

## UPDATE

Week of March 15, 2010

### **WILL SCHOOL HOUSES BECOME WAREHOUSES? Administrative Norms: Tragedy in the Making**

**Recommended changes to administrative staffing in LAUSD in 2010-2011 will create serious safety and welfare issues for District students. The District proposes to require principals of schools with fewer than 300 students to supervise two schools and to raise the norms for generic Elementary AP positions from 1,050 to 1,200 and for generic Secondary AP positions from 1,200 to 1,587. AALA would like to know who will be accountable next year for staff evaluation, student well-being, and the quality of instruction?**

### **MARCH 15<sup>th</sup> LETTERS**

AALA members recently received reduction-in-force letters as a result of the District's continuing financial crisis. While March 15<sup>th</sup> letters further lower employees' morale, the District is required by law to send Reduction In Force (RIF) notices to certificated employees who could be reduced in classification or reassigned. Receipt of the RIF notice does not mean you will be RIFed. For contractual details about reduction in force, review the AALA/LAUSD Bargaining Agreement, Article IX, Sections 4.0 - 4.6, Administrative Assignments and Transfers. The AALA Contract is available on the AALA website at [www.aalausd.com](http://www.aalausd.com).

In addition, this year many AALA members received a personal letter, which includes this worrisome sentence: "Pursuant to Education Code Sections 44949 and 44955, you will be laid off effective the close of June 30, 2010." If you received the second letter, it is because you have limited seniority as a teacher or counselor within LAUSD. You may have been hired as an administrator from outside the District, which gave you a seniority date that falls within the RIFed teacher or counselor groups. **Human Resources personnel have assured AALA that this letter will apply only if you are reduced in force from your current assignment or your assignment is not continued for the 2010-2011 school year.**

If you have any questions about your seniority date or believe the District has made an error, you have the right to request a hearing. The hearing request must be made in writing on the Request for Hearing form that you received in the mail and returned to HR by 5:00 p.m. on or before March 19, 2010. If you have any questions about your status, please contact the Administrative Selection and Assignments Unit at 213.241.6886 or the AALA office for assistance.

HR has provided a Q & A to assist AALA members, which follows.

**LAUSD HUMAN RESOURCES DIVISION:  
Frequently Asked Questions for Certificated Administrators**

**If I am a current administrator at a school site, will the central office cuts have an impact on my position?**

- If a central office employee has seniority-based return rights to a former class, such as a principal or assistant principal position, then it may cause some reassignments. A subsequent letter regarding your reassignment will be sent to you by June 30, 2010.

**What if a specific class must be reduced, for example principals, what is the order of release?**

- According to the District-AALA Collective Bargaining Agreement, Article IX, Section 4.2, the order of release within a class is as follows:
  - Temporary (T1), then
  - Provision AR 4213 (V1), then
  - Qualifying 1 (Q1), then
  - Qualifying (Q2), and finally
  - Regular (R1)
- Certificated employees assigned in a position as a Temporary Adviser (generally class codes 0512, 0515, 0508, 0505, and 0514) positions such as directors or extended learning/required learning administrators do not have rights to this class and will be reassigned to the last class in which the administrator holds return rights.
- Administrators can find their class code on their pay stub, or check with their time reporter. If a tie occurs in determining the order of release, the administrator with the earliest date of continuous assignment to a supervisory class is retained. If a tie still exists, the administrative employee with the earliest District seniority date is retained. Remaining ties shall be broken by using the District seniority tiebreaker number.

**Which office is responsible for administrator reassignments?**

- The responsible office is the Administrative Selection and Assignments Unit in the Human Resources Division. This unit works in conjunction with Local District Superintendents and/or Division Heads for the reassignment of employees.

**If my position as an administrator is eliminated, what will happen?**

- You will be assigned to an administrative position for which you have return rights, if applicable, or you will be assigned to a nonadministrative position for which you have return rights. You will receive a letter by June 30, 2010, regarding your reassignment for the 2010-2011 school year.

**What are an employee's rights to a class from which he/she was released?**

- You will be assigned to a position for which you have return rights. According to the District-AALA Collective Bargaining Agreement, Article IX, Section 4.5, your name will be placed on a reassignment list not to exceed a period of 39 months from the date of release or until an assignment consistent with this process has been accomplished. As positions become available, assignments will be offered.

**Q & A FOR CERTIFICATED ADMINISTRATORS (Continued)**

**Where will I be able to obtain my seniority status?**

- Please contact the Administrative Selection and Assignments Unit at 213.241.6886 for information on your seniority status. As of March 17, 2010, school-based administrators may also review seniority dates online at [www.teachinla.com](http://www.teachinla.com).

**If I am on an eligible list, will I receive additional time on the list due to the reduction in force?**

- Yes, the expiration dates of all eligible lists have been extended through at least June 2011.

**How will I know if I will be reassigned?**

- Your administrator should speak with you regarding your position. However, you will receive a letter from the Human Resources Division by June 30, 2010, regarding your reassignment.

**ONLINE INFORMATION for SCHOOL ADMINISTRATORS**

The Human Resources Division has made available an online resource for school-based administrators who would like to review their management date, seniority date, or their rank in the current classification. The online data will be updated at the beginning of each month and is intended to assist administrators to easily access their information on seniority. To check your information, log on to [http://certificated.lausd.k12.ca.us/admin\\_vacancies/](http://certificated.lausd.k12.ca.us/admin_vacancies/).

**SUPERIOR COURT UPHOLDS EDUCATOR HEALTH BENEFITS**

In a Writ of Mandate petition filed by the Fresno Unified Retirees Association (FURA), the Superior Court in Fresno County ordered Fresno Unified School District (FUSD) to enforce the District's promise of premium-free lifetime health benefits for eligible retirees. Since 2006, retirees were charged a "fee" for their health benefits retroactive to 2005, despite promises of lifetime benefits without charge (not counting deductibles and co-pays). FURA presented the court more than 20,000 pages of evidence on the promise of lifetime benefits, in addition to negotiation notes when lifetime benefits became part of the contract. The school district held it had the discretion to charge an "administrative fee," claiming it was not a premium. The Honorable Donald R. Franson, Jr., Judge, rejected the FUSD arguments. Fresno will have to repay retirees about \$850,000 for each year they collected in fees. It is not known whether FUSD plans to appeal the decision. This is an important victory for LAUSD employees and retirees who have also been promised lifetime health benefits. AALA thanks the leadership and attorney, **Robert J. Beemer**, of the Fresno Unified Retirees Association for waging this court battle since first filing the lawsuit on September 15, 2006.

Details of the FURA case can be accessed online at: <http://fura-fusd.org> (click on March 2010 Newsletter).

**NOTE: UPDATE will not be published the week of  
March 29, 2010, due to Spring Break.**

**LATINO STUDENTS AND ENGLISH LEARNERS**  
**Strategies to Improve Student Performance**

Total School Solutions (TSS), in partnership with the Association of California School Administrators (ACSA) and the California Association of Latino Superintendents and Administrators (CALSA), will present this institute on **Thursday, March 25, at the Hilton, Ontario Airport.**

Educators from schools with significant populations of Latino and English learners with impressive student performance will present what steps they took and practices they implemented to achieve such positive results.

The institute will be organized in Elementary, Middle School and High School strands.

The Elementary Strand will include Long Beach USD with Roosevelt Elementary; Placentia-Yorba Linda USD with Topaz Elementary; Compton USD with Rosecrans Elementary; Hueneme ESD with Larsen Elementary; Chula Vista ESD; and Los Angeles USD with Plummer Elementary.

The Middle School Strand will include Andros Karperos School and Gray Avenue Middle School, Yuba City USD, and Torch Middle School, Bassett USD.

The High School Strand will include Sweetwater High School, Sweetwater UHSD, and Santa Fe High School, Whittier UHSD.

The Assistant Superintendent from San Francisco USD will also be presenting.

These educators will present specific information about approaches for language acquisition in the classroom and support systems outside the classroom that have resulted in impressive gains for this subgroup of students as well as non-EL Latino students. For more information and to register, copy the link below to your browser and open.

[http://www.totalschoolsolutions.net/Improvement\\_Strategies/index.html](http://www.totalschoolsolutions.net/Improvement_Strategies/index.html)

**'TIS THE SEASON TO THINK "GREEN"!**

Why not join your over 2,006 colleagues, if you have not already done so, and **"Go Green"** and receive your copy of the AALA **UPDATE** online? By doing this, you will help your Association save (\$\$\$\$) on postage, paper, ink cartridges and mileage to and from the post office and allow us to redirect those funds into other areas of service for you. All you need to do to subscribe electronically is send an e-mail to [AALAOoffice@aala.us](mailto:AALAOoffice@aala.us) or call AALA at 213.484.2226 and tell us that you want to "GO GREEN."

**IN MEMORIAM**

**BARBARA W. PRICE** – Former Specialist, Psychological Services. She retired on June 29, 1988, and passed away on March 13, 2010. Donations in her honor may be made to El Centrito De La Colonia, P. O. Box 1613, Oxnard, CA 93032-1613.

**REMINDER: State-Mandated Form 700 Filings Due April 1**

Please be reminded that the annual April 1 deadline for the state-mandated Form 700 Statement of Economic Interests (SEI) filing is fast approaching. You'll recall that this is the compliance requirement that LAUSD is audited on every year, which can impact state funding.

We hope by now all those who need to file (Principals, Assistant Principals, Financial Managers, Coordinators and Specialists) have already been notified of the filing requirement. Filers can access the materials needed to complete the filing by visiting the "Form 700 Center" on the Ethics Office website, which includes a quick video to walk through the filing process. Please remember that, by law, faxed or electronic copies of Form 700 cannot be accepted. Also, leaving or retiring employees must complete a final Form 700 before exiting LAUSD. If you still have questions, you can contact the Ethics Office at 213.241.3330.

**SAVE THE DATES**

**SATURDAY, MAY 8, 2010** – Project Change will be hosting "Making a Difference in Uncertain Times," an LAUSD-Area Conference for Secondary Administrators, 8:00 a.m. – 12:30 p.m. at Edward Roybal Learning Center, 1200 West Colton Street, Los Angeles. All LAUSD secondary administrators and recommended classroom teachers with Tier 1 Administrative Credentials are invited to participate in this conference to share best practices (a \$150 stipend for half-day attendance for secondary administrators and Tier 1 administrative candidates). **Participant registration (on a first-come basis AND completed by April 16, 2010) for the conference opens online on March 24, 2010, at <http://tinyurl.com/pcregistration>.** Project Change is a secondary education reform initiative funded by a U. S. Department of Education grant, and it is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite-LA, Inc. of the Los Angeles Area Chamber of Commerce; LAUSD; and AALA. Questions may be directed to **Eliza Corpuz** at 818.677.2591 or to [prjekchange@aol.com](mailto:prjekchange@aol.com).

**WEDNESDAY, MARCH 24, 2010** – ACSA-R Region XVI presents an "Opportunity Faire" from 9:30 a.m. – 12:00 p.m. at the Junior Achievement Center, 6250 Forest Lawn Drive, Los Angeles.

**SATURDAY, MARCH 27, 2010** – AEIOU (American Educators of Italian Origin United) Annual Scholarship Dinner Dance will be held at Casa Italiana, 1051 North Broadway, Los Angeles, beginning at 6:00 p.m. For information and tickets, contact **Dan Basalone** at 714.992.5728.

**REMINDER...REPRESENTATIVE ASSEMBLY MEETING**

The third of this school year's four Representative Assembly meetings is scheduled for **Thursday, March 25, 2010**, at AALA, 1910 West Sunset Blvd. The format will be the same as in the past: 4:30 p.m.—Departmental caucuses; 5:30 p.m.—Dinner meeting, Third Floor Conference Room. These meetings are always important and even more so now. Please RSVP your attendance to AALA at 213.484.2226 or e-mail to [rsvp@aala.us](mailto:rsvp@aala.us) so that we may prepare adequately for the meal.

## CALL FOR PRESENTERS: LAUSD-Area Conference on Secondary Reform

A Districtwide secondary reform conference sponsored by the Project Change collaborative and AALA will be held on Saturday, May 8, 2010, 8:00 a.m. – 12:30 p.m. at Edward Roybal Learning Center, 1200 West Colton Street, Los Angeles. Project Change, a secondary education reform initiative funded by a U. S. Department of Education grant, is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite-LA, Inc. of the Los Angeles Area Chamber of Commerce; LAUSD; and AALA.

The purpose of the conference is to provide LAUSD educators with a Districtwide opportunity to share their most successful leadership practices. Presentations should be based on research-based best practices that have resulted in the improvement of student achievement and/or the instructional climate. Presentations should offer participants an opportunity to share experiences as well as to receive information and descriptions of practices. Presenters will have the opportunity to make two presentations, each approximately 75 minutes in length. Participants will rotate through two morning sessions. Presenters (or presenting groups) will be provided a \$250 stipend for the two presentations.

To access, download, and print the Presenter Application click on the link below:

<http://www.aalausd.com/Documents/Call%20for%20Presenters%20Package%202010%20Final.doc>

Questions regarding being a presenter should be directed to **Eliza Corpuz** at 818.677.2591 or e-mail to [prjekchange@aol.com](mailto:prjekchange@aol.com). **Deadline for returning Presenter Applications is April 9, 2010.** Return applications to California State University, Northridge, Department of Educational Leadership and Policy Studies, 18111 Nordhoff Street, Northridge, CA 91330-8265. Applications may also be faxed to 818.677.5720.

### AP COURSES NO "SILVER BULLET"

At a time when the number of students taking Advanced Placement (AP) courses has reached a record high, the percentage that fail the exams, particularly in the South, has also jumped, according to *USA TODAY*. These findings raise questions about whether schools are pushing millions of students into AP courses without adequate preparation, and whether schools are training teachers to deliver the high-level material. "The standards don't teach themselves," says **Linda Darling-Hammond** of Stanford University. Advanced Placement is not a "silver bullet" that will boost academic success. "You have to build the whole system," she says. "You can't just bring in one thing and think that it's going to solve everything." Last year, students took 2.9 million exams through the AP program. A score of 3 or higher on the point scale of 1 to 5 can earn students early college credits, depending on a college's criteria. *USA TODAY's* analysis found that more than 41.5 percent of students earned a failing score of 1 or 2, up from 36.5 percent in 1999. In the South, a census-defined region that spans Texas to Delaware, nearly half of all tests—48.4 percent—earned a 1 or 2, up 7 percentage points from a decade earlier and a significant difference from the rest of the country.

Read more: [http://www.usatoday.com/news/education/2010-02-04-1Aapscores04\\_ST\\_N.htm](http://www.usatoday.com/news/education/2010-02-04-1Aapscores04_ST_N.htm)

Related: <http://www.edweek.org/ew/articles/2010/02/10/22ap.h29.html?tkn=TXBFrvmti5XctKRWW%2F4GDDkZFa3vddW D2PBI&cmp=clp-ecseclips>

## IDENTIFYING READINESS AND IMPLEMENTING DEEP REFORM

Researchers know a teacher's effectiveness has greater impact on student learning than any other factor under the control of school systems, including class size, school size, or quality of after-school programs. Despite this, the education community has focused too little on the recruitment, evaluation, development, placement, and retention of highly effective teachers, according to a new series of briefs from the **Bill and Melinda Gates** Foundation. Rather than evaluating performance and treating teachers differently on that basis, they are treated uniformly and rewarded for longevity and degrees. As a step toward changing this, the foundation has asked nine school districts and one coalition of charter management organizations to propose strategies for significantly improving teacher effectiveness and for measuring it. Although sites have not yet implemented the proposed strategies, their planning processes have yielded critical lessons and approaches to identifying site readiness, which are described in the first brief. This identifies four categories that represent a minimum readiness threshold that all sites should seek before embarking on deep reform: leadership alignment, a culture of data-driven decision-making, stakeholder engagement, and policies that support improvement efforts. The second brief elaborates on these site conditions that support implementation of reform, offering strategies to cultivate them. The third brief is forthcoming.

See the first report: <http://www.gatesfoundation.org/united-states/Pages/empowering-effective-teachers-readiness.aspx>

See the second report: <http://www.gatesfoundation.org/united-states/Pages/empowering-effective-teachers-strategy.aspx>

## TEACHERS ARE THE POTTED PALMS IN SCHOOL REFORM

By Walt Gardner, *Education Week*, February 16, 2010

The Race to the Top initiative serves as a propitious starting point, it's an example of how to squander an unprecedented opportunity to provide a quality education for all students. With \$4.35 billion already committed for distribution to states that are willing to abide by the rules - and another \$1.35 billion expected to sweeten the deal - it is the largest single investment by the federal government in school reform. As a result, the plan has been in the limelight ever since it was first announced. But little has been written about the authors of RTTT. They happen to be a triumvirate composed of business leaders, philanthropists and politicians. No one is saying that they are not entitled to voice their opinions. They pay taxes like everyone else to support public schools. But they have been given virtual carte blanche to advance their agendas, both overt and covert. Teachers, in the meantime, have been marginalized when so much depends on their support to make reform work. Unless they are firmly on board, the viability of the movement is unavoidably jeopardized. This practice is nothing new to education reform. But it is a telling commentary about the status of teachers in this country that has been given short shrift by the media. It is a carryover from the Bush administration that is insulting at best, and self-defeating at worst. It says unambiguously that those who have never taught a day in public school - theoreticians - know better than classroom teachers - practitioners - what needs to be done to address the undeniable ills afflicting education in this country.

**POSITIONS AVAILABLE**

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions. Use the listed contact phone number.

**PRINCIPAL, ELEMENTARY**

**Central Region School #16 (5) MST 40**, 120 East 57<sup>th</sup> Street, Los Angeles, CA 90011  
 Central Region #16 will open in September 2010 on E Basis. For information and application procedures contact **Maria Martinez**, Director, at 323.224.3172. **Filing deadline is Wednesday, March 24, 2010.**

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
Principal, Elementary	Valley Region School #18	03/26/10	<a href="mailto:employment@partnershipla.org">employment@partnershipla.org</a>
Principal, Elementary	Valley Region School #9	03/22/10 (new)	818.755.5312
Principal, Secondary	West Adams Prep High School	04/16/10	213.745.4928
Instructional Specialist	Stevenson Middle School	Until filled	<a href="mailto:justin.sergi@partnershipla.org">justin.sergi@partnershipla.org</a>
Principal, Secondary (7 positions)	Roosevelt High School	Until filled	<a href="mailto:Stephen.cockrell@partnershipla.org">Stephen.cockrell@partnershipla.org</a>

**THE FOLLOWING POSITIONS ARE AVAILABLE TO VIEW IN THEIR ENTIRETY BY GOING TO THE AALA WEBSITE, <http://www.aalausd.com>. BY CLICKING ON “POSITIONS AVAILABLE” TO THE LEFT OF THE SCREEN, YOU CAN SELECT NONSCHOOL-BASED POSITIONS AND CLICK ON ANY POSITION TO VIEW THE SPECIFIC FLYER.**

POSITIONS	FILING DEADLINE
<b>SPECIALIST, TRANSITION SERVICES, MST 38</b> , B Basis, Division of Special Education. For information and application procedures contact <b>Luther Waters</b> , Coordinator, District Office of Transition Services, at 213.241.8050.	<b>Friday, March 26, 2010</b>
<b>COORDINATOR, CHARTER SCHOOLS DIVISION, MST 41</b> , B Basis, Charter Schools Division.  <b>DIRECTOR OF INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45</b> , B Basis, Charter Schools Division. For information and application procedures for BOTH positions contact <b>Aaron Eairleywine</b> , Central Business Advisor, at 213.241.5516.	<b>UNTIL FILLED</b>