

Summary (2 pp)

District Name	All American USD	District Contacts	Ms. Green, Mr. Blue, Mr. Brown, Ms.Black, Ms. Rainbow
Location			
Date of Review	4-Jan-10	Reviewer	A Lincoln

Planning Notes:

Possible Total Score	224	Possible Total Score	252
OVERVIEW - 14 Categories/119 Elements			
A. Leadership & General Mgt	9	H. District Wide Programs	14
B. HR Practices	7	I. Violence Prevention & Equity	10
C. Risk Financing	9	J. Total Health	9
D. Incident Prevention Practices	7	K. Employee Safety Programs	14
E. Communication	7	L. Injury Management	8
F. Coordination & Consultation	9	M.Strategic/Enterprise Risk Assessment	3
G. Claims Management	8	N. Metrics and Measures	5

EMPLOYEE BENEFITS Possible Total Score 100

Leadership & General	Score	HR Practices	Score	Risk Finance	Score	Incident Prevention Practices	Score	Injury Management	Score	Coordination and Consultation	Score	Claim Management	Score
1. Superintendent expectations	4	1. Workers' Compensation orientation	1	1. Service Provider(s) Selection	3	1. Exposure identification, control, audits/oversight	2	1 Communication with injured worker	1	1. Transportation	3	1. Vendor selection	4
2. Safety and injury prevention goals	3	2. Employee screening and placement	2	2. Asset Valuation System	4	2. Active Caring/Behavior Based Safety system	1	2. PPO Program	2	2. Campus Security & Emergency Management	3	2. Injury reporting timeliness	4
3. Senior management feedback/recognition	4	3. Employee rights awareness documentation	3	3. Tort Law Review	3	2. Inspection process and corrective actions	1	3. Strong relationship with medical provider	2	3. Food Service	4	3. Employee claims reporting	2
4. Risk manager influence/accountability	4	4. Employee notice of benefit, rule and procedure change	4	4. Risk Retention Analysis	4	3. Accident investigation	1	4. Nurse Triage	1	4. Athletics	3	4. Supervisor claims reporting	2
5. Cost allocation system	4	5. Design of employee benefits program.	4	5. Workers' Compensation	2	4. Safety meetings	4	5. Case management	3	5. Maintenance	3	5. Internal claims handling	4
6. Loss reserve practices and financial reporting.	4	6. Post Hire Medical Questionnaire	4	6. Unemployment Compensation	4	5. Employee safety training	2	6. Early Return-to-work program.	2	6. Custodial	3	6. External vendor claim management	1
7. Control of Total Cost of Risk	1	7. Post Accident Drug Testing	1	7. Property, Crime & Fidelity, Vehicle	4	6. Manager safety training	2	7. Early RTW coordinator.	4	7. Exceptional and Special Education	1	7. Claims review	4
8. Board of Education Policy	4			8. Automobile Liability	1	7. Training of risk management/safety staff	2	8. Early RTW transitional procedures and job bank.	2	8. Nursing Services	2	8. Litigation management	3
9. Risk Management Committee	4			9. General Liability	4					9. Science and Labs	3		
				10. School Leaders Liability	4								
				11. Environmental Impairment Liability	2								
				12. Fiduciary Liability	4								
AVERAGE SCORE	3.56	AVERAGE SCORE	2.71	AVERAGE SCORE	3.13	AVERAGE SCORE	1.88	AVERAGE SCORE	2.75	AVERAGE SCORE	3.13	AVERAGE SCORE	3.00
	32		19		39		15		0		25		24

District-wide Programs	Score	Violence Prevention & Equity	Score	Total Health	Score	Employee Safety Programs	Score	Communication	Score	Strategic/Enterprise Risk Assessment	Score	Metrics and Measures	Score
1. Fire/Arson Prevention	3	1. Free and Appropriate Education/LRE	3	1. Indoor Environmental Quality	1	1. Slip/trip/fall prevention program	4	1. Effective interpersonal dialogue and	2	1. Strategic Risk Committee	2	1 Targets for cost savings and and injury rates.	2
2. Electrical Safety	3	2. First Amendment Practices	4	2. Outdoor Environmental Quality	3	2. Lifting/material handling program	1	2. District employee newsletter	4	2. Risk Mapping Exercise	3	2. Performance benchmarks and action plans.	3
3. Playground Safety	2	3. Fair Employment Practices	3	3. Employee Wellness	4	3. Cut prevention program	1	3. Community awareness and	3	3. Business Continuity	3	3. Loss data analysis.	3
4. Extra-curricular events and Field Trips	4	4. Fair Attendance Zoning	2	4. Pandemic Control	3	4. Burn prevention program	2	4. Internal staff reports	1			4. Audits of safety and health processes.	1
5. Energy systems and mechanical	4	5. Fair Discipline	4	5. Drug & Alcohol Prevention	2	5. Lock-out tag-out program	3	5. Annual report	4			5. Claims management audits.	2
6. AED deployment and use	2	6. Gender Equity in Athletics	3	6. Teen Pregnancy Prevention	3	6. Emergency preparedness	3	6. District website	4			6. Asset valuation systems.	
7. Valuable Papers	1	7. Sexual Misconduct Prevention	4	7. Smoking Prevention	4	7. Ergonomics program	1	7. Links with external resources	3				
8. Money & Securities preservation, fraud	4	8. Bullying, Assault Prevention	4	8. Eating Disorder Prevention	4	8. Confined space entry	2						
9. Identity Theft Prevention	4	9. Hazing Prevention	1	9. Communicable Disease Prevention	1	9. Hazardous materials	3						
10. Vendor insurance compliance	2	10. Acquired Brain Injury Prevention	1	10. Driver Education Safety		10. Powered Industrial trucks	3						
11. Community use of facilities/schools	2					11. Compressed gas and fuel handling	3						
12. Vocational education safety	2					12. Bloodborne Pathogen	4						
13. Cyber-security	1					13. Hearing conservation	1						
14. Student Accident Insurance	3					14. Personal Protective Equipment	3						
AVERAGE SCORE	2.64	AVERAGE SCORE	2.71	AVERAGE SCORE	3.00	AVERAGE SCORE	2.13	AVERAGE SCORE	2.40	AVERAGE SCORE	2.67	AVERAGE SCORE	2.20

T O B E D E V E L O P E D F U R T H E R

37

29

25

34

40.8

8

11

SCORE LEGEND	
Sustaining	4
Stretching	3
Striving	2
Stagnant	1

TOTAL SCORE/PCT	339	71%
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Comments:

The district has avg above 3.00 in 4 out of 14 categories. Total Health, Employee Safety and and Injury management show the most areas of weakness. Equity & Violence Prevention has good total score, however, there are also some areas of weakness.

