

UPDATE

Week of August 2, 2010

QUESTIONS FOR DR. DEASY

AALA welcomes **Dr. John Deasy** to his new position as Deputy Superintendent of the Los Angeles Unified School District starting next week. In June, we had a pleasant phone conversation with Dr. Deasy, and earlier this month we spoke briefly with him during our regular meeting with Superintendent Cortines. We look forward to meeting with him on a regular basis to address issues important to AALA members and to public education in Los Angeles.

Who is Dr. Deasy, and what is his educational philosophy? A Google search instantly reveals 184,000 hits. The first three pages of links inform us that Dr. Deasy has just left the Gates Foundation following almost two years as its Education Deputy. After spending \$1 billion to promote small schools as the solution to all of the ills of urban public education, Bill and Melinda Gates have discovered a new magic bullet: teacher evaluation.

Dr. Deasy has been Superintendent of a total of three school districts, including Santa Monica-Malibu Unified and most recently served as Superintendent of Prince George's County Public Schools in Maryland for two years. His major focus there was closing the achievement gap for low-income and minority students. He overhauled the system of teacher and principal evaluation and instituted a federally funded pay-for-performance plan (i.e., merit pay) for teachers and principals in low-performing schools.

*In 2006, Dr. Deasy graduated from the Broad Superintendents' Academy, founded by **Eli Broad**, whose stated purpose is "to transform urban school districts into effective public enterprises." In LAUSD the Broad Foundation currently underwrites one of the 14 foundation-funded senior staff positions, that of **Matt Hill**, Administrative Officer, who was recently granted a significant raise by the Board of Education. The Board of Education made this decision at a time when many AALA members were reduced in force and/or basis.*

According to **Joseph DiSalvo's** blog post (www.sanjoseinside.com, Feb. 9, 2010), Dr. Deasy stated at the Santa Clara County Office of Education's Charter School Summit that the most effective teachers get more than a year's growth per student for each year of study. He believes that each school must be turned into a "culture of performance rather than one of compliance." In his view, teacher compensation must be changed and tenure must be rethought to make this happen. **Notably, Dr. Deasy commented that it will not take more money to be poured into the system of public education, but a reallocation of the way we currently spend our funds.**

Certainly, Dr. Deasy joins LAUSD during the most challenging fiscal time in memory. Our District has suffered many years of budget cuts including \$640 million in 2009-2010, a projected \$460 this year, and an unknown amount in 2011-2012. Despite the fact that AALA saved over 150 administrative jobs by accepting 12 furlough days for members over two years, our active membership has been cut by nearly

QUESTIONS FOR DR. DEASY (Continued)

600 since June 2009. The impact on schools and District offices is dramatic; oversight, health & safety and accountability have been diminished. The loss of assistant principal positions at school sites, for example, means less student supervision and more work for remaining administrators, who are the personnel charged with accountability. Fewer administrators in local district and central offices result in decreased service and support to schools and families. AALA members are working longer hours for less pay, as they shoulder the responsibilities of those who have been RIFed.

In preparation for our August meeting with Dr. John Deasy, AALA asks the following questions:

1. If you truly believe that additional revenue is not needed to improve student performance, why did the Gates Foundation give a \$60-million grant to five Los Angeles charter school management organizations in 2010 to develop new teacher evaluation systems?
2. What metrics and data did you use in St. George's County to determine that incentive pay for principals and teachers improves student academic performance?
3. What support did you provide principals and assistant principals to help them transform education in their schools? What assistance do you plan to provide administrators in LAUSD so they can do their jobs effectively?
4. If additional revenue comes to the District, what are your priorities for the use of those funds?
5. Given the fact that our District's institutional memory has been gutted in recent years, how do you plan to listen to and learn from the dedicated administrators who remain?
6. What is your action plan for educational improvement?

In the spirit of collaboration, AALA pledges to help you learn about our District's vibrant history of educational reform. We offer to interpret for you the shifting political landscape of LAUSD and Los Angeles itself. In exchange, we ask you to focus on educational issues. Recognize our excellent schools, administrators and teachers. Acknowledge the many positive examples of parent and community involvement in our District. Avoid the politics, which has seeped into all realms of the District. Promote administrators based upon merit, not on Board Members' whims. Restore transparency and communication to and with the AALA members who continue to provide the leadership for students and staff at school sites. Remember that school leaders play the pivotal role in transforming education for our students.

EDUCATION FUNDING: FEDERAL AND STATE

While recent attempts to get some federal assistance in the form of a Jobs Bill stalled out last week in a battle over attaching it to the war funding, new attempts are underway to find a Jobs Bill outside of education and the use of "Race to the Top" monies, which President **Barack Obama** had threatened to veto. Advocates in Washington, D. C., have not given up hope of some federal assistance for jobs prior to the November midterm elections. Let's keep our fingers crossed.

Other Washington, D. C., news is that the House Appropriations Subcommittee on Labor, Health and Human Services reported its recommendations for Fiscal Year 2010. They include the following: (1) Title 1 Grants for Disadvantaged Students would be increased by \$400 million, which is not a double digit sum for LAUSD but is some progress.

EDUCATION FUNDING: FEDERAL AND STATE (Continued)

(2) Chairman **Obey** (D-WI) hopes to have a tiny increase in IDEA or Special Education monies akin to Title 1; (3) English Language Acquisition would remain essentially the same; (4) "Race to the Top" would provide \$800 million, which is less than **Obama** originally wanted (\$1.35 billion). The Senate may be more parsimonious in their willingness to fund these initiatives and allocate even less than these paltry amounts. Next steps are the appropriations process including the full House Appropriations Committee's consideration and review by the Senate's Appropriations Committee.

Meanwhile, at the State level the final budgets are being decided for this year, 2010-2011. The Governor and Legislature are now nearly a month late. Nonetheless, it appears that all of the five circulated, possible budgets are more than what the Governor offered in his May Revise. This could be good news, with an increase of anywhere from \$50 million to \$300 million more for LAUSD. The entire education coalition has done a great job beating back many of the attacks on urban districts for now. California Assembly Speaker **John Perez**' (D-LA) working along with other Assembly members has been more sympathetic to urban districts than either the Governor or the Senate. Our local representative John Perez and budget chair Assemblyman **Bob Blumenfield** (D-San Fernando Valley) deserve credit for standing up to the cut, cut, cut mentality that is ripping apart our schools.

NOVEMBER 2010 ELECTION INFORMATION

ALA members are reminded that the November 2010 election has two important offices up for election that will have an impact on California public schools. The first, of course, is the Governor's race, which is being heavily advertised. Whoever is elected will have a major impact on public education through new initiatives and the formulation of the state budget. The State of the State speech in January 2011 by the new Governor will, no doubt, address fiscal issues that will have an impact on LAUSD's budget discussions in the spring of 2011 regarding the District's 2011 – 2012 budget.

The other key office up for election is that of State Superintendent of Public Instruction, which is currently held by **Jack O'Connell**. There are two highly qualified candidates running for this office: **Larry Aceves**, former school administrator and past president of ACSA, and **Tom Torlakson**, current assemblyman and former teacher. Both of these candidates will be visiting our schools in the fall, and through these visits, AALA expects to show them the many success stories of our students and staff.

In addition to these two notable offices up for election, there are a number of local, state, and national elections occurring that will have an impact on all of us. Every U.S. Congressperson is up for election along with several U.S. Senators, including **Barbara Boxer**. All members of the California Assembly and some State Senators are also up for election.

Two key California initiatives need the attention of AALA members as we move toward the election in November, and they are:

Proposition 25: Change in the legislative vote needed to pass a state budget from two-thirds majority to a simple majority. The two-thirds vote required to raise taxes would remain.

Proposition 26: Change in the legislative vote needed to increase taxes and fees to two-thirds majority.

While the election is still three months away, it is time to begin to look at all of the issues that are going to impact our schools and AALA membership.

**WHEN OPENING SCHOOL:
Tasks for the Administrative Team**

Knowledge and understanding of the information listed in "Tips for the Principal...When Taking Over a School" is critical when opening a school site. In addition, there are useful suggestions listed below that will assist in ensuring a smooth and organized school opening. The checklist is organized in priority order so that it reflects immediate actions and long-term actions to help new administrators prioritize the requisite responsibilities. There are some suggestions that are elementary specific, and some that are secondary specific, but most are applicable at all schools. While the list is extensive, it is not meant to be complete. Again, the good judgment of the principal can never be underestimated.

1. Send an opening letter to staff members welcoming them back to school, introducing yourself and apprising them of important information, new staff members, etc.
2. Send a letter to parents welcoming them back to school and apprising them of pertinent information for the opening of school, including registration procedures, emergency information, and orientation meetings for new students.
3. Be certain that all staff positions are filled.
4. Be certain there are sufficient supplies, instructional materials and textbooks.
5. Provide an updated staff handbook or opening folder for each staff member.

Policies and Procedures for Staff:

- Hours
- Sign-in cards
- Absence; leaves of absence
- Beginning of the year procedures; end of the year procedures
- School map
- Substitute information folder
- Instructions for opening day/week attendance recording
- Child Abuse reporting/Sexual Harassment/ Bias Motivated incidents
- Health procedures and Health Office referrals; Blood Borne Pathogen Procedures, etc.
- Emergency procedures
- Staff notification of use of pesticides
- Teacher mailboxes
- Teacher meetings
- School security
- Lesson planning
- Daily or weekly bulletin
- Field trip requests
- Use of school telephone
- Photocopying materials
- Supply room
- Other policies, procedures that staff should know

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WHEN OPENING SCHOOL (Continued)

Policies and Procedures for Students:

- School discipline policy/school standards, including procedures for referral
- Student accidents and injuries
- Cafeteria
- After-school activities
- Homework policy
- Student use of restrooms
- Other policies, procedures that students should know

6. Prepare an information bulletin for parents.

- School hours and schedules
- Lunch and breakfast programs and appropriate forms
- Youth Services program
- Safety and emergency procedures
- Parent/Guardian notification of pesticide use
- Procedures following absence or tardiness
- Picking up students during the school day
- Special programs and school events
- Itinerant services
- Volunteer programs and requirements
- Parent education
- Parent conferences
- Parent leadership groups
- Policy for bicycle riding to and from school/staff, parent, student parking/location of buses
- Policy for taking books home
- When and how Parent Student Handbook will be distributed
- School dress code/uniform policy
- Student behavior expectations
- Homework policy
- Other policies, procedures that parents should know

7. Be sure the office staff has the following procedures/systems in place:

- Registering and assigning new students to classes
- Admission and enrollment requirements (original birth certificate, immunization records, verification of address, etc.)
- Permit policy
- Health requirements
- Cumulative Records
- Attendance tracking
- Absence procedures
- Releasing students during school day/emergency card information
- Emergency cards for students and staff
- Visitors Policy
- Checking out keys
- Room equipment inventory
- Processing of mail

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WHEN OPENING SCHOOL (Continued)

8. Prepare the following schedules:

- Staff class schedule
- Breakfast, recess, lunch
- Bells
- Playground areas and activities for noon and recess
- Yard and cafeteria supervision
- Lining up, dismissal, traffic patterns
- Inclement weather
- Use of restrooms
- Auditorium/MPR
- Library
- Computer Lab
- Minimum and shortened days
- Youth Services
- Opening and securing gates and main doors
- Bus transportation

CALIFORNIA IS A FINALIST FOR RTTT GRANT

California is among 18 states and the District of Columbia that are finalists in the second round of the federal "Race to the Top" school reform grant competition.

U.S. Department of Education officials provided The Associated Press with a list of the finalists on Tuesday ahead of a speech by Education Secretary **Arne Duncan**.

California will have a chance to win as much as \$700 million in the national competition, which rewards ambitious reforms aimed at improving struggling schools and closing the achievement gap. The U.S. Department of Education is expected to announce the winners of the second phase in September.

Two states, Tennessee and Delaware, were awarded a total of \$600 million in the first round.

IN MEMORIAM

DR. JOSEPH SANTANA – Former Principal of Adams and Edison middle schools, and Assistant Principal of Jordan High School and Wilmington Middle School. He retired on July 1, 2009, and passed away on July 24, 2010. Donations may be made in his name to Our Mother of Good Counsel, 2060 North Vermont Avenue, Los Angeles, CA 90027, (323.664.2111).

POSITIONS AVAILABLE

For your Information –

2 CLASSIFIED POSITIONS AVAILABLE –

PILOT SCHOOLS INSTRUCTIONAL COORDINATOR (Salary: \$88,950-\$110,100 per year)

PILOT SCHOOLS OPERATIONS COORDINATOR (Salary: \$88,950-\$110,00 per year)

Innovation and Charter Schools Division

These positions have been established to provide support and act as a resource to District schools that are transitioning to a Pilot School Model. Job offers 24 paid vacation days and 12 paid holidays. For information, assistance and application procedures call **Melida Dominguez** at 213.241.3348 or **Steve Lahamjian** at 213.241.3455 or e-mail steve.lahamjian@lausd.org. **Positions are open until filled.**

CERTIFICATED POSITIONS

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.

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 School-Based and Nonschool-Based positions and click on any position to view the specific flyer.

PRINCIPAL, SECONDARY

Dorsey High School (3) MST 45, 3537 Farmdale Avenue, Los Angeles, CA 90016

Dorsey is an E Basis school. For information and application procedure contact **Doug Waybright**, Principal Leader at 310.253.7100. **Filing deadline is Tuesday, August 10, 2010.**

PRINCIPAL, SPAN SCHOOL

Sherman Oaks Center for Enriched Studies (1) MST 45, 18605 Erwin Street, Tarzana, CA 91335

SOCES is a grades 4-12, E Basis school. For information and application procedures contact **Alfredo Tarin**, Principal Leader, at 818.654.3673. **Filing deadline is Wednesday, August 11, 2010.**

Position	Location	Deadline	Contact
Principal, Secondary	Westchester High School	08/06/10	310.253.7100
Principal, Elementary	South Region School #1	Until filled	323.242.1315
Principal, Elementary	South Region School #2	Until filled	323.242.1315
Principal, Small School (K-5 Grade)	Central Region School #18	Until filled	Stephen Cockrell employment@partnershipla.org
Principal, Elementary	Griffith Joyner School	Until filled	Stephen Cockrell employment@partnershipla.org

POSITIONS AVAILABLE (Continued)

<p>▪ COORDINATOR, AMERICAN RECOVERY and REINVESTMENT ACT and THE ASSISTIVE TECHNOLOGY, PHYSICAL THERAPY and OCCUPATIONAL THERAPY PROGRAMS, MST 40 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Deborah Rubenacker, Director, Related Services Department, at 213.241.6200.</p>	<p align="center">12:00 p.m. Mon., Aug. 2, 2010</p>
<p>▪ SPECIALIST, INSTRUCTION, K-12 (2 POSITIONS), MST 39 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Don Macintosh, Administrative Coordinator, Special Education Instruction, at 310.354.3431.</p>	<p align="center">5:00 p.m. Mon., Aug. 2, 2010</p>
<p>▪ SPECIALIST, SPECIAL EDUCATION, MST 38 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Bette Medina, Administrative Coordinator, Support Unit Central West, at 323.421.2950.</p>	<p align="center">5:00 p.m. Wed., Aug. 4, 2010</p>
<p>▪ SPECIALIST, INNOVATIVE IEP TRANSLATION SERVICE MODELS, MST 39 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Veronica Smith, Director, Modified Consent Decree Monitoring/Policies and Procedures at 213.241.5438.</p>	<p align="center">5:00 p.m. Mon., Aug. 2, 2010</p>
<p>▪ COORDINATOR, INSTRUCTIONAL LIAISON, K-12, MST 42 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Nancy Franklin, Director LRE/PD, at 213.241.6701.</p>	<p align="center">5:00 p.m. Tue., Aug. 3, 2010</p>
<p>▪ SPECIALIST, SPECIAL EDUCATION (3 POSITIONS), MST 38 (Temp. Adv.), B Basis, Division of Special Education. ▪ For information and application procedures contact Sharon Jarrett, Director, Fiscal and Program Accountability, at 213.241.6701.</p>	<p align="center">5:00 p.m. Tue., Aug. 3, 2010</p>
<p>▪ SPECIALIST, SPECIAL EDUCATION (4 POSITIONS), MST 38 (Temp. Adv.), B Basis, Division of Special Education. For information and application procedures contact Diane Kloosterman, Administrative Coordinator, Special Education Operations, at 323.421.2950.</p>	<p align="center">5:00 p.m. Tue., Aug. 3, 2010</p>
<p>▪ PRINCIPAL LEADER, (2 Positions) Local District 4, MST 45+Z Basis (Temp. Adv.), E Basis. For information and application procedures contact Danny Palma, Administrative Assistant, at 213.241.0100.</p>	<p align="center">Fri., Aug. 13, 2010</p>
<p>▪ SPECIALIST, LOS ANGELES APPRENTICE TEACHER PROGRAM, MST 37+Z Basis (Temp. Adv.), E Basis, Human Resources Division For information and application procedures contact Steve Brandick, Director, Career Ladder Office, at 213.241.4571.</p>	<p align="center">5:00 p.m. Tue., Aug. 10, 2010</p>
<p>▪ ADMINISTRATOR, INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45, B Basis, Charter Schools Division. For information and application procedures contact Aaron Eairleywine, Central Business Advisor, at 213.241.5516.</p>	<p align="center">UNTIL FILLED</p>