

UPDATE

Week of September 20, 2010

BOARD COMMITTEES AND TRANSPARENCY

Just one year ago, the Board of Education amended the Board Rules to suspend standing Board Committees. Using the justifications of “increased efficiency” and “cost savings,” the Board thus eliminated the public’s right to participate in significant public discussions about educational issues important to all stakeholders, particularly AALA members, and to affect policy decisions prior to the Board voting on measures being considered.

AALA challenged the Board’s decision to eliminate committees last year and we do so again. The Board and our Superintendent frequently invoke “transparency” as a guiding principle for their decision-making processes. One definition of *transparency* found in *Merriam-Webster’s Collegiate Dictionary* is “free from pretense or deceit.” AALA leaves it to readers of the *Update* to decide if this definition applies in the case of Board Committees.

Committees operated somewhat like think tanks, focusing on issues critical to education in our District, such as budget and finance, safety and welfare of students and staff members, curriculum & instruction, instructional technology, Special Education and charter school regulation. Committees met monthly and were structured to include Board Members, senior staff members assigned by the Superintendent, bargaining unit representatives, parents and outside experts.

A typical committee meeting included one or more presentations by District staff members or experts in the field. The Curriculum & Instruction Committee, for example, had a major impact on improvement of the District’s algebra program. Staff members discussed current teaching practices, showed student assessment data, reviewed potential textbook adoptions and linked all of these to Board policy. Committee members were allowed to ask questions or comment on the information presented. Public speakers had the opportunity to express their views. Thus, the committee structure allowed for information to be “readily understood” (another definition of transparency found in the *Merriam-Webster’s Collegiate Dictionary*) because all meetings were public, held in the Board Room and broadcast on KLCS.

Now, regular Board meetings are held on the second and fourth Tuesdays of each month. Routine Board business is compressed into one meeting per month. While the Board may choose to schedule special meetings to hear speakers, this is not a substitute for continued in-depth discussion on important topics. We wonder if such discussions are happening at all. If they are, they are being held behind closed doors.

For the sake of real transparency, AALA strongly urges the Board to reestablish Board Committees immediately. Following is a sampling of critical topics Committees should address:

- The District’s priorities in curriculum & instruction and budget implications

BOARD COMMITTEES AND TRANSPARENCY (Continued)

- Compilation and discussion of instructional strategies to support the needs of English Language Learners and Standard English Learners
- District efforts to enhance appreciation of student diversity
- Current services being offered students with special needs and the curtailment of those services due to budget cuts
- Instructional implications of the changes in the core content standards
- The forthcoming changes in the California State testing program
- An update of facility expenditures for new sites and the refurbishment of existing schools
- The projected use of technology to enhance student safety and welfare (e.g., are Board members knowledgeable about the *Readiness and Emergency Management for Educators* Program?)
- A review of how Federal Employment monies will be allocated by the District
- A compilation and discussion of District recommended legislation to enhance support for students
- A thorough analysis and discussion of projected 2011-2012 budget cuts to allow for the continuation of effective programs and the reduction and/or elimination of ineffective support for students and school staff members as opposed to a straight percentage cut across the board.

Many more topics could be suggested. However, the current opaque process instituted by the Board voids transparency, minimizes public discussion and keeps the Board itself uninformed. Ultimately, elimination of Board Committees does a disservice to students, parents, staff members and the community at large during a time of scarce resources.

**REMINDER...
ANNUAL AALA RECEPTION
Honoring AALA Members**

**ALL ACTIVE and ALUMNI MEMBERS, FRIENDS,
SUPERINTENDENT and BOARD MEMBERS ARE INVITED**

**WEDNESDAY, SEPTEMBER 29, 2010
4:30 - 7:00 p.m.**

**THE CENTER AT CATHEDRAL PLAZA
555 W. TEMPLE STREET, LOS ANGELES**

**PLEASE RSVP TO: AALA, 1910 Sunset Blvd., Suite 850, Los Angeles, CA 90026
Phone: 213.484.2226 - Fax: 213.484.0201 – E-mail: rsvp@aala.us**

VALIDATED PARKING IN THE CATHEDRAL PARKING STRUCTURE

**BARGAINING BULLETIN #1:
LAUSD's Initial Bargaining Proposals for AALA**

At the Board of Education meeting on September 14, 2010, the District *sunshined* (adopted) its Initial Bargaining Proposals for AALA related to performance evaluation and instructional improvement. These proposals are general in nature. Once your AALA Bargaining Team sits at the table with the District's representatives, we expect to be given more explicit proposals to negotiate. The AALA Team is in the process of formulating our reopeners for the District. We plan to address issues surfaced by members in the surveys we conducted last year. Negotiations information will be provided regularly via Bargaining Bulletins in *Update*.

District's Initial Bargaining Proposals for Performance Evaluation and Instructional Improvement - 2010-2011 Reopener Agreement
Associated Administrators of Los Angeles (AALA)

On September 2, 2010, the Board of Education articulated clear principles for negotiations with certificated bargaining unions:

1. Our new evaluations must include multiple measures, including a balanced use of appropriate value-added data.
2. Our new evaluations must differentiate levels of instruction and performance, including effective instruction/leadership/communications.
3. Our new evaluations must place strong emphasis upon evidence of student learning over time, offering feedback to instruction rather than feedback to simple routines.
4. Our new evaluations must provide meaningful and useful information to the employee and the District. The evaluations must result in timely, specific feedback on all levels of performance, and be used to establish a roadmap for needed support, and to improve performance and enhance instructional dialogue at the school level, not merely provide summative judgment.
5. Our new evaluation ratings must inform all employment decisions, including assignments, hiring for specialist or leadership positions, guidance for the hiring of new employees or the restructuring of a school, and when conducting the evaluations of subordinate personnel.
6. Our new evaluation ratings must include and reflect meaningful parent engagement that will result in multiple evaluation measures that address the needs of parents to understand student and employee performance and to make informed decisions about their children's education.

The following proposals will be guided by the above principles:

I. Create An Improved Multiple-Measure Evaluation System

- A. Evaluate employees using multiple measures, such as but not limited to:
 1. Robust review of practice, including reflection and self-assessment
 2. Contribution to broader work environment and school community
 3. Stakeholder feedback and input, e.g., student, employee and/or parent surveys
 4. Measures of employee contribution to student achievement and outcomes: student performance and achievement data over time, including value-added data; classroom preparation and planning; classroom environment and management; employee and student attendance rates over time and the proper identification and instruction of special needs students, such as special education, gifted and talented, English Learner and Standard English Learner students; school safety; allocation and oversight of resources; and program management.
- B. Employees are to be expected to actively participate in their performance review process and in the development of individual growth plans and professional development plans.

INITIAL BARGAINING PROPOSALS (Continued)

- C. Evaluations are to provide recognition for achievement of various levels of competency, specific certification, differentiated instruction and other areas of achievement.
- D. The evaluation process is to be expanded to recognize an employee's quality of service and achievement, rather than merely meeting (or not meeting) a minimally acceptable standard of performance.
- E. Develop appropriate methods to improve parent participation, input, feedback, and understanding of the evaluation of their school's performance and of their child's test results, achievements and challenges, as well as the effectiveness of instruction in their child's classroom, consistent with applicable law.
- F. Develop appropriate standards concerning accurate and timely evaluation of subordinate personnel, on a continuing basis.

II. Recognition

- A. Engage in joint study of models, incentives, rewards, career pathways, identification and celebrations of outstanding schools, exemplary individual performers and the successful methods of each.

III. Evaluative Responsibilities

- A. Specify administrator responsibilities in the area of program improvement, in particular timely and attentive evaluation of instructional staff.

IV. Personnel Decisions

- A. Include consideration of school/program needs and employee performance, in addition to seniority, when implementing personnel decisions, including Reductions in Force (subject to item B below), transfers, displacements, assignments and return rights.

- B. Consideration of statutory changes as needed to implement the above Improvements.

- V. The District reserves any rights it may have with respect to additional reopener proposals under Article XVI of the District – AALA Agreement.

HORTON HEARS

Jeff Horton, highly respected former LAUSD Board of Education member and long-time secondary teacher, has returned to the classroom after a hiatus of 20 years to teach seventh-grade boys. To chronicle his adventures in teaching and comment on other educational issues of the day, he has started a blog, *Horton Hears*. AALA invites you to check in on *Horton Hears* regularly at www.jeffhortonblog.blogspot.com.

LOOKING AHEAD AT YOUR 2011 HEALTH BENEFITS

Despite premium increases across most medical plans, the Health Benefits Committee approved a package that maintains current health, dental and vision plans at 2010 levels. Medicare retirees enrolled in Anthem EPO will see a significant change, with 100% of Medicare-related services fully paid. Other changes were approved as well.

Highlights of the 2011 Health and Welfare package include:

New Features for 2011

- Dependent Coverage - Active employees may now cover their dependent children up to age 26 in their medical, dental, and vision plans regardless of student status. This enrollment is required under the Affordable Care Act. Employees must add dependents during the special enrollment period between September 1 and September 30, 2010. Retirees with dependents between 19 and 26 must continue to provide evidence of student status for coverage.
- The Employee Assistance Plan (EAP) will be eliminated effective December 31, 2010, due to low usage.
- A new dental plan will be offered. Western Dental DEMO Plan Plus will provide an expanded network.
- All new and newly benefit-eligible employees may select any District offered plan; the former restrictions for new hires and cafeteria workers have been eliminated.
- Out-of-State Retiree - Secure Horizons will be offered to Medicare eligible retirees in Colorado, Texas, Oregon and Washington, in addition to current options in California, Nevada and Arizona.

Continuing Plans

- Kaiser Permanente HMO, HealthNet, Anthem HMO Select, and Anthem EPO for active employees and pre-Medicare retirees will remain the same as 2010, with the exception of Kaiser's prescription drug coverage (see below).
- All Medicare Advantage plans will remain unchanged, except for prescription benefits for Kaiser Senior Advantage members.
- Medicare retirees in Anthem EPO will no longer be required to make coinsurance payments of 20% beyond Medicare's 80% payment. This means that Anthem will cover the difference between what Medicare pays (80%) and 100% of Medicare's allowable expenses after the \$300 deductible is met. Retirees must maintain enrollment in Parts A and B or be part of the grandfathered group. In addition, they must use Medicare providers only.

Prescription Benefits - Kaiser HMO and Kaiser Senior Advantage are the only plans affected by prescription cost changes. The 2011 cost of a 30-day supply will be \$10 for generics and \$25 for brand names. Mail orders will cost \$10 for generics and \$50 for brand name drugs (100-day supply).

AALA members will receive a more complete description of the continuing plans, additions, and changes in the District's Pre-Enrollment letter in early October and the Open Enrollment Booklet in late October.

MENTOR PRINCIPALS WANTED!

The Leadership Academy and AALA have developed a partnership designed to offer informal mentoring and support to new K-12 principals serving within the first two years of their assignments. Interested candidates who are currently active principals may contact **Odessa Taylor** at 213.241.6608 or Odessa.taylor@lausd.net for application guidelines and procedures. **The application deadline is September 30.** Stipends will be provided for selected mentors. Visit the Leadership Academy website for additional information regarding Leadership Development programs.

DIANE RAVITCH

TO SPEAK TO THE COMMUNITY

Immanuel Presbyterian Church

Friday, September 24, 2010

7:00 p.m. to 9:00 p.m.

3300 Wilshire Blvd., Los Angeles 90010

(across the street from UTLA headquarters - Park free at the UTLA parking structure)

Sponsored by UTLA, Supported by AALA

Diane Ravitch, renowned author and education expert, will speak on September 24. Diane's latest book, *The Death and Life of the Great American School System: How Testing and Choice Undermine Education*, is widely acclaimed and became a best-seller immediately after publication.

As a learned author and scholar, Diane's views on testing, value-added systems and student performance, in general, are a timely and welcomed resource.

Don't miss this opportunity to discuss these crucial issues with Dr. Ravitch.

Please RSVP to Eric Barrientos at 213.368.6230 or e-mail ebarrientos@utla.net

From SHAPO President Kevin Kilpatrick—

SENIOR HIGH SCHOOL ASSISTANT PRINCIPALS

If you are a new Senior High School AP, please e-mail me, **Kevin Kilpatrick**, and I will add you to our e-mail list: kkilpatr@lausd.net. I have also included the link to a survey that I would like all SHAPO eligible members to fill out: <http://tinyurl.com/SHAPO-SURVEY>. Just click on the link or you can copy and paste this link into your web browser.

The next meeting is Wednesday, September 22, 2010, at Taix Restaurant, 1911 West Sunset Boulevard, Los Angeles. This is a joint meeting with MSAPO and APSSSO. All Secondary Assistant Principals are welcome to attend this meeting. A breakfast buffet will be available.

Please note the scheduled meeting dates of the organizational meetings, location and topic of discussion below:

- September 22, 2010 - (Joint with MSAPO and APSSSO) Taix Restaurant/School Safe Plans
- October 27, 2010 - TBA/TBA
- January 26, 2011 - Local District 5/Athletics
- February 23, 2011 - TBA/TBA
- April 27, 2011 - TBA/TBA
- May 25, 2011 - Joint with MSAPO) Taix Restaurant/SHAPO Elections

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.

CLASSIFIED POSITIONS AVAILABLE

PROJECT MANAGER, TRANSPARENT BUDGETING

This position is part of a technical assistance team that supports the LAUSD Transparent Budgeting Team responsible for implementing a need-based, per pupil resource allocation system. This full-time position has a salary of \$75,000-\$85,000 commensurate with experience. To apply, send a cover letter and résumé to **Steve Jubb**, c/o **Allison Carter** at acarter@pivotlearningpartners.org.

SENIOR POLICY ANALYST, MAYOR'S OFFICE OF EDUCATION

The Senior Policy Analyst will work with the Deputy Mayor of Education to carry out the Mayor's education policy agenda. Compensation will be negotiated within established annual salary range commensurate with demonstrated skills and work experience. Interested individuals should send a letter of interest and résumé to **Alysha-Stein Manes** at alysha.stein-manes@lacity.org.

EDUCATION POLICY DIRECTOR

The Education Policy Director will work with the Deputy Mayor of Education to carry out the Mayor's education policy agenda. Compensation will be negotiated within established annual salary range commensurate with demonstrated skills and work experience. Interested individuals should send a letter of interest and résumé to **Alysha-Stein Manes** at alysha.stein-manes@lacity.org.

PROGRAM AND POLICY DEVELOPMENT ADVISOR

The Los Angeles Unified School District (LAUSD) is seeking a highly qualified and motivated individual with extensive knowledge and considerable experience managing the entire life cycle of large-scale school reform initiatives. The individual chosen to fill this position will be part of the innovative team that will be setting strategic vision for the District's future. For information about this opportunity go to: <http://lausdjobs.lausd.k12.ca.us/appv1/main> or http://lausdjobs.lausd.k12.ca.us/appv1/main/pdf/ppda_monique.pdf.

CERTIFICATED POSITIONS AVAILABLE

PRINCIPAL, ELEMENTARY

232nd Place School (8) MST 40, 23240 Archibald Avenue, Carson, CA 90745
232nd Place is an E Basis school. For information and application procedures contact **Valerie Moses**, Principal Leader, at 310.354.3400. **Filing deadline is Friday, September 24, 2010.**

PRINCIPAL, SECONDARY

New Technology HS at Jefferson HS (5) MST 40, 1319 E. 41st Street, Los Angeles, CA 90011
New Technology is an E Basis school. For information and application procedures contact **Jesus Angulo**, Principal Leader, at 323.224.3190. **Filing deadline is Friday, September 24, 2010.**

POSITIONS AVAILABLE (Continued)

INSTRUCTIONAL SPECIALIST

West Adams Prep HS (MLA) MST 40 (Temp. Adv.), 1500 W. Washington Blvd., Los Angeles, CA 90007

West Adams is a B Basis school. For information and application procedures contact **Dan Chang**, Chief Operating Officer, at dchang@mlapartnerschools.org or 213.745.4928, Ext. 5127. **Filing deadline is Friday, September 24, 2010.**

Markham Middle School (PLA) MST 39 (Temp. Adv.), 1650 E. 104th Street, Los Angeles, CA 90002

Markham is a B Basis school. For information and application procedures contact (only by e-mail) employment@partnershipla.org. **Filing deadline is Thursday, September 30, 2010, or until filled.**

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.

Position	Location	Deadline	Contact
Operations Director	Roosevelt High School	09/14/10 or Until filled	employment@partnershipla.org
Instructional Specialist	99 th Street School	Until filled	employment@partnershipla.org
Instructional Specialist	Santee Education Complex	Until filled	employment@partnershipla.org
Instructional Specialist	Florence Griffith-Joyner School	09/08/10 or Until filled	employment@partnershipla.org

<ul style="list-style-type: none"> ▪ 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. 	UNTIL FILLED
<ul style="list-style-type: none"> ▪ SPECIALIST, RELATED SERVICES PROGRAM (2 Positions), MST 38 (Temp. Adv.) B Basis, Division of Special Education For information and application procedures contact Lisa Jordan, Administrator Coordinator, Related Services Department, at 213.241.6200. 	12:00 p.m. Fri., Sept. 24. 2010
<ul style="list-style-type: none"> ▪ SPECIALIST, ARRA and THE ASSISTIVE TECHNOLOGY, PHYSICAL THERAPY and OCCUPATIONAL THERAPY PROGRAMS, MST 38 (Temp. Adv.), B Basis, Division of Special Education For information and application procedures contact Lisa Jordan, Administrator Coordinator, Related Services Department, at 213.241.6200. 	12:00 p.m. Thur., Sept. 30, 2010