintiffs therefore respectfully request that the Court direct the Special Master to investigate and report whether and to what extent TUSD's unilateral revisions to the FCI and adjustments to

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facilities scores in connection with the DMFP have resulted in inaccurate or unreliable

TUSD data, and what actions need to be taken beyond the District "return[ing] to the

originally agreed-upon FCI formula delineations", if any, to provide for the type of

consistency in TUSD Annual Report data that would allow for accurate year-to-year

comparisons and analysis, and to revise the SMAR to the extent necessary once these data

THE SPECIAL MASTER'S LIMITED DISCUSSION OF THE DISTRICT'S ACTIONS RELATING TO FACILITIES IN THE 2015-16 SCHOOL YEAR INCORRECTLY OMITS DISCUSSION OF THE DEVELOPMENT OF THE DMFP, WHICH CONTAINS NO USP-MANDATED PRIORITIES, FUNDING FOR WHICH THE DISTRICT NOW IS CONSIDERING WITH DRAFT BOND ELECTION LANGUAGE FOR THE NOVEMBER 2017 ELECTION BALLOT

The District's DMFP, which do not contain USP-mandated priorities for facilities projects, suggests the District intends to no longer comply with those provisions and bears on the District's good faith desegregation efforts as they relate to facilities and therefore should have been addressed in the SMAR.

The District presented the DMFP it developed in 2015-16 (discussed above) to its Governing Board on June 14, 2016. (See Jun 14, 2016 Agenda Items document attached as Exhibit 26.) That DMFP sets a list of general "TOP PRIORITIES/OBJECTIVES" that are unconnected to the priorities articulated in USP Section IX, A, 3. (Exhibit 24 at 4.0-1) Notably missing is any weighting of priorities to address the needs of the District's racially concentrated schools. Significantly, while the DMFP does acknowledge that the MYFP "assures Racially Concentrated Schools are not overlooked and are given a higher level of consideration" (Id., at 3.0-4), there is no statement in the DMPF about how its "top

issues have been addressed.

The priorities listed on page ii of the DMFP are: repairs, key facility improvements to enhance learning, technology, school renovations for 21st Century Learning and optimum school size, support expansions of successful programs, reduce the number of active portable classrooms, and "transportation".

priorities" and those of the MYFP are to be reconciled and, as noted above, the District has asserted that "the MYFP is not related to the DMFP in any way." (TUSD Response to RFI 884 attached as Exhibit 27.)

While the DMFP "top priorities" 43 may be logical, they not only fail to include the priority of focusing on racially concentrated schools; so far as Mendoza Plaintiffs can discern they make no effort to reconcile the achievement of priorities like achieving "optimum school size" or the expansion of teaching areas for successful programs with the District's desegregation obligations under the USP.

The significance of the omission of any discussion of this issue in the SMAR is underscored by the fact that the District confirms its intent to proceed with implementation of the DMFP by now considering November 2017 election ballot draft language for a bond to implement the DMFP. (See May 23 Agenda Item document attached as Exhibit 28.) Given the significant implications this issue has on future District implementation of USP-mandated facilities project priority and on whether the District is in good faith implementing USP facilities provisions, Mendoza Plaintiffs object to the omission of this discussion in the SMAR. The Mendoza Plaintiffs further respectfully request that this Court direct the Special Master to revise the SMAR to specifically address the development of the DMFP and the implications of that plan and progress in preparing a bond to fund it on the District's implementation of the USP's facilities provisions.

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Based on the foregoing and the record herein, Mendoza Plaintiffs respectfully request that the Court sustain their objections to the 2015-16 SMAR and direct that the Special Master supplement and/or revise that SMAR in the following respects pursuant to the oversight, monitoring, and reporting responsibilities assigned to the Special Master in Section X,E of the USP and the Order Appointing Special Master:

- (1) By preparing an R&R addressing the parties' dispute concerning whether ISI and DAEP constitute "exclusionary discipline" and whether the District has amended Regulations JK-R1 and JK-R2 in a manner that deprives students of their rights to due process and/or hearing rights under the USP when referred to ISI and/or DAEP.
- (2) By investigating and reporting whether and to what extent TUSD DAR data reflect changes or inaccuracies in how ethnicity and ISI/DAEP referrals were reported, what the nature of any such changes/inaccuracies were, and what actions need to be taken, if any, to provide for the type of consistency in TUSD Annual Report data that would allow for accurate year-to-year comparisons and analysis, and to revise the SMAR to the extent necessary once these data issues have been addressed.
- (3) By supplementing the DAR to include any data relating to (a) the racial/ethnic breakdown of ridership on individual buses providing transportation to District schools and (b) the racial/ethnic breakdown of students issued SunTrans passes for public transportation to District schools that was considered by the Special Master in preparing the SMAR that has not already been provided to the Plaintiffs.
- (4) By revising the SMAR to specifically address the development of the Teacher Diversity Plan and the parties' agreement concerning how diversity is to be measured

under that Plan and to report on the District's progress in achieving diversity under the definitions and approach set forth in that Plan.

- (5) By revising the SMAR to include the comprehensive assessment of the original ALE Plan of Action and the Supplement, including UHS and ELLs, directed by the Court in its Order of January 27, 2016 (Doc. 1895), including, finalization of the Special Master's February 12, 2017 draft R&R concerning ALEs to *inter alia*, address goals to be applied to assess the successful implementation of the USP provisions relating to access to ALEs (inclusive of UHS and for ELLs and in the dual language programs), the relative participation of white, African American and Latino (including ELL) students in ALEs and their completion rates/outcomes, and any measures that could practicably be undertaken by TUSD, acting in good faith, to improve participation and completion rates and outcomes.
- (6) By revising the discussion of the GSRR in the SMAR to omit references to the GSRR as it affected the 2016-17 school year.
- (7) By supplementing the SMAR to include discussion of the use of Family Centers to integrate magnet schools and programs, the District's failure to implement the "two way" approach to family engagement set forth in its FACE Plan, and the state of the District's efforts to collect family engagement data and conduct assessments of family engagement efforts.
- (8) By revising the his SMAR to address what the basis is for his finding that "it does not appear that the racial composition of the schools where family engagement is more robust is significantly different than the racial composition of schools with less assertive family involvement."

- (9) By supplementing the SMAR to include any data relating to the participation rates by race/ethnicity of TUSD students in extracurricular activities that was considered by the Special Master in preparing the SMAR that has not already been provided to the Plaintiffs and any explanation received from the District as to why such data leads to a different conclusion from that set forth in the DAR.
- (8) By investigating and reporting whether and to what extent TUSD's unilateral revisions to the FCI and adjustments to facilities scores in connection with the DMFP have resulted in inaccurate or unreliable TUSD data, and what actions need to be taken beyond the District "return[ing] to the originally agreed-upon FCI formula delineations," if any, to provide for the type of consistency in TUSD Annual Report data that would allow for accurate year-to-year comparisons and analysis, and to revise the SMAR to the extent necessary once these data issues have been addressed.
- (9) By revising the SMAR to specifically address the development of the DMFP and the implications of that plan and progress in preparing a bond to fund it on the District's implementation of the USP's facilities provisions.

Dated: July 17, 2017 **MALDEF** JUAN RODRIGUEZ THOMAS A. SAENZ /s/ <u>Juan Rodriguez</u> Attorney for Mendoza Plaintiffs PROSKAUER ROSE LLP LOIS D. THOMPSON JENNIFER L. ROCHE /s/ Lois D. Thompson Attorney for Mendoza Plaintiffs

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1	CERTIFICATE OF SERVICE
2 3	I hereby certify that on I electronically submitted the foregoing MENDOZA PLAINTIFFS' OBJCTIONS TO THE SPECIAL MASTER'S 2015-16 ANNUAL REPORT AND REQUEST THAT HE BE DIRECTED TO SUPPLEMENT AND REVISE PORTIONS THEREOF to the Office of the Clerk of the United States District Court for the District of Arizona for filing and transmittal of a Notice of Electronic Filing to the following CM/ECF registrants:
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20	Special Master Dr. Willis D. Hawley
21 22	wdh@umd.edu
23	/a/ Ivon Dodriovan
$\begin{bmatrix} 23 \\ 24 \end{bmatrix}$	Dated: July 17, 2017 ys/ Juan Rodriguez Juan Rodriguez
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