

To: Bill Hawley 1/8/13

**4:74-CV-90-DCB**

5002 N. Via Entrada  
Tucson, Arizona 85718  
January 4, 2013

U. S. District Judge David C. Bury  
United States District Court  
Evo A. DeConcini U. S. Courthouse  
405 W. Congress Suite 6170  
Tucson, AZ 85701-5065

Dear Judge Bury:

The Fisher Committee does not support the current written Post Unitary Plan being submitted to the Court for the following reasons:

- The Plan is designed as a top down model without any regard for the persons most impacted by the plan, African Americans and Latino Students and the relationship with their teachers, their schools and the communities in which they live.
- We see a plan to hire additional administrators, directors and assistants to do job that existing personnel are responsible for performing (i.e. Director of Student Assignment, Director of Magnet Schools, Director and Staff for Family Centers, Director of Professional Support, Coordinator of Advanced Learning Experience, etc.)
- The Plan is based on what TUSD District Administrators, outside experts and consultants think, rather than data gathered from students, their teachers, schools and neighborhood communities. (They used school data but never asked schools, teachers, students or parents what the data meant to them or what resources are needed to improve achievement).

- We see no mechanism for individual schools and teachers to specifically review their data, identify specific needs and request specific human or material resources that will assist them as they implement plans to close the achievement gap.
- We see no commitment to hold TUSD Central Administrators, principals, support personnel and teachers responsible for non-performance.
- We see a plan for technology to track students but nothing for tracking non-performing staff or staff with a history of insensitivity to the needs of African American and Latino students.
- We feel the Desegregation Budget should reflex<sup>ex</sup> the needs of African American and Latino students, teachers, site principals and other specific personnel who specify needs that cannot be met by regular state funding. The needs must specify resources, both human and material, that enhances the programs and do not supplant existing regularly state funded requirements. The justification must be documented and an audit review conducted and kept. We feel the District has had a free pass over the last 30 years without any oversight or accountability.
- Finally, we see a plan that calls for African-American students to continue to be bussed out of their neighborhoods and as schools are closed down, the District is becoming increasingly divided along racial lines.

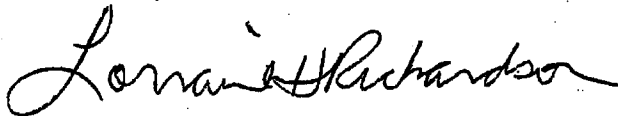
Most of what we see in this plan is a bureaucracy to cover past and future administrators who are afraid of real responsibility and leadership for a school system that refuses to implement systemic change, K-12, specifically site principals who have to understand the expectations of their jobs, request the needed resources and the consequences of non-performance.

We think the data clearly identifies that African American and Latino Students are performing below Anglo Students , disciplined unfairly, underrepresented in advanced learning classes, overrepresented in drop out and failure numbers, and underrepresented in ethnic models. We have confidence that the knowledge, skills and program strategies are available to bring about this change. We are not comfortable that the will and commitment is universal.

We feel the Court needs to communicate clearly to the TUSD Governing Board that it is their responsibility to bring this School District into compliance by providing the leadership and holding the District Administrations responsible for clearly stated outcomes. Thirty (30) years is too long.

Respectfully submitted by Lorraine Richardson on behalf of the Fisher Plaintiffs.

Sincerely,

A handwritten signature in cursive script that reads "Lorraine H. Richardson".

Lorraine H. Richardson, PhD

Cc: Rubin Salter  
Gloria Copeland  
Kelly Langford  
Herman Warrior