

## UPDATE

Week of July 27, 2009

### **A DIRECTOR REPRESENTS THE FEELINGS VOICED BY MANY**

#### **What are the real qualifications to become a Local District Superintendent?**

Recently, three local district superintendent positions were advertised. Only one person was chosen for a position from among the numerous local district directors, central district directors and administrators of instruction who applied. With such a large number of qualified applicants, how is it possible that only one was selected? What was lacking in these other candidates?

#### **Is it what you know or who you know?**

The skill set essential to become a local district superintendent includes in-depth experience with the six dimensions: Leadership and Influence, Instructional Leadership, Organizational Sensitivity, Judgment, Decisiveness, and Oral and Written Communication. Both teaching and administrative experience are required, including service as a principal, despite the fact that our current Chief Academic Officer doesn't meet these requirements. Our promotional process assumes that the more experience you have, the better equipped you are to assume a greater leadership role.

You wonder whether being a local district director or administrator of instruction provides you with the experience necessary to serve as a local district superintendent. If experiences at school sites and at the local district level do not build capacity, then where do you learn the skills to perform as a local district superintendent?

What advice would our District give to aspiring superintendents? Serve on District and Board committees? Become a leader of one of many District organizations or interest groups? Become involved in community organizations such as The Urban League or Inner City Struggle? Volunteer to help with student activities such as the Academic Decathlon, All City Band or athletic competitions?

On the other hand, should aspiring superintendents actively support political candidates who can advocate for them? Should they aspire to land at Beaudry, where a key decision maker will promote them?

All of the directors who applied for the local district superintendent positions were deemed successful principals. They had experience supervising and supporting multiple school sites and were active in various LAUSD organizations. You wonder if their training was inconsistent with the needs of the current District leadership. Perhaps the selection process was flawed. On the other hand, is it possible that the Superintendent disregarded the established process and made his selections for other reasons? Did he do so because of political pressure from Board members and others? **Is it what you know or who you know?**

## AALA NEGOTIATIONS SURVEY: WINNING THE TOOLS TO IMPROVE OUR SCHOOLS

Our District faces tremendous challenges due, in part, to our State's financial crisis, which has provided mostly bad news for K-12 education. In this daunting climate, AALA is about to enter negotiations with LAUSD for a new three-year contract. Our theme, *Winning the Tools to Improve Our Schools*, summarizes our goal, while exemplifying the pivotal role administrators play in making schools work during the toughest of times.

Our negotiating team needs your input to develop viable contract proposals that reflect your priorities and needs. Please look for an e-mail message from AALA on Monday, August 3, asking you to complete the survey. You will access the survey through a link in the e-mail message itself. It is easily navigated and will take only a few minutes of your time to complete. Please give some thought to your responses. Your views are extremely important! All responses are confidential, so speak your mind.

The deadline for submission of your responses is August 21. **Remember:** Your input via the survey will provide you a critical voice in determining contract proposal priorities.

### SAVE THE DATES

**THURSDAY, AUGUST 27, 2009** – ORGANIZATION PRESIDENTS – BREAKFAST MEETING to be held at Taix Restaurant, 7:30 a.m. – 9:30 a.m. For information contact the AALA office at 213.484.2226.

**SATURDAY, AUGUST 29, 2009** – TEAM HEAL presents the 5<sup>th</sup> Annual **Afternoon of Jazz** at the Wilshire Country Club, 301 N. Rossmore Avenue, Los Angeles. The 2009 honoree is Dr. **Frank Jobe**, co-founder of the Kerlan-Jobe Orthopaedic Clinic. Master and Mistress of Ceremonies are KNBC4 News Anchor **Chris Schauble** and 94.7 The Wave DJ **Pat Prescott**. For information, contact **Barbara Shields** at 310.645.8347 or [teamheal@ca.rr.com](mailto:teamheal@ca.rr.com).

**THURSDAY, SEPTEMBER 3, 2009** – ADMINISTRATIVE INTEREST GROUPS – BREAKFAST MEETING to be held at Taix Restaurant, 7:30 a.m. – 9:30 a.m. For information contact the AALA office at 213.484.2226.

### IN MEMORIAM

**MARVIN "MARV" McMAHAN** – Former Principal at Main Street School. Former Assistant Principal at Budlong Avenue, Seventy-fifth Street, Loren Miller, Sixty-sixth Street, and Norwood Street schools. Marv was a longtime football and basketball referee in Southern California. He retired on November 27, 1991, and passed away on July 26, 2009. Services will be Saturday, August 1, 2009, at 11:00 a.m., Inglewood Park Cemetery, Galleria Chapel.

From CalSTRS:

## CalSTRS BENEFIT PAYMENTS NOT AFFECTED BY STATE CASH CRISIS

CalSTRS benefit payments are not affected by State Controller John Chiang's recent announcement that some payments may be delayed.

Although Chiang said that cash shortages forced him to issue IOUs for some payments until the state budget difficulties are addressed, only certain expenditures from the state's General Fund are affected by Chiang's announcement. **IOUs may not be used to pay benefit obligations.**

While the Controller's Office does process CalSTRS benefit checks, the source of those payments is the Teachers' Retirement Fund. CalSTRS retirement, disability, and survivor benefits will continue to be paid. The state also continues to make its contribution to the Teachers' Retirement Fund.

### CalSTRS Benefits Secure Despite Economy

CalSTRS benefits are secure, despite the ongoing challenges to the world's financial markets. Current CalSTRS retirement, survivor, and disability benefits will not change with the downturn in the economy.

CalSTRS benefits are not dependent on the funds in the CalSTRS investment portfolio. CalSTRS benefits are considered a constitutionally protected contractual right.

### CalSTRS Takes Steps to Tough It Out

The California State Teachers' Retirement System (CalSTRS) investment portfolio ended the fiscal year set to ride out historically bleak economic times.

Preliminary estimates are that CalSTRS saw a loss of 25.0 percent in the fiscal year ending June 30, 2009,\* with its market value of assets totaling \$118.8 billion. The news from the second-largest public pension fund in the U.S. comes in the face of an unprecedented worldwide economic downturn. Global markets declined 30.8 percent for the year, according to Standard & Poor's Global Equity Indices.

"Despite the recent losses suffered by public pension funds, defined benefit pensions remain the bulwark of our economy with trillions of dollars in the marketplace," said CalSTRS Chief Executive Officer **Jack Ehnes**. "As patient, long-term investors designed to withstand market turmoil, we provide financial security to our members and essential liquidity to the market."

\* Private equity and real estate returns are for 12 months ending March 31, 2009, and are subject to change. Final investment returns will be published in the 2008-09 Comprehensive Annual Financial Report.

***NOTE: Starting in August 2009, CalSTRS will be closed the first, second and third Friday of each month through June 30, 2010.***

**RETIREMENT CELEBRATIONS**

<b>Name</b>	<b>Date, Time</b>	<b>Location</b>	<b>Contact</b>
Marsha Easterday	Saturday, August 8, 2009 1:00 p.m. – 4:00 p.m.	Skirball Cultural Center 2701 N. Sepulveda Blvd. Los Angeles	Lisa Baskin 818.366.9171
Mary Jane Collier	Friday, August 14, 2009 6:00 p.m. – 11:00 p.m.	Pickwick Gardens 1001 W. Riverside Dr. Burbank	SooJoon Choi <a href="mailto:soojoon.choi@lausd.net">soojoon.choi@lausd.net</a>
Annetta Lawrence	Saturday, August 15, 2009 11:00 a.m. – 4:00 p.m.	Ayres Hotel 14400 Hindry Avenue Hawthorne	Rosamy Gross 310.762.6775 <a href="mailto:forheislord@sbcglobal.net">forheislord@sbcglobal.net</a>
Robbi Bertz	Sunday, August 16, 2009 11:30 a.m. – 3:00 p.m.	Beverly Hilton Hotel Stardust Room 9876 Wilshire Blvd. Beverly Hills	Pam Sasada/Lainey Rogers 310.253.7100
Jean Batey	Sunday, August 16, 2009 11:30 a.m. – 2:30 p.m.	Glendale Hilton 100 West Glenoaks Blvd. Glendale	Daniel Lam 213.241.3766
Rosalinda Ofalla	Friday, August 21, 2009 6:00 p.m. – 12:00 a.m.	The Castaway 1250 Harvard Road Burbank	Cressie Jones 323.664.1024
May Arakaki	Saturday, August 22, 2009 11:00 a.m. - 4:00 p.m.	Pala Casino 11154 Highway 76 Pala, CA (San Diego County)	<a href="mailto:elaine.kinoshita@lausd.net">elaine.kinoshita@lausd.net</a> <a href="mailto:jyamamot@lausd.net">jyamamot@lausd.net</a> <a href="mailto:mguerr3@lausd.net">mguerr3@lausd.net</a> <a href="mailto:npaiz2@lausd.net">npaiz2@lausd.net</a>
Clarence Lutcher	Sunday, August 23, 2009 12:00 – 3:30 p.m.	Monterey Hills Steak House 3700 W. Ramona Road Monterey Park	Lupe Sarinana Trudy Hawkins 310.547.5551
Elois McGehee	Saturday, Sept. 12, 2009 11:00 a.m. – 2:00 p.m.	DoubleTree Hotel 2800 Via Cabrillo Marina San Pedro	Susan Price 310.354.3460 Connie Moore 323.755.8543
Carol Truscott	Saturday, Sept. 26, 2009 11:00 a.m. – 3:00 p.m.	Beverly Hilton Hotel Stardust Room 9876 Wilshire Blvd. Beverly Hills	Norma Berryman 323.242.1315 Faye Banton 310.631.7522

## THE PASSING OF BILL ANTÓN

**William R. "Bill" Antón**, Superintendent of the Los Angeles United School District from July 1990 to September 1992, passed away on July 27, 2009. A career educator with roots in the East Los Angeles barrio, Antón was the quintessential optimist, a man who believed that the school system's biggest problem was its failure to believe in itself. **During his tenure as Superintendent, Bill took the initiative to authorize AALA as a bargaining unit. All AALA members have benefited from this momentous decision.**

Antón was a plain-talking man, prone to using analogies and anecdotes to make a point, and his words sometimes were direct. But his enthusiasm was infectious; he exuded charm. He beamed when he talked about the District and its children.

Bill was born in El Paso, Texas, and moved to East Los Angeles with his family as a young child. He attended public schools on the city's Eastside, graduating from Garfield High School, and studied engineering at Los Angeles City College. He earned bachelor's and master's degrees in education and administration from Cal State Los Angeles, and served for three years as an Army paratrooper.

In 1952, he began teaching at Rowan Avenue Elementary School in East Los Angeles and started the long, steady climb through the ranks: vice principal to principal to director of a district teacher project with UCLA, to District director of Title I, to assistant superintendent, then area superintendent and finally to one of two deputy superintendent positions where he served eight years. Along the way he got to know someone in "every nook and cranny of the district," and met hundreds of parents, teachers and community leaders, who came to view him as the man to call when they needed something done.

Bill was the first Latino to lead LAUSD. On November 29, 2007, ground was broken for **William R. Antón Elementary School** in East Los Angeles, which was named in his honor. Services will be private. Bill will be missed. He was 85 years old.

In lieu of flowers, donations can be made to the Council of Mexican American Administrators (CMAA) for the **W. R. Antón Scholarship Fund**. Send donations to **Renee Fuentes-Campa**, 1215 West Alhambra Rd., Alhambra, CA 91801.

## A NEW ANALYSIS ON READING FIRST

In 2008, when the Institute of Education Sciences (IES) at the U.S. Department of Education published research on Reading First, the findings were widely interpreted to mean the program did not work. A new policy brief from MDRC feels the research was more nuanced. **In MDRC's analysis, Reading First did increase professional development for teachers, and provide reading coaches for struggling readers. It also influenced teaching practice, aligning it with scientifically based research.** The program's lack of impact on overall reading comprehension scores can be traced to two connected issues, according to the MDRC. In the first place, the type of instruction promoted by Reading First was already in wide use when the program came on line in 2002. The IES found that many teachers not funded by Reading First also spent class time focusing on similar, scientifically based reading instruction. Second, the additional 7-10 minutes a day instructional time with Reading First were too small on average to induce improvements in student reading comprehension. What the MDRC's new evaluation did yield, however, was that Reading First produced improvement in schools where it generated larger increases in instructional practice, schools that tended to be higher-poverty, as well.

Read more: <http://www.mdrc.org/publications/518/overview.html>

## VOLUNTARY INTEGRATION GETS AN ASSIST

In a victory for advocates of school integration, the California Supreme Court rejected a challenge to Berkeley's policy of considering the racial composition of students' neighborhoods in deciding where they will enroll. Without a dissenting vote, the court denied review of an appeal by backers of Proposition 209, the 1996 initiative that outlawed racial preferences in public education, employment, and contracting.

An appellate ruling upholding the Berkeley system is now binding on courts statewide and allows any district to adopt a similar plan. In the March 17 ruling, the First District Court of Appeal in San Francisco said the Berkeley Unified School District was not violating Prop. 209 because it based enrollment decisions on the diversity of a student's neighborhood, not the individual student's race. It was the first ruling by a California appeals court on a district's voluntary integration program since voters approved the constitutional amendment.

"I think Berkeley has found the right approach to complying with both its obligations and its desire to have an integrated school system, and its obligations under Prop. 209," said **Jon Streeter**, lawyer for the 9,000-student district, on Wednesday. "Up to now, many people had thought that doing both is not possible." He said the Berkeley model seems suitable for other diverse communities, such as San Francisco, where a 1999 legal settlement ended 17 years of court-supervised enrollment assignments in which the district sought to balance schools' racial makeup. Since then, San Francisco officials say, many of the city's schools have become segregated.

**Sharon Browne**, a Pacific Legal Foundation attorney representing a nonprofit organization that sued the Berkeley schools, said the court's action was disappointing but wasn't necessarily the last word. Under California legal rules, she noted, a different appeals court could still rule that a Berkeley-style plan in another district violated Prop. 209, creating a conflict that the state's high court would have to resolve. "Another lawsuit can be brought and should be, to make sure students are treated as individuals and not as part of a racial group," Browne said. She said districts should be cautious in following the Berkeley model because "it will invite more litigation, and litigation is very expensive."

The Berkeley district has taken measures since 1968 to promote racial balance between schools in the largely minority flatlands and the mostly white hillside and UC Berkeley neighborhoods. Under the plan the district adopted in 2004, each area of four to eight square blocks is given a diversity rating based on racial composition and parents' income and education levels. The district uses that rating in enrollment decisions at the city's 11 elementary schools and in special academic programs at Berkeley High School. For example, when considering enrollment at a school that has a high percentage of white, well-educated and wealthy families, the district gives preference to students from other types of neighborhoods. "Using neighborhood demographics when assigning students is not discriminatory," the appeals court said in its March ruling. "All students in a given residential area are treated equally."

Read more:

<http://www.sfgate.com/cgi-bin/article.cgi?f=/c/a/2009/06/11/BA1B184L6O.DTL#ixzz0MZTiOvTn>

## TIER II PROGRAM APPROVED FOR DISPLACED ADMINISTRATORS

California State University, Northridge, has approved offering its one semester, 12 unit Tier II program to administrators who have been displaced from their administrative positions, as well as current administrators working to clear their Administrative Credentials.

While the displaced administrators are waiting for reassignment into an administrative position, they may complete the course work necessary to apply for the Clear Credential. Any educator who has activated his/her Preliminary Administrative Services Credential is eligible to apply for the Tier II program. All other requirements to be granted the Clear Administrative Services Credential will still apply.

The CSUN program is a hybrid program, with five face-to-face classes, and all other work completed on-line. The dates for the five classes are:

9/14/09

10/5/09

11/2/09

11/23/09

12/7/09

The five class sessions will be held in a central location, to be determined, and will run from 4:20 to 9:30.

For additional information, please contact the CSUN Educational Leadership & Policy Studies Office at 818.677.2591 or Graduate Advisor **Debbie Leidner** at 818.677.2528 or e-mail [debbie.leidner@csun.edu](mailto:debbie.leidner@csun.edu).

### 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, SECONDARY***

**Liechty Middle School (4) MST 44**, 650 South Union Avenue, Los Angeles, CA 90017

Liechty is an E Basis school. For information and application procedures contact **Byron Maltez**, Interim Superintendent, at 323.932.2002. **Filing deadline is Friday, August 7, 2009.**

**Marina del Rey Middle School (3) MST 44**, 12500 Braddock Drive, Los Angeles, CA 90066

Marina del Rey is an E Basis, Performing Arts Magnet school. For information and application procedures contact **Kavin Dotson**, Director, Secondary School Services, at 310.253.7100. **Filing deadline is 4:00 p.m., Friday, August 7, 2009.**

**South Gate Middle School (6) MST 45**, 4100 Firestone Blvd., South Gate, CA 90280

South Gate is an E Basis school. For information and application procedures contact **Albert Castillo**, Director, at 323.278.3954. **Filing deadline is Friday, August 14, 2009.**

**POSITIONS AVAILABLE (Continued)**

***PRINCIPAL, OPPORTUNITY HIGH SCHOOL***

**Johnson Community Day School (7) MST 41**, 1650 East 104<sup>th</sup> St. School, Los Angeles, CA 90002  
 Johnson is an A Basis school. For information and application procedures contact **Russ Thompson**, Director, at 323.242.1300. **Filing deadline is Friday, August 7, 2009.**

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

**San Pedro High School (8) MST 40**, 1001 West 15<sup>th</sup> Street, San Pedro, CA 90731  
 San Pedro is a B Basis school. For information and application procedures contact **Juan Flecha**, Director of School Services, at 310.354.3400. **Filing deadline is Friday, August 7, 2009.**

**Narbonne High School (8) MST 40**, 24300 South Western Avenue, Harbor City, CA 90710  
 Narbonne is a B Basis school. For information and application procedures contact **Juan Flecha**, Director of School Services, at 310.354.3400. **Filing deadline is Friday, August 7, 2009.**

***INSTRUCTIONAL SPECIALIST***

**Stevenson Middle School, MST 39**, 725 South Indiana Street, Los Angeles, CA 90023  
 Stevenson is a B Basis school. For information and application procedures contact **Lovette Brooks-Curry**, Partnership for Los Angeles Schools, at 213.922.9775. **Filing deadline is Monday, August 10, 2009.**

**99<sup>th</sup> Street School, MST 37**, 9900 South Wadsworth Avenue, Los Angeles, CA 90002  
 99<sup>th</sup> Street is a B Basis school. For information and application procedures contact **Lovette Brooks-Curry**, Partnership for Los Angeles Schools, at 213.922.9775. **Filing deadline is Monday, August 10, 2009.**

**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.**

POSITION	FILING DEADLINE
<b>Outreach Facilitator (Administrator), Ready for School, Early Childhood Education. Temp. Adv, MST 40, B Basis. Contact Ruth Yoon or Michael Shannon at 213.241.8112.</b>	<b>4:00 p.m., Friday, August 7, 2009</b>
<b>Specialist, Due Process Department, Division of Special Education. Temp. Adv., MST 38, B Basis. Contact Lisa Kendrick, Administrative Coordinator, at 213.241.6718.</b>	<b>5:00 p.m., Friday, August 14, 2009</b>

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
<b>Principal, Secondary</b>	Foshay Learning Center	08/07/09	323.242.1300
<b>Director of Instructional and Operational Oversight</b>	Charter Schools Division	<b>UNTIL FILED</b>	213.241.2656
<b>Coordinator, Elementary Instructional Specialist</b>	Division of Special Education <b>8 POSITIONS AVAILABLE</b>	08/03/09	818.256.2821 323.932.2155 323.421.2801 310.354.3431
<b>Specialist, Categorical Programs</b>	Local District 1	08/07/09	818.654.3600
<b>Coordinator, Pre-12 Math Programs</b>	Local District 2 <b>EXTENDED TO 4:00 p.m.</b>	<b>08/06/09</b>	<b>818.755.5300</b>
<b>Coord., Dropout Preven. &amp; Attendance</b>	Local District 8 <b>EXTENDED TO</b>	<b>08/05/09</b>	<b>310.354.3400</b>