

UPDATE

Week of January 12, 2009

SACRIFICING EDUCATION'S YOUNGEST STARS

No one can deny that the State of California is in a financial crisis. Day after day the news emanating from Sacramento decries the ever-worsening budget conditions, and to date, the Governor and State Legislature have yet to act to address this worsening fiscal situation. While Sacramento is hundreds of miles from Los Angeles, the repercussions are felt in LAUSD. Severe budget cuts over the past two years have decimated school programs, and projected District budget cuts will cause even greater upheaval.

The brunt of the cutbacks falls to the greatest extent on the youngest educators among us. Everyone values experience and certainly AALA does as well; however, when hundreds of our youngest education stars are subject to a reduction in force, the institution of public education in Los Angeles and elsewhere suffers for years to come.

Young administrators in our schools and offices are being sacrificed because of the projected need for reduction in force. These are dedicated professionals who have spent several years earning credentials and advanced degrees as well as learning the craft of school administration with its need to deal with the day-to-day problems of students, parents, and staff members. This experience once lost cannot be easily regained. Many will return to teaching or counseling due to their contractual bump back rights; however, they in turn will replace nonpermanent teachers. Finding dedicated administrators has not been easy, as past and current research has cited. Where will principals of the future be found if entry-level administrative positions are reduced or eliminated?

The nonpermanent teacher who is just learning his or her craft of teaching is released just when learning how to be the best teacher possible. Every educator knows that the first two years of teaching are the most difficult. It takes that amount of time and experience to learn the intricacies of curriculum and methodology needed to be highly effective. Student scores have risen due in large part to the stability of the teaching force and the energy that has come from young teachers.

Students will suffer the most in this race to a bare bones budget and its resulting reduction in force of young educators. Larger class sizes, fewer administrators to support teachers with day-to-day issues, and a curriculum lacking in enrichment will deprive hundreds of thousands of students who will experience fewer learning opportunities.

SACRIFICING EDUCATION'S YOUNGEST STARS (Continued)

Education is a people business with relationships built over time. Personalizing education requires teachers and administrators who have the time to relate to their students and staff. **AALA has strongly recommended to the Board of Education and the Superintendent that all consultant contracts should be terminated before any LAUSD staff members are reduced in force.** AALA also advocates for a proactive attitude towards school funding such as federal funds for underfunded mandates, a parcel tax ballot initiative to fund curricular programs, and endowments from donors for our schools. **Before LAUSD loses more of its youngest stars, let's show some funding initiative.**

ACADEMIC DECATHLON VOLUNTEERS NEEDED

The 2009 LAUSD Academic Decathlon competition, the 28th annual, will be held on Saturday, January 31, 2009, at Bravo Medical Magnet High School and Saturday, February 7, 2009, at UCLA. Past support by administrators and teachers for this competition has been outstanding, and that support is needed again this year, especially at Bravo for the Speech and Interview events. Volunteer applications are available at all participating high schools, Local District offices, and at www.acadecala.net. Contact **Cliff Ker** at 818.654.3714 or at cliff.ker@lausd.net if you have any questions.

SAVE THE DATE

THURSDAY, FEBRUARY 26, 2009 - **ACSA-R Region 16** Winter Luncheon will be held at Taix Restaurant, 1911 Sunset Boulevard, Los Angeles. The speaker will be Sal Villasenor, State ACSA Legislative Advocate on Retirement issues. This is a chance to catch up with your retired colleagues and also gain some insight into any State and Federal issues that could impact your retirement. Additional information to follow.

SATURDAY, MARCH 28, 2009 – **Project Change** will be hosting "**Leading in a Time of Change,**" a **LAUSD Area Conference on Secondary Reform**, 8:00 a.m. – 3:00 p.m. at a central location. All LAUSD secondary administrators are invited to participate in sharing best practices and to reflect on the direction of LAUSD secondary education (a \$250 stipend for full-day attendance). **Registration, on a first-come basis, begins February 1, 2009.** Project Change is a secondary education reform initiative funded by a U. S. Department of Education grant, and is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite LA 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.

AALA RECOMMENDATIONS FOR REDUCTION IN FORCE/REASSIGNMENTS

AALA members who may be reduced in force or reassigned need to 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.

It is strongly recommended that all senior staff personnel remind anyone that they supervise and who will be reducing staff to do the following:

- Cause a meeting between the supervisor and the displaced administrator to explore reassignment options.
- Provide the name of a contact person in Human Resources Certificated Assignments who will assist the displaced administrator with securing a new assignment.
- Review the AALA/LAUSD Bargaining Agreement to ensure that member rights are not violated.
- Ensure that the reassignment takes place as quickly as possible.
- Permit displaced administrators to interview for new assignments on District time.
- Ensure that the civil rights of displaced administrators are not violated.
- Above all, be sensitive and supportive toward the displaced administrator.
- Every displaced administrator deserves a "satisfactory" reference letter for his/her résumé.

Any displaced administrator who feels that his or her rights are not being respected is encouraged to contact the AALA office immediately.

TIER II ADMINISTRATIVE CREDENTIAL
URBAN SCHOOL LEADERS: *Learn, Lead, Inspire.*

California State University Dominguez Hills, LAUSD, and AALA invite you to the Urban School Leaders program Information Meeting for the organization of cohorts to complete the USL program which leads to the Tier II Professional Administrative Services Credential.

- Earn your Tier II credential this summer beginning May 7, 2009.
- Benefit from a tuition-defraying stipend for successful candidates.
- Take advantage of a blended program of online and four instructional seminars designed to meet individual candidate's needs.
- Participate in field experiences, university and non-university sponsored activities, panel discussions, independent reading and reflective practice.
- Be part of an extraordinary network of Urban School Leaders.

For further information, please attend one of the Information Meetings below, or go to the EAD website at www.csudh.edu/coe/ead, or contact:

Dr. Robert Clark	reclark@csudh.edu	310-243-3960
Dr. Joseph Scollo	jscollo@csudh.edu	310-243-1063
Judy Radeke	jaradeke@csudh.edu	310-243-3524

Information Meetings:

<u>LD</u>	<u>Day/Date</u>	<u>Time</u>	<u>Location</u>
5 & 6	Tuesday, February 10, 2009	5:00 – 6:30 pm	LD 6 Admin Offices – 3 rd Floor 5800 S. Eastern Avenue City of Commerce, CA 90040
7 & 8	Thursday, February 12, 2009	5:00 – 6:30 pm	LD 8 Admin Offices – Lunch Room 1208 Magnolia Avenue Gardena, CA 90247
All	Thursday, March 26, 2009	5:00 – 6:30 pm	CSUDH – Extended Ed Bldg. Room EE 1213 1000 East Victoria Street Carson, CA 90747

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, March 28, 2009. Project Change is a secondary education reform initiative funded by a U. S. Department of Education grant, and is a joint effort involving the CSUN Educational Leadership and Policy Studies Department; the Department of Business, CSUN; Unite LA of the Los Angeles Area Chamber of Commerce; LAUSD; and AALA.

The purpose of the conference is to provide LAUSD administrators with a Districtwide opportunity to share their most successful practices. Presentations should be based on researched-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 practice. Presenters will have the opportunity to make one or more presentations, each approximately 75 minutes in length. Participants will rotate through three sessions, two in the morning and one in the afternoon. Presenters (or presenting *groups*) will be provided a \$500 stipend for the presentations.

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

<http://www.aalausd.com/documents/Call%20for%20Presenters.pdf>

Questions regarding being a Presenter should be directed to **Eliza Corpuz** at 818.677.2591 or e-mail to prjekchange@aol.com. **Deadline for returning applications is February 15, 2009.** Return applications to California State University, Northridge, Department of Educational Leadership and Policy Studies, 18111 Nordhoff Street, Northridge, CA 91330-8265. Applications are also available at the AALA office.

NEW GRANT & FUNDING OPPORTUNITY

[Legacy Project: Listen to A Life](#)

The Legacy Project Listen to A Life Contest connects generations through oral history. To enter, a young person must interview an older person about his or her hopes and goals throughout life, how he/she achieved goals and overcame obstacles, or how his/her dreams may have changed along the way. The young person then writes a 300-word essay based on the interview. **Maximum award:** a Lenovo ThinkCentre, iPod Classic, and \$800 worth of Orchard Software; young person's school receives \$25,000 worth of Orchard Software. **Eligibility:** each team must consist of a young person 8-18 years and a grandparent or grandfriend 50 years or over (co-entrant cannot be a parent; he or she can be a grandparent, older friend, mentor, neighbor, nursing home resident, etc.) **Deadline: March 30, 2009.**

<http://www.legacyproject.org/contests/ltal.html>

ASPIRING CALIFORNIA EDUCATORS

ALA members, you may have interested staff who are considering becoming prospective administrators. One option for receiving a California Preliminary Administrative Credential is to pass the School Leaders Licensure Assessment (SLLA), which is administered by ETS three times per year: January, June, and September. To assist prospective administrators in preparing for the SLLA, ACSA is offering the Aspiring California Educators (ACE) test preparation program in Southern California over two Saturdays – May 2 & 16, 2009, and August 1 & 15, 2009, from 7:30 a.m. to 3:00 p.m., at the ACSA Office, 3602 Inland Empire Boulevard, Suite A230, Ontario, CA. The registration fee is \$385. For additional information and to download the flyer and application form go to www.acsa.org > Professional Learning > Credentialing > Aspiring California Educators.

RETIREMENT CELEBRATION

Name	Date, Time	Location	Contact
Joanie Freckmann	Saturday, January 31, 2009 7:00 p.m.	CBS Studios Carla's Café 4024 Radford Avenue Studio City	Linda Cheshire 818.761.5115

LEGISLATIVE ISSUES FORUM

The Los Angeles Alliance of Adult and Career Education Professional Association invites their colleagues to its Legislative Issues Forum on Tuesday, January 27, 2009, 4 to 6 p.m., Beverly Garland's Holiday Inn, 4222 Vineland Avenue, North Hollywood, CA 91602. A \$15 charge includes parking. The Invited speaker is **Adrienne Dunbar**, Education Policy Advisor, Committee on Education and Labor, U.S. House of Representatives. Additional agenda items include a legislative update and discussion about the State budget.

For questions, contact **Candace Lee**, Assistant Principal, Evans CAS, candace.lee@lausd.net or **Kit Bell**, Supervisor, ESL/CBET & Citizenship, kit.bell@lausd.net.

AALA REPRESENTATIVE ASSEMBLY MEETING

The next Representative Assembly meeting is **Thursday, January 29, 2009**, at 4:30 p.m., at the AALA offices. **Please RSVP to AALA** at 213.484.2226 or email to rsvp@aala.us.

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 will be held on Wednesday, February 11, 2009, 10:00 a.m. to 1:00 p.m., Pepperdine University West Los Angeles Campus, 6100 Center Drive, Room 334, Los Angeles, CA 90045. Complimentary lunch will be provided. The speakers will be Dr. **George Giokaris**, Superintendent of Fullerton Joint Union High School District, and **Jackie Sanderlin**, Principal of Carver Elementary School, Compton Unified School District. Each has recently exited a school out of Program Improvement. They will offer hands-on strategies that you can put into effect immediately. If you can't make it, Pepperdine suggests sending a school staff member. R.S.V.P. to Events Manager, **Vanessa Jahn**, at 310.568.5662 by Thursday, February 5, 2009.

STATUS OF PROMOTIONAL EXAMS

The previously announced exams for **Elementary Principal** and **Secondary Principal** are both on indefinite hold due to budgetary constraints. **The AP, ACS exam will continue as announced and initiated.** The active list for Secondary Principal (due to expire March 1, 2009) is extended through June 30, 2010. The active list for Elementary Principal (due to expire March 28, 2009) will be merged with the list due to expire January 25, 2010.

SUMMARIES OF CONFERENCES -ANONYMOUS CORRESPONDENCE

This is a reminder to all AALA members that conferences with supervisors during which concerns are expressed regarding performance of duties or other matters and are followed by a written conference summary are to be taken seriously. This may be the first sign that disciplinary action, or a less than satisfactory evaluation, is a possibility. Members receiving summaries of conferences are advised to contact the AALA office *immediately* so that we may discuss the problem(s) and develop strategies for future action.

Also, from time to time individuals are asked by their supervisor to respond to anonymous correspondence. If you are asked to make a formal response to unsigned, unidentified correspondence, which almost always is expressing criticism of your performance, please contact the AALA office *before* responding.

It is important to keep in mind that **Article VII, Section 5.0**, requires that any derogatory written correspondence which is considered to be critical of an employee's performance of duties or character – if it is going to be retained by the District – must be provided to the employee within ten (10) working days of receipt of the allegations. Documents provided or discovered beyond the required ten-(10) day period are subject to the grievance procedure, and ultimately will be destroyed.

2009 AALA CALENDAR OF EVENTS

January

- 19 Martin Luther King, Jr. Holiday
- 19-23 Community Award application mailed to members
- 26 WEL Winter Social – Kyoto Restaurant (formerly New Otani)
- 29 Representative Assembly meeting**
- 31 Academic Decathlon – Speech/Interview/Essay Events – Bravo HS

February

- 7 Academic Decathlon – Objective tests/Super Quiz at UCLA
- 12 Administrative Groups – Breakfast Meeting - AALA
- 12 Academic Decathlon – Awards Banquet at L.A. Convention Center
- 16 Presidents' Day Holiday
- 20 CAROCP – Angeleno Chapter Student Scholarship Fundraiser

March

- 1-2 CCAE Legislative Day - Sacramento
- 2 Executive Board meeting**
- 15-16 CAROCP Legislative Day
- 20 AALA Scholarship/Community Award applications due
- 23 WEL Mentor Dinner at Kyoto Grand Hotel and Gardens (Carol Truscott honoree)
- 26 Representative Assembly meeting**
- 28 AEIOU Dinner Dance – Casa Italiana
- 31 Selection of AALA Scholarship recipients – AALA Committee

April

- 1 AAPA Spring Social
- 2 Selection of AALA/Community Award recipients – AALA Committee
- 6-10 Spring Recess
- 8 Eve of Passover
- 9 Passover
- 13 Executive Board meeting**
- 22 Administrative Professionals Day
- 24-25 CAUSA – Los Angeles – LAX Marriott Hotel
- 29 **AALA Retirees Luncheon at The Center at Cathedral Plaza**
- 30 CCAE State Conference (Host) – Pasadena Hilton Hotel

May

- 1 – 2 CCAE State Conference (Host) – Pasadena Hilton Hotel
- 2 CMAA Leadership Conference/Scholarship Luncheon at Millennium Biltmore Hotel
- 14 Representative Assembly meeting**
- 16 WEL End-of-the-Year Brunch – Marina Del Rey Hotel
- 17 AJE Scholarship Brunch
- 20 AAPA Scholarship Dinner at Empress Pavilion Restaurant
- 21 **AALA Scholarship/Community Awards Banquet at Millennium Biltmore Hotel**
- 25 Memorial Day Holiday
- 28 ACSA-Region XVI Awards Banquet at Casa Italiana

June

- 1 **Executive Board Installation Dinner**
- 5 CCAE/CAROCP – Angeleno Chapter Student Scholarship Awards Dinner
- 6 COBA Black Child Conference/Scholarship Luncheon
- 22 Adult Division Year-End Luncheon at The Center at Cathedral Plaza