

UPDATE

Week of August 1, 2011

EXPERIENCE AND STABILITY, OR VALUE SUBTRACTED

ALA members may have read in the *L.A. Times* or heard on public radio about a recent study called *Teacher Stability and Turnover in Los Angeles: The Influence of Teacher and School Characteristics*, which was conducted by Policy Analysis of California Education (PACE) in Berkeley (www.edpolicyinca.org), including **Bruce Fuller**, a veteran education scholar. The story (July 25, 2011), which was written by **Howard Blume**, is posted on the *Times* blog. ALA has heard that some District leaders' feathers were ruffled by the *Times* summary of the report and by the report itself because the current thinking seems to be that experience doesn't count for educators.

Over the past few years, many have gotten the impression that District leaders, government officials in the White House, as well as civil rights groups such as the ACLU, believe that a second-year teacher has more knowledge, passion, insight and greater teaching skills than a twenty-year veteran. With the ascendancy of Teach for America and now New Leaders for New Schools, it appears that someone decided to not trust anyone over age 30. The study concludes otherwise.

The research investigates "... the effects of teacher characteristics and school context on the timing of teachers' decisions to exit schools where they teach." The results for a large sample of teachers in LAUSD observed from 2002-2009 "... affirm the importance of school context such as type of school (e.g., charter) and school organizational characteristics (e.g., teacher-students racial match in some context), above and beyond individual teacher characteristics and qualifications."

The study focuses on teacher retention at the school level. It provides an extensive literature review of issues related to teachers and addresses the questions, "who exits, when, and under what conditions," while examining "when teachers are at the greatest risk of exiting schools. The entire study is part of a larger research project to examine whether capital investment in school construction is resulting in more enhanced learning in new schools rather than in high-pressured, multitrack and other urban/inner city schools. That second larger question will be part of further studies by PACE.

The report has many conclusions, but the ones most commented on in the news included this one: "... charter school teachers at the secondary level had close to four times the odds of leaving than public school teachers. In addition, we also found that teachers in new schools had higher odds of leaving than teachers in public schools. . . Specifically, the odds of teachers leaving new schools were 22% higher than that of teachers leaving public schools." The study also points out that, "Hispanic teachers are less likely to leave than white at both the elementary and secondary level." The study results are consistent with existing literature, which demonstrates that, the "attrition rate is highest in the beginning years of teaching, but decreases over time, and then picks up again as teachers are near retirement state."

EXPERIENCE AND STABILITY, OR VALUE SUBTRACTED (Continued)

The study has another fascinating conclusion: "Our finding that teachers in charter schools have significantly higher propensity for exiting has implications for the push for value added accountability in the LAUSD. With teachers exiting these schools at a more frequent rate, it would be difficult if not at all impossible to come up with reliable value added estimates of teacher quality in charter schools." The study comments further, "We also find that frequent teacher exits at urban schools, especially those serving high proportion of minority and low achieving students, as less of a blessing but more of a curse."

The researchers conclude—and AALA agrees—that initial teacher training counts, experience matters and school climate is important to student success. In short, while turbulence and shocking the system through such recent practices as reconstituting schools contribute to disruption of teacher stability in LAUSD, they also have a negative impact on student learning. Next week's *Update* will explore characteristics of successful schools.

SAAs' BASIS, 2011-2012

Many AALA members shared with us their concerns regarding two seemingly contradictory memos (dated June 29 and July 13, 2011) they received from the Personnel Commission addressing this year's Basis change for classified clerical staff members. In a meeting with Superintendent Deasy, **Dr. Judith Perez**, AALA President, pointed out the need for classified staff to continue on the same Basis as last year. Apparently, the Superintendent responded to our members' concerns.

To clarify the intent of the Personnel Commission's memos and prevent further confusion, here are the facts: The Basis of school administrative assistants (SAAs), office technicians, clerks, school office coordinators, senior office technicians and computer operators will remain the same through August 17, 2011, as it was during the 2010-2011 school year.

This means that SAAs will start the 2011-2012 school year when their respective principals do. For example, if an SAA was on E Basis last year, he or she is expected to report to work on July 29, 2011.

Starting on August 18, 2011, the above clerical staff members will change to B Basis. There is the possibility that negotiations between the classified employees' unions and the District will result in a change in their Basis later in the year. If you have questions regarding this matter, please contact **Eva Segee**, Personnel Commission, at 213.241.7830.

Legal Brief

ENROLLMENT OF STUDENTS

California courts have established that children have a fundamental right to an education (*Serrano v. Priest*, 5 Cal.3d 584 (1971)). Compulsory education is required for all students aged 6-18. When a district offers kindergarten, kinder kids have the right to attend (EC sections 48000, 48002; Bulletin No. 1312). Accordingly, students must be immediately enrolled in school.

Students have the right to attend the school where their parent or legal guardian resides (EC section 48200). For students of divorce where parents have joint physical custody and live in different attendance areas, parents should agree to one school site for the child. For assistance with these situations, please contact the Office of the General Counsel.

There are special circumstances under the law that all administrators should be aware of:

- **Homeless students** have the right to immediate enrollment regardless of missing paperwork. All families must complete the Student Residency Questionnaire as part of the enrollment process. This document will help the school identify homeless students and ensure their rights are safeguarded. Contact the Homeless Education Program at 213.765.2880 and see Bulletin No. 1570 for additional resources.
- **Foster students** have the right to immediate enrollment regardless of missing paperwork. If a foster parent or other adult who is not the parent or guardian is enrolling the child, request a copy of the most recent minute order from the juvenile court identifying who has educational rights for the child. Contact the Foster Care Unit at 213.241.3842 and see LAUSD Bulletin No. 787 for additional resources.
- **Kindergarten:** Currently, a child must be 5 years old on or before December 2 to enroll in kindergarten. By board policy, the District does not have an exception to this rule (see Board Rule 2003).

However, pursuant to a change in EC section 48000, for 2012-13 and beyond, a child shall be admitted to a kindergarten maintained by the school district at the beginning of a school year, or at a later time in the same year if the child will have his or her fifth birthday on or before one of the following dates:

- (1) November 1 of the 2012-2013 school year
- (2) October 1 of the 2013-2014 school year
- (3) September 1 of the 2014-2015 school year and each school year thereafter

Vaccinations: Pursuant to Assembly Bill 354, effective July 1, all students entering grades 7 through 12 are required to have the pertussis booster shot (Tdap). Please contact School Nursing for additional information about implementation. Parents and guardians seeking a public health location where the shots are available may call the L.A. County Information Line at 2-1-1. Information about county clinics is also available at: <http://www.publichealth.lacounty.gov/ip/IZclinics/clinics.htm>. For more general information, go to: <http://pertussis.lausd.net> or www.shotsforschool.org.

This LAUSD Legal Brief is for information only and does not constitute legal advice. Please contact the Office of the General Counsel to determine how this information may apply to your school's specific facts and circumstances.

HEALTH BENEFITS FAQ

TOPIC: SUMMER SAFETY PRECAUTIONS – BUG BITES AND REPELLENTS

What’s the best protection from bug bites?

Bug bites are more than just annoying, itchy or painful; they may carry viruses such as West Nile virus that can cause serious illness and even death. You can minimize skin exposure by wearing light-colored long-sleeved clothing, long pants and socks, and applying insect repellent to exposed skin.

The Centers for Disease Control (CDC) recommends products that contain DEET (N,N-diethyl-m-toluamide) and Picaridin (KBR 3023). Both products are registered with the Environmental Protection Agency (EPA). EPA registration means that EPA does not expect a product, when used per instructions on the label, to cause unreasonable adverse effects to human health or the environment. The amount of protection varies with the amount of the active ingredient. For example, a product with 23.8% DEET offers about 5 hours of protection from mosquito bites, while 4.75% of DEET offers about 1.5 hours of protection.

Oil of lemon eucalyptus [active ingredient: p-menthane 3,8-diol (PMD)], a plant-based repellent, is also registered with EPA. In two recent scientific publications, when oil of lemon eucalyptus was tested against mosquitoes found in the U. S., it provided protection similar to repellents with low concentrations of DEET. According to the label, oil of lemon eucalyptus products should NOT be used on CHILDREN UNDER 3 YEARS OF AGE.

What guidelines does the CDC recommend for using a repellent on children?

- Always follow the recommendations appearing on the product label.
- When using repellent on a child, apply it to your own hands and then rub them on your child.
- Avoid children's eyes and mouth and use it sparingly around their ears.
- Do not apply repellent to children's hands, as children may tend to put their hands in their mouths or rub their eyes.
- Do not allow young children to apply insect repellent to themselves; have an adult do it for them.
- Keep repellents out of reach of children.
- Do not apply repellent under clothing. If repellent is applied to clothing, wash treated clothing before wearing again. Check the label for specific instructions.

The American Academic of Pediatrics recommends applying products with the lowest dosage of DEET possible and only once a day to children over two months of age.

What about combination sunscreens and repellents?

The CDC does NOT recommend using a single product that combines insect repellent containing DEET and sunscreen, because the instructions for use of insect repellents and use of sunscreen are different. In most situations, insect repellent does not need to be reapplied as frequently as sunscreen. The recommendation is to apply sunscreen first, followed by repellent.

How can I find out more about the safety of insect repellents?

People who are concerned about using repellents may wish to consult their health care provider for advice. The National Pesticide Information Center (NPIC) can also provide information through a toll-free number, 800.858.7378 or npic.orst.edu

Associated Administrators of Los Angeles

ASSOCIATED ADMINISTRATORS OF LOS ANGELES 2011-2012 MASTER CALENDAR

DRAFT

July

Friday 29 E Basis Begins

August

Wednesday 10 D Basis Begins
 Monday 15 First Day of Instruction – Selected Schools – LD 1, 2, 5, 6
 Wednesday 17 B Basis Begins
 Tuesday 23 Organization Presidents Breakfast Meeting – Taix Restaurant
 Wednesday 24 Superintendent’s Annual Meeting – Hollywood High School
 Tuesday 30 First Day of Instruction – Track A
 Tuesday 30 Administrative Interest Groups Breakfast Meeting – AALA Office

September

Friday 2 Admissions Day Holiday
 Monday 5 Labor Day
 Tuesday 6 C Basis Begins
 Tuesday 6 Pupil Free Day – Single-Track Schools
 Wednesday 7 First Day of Instruction - Single-Track Schools
Monday 12 *Executive Board Meeting*
 Wednesday 28 Eve of Rosh Hashanah
 Thursday 29 Unassigned Day – Single-Track Schools
 Thurs./Fri. 29/30 Rosh Hashanah

October

Wednesday 5 AALA Fall Reception – The Center at Cathedral Plaza
Thursday 13 **Representative Assembly Meeting**
 Fri./Sat. 14/15 CAUSA – Oakland
 Wednesday 26 AALA Alumni Luncheon – The Center at Cathedral Plaza

November

Friday 11 Veterans Day
Monday 14 *Executive Board Meeting*
 Wednesday 16 AAPA Bring Your Boss to Dinner – Empress Pavilion
 Thurs./Fri. 24/25 Thanksgiving Holiday

December

Monday 19 Winter Recess begins - Single-Track Schools (to 1/6/12)
 Friday 23 Winter Recess begins - Three-Track Schools (to 1/2/12)

January

Sunday 1 New Year's Day
 Monday 2 New Year’s Day Observed
 Tuesday 3 Second Semester Begins – Track B, C
Monday 9 *Executive Board Meeting*
 Monday 16 Dr. Martin Luther King, Jr., Birthday Observed
 Tues. - Fri. 17 - 20 E-mail AALA Scholarship Applications to schools
 Tues. - Fri. 17 - 20 E-mail Community Award Applications to members
Thursday 26 **Representative Assembly Meeting**
 Saturday 28 Academic Decathlon - Speech/Interview/Essay Events - Roybal Learning Center

AALA 2011-2012 MASTER CALENDAR (Continued)

February

Saturday	4	Academic Decathlon - Objective Tests/Super Quiz - Roybal Learning Center
Monday	6	Second Semester Begins - Single-Track Schools
Friday	10	Academic Decathlon Awards Ceremony - Hollywood High School
Monday	20	Presidents' Day
Monday	27	<i>Executive Board Meeting</i>

March

Monday	5	Second Semester Begins – Track A
Wednesday	7	AALA Scholarship applications due
Wednesday	7	AALA Community Award applications due
Thursday	22	Representative Assembly Meeting
Friday	30	Cesar E. Chavez Birthday Observed

April

Mon. – Fri.	2 – 6	Spring Recess – Single-Track Schools
Friday	6	Good Friday
Friday	6	Eve of Passover
Sat./Sun.	7/8	Passover
Sunday	8	Easter
Thursday	12	Selection of AALA Scholarship recipients - AALA Committee
Monday	16	<i>Executive Board Meeting</i>
Wednesday	18	Selection of AALA Community Award recipients - AALA Committee
Thursday	19	AALA Alumni Luncheon – Stadium Club, Dodger Stadium
Wednesday	25	Administrative Professionals Day
Friday	27	Last Day of Instruction – Track C
Fri./Sat.	27/28	CAUSA – Los Angeles

May

Wednesday	16	AAPA Scholarship Dinner – Empress Pavilion
Thursday	17	Representative Assembly Meeting
Wednesday	23	AALA Scholarship/Community Awards Banquet - Biltmore Hotel
Monday	28	Memorial Day Observed

June

Saturday	2	COBA Black Child Conference/Scholarship Luncheon
Monday	4	<i>Executive Board Installation Dinner</i>
Friday	22	Last Day of Instruction – Single-Track Schools
Friday	29	Last Day of Instruction – Tracks A, B

RETIREMENT CELEBRATIONS

Name	Date, Time	Location	Contact
Melanie Rabirotff	Saturday, August 6, 2011 11:00 a.m. - 2:00 p.m.	Wahib's Middle East Restaurant 910 E. Main Street Alhambra	Elaine DuRoff 818.501.5088
Marilyn Gavin	Saturday, August 13, 2011 11:00 a.m. - 4:00 p.m.	The Grand, Long Beach Events Ctr. 4101 E. Willow St. Long Beach	Jackie Hill 323.751.3817 marchfish@aol.com
Gloria Lopez	Sunday, August 21, 2011 11:30 a.m. - 2:30 p.m.	Luminarias Restaurant 3500 W. Ramona Blvd. Monterey Park	Jody Molodow 213.241.6701 jody.molodow@lausd.net
Gay Havard	Sunday, September 18, 2011 11:00 a.m.	Marriott Marina del Rey Hotel 4100 Admiralty Way Marina del Rey	Deron Fields 310.991.5476

CTEL CLASS at CALIFORNIA STATE UNIVERSITY, LONG BEACH

CSULB is an approved California Commission on Teacher Credentialing institution allowed to offer a four-course sequence that meets CTEL requirements. The four approved courses cover first and second language acquisition and assessment, ELD/SDAIE instruction, multicultural education and theoretical foundations for language minority instruction. Courses are designed for teachers and administrators to be able to apply course content to their classroom and/or school settings. If we have sufficient interest and enrollment, we will start an administrator cohort in Fall 2011 that will be on a special ten-week schedule. We also offer these classes for classroom teachers. You can find additional information on our webpage <http://www.ced.csulb.edu/ctel>. You can also call **Jisel Villegas** at 562.985.8019 or the CLMER office at 562.985.5806. We look forward to serving you!

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

Director of Budget Services and Financial Planning - LAUSD

Contact **Deborah Jansen**, LAUSD Personnel Commission, at deborah.jansen@lausd.net.

School Business and Operations Manager - LAUSD

Contact **Deborah Jansen**, LAUSD Personnel Commission, at deborah.jansen@lausd.net.

POSITIONS AVAILABLE (Continued)

CERTIFICATED POSITIONS

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

PRINCIPAL, ADULT

Kiriyama CAS (DACE) MST 45, 18120 South Normandie Avenue, Gardena, CA 90248
 Kiriyama is a B Basis school. For information and application procedures contact **Alonzo Cienfuegos**, Coordinator, at 213.241.3174. **Filing deadline is 5:00 p.m., Friday, August 5, 2011.**

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)

Clinton MS (5) MST 39, 3500 South Hill Street, Los Angeles, CA 90007
 Clinton is a B Basis school. For information and application procedures contact **Raul Correa**, Principal Leader, at 323.224.3100. **Filing deadline is Friday, August 5, 2011.**

INSTRUCTIONAL SPECIALIST (MST 39, Temp. Adv.)

Curtiss MS (8), 1254 East Helmick Street, Carson, CA 90746
 Curtiss is a B Basis school. For information and application procedures contact **Veronica Aragon**, Principal Leader, at 310.354.3400. **Filing deadline is Wednesday, August 3, 2011.**

INSTRUCTIONAL SPECIALIST (MST 40, Temp. Adv.)

John H. Francis Polytechnic HS (2), 12431 Roscoe Blvd., Sun Valley, CA 91352
 Polytechnic is a B Basis school. For information and application procedures contact **Raquel Fuentes** (for **Alma Pena-Sanchez**, Superintendent) at 818.394.3600. **Filing deadline is Friday, August 5, 2011.**

POSITION	LOCATION	CONTACT	DEADLINE
Principal, Secondary	Gompers MS	213.201.2000	Until filled
Principal, Small School	Mendez Learning Center, School of Math and Science	employment@partnershipla.org	Until filled
Principal, Elementary	99 th Street ES	employment@partnershipla.org	Until filled
Instructional Specialist	Gompers MS	213.201.2000, Ext. 201	Until filled
Instructional Specialist	Markham MS	213.201.2000, Ext. 201	Until filled
Asst. Prin., Spec. Educ.	Willenberg Spec. Educ. Center	310.354.3400	08/01/11
Principal, Elementary	Marquez Charter ES	310.914.2100	08/05/11

POSITION	DEADLINE
<ul style="list-style-type: none"> SPECIALIST, MOBILIZE NSF GRANT PROGRAM, MST 38 (Temp. Adv.), B Basis, Office of Curriculum, Instruction, and School Support (OCISS). Contact Graciela Gonzalez (for Judy Elliott, Chief Academic Officer) at 213.241.5333. 	Wednesday, Aug. 3, 2011
<ul style="list-style-type: none"> ADMINISTRATIVE COORDINATOR, SPECIAL EDUCATION COMPLIANCE MONITORING and SUPPORT, MST 43 (Temp. Adv.), A Basis, SELPA Division of Special Education. Contact Sharyn Howell, Executive Director, at 213.241.6701. 	Monday, Aug. 8, 2011