

UPDATE

Week of August 23, 2010

PASSING COUNTERFEIT BUCKS

On June 4, 2010, AALA staff met with **James Sohn**, Chief Facilities Executive, to challenge the wisdom of implementing his *Clean Schools Initiative* (Update, June 7, 2010). This plan will reduce in force approximately 470 elementary school plant managers this school year and replace them with minimally-trained School Facilities Attendants (aka *bathroom attendants*) during the day and cleaning teams in the evening. While Mr. Sohn may be knowledgeable about facilities matters, he appears to be unfamiliar with schools and has never walked in the shoes of a principal.

The elimination of plant managers at elementary schools will cause major problems at the schools in question. These key classified personnel do far more than clean schools and supervise custodians. They have major responsibility for ensuring the safety and well-being of children and employees on a daily basis. Who will turn on lights, flush drinking fountains, make trouble calls, paint out graffiti and lock up schools after hours? Who will handle the crises which may require turning off the gas and/or water? Who will have the on-site expertise to handle a chemical spill or other environmental emergency? In other words, who will have to pick up all of these responsibilities on top of everything else? You guessed it – the principal!

AALA staff met for a second time with Mr. Sohn on June 18 and a third time on July 26, 2010, and continued to object to his plan to RIF plant managers. We urged him to establish a real pilot of his plan on a small scale, monitor its implementation and evaluate its effectiveness prior to expanding Districtwide. We further urged him to provide principals a menu of options, including keeping plant managers. Mr. Sohn agreed that principals should be given choices.

During the July 26 meeting, he offered *flexibility*, specifically stating that schools could partially fund B & G worker and plant manager positions through the use of school-site funds. Here is where the “buck passing” begins. When asked by AALA President **Dr. Judith Perez** what funds could be used for this purpose, he responded by directing her to contact **Megan Reilly**, Chief Financial Officer. This is the message Dr. Perez e-mailed to Mrs. Reilly with a copy to Mr. Sohn:

James Sohn, the District's Chief Facilities Executive, told us today that elementary schools could have the flexibility this year to fund plant managers positions from school-site funds. He also said that schools could have flexibility in supplementing funds allocated for a SFA position to bring it to the level of a B & G worker. I asked Mr. Sohn which funds could be used for these purposes, and he suggested I contact your office. Thank you for your assistance!

On August 11, 2010, Dr. Perez received the following e-mail response from **Susan Masters**, Staff Relations representative, (13 days after the initial request was made):

PASSING COUNTERFEIT BUCKS (Continued)

Your request for information from Budget has been referred to me as requests for information, large and small, need to be sent to the Office of Staff Relations. You had asked which school discretionary accounts (general fund) could be used to fund Plant Manager positions. The applicable accounts would be:

Program	Program Description
11654	YRS-Incent-Oper Grnt-Discr Fds
13027	Per Pupil Schs-Discretionary A
13723	Chrtr Sch Categorical Blk Grant (only charter schools)
11142	School Community Budget Reg
14170-11824	IMA/K12- TPA (Normally, funds from the IMA Accounts are transferred to 11824 to pay for Supervision Aides.) *but requires council approval

Hope this answers your question. Let me know if it doesn't. Thanks.

As you can see, the buck continued to pass from the Chief Financial Officer to Staff Relations and back to AALA. After nearly three weeks of waiting for the above information, our research revealed that the funds cannot really be used to keep B & G workers or plant managers.

- 11654 There are very few year-round schools remaining in the District.
- 13027 This year there are only a handful of elementary schools with access to these funds.
- 13723 These funds are only for charter schools.
- 11142 Not enough funds are available to use for B & G workers or plant managers.
- 14170-11824 With the reduction in force of APs and aides, schools cannot afford to eliminate supervision aides in order to fund custodial positions.

The end result of “buck passing” to three different offices is that there is no funding base available to assist principals. One might conclude the following:

- **Mr. Sohn was attempting to appease AALA with a meaningless solution.**
- **Some of the offices involved in this 13-day charade reflect a lack of sensitivity to the issues that principals must address.**
- **Some senior staff members give lip service to the health and safety needs of students and staff members but do not genuinely address them.**
- **When some senior staff members cannot make a wise decision, they push the problem down to the schools and indicate “that the principal is responsible.”**

The buck was passed, but we conclude that, in reality, it was counterfeit.

PRELIMINARY THOUGHTS ON THE USE OF VALUE-ADDED DATA

By now AALA members are aware that the *Los Angeles Times* has begun publishing a series of articles critical of LAUSD for not using value-added data to evaluate teachers. The *Times* plans to publish the names of some 6,000 third- through fifth-grade teachers and their value-added ratings, which were determined by a Rand researcher hired by the paper.

AALA and its members are deeply interested in high-quality teaching and learning, performance evaluation, professional development and related matters that affect administrators, teachers and students. Consequently, we have given a great deal of thought to the ethical, legal and practical issues raised by the *Times* series. We have been informed, for example, that the reporters, in some cases, misrepresented their intent to principals they sought to interview and teachers they wished to observe. We wonder about the soundness of the methodology used by the Rand researcher and its proper use. We are concerned, among other issues, about the breach of confidentiality resulting from the publication of teachers' names. We wonder if LAUSD's legal staff fully "scrubbed" the *Times* request for information. We know that principals may well be besieged by parents demanding to have their children's classrooms changed. We fear that staff relationships will be damaged, making it more difficult for administrators to promote collaboration.

Beyond these significant concerns, we ask ourselves what is the appropriate use of value-added data? We ponder the roles and responsibilities of administrators vs. parents' rights to know. We question the purpose of standardized testing which, if used improperly, has the troubling potential of narrowing the curriculum, doing grave injustice to excellent teachers and shifting attention away from the main mission of public education.

We intend to continue reflecting upon and discussing these important issues in coming weeks and will follow up with future articles in *Update*. In the meantime, should you wish to share your views and experiences, please forward them to us via e-mail at AALAOoffice@aala.us.

EL CAMINO REAL ACADEMIC DECATHLON TEAM MEET THE PRESIDENT

On Wednesday, August 11, 2010, the El Camino Real championship decathlon team members and coaches met **President Obama** in the Oval Office where he told them how proud he was of them and their accomplishment and commended them for setting such a terrific example for students across the country. This meeting was the perfect culmination to a very memorable year for the team. The national win by El Camino Real this year was the 6th national title for the school and a record-setting 11th national win for LAUSD. **Vivian Cheng, Daniel de Haas, Evan Edmisten, Andrew Fann, Audrey Goldbaum, Jessica Lin, Daniel Moreh, Adriana Ureche and Michael Walker** are the members of the team. **John Dalsass and Stephanie Franklin** are the coaches.

FEDERAL JOBS BILL: LANGUAGE AND INTENT

In last week's *Update*, we wrote that AALA is obtaining the exact language and intent of the federal jobs bill, Public Law No. 111-226 Title I Education Jobs Fund, which appropriates well over \$10 billion to save 160,000 education jobs nationwide. To read a summary of the law's key provisions, go to www.ed.gov, then to Education Jobs Fund.

California's share of over \$1.2 billion is to be distributed to school districts within two weeks of federal approval so that funds are available for use in the 2010-2011 school year. Districts may carry over funds into 2011-2012.

These funds must be used only for compensation, benefits and other expenses such as support services necessary to retain existing employees, to recall or rehire former employees, and to hire new employees. Included are both certificated and classified personnel in early childhood, elementary, or secondary educational and related services. **Funds may be used to buy back furlough days and professional development days.**

All school-site personnel are covered, as are employees who provide school-level educational and related services. This means teachers, principals, assistant principals, academic coaches, in-service teacher trainers, classroom aides, counselors, librarians, secretaries, social workers, psychologists, interpreters, physical therapists, speech therapists, occupational therapists, information technology personnel, nurses, athletic coaches, security officers, custodians, maintenance workers, bus drivers and cafeteria workers. District level jobs are not included unless a district level employee has school level responsibilities.

AALA made our priorities clear to Superintendent Cortines, Deputy Superintendent Deasy and Board Members in a letter last week. We ask them the following questions regarding their intent:

1. What are your priorities for the use of these funds?
2. Will you use the money this year, as intended?
3. Will you recognize the vital role administrators play in the education and safety of students by restoring administrative norms to 2008-2009 levels?
4. Will you demonstrate appreciation for the sacrifice AALA members have made and return some of this year's furlough days to hard-working employees?
5. Will you dispose of the Chief Facilities Executive's nonsensical *Team Cleaning Plan* and keep plant managers at elementary school sites?
6. Will you provide full budget transparency and scheduled opportunities for AALA to participate in discussions before any decisions are made?

Stay tuned for the next chapter in this saga!

LAUSD/AALA PDC REPORT

The LAUSD/AALA Professional Development Committee (PDC) held its second meeting on August 13, 2010. In a meeting held earlier this month, the PDC reached consensus that AALA members need coherent, differentiated Professional Development (PD) opportunities provided nearby and connected directly to their daily work. Furthermore, the Committee agreed that the District needs to design a comprehensive PD program where all LAUSD divisions are working together to align administrators' PD opportunities based upon the needs of AALA members.

Friday's meeting focused on (1) preparing an inventory of current PD opportunities, (2) designing an online survey to identify administrators' PD needs and interests, and (3) making initial plans for a proposed speaker series.

- (1) **Inventory of current PD opportunities:** The committee will work with the central district, local districts, and administrative organizations to prepare an administrators' PD guide that will provide descriptions and purposes of PD opportunities. The inventory is the first step. The goal is to provide a tool to inform administrators what is available, when, and by whom, but also as a way to build a sustainable, coherent, and continuous PD plan for all LAUSD administrators.
- (2) **Online survey:** By mid-September the Committee plans to distribute an online survey to AALA members to determine their PD needs and interests, and to learn how they currently receive PD. The survey will be differentiated by job classification, years of experience and Local District. Survey results will be used to inform the PDC and the District.

The survey will include sections that provide insight into the role administrative organizations play in providing PD to AALA members. Additionally, many of these organizations will be conducting their own surveys this fall. By coordinating survey results, the administrative organizations and the District will be able to further support administrators' professional growth.

- (3) **Speaker series:** Finally, the committee enthusiastically supported the kick-off of a Districtwide speaker series for administrators, the first of which relates to writing instruction. The Office of the Chief Academic Officer is developing this PD opportunity in conjunction with various partners, with recommendations from the PDC.

The PDC plans to actively pursue the use of technology via web casts, video streaming and the like to provide a variety of ways to engage administrators in PD.

The Committee will meet regularly throughout the year. Reports will be provided in *Update*.

SAVE THE DATES

ACSA Region XVI has schedule two fall socials as part of their 2010-2011 membership drive. All administrators are welcome. ACSA is also encouraging principals to bring their coordinators, deans and/or counselors. ACSA Region XVI is developing a special series of professional development to support these people who often serve as administrative designees and many of whom are planning to be administrators in the near future. Please mark the dates in your calendar. We hope that you will be able to attend at least one of the following events: **Thursday, September 16, 4:30-6:00 p.m.**, at the San Antonio Winery, 737 Lamar St., Los Angeles, or **Wednesday, October 20, 5:30-7:00 p.m.**, at CSUN University Club.

For new members, ACSA has secured a \$1/day promotion rate for the 2010-2011 school year. Coordinators, deans and counselors are eligible to join as associate members for a flat rate of \$235 per year. Both memberships are available by payroll deduction. If you have any questions, please contact **Dr. Angel J. Barrett**, President, Region XVI, at abarr5@lausd.net.

SATURDAY, SEPTEMBER 18, 2010 – **Team HEAL (Helping to Enrich Athletes Lives)** presents its 6th Annual **Afternoon of Jazz**, 2:00 - 7:00 p.m., at the Wilshire Country Club, 301 N. Rossmore Avenue, Los Angeles. For information, contact **Barbara Shields** at 310.645.8347 or teamheal@ca.rr.com.

WEDNESDAY, SEPTEMBER 29, 2010 – AALA Fall Reception at The Center at Cathedral Plaza, 4:30 – 7:00 p.m.

SCOUNDRELS (Nearly) ALL

With the Obama administration pouring billions into its nationwide campaign to overhaul failing schools, dozens of companies are portraying themselves as school-turnaround experts as they compete for the money, *The New York Times* reports. Many of the new companies have little or no experience in the challenge of making over a public school, yet neither federal nor state oversight has been organized in most cases, said **Jack Jennings**, president of the Center on Education Policy. He added, "Many of these companies clearly just smell the money." **Rudy Crew**, a former New York City schools chancellor who has formed his own consulting company, said he was astonished to see so many untested groups peddling strategies to improve schools, and likened it to the aftermath of the Civil War, "with all the carpetbaggers and charlatans." Under federal rules, school districts can hire companies or nonprofits to help, and experts said a significant percentage, perhaps a majority, were likely to hire at least one outside contractor. The Obama administration has sharply increased federal financing for school turnarounds to \$3.5 billion this year, about 28 times as much as in 2007. Secretary of Education Arne Duncan is pushing to overhaul 5,000 of the nation's 100,000 public schools in the next few years.

Read more: http://www.nytimes.com/2010/08/10/education/10schools.html?_r=1&ref=us

FACING HISTORY and OURSELVES

Facing History and Ourselves is an international educational and professional development organization whose mission is to engage students of diverse backgrounds in an examination of racism, prejudice, and anti-Semitism in order to promote the development of a more humane and informed citizenry. (Their online professional development provides opportunities for educators to invigorate their classrooms with new, practical teaching strategies and introduce them to a network of colleagues online.) Participants can earn graduate credits (optional) and gain access to Facing History's free lending library and online educator resources. For more information on their online seminars go to the following website:

www.facinghistory.org/OnlineLearning

ISSUES OF CIVIC RESPONSIBILITY

Facing History and Ourselves and the Allstate Foundation in partnership with the Enough Project present a Community Conversation featuring Oscar-nominated actor **Don Cheadle** and Human Rights activist **John Prendergast**. They will bring to the participants an empowering and hopeful news book, *The Enough Moment*, as they reveal the steps being taken by engaged citizens – "Upstanders" – famous and unknown, here and abroad, to combat genocide, rape, and child soldierhood in Africa. The event will be held on Friday, September 10, 2010, 7:00 p.m., at the Miguel Contreras Learning Complex, 322 South Lucas Avenue, Los Angeles. This is a free, **ticketed** event and open to the public. **RSVPs are required.** RSVP today to receive your free ticket at:

http://www2.facinghistory.org/campus/events.nsf/HTMLProfessionalDevelopment/AA0461078B70FC7D85257766006F6D0A?Opendocument&utm_campaign=Don%20Cheadle%20and%20John%20Prendergast%20at%20Community%20Conversation&utm_medium=Email&utm_source=VerticalResponse&utm_term=RSVP%20today%20to%20receive%20your%20ticket!%26nbsp%3BM

Online registration will be closed on Wednesday, September 8, at noon. If you would like to RSVP after that time, please call 213.202.2811, Extension 23.

Parking in the Miguel Contreras Learning Complex is limited. Please check your e-mail for further information on places to park after you RSVP and receive your ticket(s) electronically.

ATTENTION: Medicare Retirees Covered by Anthem EPO

The Health Benefits Committee is addressing your concerns about the current plan, including co-insurance and annual out-of-pocket limits. Information about coverage changes will be provided in the near future.

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, ELEMENTARY

Mount Washington School (4) MST 40, 3981 San Rafael Avenue, Los Angeles, CA 90065
Mount Washington is a D Basis school. For information and application procedures contact **Maureen Diekmann**, Principal Leader, at 213.241.0132. **Filing deadline is Thursday, September 2, 2010.**

Topanga Charter School (3) MST 40, 22075 Topanga School Road, Topanga, CA 90290
Topanga is a D Basis school. For information and application procedures contact **Susan Allen**, Principal Leader, at 310.914.2100. **Filing deadline is Friday, August 27, 2010.**

Hobart Boulevard School (3) MST 42, 980 South Hobart Boulevard, Los Angeles, CA 90006
Hobart is an E Basis school. For information and application procedures contact **Barbara Francois**, Interim Principal Leader, at 310.914.2100. **Filing deadline is Thursday, September 2, 2010.**

INSTRUCTIONAL SPECIALIST, DATA-DRIVEN Rtl2 (MST 38, Temp. Adv., B Basis + "Z")

Local District 5, 2151 North Soto Street, Los Angeles, CA 90032
Out-of-District candidates may apply. For information and application procedures contact **Frances Gipson**, Administrator of Instruction, at 323.224.3373. **Filing deadline is Friday, August 27, 2010.**

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
Principal, EEC	Graham, Norwood, & Ruth Washington EECs	Extended to 08/27/10	Iadrana Williams 323.242.1307
Principal, Secondary	Markham MS	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

<ul style="list-style-type: none"> ▪ 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, at 213.241.6701. 	EXTENDED to 5:00 p.m. Fri., Aug. 27, 2010
<ul style="list-style-type: none"> ▪ SPECIALIST, MODERATE TO SEVERE DISABILITIES, MST 38 (Temp. Adv.), B Basis, Division of Special Education For information and application procedures contact Gloria Lopez, SELPA Director, at 213.241.8169. 	Tues., Aug. 24, 2010
<ul style="list-style-type: none"> ▪ ACADEMIC INTERVENTION ADMINISTRATOR, MST 43 (Temp. Adv.), A Basis, Beyond the Bell Branch For information and application procedures contact Alvaro Cortés at 213.241.7900. 	5:00 p.m. Thur., Aug. 26, 2010
<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