

USC School of Dramatic Arts

MEMORANDUM OF UNDERSTANDING

USC School of Dramatic Arts
And
Azusa Unified School District

This Memorandum of Understanding (MOU) is entered into as a No Cost Agreement (Agreement) between the University of Southern California School of Dramatic Arts (USC) and Azusa Unified School District (District), who will hereafter be referred to as the Parties to this Agreement.

Purpose:

The purpose of the Agreement is to provide the general parameters and guidelines for the implementation of the LA County Office of Education (LACOE) – University of Southern California School of Dramatic Arts (USC) – LA County Commission on Human Relations’ LA vs Hate (LA vs Hate) Program’s Social Justice Initiative (“Initiative”). The Initiative is a joint project of the Los Angeles County Office of Education; USC School of Dramatic Arts; Los Angeles County Commission on Human Relations’ LA vs Hate program to address intergroup conflict; antisemitism/anti-Muslim intergroup issues; anti-LGBTQ+ bias or intra-gang conflict due to race-based motivation. This partnership will ensure support for the launch of the Initiative, including funding, and provision of appropriate USC-provided programs at no cost to the District. LACOE, LA vs Hate, and USC will work to meet and sustain the Initiative goals and project outcomes beyond the anticipated two-year Initiative timeline, through long-term partnership efforts. This partnership and its planned deliverables is part of a Contract between LACOE and the USC School of Dramatic Arts. Initial funding is provided by a contract between LACOE and LA vs Hate.

The Initiative is to be provided by USC within the District. Through this partnership with LACOE and LA vs Hate, USC will provide services in the goal areas of youth leadership development, social-emotional wellness, and community and civic engagement using theater arts as a program model.

Under the terms of that Contract, USC agrees to support the mission of the District to promote the healthy development of youth and their families through high-quality implementation of a student and community-led social justice program. USC will provide USC students from different schools at USC

as mentors to high school students and their families/caretakers to develop this Initiative. The goal is to use the USC School of Dramatic Arts program model to provide effective ways to build compassion, empathy, and respectful civic engagement in discussion of intergroup issues and to then work to address and counter identified anti-bias behavior in the District's school community.

Term of Agreement:

This agreement shall be in effect from the date of full execution of this Agreement and shall remain in effect through June 30, 2026, on days that the school is open. The agreement may be terminated, renewed, or revised with the mutual written consent of both parties. Termination will require 30 days written notice. This agreement will be renewed thereafter annually, by agreement of the parties and with funding permitting.

Services:

USC agrees to provide the Social Justice Initiative program at the District's Azusa High School with the following program objectives:

1. To foster positive relationships for students and to promote meaningful parental and community involvement.
2. To address barriers to the identification of community intergroup issues faced by students and families at Azusa High School and to enhance protective factors through the use of Best Practice programs at USC, including but not limited to: the Theater of the Oppressed strategies (Theater); Justice, Equality, Diversity & Inclusion (JEDI) training; Occupational Therapy (OT) or Social Work Services (MSW).
3. To develop teachers' competencies in addressing social justice topics that students may want to effectively explore, USC programs will include teachers and teaching staff at every opportunity.
4. To provide a safe space for students and parents to address community-identified intergroup issues and appropriate responses, including best practices for addressing online bullying, hate acts, or school-based bullying, JEDI-trained students will meet with District students, parents/caretakers, teachers/club sponsors or credentialed staff a minimum of two times per month, but once a week preferably during the school year, and summer school as requested or approved by District staff.
5. USC will meet the program objectives by delivering on-site services to the students, parents, and/or staff of the District. The on-site services meeting times will be selected to accommodate school schedules, teacher/club sponsor availability, space availability, and any other District preferences.
6. USC students and staff will satisfy any district-approved COVID-19 protocol and restrictions.

7. These services will be provided on-site or virtually by USC:
 - Mentorship and program support to students enrolled in the Initiative program.
 - Peer-to-peer dialogue sessions using USC/JEDI training protocols.
 - Facilitating or Supporting any Affinity Clubs focused on student empowerment and cultural, racial, ethnic, sexual orientation, religious, gender, disabilities pride, and mental health/wellness, depending on the District's stated needs. These clubs can provide high school students who are best motivated to participate in the Initiative's long-term goals.
 - USC will serve a minimum of 25 students each year and a complementary number of parents/caretakers and staff.
 - Coordinating social justice artistic expression activities through appropriate community services or USC's on-campus partner departments, whether the School of Social Work; School of OT; or campus Cultural Centers.
 - Coordinating workshops that relate to LGBTQ, antisemitism, anti-Muslim, immigrant/newcomer student experiences, and students facing other forms of historic targeting or marginalization;
 - Hosting theater clinic(s) every academic school year for students and families through appropriate USC partner departments;
 - Providing appropriate USC partner department staff who will provide USC student supervision, resources, and information to students, parents, and community members about any community issues identified, and services needed to address these issues as part of the two-year Initiative.
 - Organizing project-based activities such as "Theater of the Oppressed" strategies which consist of learning about identity and/or bias-motivated stories or other appropriate programming, or other similar programs on identity, feelings of otherness, or stories about historically targeted groups using theater arts strategies.
8. Building a network of professional allies (certificated and classified staff) on campus to grow a culture of advocacy and a culturally relevant, culturally proficient school climate.

9. Providing Best Practices for responding to hate, bullying, and other forms of bias by working with staff to ensure policies addressing such behavior are addressed by effective policies and protocols.
10. Providing a minimum of one or two mutually approved USC students to provide Initiative program services for a minimum of five hours per week.
11. Ensuring that any USC students or staff will satisfy all County or District LifeScan requirements and will demonstrate to USC a minimum of two years experience in working with schools, youth and in providing the USC Initiative Program strategies.
12. USC specifically agrees it will provide staff supervision of all USC students who are on campus to provide the Initiative services.

USC Responsibilities

In support of the Initiative's plan to deliver on-site services at the District to achieve the outcomes outlined above, USC agrees to:

1. Ensure that a student sign-in system will be used and will capture student data on students enrolled in the Initiative's programs. This will include information on why the student is involved in the Initiative's Programs and pre and post-program surveys on the effectiveness of the student's participation in the program. USC will work with District staff in the event the student's pre or post-Program information indicates a more serious or urgent level of mental health services are required. This student sign-in system will be introduced to the District by USC's contracted evaluation firm. USC and the District will work to ensure that all Personally Identifiable Information will be redacted and that all provisions of federal and State privacy laws are satisfied.
2. USC shall defend, indemnify, and hold harmless the District, its officers, agents, and employees, from liability, loss, damage, or expense for death, bodily injury to persons, injury to property, or any other expense arising from either, to the extent that such liability, loss, damage, or expense is directly and proximately caused by the negligence or wrongful acts of the USC in the performance of this Agreement, and to pay on behalf of District all claims, damages, judgments, defense costs, adjuster fees, and attorney fees directly resulting therefrom.
3. USC shall comply with the provisions or Education Code §45125.1 regarding the submission of fingerprints to the California Department of Justice and the completion of a criminal background investigation of any USC staff or students working on school sites. USC staff and students shall not have any contact with District students until USC has verified in

writing to the District that any staff or students serving students on campus have not been convicted of a felony as defined in Education Code §45125.1.

4. In addition, USC staff and students shall be tested for tuberculosis pursuant to Education Code §49406, and shall provide copies of testing results to the District prior to having any contact with District students.
5. USC agrees all agreed-upon services offered through the Initiative program will be provided at no cost to the District, students, and students' families.
6. USC agrees that this program is a project of LACOE and the Los Angeles County Commission on Human Relations' LA vs Hate program, and any supporting partners provided by either LACOE or the Commission shall also be subject to this Subsection, Paragraphs 2-4 and the terms of the MOU with LACOE and USC, Exhibit 1.
7. While performing the obligations under this Agreement, USC is an independent agency and not an officer, employee, or agent of the District. USC shall not at any time or in any manner, represent that they are an officer, employee, or agent of the District.
8. USC students and staff will need to comply with any COVID-19 protocols, including staff being fully vaccinated and other protocols, as mandated by the Los Angeles County Department of Public Health ("County") and the District's Board of Education.

District Responsibilities

In support of USC's plan to deliver on-site services at the District to achieve the outcomes outlined above, the District agrees:

1. It will provide a partner teacher or advisor to assist with supervision and program oversight.
2. Support the holding of an orientation meeting for participants/families, including securing space, advertising and promoting the meeting, and attending the meeting to promote services.
3. If needed, support USC as it provides services in this MOU virtually.
4. Ensure that the student sign-in system will capture student data on student's participation in the Initiative's program including: information on

why the student is participating in the Initiative; pre and post-surveys on the efficacy of the program services rendered to the student USC; and will work with USC staff in the event the student's information indicates a more serious or urgent level of mental health services are required. This student sign-in system will be introduced to the District by the evaluator contracted by USC to provide program data on the success of the Initiative. USC and the District will work to ensure that all Personally Identifiable Information will be redacted and that all provisions of federal and State privacy laws are satisfied.

5. The School Site Administrator or designee will meet with USC, LACOE, and LA County Commission on Human Relations LA vs Hate staff at least twice annually to review program data, and proposed outcomes and to provide collaborative data-driven decision-making on project outcomes and goals for future participation.
6. Ensure that any student social emotional and academic goals on Local Control Accountability Plan (LCAP) align with the Initiative's goals.
7. Make the best effort to use LCAP or other funding to enhance, expand, and sustain the Initiative's programs, hours of operation, and staff support.
8. Coordinate with USC staff on COVID-19 safety protocols and prevention.
9. District shall defend, indemnify, and hold harmless USC, its officers, agents, and employees, from liability, loss, damage, or expense for death, bodily injury to persons, injury to property, or any other expense arising from either, to the extent that such liability, loss, damage, or expense is directly and proximately caused by the gross negligence of District in the performance of this Agreement, and to pay on behalf of USC all claims, damages, judgments, defense costs, adjuster fees, and attorney fees directly resulting therefrom.
10. Designate a minimum of one District Supervisor(s) supporting the Initiative.

IN WITNESS THEREOF, Parties have caused this Memorandum of Understanding to be executed by the Superintendent/Administrator at Azusa Unified School District. The University of Southern California has caused this MOU to be executed by its duly authorized representative.

Norma Carvajal Camacho _____
By Date

Assistant Superintendent, Ed. Services

Anita Dashiell-Sparks _____
By Date 11/05/2024

Anita Dashiell-Sparks
USC School of Theater Arts Assistant Dean