

UPDATE

Week of August 29, 2011

REFLECTIONS ON IMPROVEMENT

Superintendent **John Deasy** has rightfully lauded LAUSD students, administrators and teachers for the improvements demonstrated by District schools' 2011 STAR results and graduation rate. In fact, our schools have exceeded the progress made by the Mayor's Partnership Schools, L.A.'s Promise (formerly known as Mentor L.A.) and most charter schools. Nevertheless, while acknowledging the fact that resources have been cut to disastrous levels, the Superintendent continues to exhort administrators to do substantially more with significantly less.

Administrators led the effort to improve student achievement despite experiencing three years of considerable personal sacrifice, including furlough days, the loss of summer school opportunities and no salary increases. Many AALA members have had their Basis reduced. While we successfully negotiated additional Z Time for supervisory administrators who had their Basis changed and maintained the current norms for secondary APs, the increase in the number of charter schools and decreased student enrollment caused the loss of some administrators' jobs. Other employees have suffered, of course, as evidenced by the:

- Elimination of a large number of plant managers, librarians, office staff and playground supervisors
- Reduction in force of over 1,000 classified staff and the transferring of a large number of others to different sites after the beginning of the school year
- Reduction in force of hundreds of teachers.

The impact of these cuts on administrators' workload is dramatic. Add to that the misery experienced by the parents and guardians of our students whose financial survival has become precarious because of the poor economy, which particularly hurts children. The affect on schools of angry, disaffected students is substantial—and administrators are ultimately accountable for handling every instance of disruptive behavior.

While increasing resources for public education is essential, California's State legislature gave a higher priority to the funding of prisons than to financial support for schools. LAUSD's Board of Education, dominated by the Mayor's majority, failed to promote **Governor Brown's** effort to transfer Community Redevelopment Agency resources to schools, police and other public agencies which are all in bare-bones survival mode.

For principals and principal leaders participating in Phase II of the Educator Growth and Development Program, the workload will increase even further. While each formal teacher observation under the Stull evaluation system typically takes two-three hours (with a preobservation conference, observation, preparation of notes and postobservation conference), participants report that each observation under the pilot system will take upwards of five-six hours. This is only a small piece of two larger systems, much of which have yet to be developed. Interestingly, at least 21 central and Local District support personnel are being hired to "assist" with the pilot, while schools are starving for staffing support. School leaders need adequate resources and fewer exhortations to do more with less. Otherwise the system itself cannot be sustained.

SCHOOL LEADERS SET A GREAT TONE

AALA's "Tone-at-the-Top" Seminar was held on Friday, August 19, 2011, at AALA headquarters with over 40 principals and other leaders in attendance. Facilitated by the world-renowned Institute of Global Ethics (IGE), the seminar involved participants in working through ethical dilemmas and leveraging ethics to improve the school environment and student learning.

Two of the key takeaways from the session were: (1) how important tone at the top and modeling of ethics are to creating a successful educational environment and (2) how ethical values are universal. As to the latter point, IGE facilitator **Paula Mirk** shared that time and time again, studies show that across culture, religion and ethnicity, the five values of honesty, responsibility, respect, compassion and fairness are commonly identified around the world as being the most important ethical values.

Participants ended the session by brainstorming on their leadership opportunities for promoting a strong ethical culture. **Dr. Judith Perez**, AALA President; **Dan Isaacs**, AALA Administrator, and former School Board Member **David Tokofsky** were among those affirming AALA's commitment to supporting ethical leadership. From the comments heard throughout the lunch that followed the seminar, it was evident participants found the seminar very helpful and that they want to see other school leaders join in promoting the importance of ethics Districtwide.

AALA also wishes to thank **Superintendent John Deasy** for taking the time and effort to participate briefly in the session. His schedule did not allow him to stay for the full seminar.

If you want to learn more about the Institute's work, please visit: <http://www.globalethics.org>. For more on their work in schools, please visit: <http://ethical-literacy.org>.

LEADING WITH ETHICS TRAINING

Participants in the above "Tone-at-the-Top" Seminar were also presented with LAUSD's Ethics Booster Training Kit which includes two in-depth ethics trainings that can be conducted with staff, including "The Gray Zone" and "Leading with Ethics." As you may recall, "The Gray Zone" was launched as a Districtwide training a few years ago. This year, the focus is on the "Leading with Ethics" training. If you still have your Ethics Booster Kit, you already have the "Leading with Ethics" video, so all you need is the new Facilitator's Manual. If you do not have a kit, you may request one.

To request the new "Leading with Ethics" Facilitator's Manual or an Ethics Booster Training Kit (if you don't have one), please contact **Darlene Vargas**, LAUSD Ethics Advisor, at 213.241.3330, or darlene.vargas@lausd.net. Since she is now a one-woman office, Ms. Vargas thanks you in advance for your patience should she need to return your call.

AALA HOSTS MEETING FOR ORGANIZATION PRESIDENTS

The presidents of the administrative organizations (see link to list below) were hosted by AALA at a continental breakfast meeting on Tuesday, August 23, at Les Freres Taix Restaurant. Also in attendance were **Dr. John Deasy**, Superintendent; **Michelle King**, Senior Deputy Superintendent, School Operations; **Dr. Jaime Aquino**, Deputy Superintendent of Instruction; **Dr. Donna Muncey**, Chief of Intensive Support and Intervention; and **Matt Hill**, Chief Strategy Officer. Everyone in attendance appreciated the presence of senior staff. Superintendent Deasy thanked the administrators at the meeting for their dedicated work in support of students and staff members. AALA President, **Dr. Judith Perez** acknowledged the Superintendent's support for the administrative organizations and thanked him and Michelle King for providing sponsors this year. Of particular note were Dr. Aquino's comments about "Building a Better Mousetrap," the article by an anonymous principal, published in last week's *Update* (August 22, 2011). He told the group how impressed he was with the contents of the piece, that he had shared it with a number of senior staff and asked them to review carefully the key issues raised by the author.

AALA members at the breakfast shared a number of concerns, including the inordinate amount of time needed to complete a single teacher's observation under the proposed Phase II Pilot, Educator Growth and Development Program (the "Pilot"); the lack of needed custodial support, including unavailability of custodial substitutes causing principals themselves to be the substitutes; the loss of and/or transferring of clerical personnel and loss of campus safety aides; the need for a list of job responsibilities that can be eliminated because of the loss of certificated and classified staff; the provision of appropriate professional development for Early Education principals; and the need to shorten the daily hours for school offices to be open so that the limited clerical staff available may complete necessary job responsibilities.

AALA reminds administrators to contact AALA when specific issues occur that need to be brought to the attention of senior staff. Please forward to us your suggestions about which meetings and responsibilities should be removed so you may do your job effectively.

To review contact information for current administrative organization presidents, please follow this link: <http://www.aalausd.com/documents/2011-2012%20Organization%20Presidents.pdf>

Next week's *UPDATE* (Week of September 5, 2011) will NOT be published because of the short workweek. *UPDATE* will return the following week (Week of September 12, 2011).

FREQUENCY OF EVALUATION FOR ADMINISTRATORS

Administrators have the same ability as teachers to request that their frequency of evaluation be extended for up to five years according to Education Code Section 44664 and AALA's collective bargaining agreement, Article VII, Section 1.3. Our contract states, in part:

In the case of permanent employees who have been employed by the District for at least 10 years, and who have continuing status in the class, the period between evaluations may, in the joint discretion of the evaluator and the employee, be extended beyond the two-year period so that the evaluation may be made once in a three, four, or five-year period. . .

An extension beyond the two-year cycle is subject to several limitations, including the requirement of the “. . . joint consent of the evaluator and employee; such consent is entirely discretionary and individualized, and may be withdrawn by either party at any time.” To our knowledge, the option to extend the evaluation to every three, four or five years has rarely, if ever, been offered to or requested by AALA members.

In a time of severely diminished resources and support when administrators are under immense pressure simply to fulfill their basic responsibilities, AALA members may wish to pursue the option of requesting that the frequency of their evaluation be extended beyond the standard two years. Should you wish to do so, you must submit your request in writing to your evaluator. We ask that you forward a copy of your request to AALA President, **Dr. Judith Perez**.

SCHOOL LEADERS NETWORK (SLN)

Principals are accountable for student achievement and the overall success of their schools. Where do they learn the adaptive leadership skills needed to create positive change within their school communities? How do they master the skills effective leaders need to improve student achievement? School Leaders Network (SLN) addresses these questions.

SLN was established in 2006 to develop principals into school leaders who accelerate transformational changes in their schools that lead to increased student achievement. At SLN, K-12 principals in learning communities across the country engage in dynamic dialogues in which they grapple with such complex challenges as teacher capacity and the creation and maintenance of a school culture in which both student and teacher learning occur.

SLN principals work together in networks of 12-15 principals, led by trained SLN facilitators, using SLN's research-based instructional model, grounded in adult learning theory, Action Research and leadership best practices. Currently, SLN serves over 300 principals nationwide. Research comparing the achievement data of SLN schools with non-SLN schools indicates those with SLN principals demonstrate improvement in such indicators as graduation rate and test scores in math and English Language Arts. For further information and details about scholarships, please contact Mariah Cone at mcone@connectleadsucceed.org.

HEALTH BENEFITS FAQ

Topic: Guidelines on Dual Coverage and the Opt-Out/Cash-Back Plan

My spouse/domestic partner and I are both District employees and want to retain our dual coverage. What are the guidelines or rules on dual coverage?

- You may each enroll in separate plans and cover each other as dependent spouses and each may cover eligible children OR
- You may enroll in the same plan. If you select this option, you may not cover each other as dependents. If you have children, only one of you may provide coverage for the eligible dependent(s).

Are retirees subject to the same guidelines for dual coverage?

- Yes, provided retirees are under 65 years of age and not covered by Medicare.
- No, if you are a Medicare retiree and belong to a Medicare Advantage plan--Kaiser Senior Advantage, Health Net Seniority Plus, and SecureHorizons by UnitedHealthcare. Retirees in these plan may neither cover spouses enrolled in a different plan nor be dependents under their spouse's or domestic partner's coverage.

Instead of receiving dual coverage, can one of us be a dependent on a spouse's medical plan and exercise the "Opt-Out/Cash-Back Plan?"

- Yes, if you are both active employees, either one of you may waive your medical coverage and receive \$3,000 annual cash back.
- Yes, provided one is an active employee. Only the active member may opt-out and receive the \$3,000 annual cash back.
- No, if both members of a dual coverage household are retirees. The opt-out plan is only for active employees.

When I "opt out," am I automatically covered as a dependent on my spouse's/domestic partner's plan?

- Yes, provided you were previously covered as a dependent on your spouse's/domestic partner's plan. If not, your spouse must add you as a dependent during Open Enrollment.

Does medical Opt-Out/Cash-Back affect vision and dental coverage as well?

- No, the employee who opts out retains his or her own vision and dental coverage.

Is Opt-Out permanent?

- No, your medical benefits are not permanently forfeited and you remain eligible for retirement benefits. You will be eligible for reenrolling in medical coverage during the next Open Enrollment period.

Information about dual coverage and Opt-Out are described on page 9 of the LAUSD 2011 Annual Benefits and Enrollment Guide. Go to www.benefits.lausd.net, click on "Publications" on the left side of screen, and then on "Brochures."

SAVE THE DATES

SATURDAY, SEPTEMBER 10, 2011 – 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. Team HEAL Foundation, Inc., a nonprofit 501(c)(3) organization, has provided full-time Certified Athletic Trainers to treat and rehabilitate injured student athletes. They currently provide services to Banning, Carson, Crenshaw and Manual Arts high schools. Westchester HS has been added for the 2011-2012 school year. Team HEAL's mission is to bring comprehensive injury prevention, medical care, athletic training, health care awareness, mentoring and academic support to high school student athletes in underserved communities. Entertainment will be provided by **Gail Jhonson** and the **3 Piece Suit Band**. A well-known surprise guest will also provide entertainment. For ticket information, contact Team HEAL at 310.645.8347 or teamheal@ca.rr.com.

AALA – Celebrating 30 Years of Exemplary Leadership

ANNUAL FALL RECEPTION
Honoring AALA Members

**INVITED GUESTS INCLUDE: ALL ACTIVE and ALUMNI AALA MEMBERS,
FRIENDS, CLASSIFIED SUPERVISORS,
SUPERINTENDENT and BOARD MEMBERS**

WEDNESDAY, OCTOBER 5, 2011
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

FOR YOUR INFORMATION –

MUSEUM OF THE HOLOCAUST OPEN HOUSE

Administrators and teachers are invited to attend the Los Angeles Museum of the Holocaust Open House, 100 South The Grove Drive, Los Angeles, on Wednesday, October 26, 2011, between 6:00 p.m. and 8:00 p.m. Educators will explore LAMH's permanent and temporary collections and become familiar with the Museum's school programs. Optional docent-led tours will also be available. Light refreshments will be served. For questions about this educators-only evening, call the Education Director, **Iliaria Benzoni-Clark**, at 323.651.9925.

DR. DEBBIE LEIDNER

Dr. Debbie Leidner passed away on Thursday, August 18, 2011. She was Superintendent of Local District A from 2000 – 2004. The family is planning a memorial service in September and details will be forthcoming. Debbie established an endowment at California State University, Northridge, and her family is requesting that any donations on Debbie's behalf can be sent to CSUN Foundation - Leidner Endowment, CSUN Foundation Office, 18111 Nordhoff Street, Northridge, CA 91330.

RETIREMENT CELEBRATION

Name	Date, Time	Location	Contact
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



Happy Birthday to ANNETTE BLUMNER, retired Elementary Principal, who turned 104 on August 15!

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.

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.

Associated Administrators of Los Angeles

POSITIONS AVAILABLE (Continued)

PRINCIPAL, SECONDARY

Rancho Dominguez Preparatory School (8) MST 45, 4100 Santa Fe Avenue, Long Beach, CA 90810
 Rancho Dominguez is an E Basis school. For information and application procedures contact **Veronica Aragon**, Principal Leader, at 310.354.3400. **Filing deadline is 3:00 p.m., Tuesday, September 6, 2011.**

PRINCIPAL, EARLY EDUCATION CENTER

Gluck Maclay and Pacoima Early Education Centers (2) MST 38
 Gluck Maclay and Pacoima are A Basis Early Education Centers. For Information and application procedures contact **Milagros Mercado**, Director, at 818.252.5400. **Filing deadline is 4:00 p.m., Friday, September 9, 2011.**

POSITION	LOCATION	CONTACT	DEADLINE
Principal, Elementary	Bandini ES - CANCELED	310.354.3400	Canceled
Asst. Prin., SCS	Alonzo Community Day Sch.	213.241.0112	08/30/11
Instructional Specialist	Wilson HS	323.224.3100	09/02/11
Principal, Small School	Mendez Learning Center, School of Math and Science	employment@partnershipla.org	09/02/11 Or Until filled
Principal, Pre. K-8	Utah Span School	323.224.3172	09/06/11
Instructional Specialist	Gompers MS	213.201.2000, Ext. 201	Until filled
Director	LAUSD Charter SELPA	213.241.6701 sharyn.howell@lausd.net	Until filled

POSITION	DEADLINE
SPECIALIST, WORKFORCE INVESTMENT ACT GRANT, MST 38 (Temp. Adv.), B Basis, Division of Adult and Career Education. Contact Alonzo Cienfuegos , Coordinator, at 213.241.3174.	3:00 p.m. Wednesday, Aug. 31, 2011
SPECIALIST, STUDENT INFORMATION SYSTEMS, MST 38 (Temp. Adv.), E Basis, Student Information Systems Branch. Contact Amancio Pardini , Deputy Director, at 213.241.2450.	Wednesday, Aug. 31, 2011
COORDINATOR, PROGRAM/FISCAL ACCOUNTABILITY UNIT, MST 42 (Temp. Adv.), B Basis, SELPA/Division of Special Education. Contact Sharyn Howell , Executive Director, at 213.241.6701.	Friday, Sept. 2, 2011
SPECIALIST, CAREER TECHNICAL EDUCATION AND PERKINS PROGRAM, MST 38 (Temp. Adv.), B Basis, Division of Adult and Career Education. Contact Alonzo Cienfuegos , Personnel Coordinator, at 213.241.3150.	4:00 p.m. Friday, Sept. 2, 2011
SPECIALIST, K-12 ENGLISH LEARNER PROGRAMS, MST 38, (Temp. Adv.) E Basis, Instructional Services Branch. Contact Debra McIntyre-Sciarrino , Administrator, at 818.255.5401.	Friday, Sept. 9, 2011
PROGRAM AND POLICY DEVELOPMENT ADVISOR, \$104,000-\$128,900/Year, Program and Policy Development, Office of the Superintendent. Contact Drew Furedi , Advisor, at drew.furedi@lausd.net (BEST) or 213.241.5878.	Until Filled