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# UPDATE

## ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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November 14, 2008

Ramon Cortines  
Senior Deputy Superintendent  
Los Angeles Unified School District  
333 S. Beaudry Avenue, 11th Floor  
Los Angeles, CA 90017

Dear Mr. Cortines:

AALA is requesting your support regarding our members who may become subject to reduction in force for the next school year. We are requesting advance notice of any individuals who the District intends to release from their current positions at Beaudry, nonschool sites, and individual school sites.

Additionally, we are strongly recommending that before decisions are made to merge school sites and/or eliminate the use of existing sites that a fiscal analysis be provided on a case by case basis. For example, if you were to merge an early education center with an adjacent elementary school, what are the savings? If you reduce in force the early education principal but add an elementary assistant principal to supervise the center, you will have in fact increased the District's cost.

I look forward to your positive response to these two requests. AALA will assist the District during these difficult times within the limitations of our current contract. AALA clearly understands the current fiscal realities; however, we have a responsibility to provide our membership with due process.

Sincerely,

Mike O'Sullivan  
President  
AALA

C: David L. Brewer III  
Jim Morris  
Vivian Ekchian  
Megan Reilly  
Gail Hughes

LOS ANGELES UNIFIED SCHOOL DISTRICT

## SOME FINISHED BUSINESS

In a recent edition of *Update*, it was reported that the needs of foster care youth were still in the category of unfinished business. Since the publication of that story, **Rene Gonzalez**, Assistant Superintendent for Student Health and Human Services, has informed AALA that the following services are currently being provided for foster care youth:

- The District is part of the Education Coordinating Council which is a County sponsored organization that is responding to the educational needs of foster and probation youth in Los Angeles County. This body is comprised of all of the major County departments including the Office of Education, other major school districts, and community organizations.
- LAUSD now receives data on a quarterly basis from the Department of Children's Foster Services (DCFS), which identifies those students who are under DCFS care. The data is then matched to LAUSD attendance data so that LAUSD can identify every foster student at specific schools
- LAUSD now has a data exchange with LACOE in which the District provides records electronically for every student that leaves our District and is placed in a juvenile detention facility.
- Based on the data that is now collected, school social workers and school psychologists are assigned to schools where there are high concentrations of foster youth.
- LAUSD has started a pilot project with the Metro-North DCFS office in which key staff has been identified at high schools where foster youth are attending. The staff acts as mentors and advocates for foster youth, assisting in assuring that they successfully fulfill their high school requirements.
- LAUSD has co-located school social worker staff at selected DCFS offices to act as educational liaisons and to represent the District as part of the DCFS multidisciplinary team.

Although there is still much work to be done, with limited resources we might add, significant progress has been made in meeting the needs of foster youth. AALA compliments Rene Gonzalez and the staff of the Student Health and Human Services Division for their excellent work in meeting this challenge. Our compliments also to the County offices that are working in partnership with the District, and the many educators in our schools who nurture and educate all students.

Note: *AALA encourages all schools and offices to keep us informed regarding the promising practices that are helping all students achieve to their highest potential.*

***"Hope is both the earliest and the most indispensable virtue inherent in the state of being alive. If life is to be sustained, hope must remain, even where confidence is wounded, rust impaired."***

**...Erik H. Erikson**

**THE REVISED CERTIFICATED PROMOTIONAL EXAMINATION PROCESS**

Beginning this past summer, AALA staff initiated meetings with key District leaders and Human Resources staff to review the current school-based administrator examination process and to consider changes that would ensure an efficient and far more transparent process that would best identify future school administrators. The purpose of the discussions was to ensure that the examination process was effective, streamlined, transparent, and would result in an eligible list of highly qualified candidates.

As a result of AALA's collaboration and input, the District agreed to implement various changes, including: elimination of the Confidential Supervisory Rating Form ("tracer") from all examinations; elimination of the Structured Behavioral Interview Form from Principal examinations; and an introduction of the revised *Recommendation of Readiness (RoR)* process. The District also agreed to have geographically located orientation meetings prior to the initiation of an examination.

The new *RoR* process will serve as a tool for developing and recommending certificated staff for school leadership roles. This will cause District leaders to engage in an open and honest process regarding performance feedback, mentoring, and professional growth.

The Spring 2009 Elementary Principal and Secondary Principal examinations will implement the new changes and utilize the new *RoR* process. The District demonstrated the commitment to partner with AALA to implement this transition to a more transparent and better-defined process.

Additional information regarding the examination process and the revised *RoR* materials are available online at <http://www.teachinla.com/AdminExamInfo.html>.

**SPRING 2009 EXAM SCHEDULE**

<b>EXAMINATION</b>	<b>ANNOUNCEMENT DATE</b>	<b>APPLICATION DEADLINE DATE</b>
Assistant Principal, Adult Counseling Services	Monday, December 8, 2008	Thursday, January 8, 2009
Principal, Secondary	Monday, January 5, 2009	Thursday, February 5, 2009
Principal, Elementary	Monday, January 26, 2009	Thursday, February 26, 2009

All candidates applying for any of the above examinations must participate in the new *Recommendation of Readiness (RoR)* process. This *RoR* process includes the new *Success Indicators* that standardize criteria upon which supervisors make recommendations and facilitate candidate preparation for higher level positions.

Candidate Examination information is available at:  
[http://teachinla.com/research/exam\\_announcements.html](http://teachinla.com/research/exam_announcements.html).

## GENERATION "O": Politics Holds New Role In High School Classrooms

Across the country, the day after the election, high school teachers discussed results with a cohort of students who differ from those of the past few decades, according to *USA TODAY*. Current high school students are said to be more politically engaged and civic-minded than recent predecessors, but they are also better informed, more cynical about government, and less race-obsessed than their parents. This can be explained by the Internet, with its many channels for information and opportunities such as Facebook for dialogue and political self-expression. "They felt like they were a part of [the election] just because of the connectedness of the back and forth," said **Gil Stange**, a high school economics teacher in Towson, Md. Beyond this, they may be more engaged because for many of them, their decisions were immediate. For the past 20 years, school districts have pushed parents to hold off registering their children for kindergarten until they're six years old. As a result, nearly half of the country's high school seniors were eligible to vote on November 4. They heavily favored **Barack Obama**.

Read more: [http://www.usatoday.com/news/education/2008-11-05-school-election\\_N.htm](http://www.usatoday.com/news/education/2008-11-05-school-election_N.htm)

## THE LITTLE ROCK NINE CELEBRATE THE ELECTION OF BARACK OBAMA

Members of the Little Rock Nine, the group of African-American students who integrated Central High School in Little Rock, Arkansas, 51 years ago, expressed their joy over the election of the nation's first African-American president, according to the Associated Press. The integration of Central High School, which occurred over the objections of Governor **Orval Faubus** and in the face of angry, segregationist crowds, was a seminal event in the expansion of civil rights in this country, and President-elect Obama has frequently expressed his gratitude to the Nine and other key players of the civil rights movement. **Ernest Green**, the first black student to graduate from Central High, now an investment executive in Washington, D. C., said that he found Mr. Obama's victory speech, "a very powerful moment. I had an opportunity to think that 51 years ago as a teenager, I had some ideas about wider options and wider opportunities. And last night kind of confirmed my view that we did the right thing. The nine of us are very proud of what he's accomplished and maybe we played a small role in getting there." In 1999, the Nine were awarded the Congressional Gold Medal, and last year they gathered at Central High School with President **Bill Clinton** to commemorate the 50th anniversary of their struggles.

Read more at:

[http://www.boston.com/news/education/k\\_12/articles/2008/11/05/little\\_rock\\_9\\_take\\_pride\\_in\\_obamas\\_victory/](http://www.boston.com/news/education/k_12/articles/2008/11/05/little_rock_9_take_pride_in_obamas_victory/)

**IMPORTANT CONTACT INFORMATION**

While Benefits Administration is always available to help with general questions, you may find that you can more easily get the assistance you need by contacting the appropriate Plan Administrator directly. They have teams trained specifically on the LAUSD plans and can answer your plan-specific questions.

PLAN NAME	ADDRESS	WEB ADDRESS	PHONE
<b>Medical Plans</b>			
		<b>All are www.</b>	
Anthem Blue Cross	P.O. Box 60007 Los Angeles, CA 90060-0007	anthem.com/ca	800-700-3739
CVS Caremark (prescription drug services)	Caremark Research Team P.O. Box 832407 Richardson, TX 75083	caremark.com	888.752.7229
Health Net	P.O. Box 10364 Van Nuys, CA 91409-10348	healthnet.com/lausd	800.654.9821
Health Net Seniority Plus	P.O. Box 10198 Van Nuys, CA 91410-0198	healthnet.com/lausd	Enrollment info: 800.596.6565 Questions after you are enrolled: 800.275.4737
Kaiser Permanente and Senior Advantage	393 East Walnut Street Pasadena, CA 91188	kp.org/ca	800.464.4000
Secure Horizons	5995 Plaza Drive MS CA 108-0179 Cypress, CA 90630	securehorizons.com	866.622.8055
<b>Dental Plans</b>			
MetLife Preferred Dentist Program (PPO)	MetLife Dental Claims P.O. Box 981282 El Paso, TX 79998-1282	metlife.com/mybenefits	866.576.9121
MetLife Affiliated Dental Health Care Service Plan (SafeGuard DHMO)	Safe Guard P.O. Box 3594 Laguna Hills, CA 92654-3594	safeguard.net	866.576.9121
Western Dental DHMO	Western Dental Services Attn: Customer Service 530 South Main Street Orange, CA 92868	westerndentalbenefits.com	866.901.4416
<b>Vision Plans</b>			
EyeMed Vision Care	4000 Luxottica Place Mason, OH 45050	eyemedvisioncare.com	877.5LASERS6 (for LASIK Provider 866.723.0514 (benefit inquiries & provider locator)
VSP	P.O. Box 997100 Sacramento, CA 95899-7100	vsp.com	800.877.7195
<b>Flexible Spending Accounts Plan Administrator</b>			
UniAccount	P.O. Box 4381 Woodland Hills, CA 91365	anthem.com/ca	888.209.7976

**CONTACT INFORMATION (Continued)**

PLAN NAME	ADDRESS	WEB ADDRESS	PHONE
<b>Employee Assistance Program</b>		All are www. (except LAUSD Benefits Administration)	
United Behavioral Health (UBH)	P.O. Box 744925 Houston, TX 77274-4925	Liveandworkwell.com Access Code: LAUSD	866.312.3077
<b>Life Insurance Plan (after January 1, 2009)</b>			
<b>MetLife</b>	MetLife Recordkeeping Center P.O. Box 6169 Utica, NY 13504	metlife.com/mybenefits	866.492.6983
<b>NOTE: For life insurance questions prior to 1/1/09 contact ING-Reliastar at 800.624.9654</b>			

**OTHER RESOURCES**

LAUSD COBRA/AB528 Administrator, SHPS Inc.	SHPS/LAUSD Benefits Center P. O. Box 34640 Louisville, KY 40232-4640	myshps.com	800.527.1482
Sedgwick Claims Management Services (for Workers' Compensation assistance)			800.528.7392
Employee Reimbursement Program (ERP)		lausd.net	213.241.3130
Certificated Assignment Branch			213.241.5100
Classified Assignment Branch			213.241.3900
Public Employees Retirement System (PERS)			888.225.7377
State Teachers Retirement System (STRS)			800.228.5453 (Sacramento) 562.922.6838 (Los Angeles)
LAUSD Benefits Administration	P.O. Box 513307 Los Angeles, CA 90051-1307	<a href="http://benefits.lausd.net">http://benefits.lausd.net</a>	213.241.4262 FAX 213.241.4247

*Source: LAUSD 2009 Benefits and Enrollment Guide*

**NOTE:**

**DUE TO THE THANKSGIVING HOLIDAY,  
UPDATE WILL NOT BE PUBLISHED THE  
WEEK OF NOVEMBER 24, 2008.**

**PLEASE GO TO THE AALA WEBSITE – [www.aalausd.com](http://www.aalausd.com) - TO VIEW POSITIONS AVAILABLE. The flyers for positions can be printed out there.**

## **NEW GRANT & FUNDING OPPORTUNITIES**

### **The Terri Lynne Lokoff Childcare Foundation: Children's Tylenol National Child Care Teacher Awards**

The Terri Lynne Lokoff/Children's Tylenol National Child Care Teacher Awards acknowledge the critical role of child care teachers in providing quality early care and education. Applicants are asked to design an enhancement project for the children in their classroom illustrating the educational, social, and emotional benefits from the project. Maximum Award: \$1,000. **Eligibility:** teachers of infant, toddler, or preschool-age children employed in a home, group, or center-based program that is fully compliant with local and state regulations for operating child care programs, who have been working in their current regulated program for a minimum of 36 months by December 5, 2008. **Deadline: December 5, 2008.**

[http://www.tllccf.org/pr\\_nccta.php](http://www.tllccf.org/pr_nccta.php)

### **John S. and James L. Knight Foundation: J-Lab Institute for Interactive Journalism**

The Institute for Interactive Journalism and John S. and James L. Knight Foundation New Voices grants provide funds to seed innovative community news ventures in the United States. Maximum award: \$25,000. **Eligibility:** 501(c) 3 organizations and education institutions, including civic groups, community organizations, public broadcasters, schools, colleges and universities; some preference will be given to projects from former Knight newspaper communities. **Deadline: February 12, 2009.**

<http://www.j-newvoices.org/site/story/2009rfp>

### **The American Historical Association: Beveridge Family Teaching Prize**

The American Historical Association Beveridge Family Teaching Prize recognizes excellence and innovation in elementary, middle school, and secondary history teaching, including career contributions and specific initiatives. Maximum award: \$1,500, plus travel expenses for group leader to travel to annual meeting in January 2010 to accept award. **Eligibility:** K-12 teachers in groups. **Deadline: March 16, 2009.**

<http://www.historians.org/teaching/Beveridge.htm>

### **Lemelson-MIT InvenTeams: High School Invention Grants**

Lemelson-MIT InvenTeams grants foster inventiveness among high school students. InvenTeams composed of high school students, teachers and mentors are asked to collaboratively identify a problem that they want to solve, research the problem, and then develop a prototype invention as an in-class or extracurricular project. Maximum award: \$10,000. **Eligibility:** High school science, mathematics and technology teachers--or teams of teachers--at public, private and vocational schools; intra- and inter-school collaborations are welcome. **Deadline: April 24, 2009.**

<http://web.mit.edu/inventams/about.htm>

*Source: Public Education Network (PEN)*

## **STRATEGIES: Exiting From the Improvement Program**

The Superintendent Advisory Council of the Graduate School of Education and Psychology at Pepperdine University is sponsoring a seminar entitled "**Strategies For Exiting Your School From the Improvement Program.**" The seminar was to be held on Wednesday, November 26, 2008. **THIS SEMINAR HAS BEEN POSTPONED UNTIL SOMETIME NEXT YEAR.**

**POSITIONS AVAILABLE**

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements for administrative positions have been met. AALA is not responsible for errors in publication.

**NOTE:** Please do not contact AALA for information regarding administrative positions. Use the listed contact phone number, or contact LAUSD Human Resources Division at 213.241.6886 or via e-mail at [http://certificated.lausd.k12.ca.us/admin\\_vacancies](http://certificated.lausd.k12.ca.us/admin_vacancies).

**NOTE: Effective Friday, October 24, 2008, the District implemented a hiring freeze on all certificated school-based and nonschool-based positions.**

**PRINCIPAL, ELEMENTARY**

**Colfax Charter School (2) MST 40**, 11724 Addison Street, North Hollywood, CA 91607  
Colfax is an E Basis school. For information and application procedures contact **Jack Bagwell**, Director, School Services, at 818.755.5427. **Filing deadline is Friday, December 5, 2008.**

**ASSISTANT PRINCIPAL, ELEMENTARY**

**Kester Gifted Magnet School (2) MST 37**, 5353 Kester Avenue, Van Nuys, CA 91411  
Kester is a B Basis school. For information and application procedures contact **Mercedes Velazquez**, Director, School Support Services, at 818.755.5428. **Filing deadline is Thursday, December 4, 2008.**

**PRINCIPAL, SECONDARY SMALL SCHOOL (2 Available Positions)**

**East LA Area New High School #1 (5) MST 40**, 1200 Plaza Del Sol, Los Angeles, CA 90033  
East LA Area HS #1 will open in September 2009 on a traditional calendar. For information and application procedures contact **Lupe Paramo**, Director, Secondary School Services, at 323.224.3173. **Filing deadline is Tuesday, December 2, 2008.**

**ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)**

**Arleta High School (2) MST 40**, 14200 Van Nuys Blvd., Arleta, CA 91331  
Arleta is a B Basis school. For information and application procedures contact **Maria Ochoa**, Director, School Services, at 818.755.5300. **Filing deadline is Monday, December 1, 2008.**

**EXTENDED/REQUIRED LEARNING ACADEMY ADMINISTRATOR (MST 37, B Basis)**

**Local District 5**, 2151 North Soto Street, Los Angeles, CA 90032 323.224.3100  
**For Murchison Street School** - Responsibilities include assisting the principal and the Beyond the Bell Branch in the operation and administration of the Extended/Required Learning Academy, the Supplemental Educational Services, and all other academic intervention programs. Requires 5 years of successful full-time public school certificated service, with 3 years as a classroom teacher in a K-12 program, and 1 year of verifiable leadership experience such as coordinator, instructional coach, or dean. For information and application procedures contact **Celia Ripke**, Director, Elementary School Services. **Filing deadline is 12:00 p.m., Monday, December 1, 2008.**

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
Principal, Small Schools	Bruin Community School	<b>EXTENDED to 12/05/08</b>	323.932.2220
Asst. Prin., Secondary	Westchester High School	<b>EXTENDED to 11/25/08</b>	Amy Orringer <a href="mailto:amy.orringer@lausd.net">amy.orringer@lausd.net</a>
Asst. Prin., SCS	Jordan High School	<b>EXTENDED to 11/26/08</b>	323.224.1492