

## UPDATE

Week of January 25, 2010

### LASDI LETTER FROM MICHELLE AND DAY

**Background:** The Board of Education's Public School Resolution, passed on August 25, 2009, set in motion an intense competition between collaborative LAUSD school teams and outside operators to prepare proposals for operation of 12 focus schools and 24 new schools in the District. To provide hands-on support to the District's internal school teams during this process, UNITE-LA, the Chamber of Commerce, AALA, UTLA, LAUSD, the City of Los Angeles, United Way, and other agencies created the Los Angeles School Development Institute (LASDI) as a joint effort. LASDI's co-leads are Michelle Bennett, representing AALA; Day Higuchi, representing UTLA; and Shelley Weston, representing the District. Michelle and Day recently wrote the following letter, as they reflected upon their work with LASDI since early October 2009.

Sometimes it takes an unusual coalition to rise to an unusual challenge. UTLA and AALA are not new to the world of unusual challenges. The Board's passage of the Public School Choice Resolution gave new meaning to the concept. This resolution presented an unprecedented challenge and called for a new kind of strategy, a coalition between AALA and UTLA that brought two people together who shared common roots. AALA selected Michelle Bennett as its representative and UTLA chose Day Higuchi. Both of us began teaching in the 1960s as reform-minded educators and activists in the teacher union movement in LAUSD. In the early 1980s Michelle chose to move into school administration, while Day chose the UTLA road. In early October 2009 we came together as Co-Directors of LASDI. And there the story begins.

The Public School Choice Initiative identified 36 schools that essentially had to reform themselves from the bottom up. The charge was anything but simple. To develop a new, innovative blueprint for instruction and operation, the school stakeholders had to become a united, collaborative team who agreed upon a 25-30 page reform proposal focusing on student achievement and assessment, curriculum and instructional delivery, parent and community involvement, and more. This was clearly an opportunity for stakeholders to dream their dreams, construct their visionary schoolhouse, and build their school from the bottom up—all in less than three months. The deadline for submitting these plans was 11:59 p.m. on January 11, 2010, the Monday following the three-week winter break for traditional schools.

What began slowly on October 5, 2009, soon became a whirlwind operation where we personally met with eight out of twelve focus schools, as well as a large number of Local District teams who were charged with developing the plans for the new schools. We visited when we were invited, we listened, we guided, we hired consultants (retired administrators, teachers, as well as some current employees, and qualified graduate students from the UCLA School of Public Policy) to provide whatever assistance the schools requested or appeared to need. We met multiple times with school personnel if they requested it. As we met with school

**LETTER FROM MICHELLE AND DAY (Continued)**

teams, we each viewed the work through our own respective lens. An unintended result of this was that several school teams commented that our partnership served to bring the administrative and teacher teams together. As the deadline drew closer, all twelve focus schools and nearly all of the new schools had LASDI consultants who facilitated the proposal writing process and/or edited the proposal itself.

**Every single internal focus school and new school design team of teachers, parents and administrators, with the support of the local districts, completed and submitted a comprehensive application on time. We think that one reason for this modern-day miracle was this nimble coalition entity called LASDI. While it began with "battlefield" commissions for two directors from different camps, it certainly grew into a coalition force that, we think, left our schools in a better position on the field of battle than they might have otherwise occupied.**

The LASDI story isn't over. After the Superintendent selects the winning proposals and the Board approves them on February 23, 2010, we plan to continue working with the schools, upon their request, to make their dreams real. We thank **David Rattray**, Senior Vice President of Education & Workforce Development at the Los Angeles Chamber of Commerce, for his support. With his fundraising acumen, we plan to continue LASDI's work as the Public School Choice process moves forward.

**URGENT!**

**ACADEMIC DECATHLON VOLUNTEERS NEEDED**

The 2010 LAUSD Academic Decathlon competition, the 29th annual, will be held on Saturday, January 30, 2010, and Saturday, February 6, 2010, at Roybal Learning Center, 1200 West Colton Street, Los Angeles 90026. Past support by administrators and teachers, **elementary, middle, and high school**, for this competition has been outstanding, and that support is needed again this year, especially on the first date, January 30, for the Speech, Interview and Essay events. Volunteer applications are available at all participating high schools, Local District offices, and at [www.acadecala.net](http://www.acadecala.net). Contact **Cliff Ker**, Academic Decathlon Coordinator, at **818.654.3714** or at [cliff.ker@lausd.net](mailto:cliff.ker@lausd.net) if you have any questions.

**Special Request for Retired Administrators:** Readers are needed to score the student essays on Wednesday, February 3, 2010, from 7:30 a.m. to 3:00 p.m. at Beaudry, 25th Floor. If you have questions regarding this request or can help read the essays, please contact Cliff Ker at the number above. Validated parking will be available in the Visconti garage.

## **A GOOD SUPERVISOR SUPPORTS PRINCIPALS**

During the last couple of school years, LAUSD administrators have experienced considerable anxiety caused by a lack of available resources, reduction-in-force communications, last minute central district directives, and the lack of an instructional focus from the office of the Chief Academic Officer. And, of course, there is the potential of the school choice giveaway, supported by the alleged LAUSD “shadow government.”

Lost in the shuffle is the apparent lack of appreciation by District leaders for the role of the men and women who run the over 700 “cities,” our schools, on a daily basis. In some cases, when central and local district administrators receive a complaint from a parent or community member, they challenge the principal to respond in writing, exhibiting a “gotcha” attitude. A well-trained supervisor reviews the matter by phone with the principal or refers the complaint back to the principal. Should a complaint arrive in writing, the supervisor should secure whatever information is needed to respond to the complainant and then work with the principal to determine the best way he/she should respond. In many situations, the complaints reflect either political positions or vested interests of the complainant. As needed, personnel from staff relations are available to provide assistance and support to the principal. In all cases, central and local district line supervisors should have knowledge of Sections VII and VIII of the LAUSD - AALA Collective Bargaining Agreement.

AALA is hopeful that central and local district leaders will avoid the “gotcha” mentality as complaints come forward, but instead, will reach out and support and guide their administrators through difficult times. When warranted, notes of commendation to school-site administrators and other middle managers should be sent. They deserve thanks for the work they do. Their daily actions keep schools running effectively for students, parents, and staff members.

### **FORUM HAS BEEN RESCHEDULED - HOLD THE DATE!**

**ACSA REGION XVI and AALA are proud to host an  
Educational Forum with the candidates for State Superintendent of Public Instruction on**

**Thursday, February 25, 2010, 5:00-8:00 p.m.,**

**at Los Angeles Central Area High School #9 (Visual and Performing Arts),  
450 North Grand Avenue, Los Angeles. Additional supporting organizations include  
Alliance of Asian/Pacific Administrators (AAPA), Association of Mexican American Educators  
(AMAE), California Council for Adult Education (CCAЕ), Los Angeles Chamber of Commerce, the  
Los Angeles School Police Association, Los Angeles/Orange Counties Building and Construction  
Trades Council, Teamsters, UNITE-LA, and United Teachers Los Angeles (UTLA)**

## **AAALA APEIS SURVEY RESULTS ARE IN!**

AAALA has compiled the results of the APEIS survey, which was conducted online between December 13 and December 18, 2009. All active APEISs were invited to participate; 152 completed the survey.

AAALA members may recall that in Spring 2009, LAUSD Superintendent Cortines attempted to eliminate the APEIS position for the 2009-2010 school year. **AAALA filed a PERB complaint because the action to eliminate the APEIS position was deemed illegal.** The Superintendent, rather than eliminating the classification, reduced in force some 200 APEISs. Thus, the District cut the number of APEIS positions in half and assigned most APEISs to multiple sites, without reducing the workload. Given these circumstances, AALA conducted this survey to determine the impact of the cuts on the ability of APEISs to meet their job responsibilities.

Highlights and implications of the results are reported below. AALA will use the results to suggest ways for the District to improve support for special education students and to negotiate improved working conditions for AALA members.

### **Highlights**

- 69% of APEISs serve two schools; 21% serve three schools; 8% serve one school.
- 75% of APEISs surveyed had five years or more of experience as an APEIS; 42% had seven or more years.
- IEP caseloads averaged 160 for APEISs assigned to two schools. IEP caseloads for those serving a third school averaged 66.
- APEISs spend the majority of their time focused on two major activities—coordinating the IEP process and monitoring the maintenance of student records, including Welligent.
- APEISs reported they no longer have time during their regularly scheduled work day to monitor instruction (81% reporting), facilitate professional development on ways to support students in the least restricted environment (73%), and coordinate mainstreaming (61%).
- The most frequent recommendation made by APEISs was to reduce the number of school assignments: 56% recommended one school, 20% recommended reduction to two schools, and 24% recommended basing assignments on numbers of IEPs.
- APEISs' greatest concerns included a heavy workload that does not provide enough time to fulfill job responsibilities, build strong relationships with students, parents, teachers, or other school staff and concerns about their new job description. A small minority, about 6%, reported they were satisfied with their assignments and changed roles.

### **Survey Implications**

- The role of the APEIS appears to have shifted from broad-based support for Special Education students to a narrower one of meeting minimum standards of quality and compliance.
- Students with identified special needs and their teachers are receiving diminished administrative and instructional support.
- Working conditions for APEISs have eroded considerably, with increased workloads and lack of capacity building to acquire skills needed in the administrative promotional process.
- Current assignment policies, if continued, pose serious concerns about slippage in District support for ensuring quality instructional programs for Special Education students.

## HEALTH BENEFITS FAQ

### **TOPIC: ANTHEM SELECT HMO ENROLLMENT CHANGES**

#### **What if I made an error and chose Select HMO and my provider is not in the network?**

Plan guidelines **do not allow** for a change in election after the open enrollment period unless a life/family HIPAA status occurs. HIPAA stands for the Health Insurance Portability and Accountability Act and regulates conditions related to health plan enrollment changes.

#### **The enrollment material was not clear and I did not understand that I would be defaulted into the Select HMO if an election were not completed. Can I make a change?**

- NO CHANGES ARE PERMITTED until the next open enrollment.
- Several communications were sent out to all members specifically highlighting the fact that you needed to re-enroll to elect the EPO plan.
- Plan guidelines do not allow for a change in election after the open enrollment period unless a life/family HIPAA status occurs.

#### **What if I do not like the Select HMO and want to change to the EPO?**

- NO CHANGES ARE PERMITTED until the next open enrollment.
- Plan guidelines do not allow for a change in election after the open enrollment period unless a life/family HIPAA status occurs.

#### **What should I do if I was defaulted into the Select HMO and I am a retiree covered by Medicare?**

- Member should contact District Benefits Office at 213.241.4262.

#### **I was defaulted into the Select HMO and I am an active covered by Medicare. Can I remain in the Select HMO?**

- NO CHANGES ARE PERMITTED until the next open enrollment.
- You are still eligible for the Select HMO plan.
- Plan guidelines do not allow for a change in election after the open enrollment period unless a life/family HIPAA status occurs.

#### **What are my options if I selected or defaulted to the HMO Select and my provider just left the Select HMO network?**

Go to either the Anthem or District websites listed below in "A." Click on the provider directory for your plan and select your Primary Care Physician (PCP). On the Anthem website, follow the prompts after you select your PCP. Phone or send your PCP information by email, mail, or fax. Contact information is listed in "B."

##### **A. Provider Directory - Internet websites:**

1. Anthem: [www.anthem.com/ca/lausd](http://www.anthem.com/ca/lausd)
2. LAUSD Health Benefits: <http://benefits.lausd.net>

##### **B. Send/phone your new provider selection to Anthem Blue Cross by:**

Email: [CALGEnrollIntake@Wellpoint.com](mailto:CALGEnrollIntake@Wellpoint.com)

Fax: 818.234.4482

Mail: Anthem Blue Cross Customer Service  
21555 Oxnard Street, AC-4J  
Woodland Hills, CA 91367

Phone: 800.700.3739 Anthem Customer Service

**HEALTH BENEFITS FAQ (Continued)**

**There are NO Select HMO providers in my service area. What should I do?**

- Check the LAUSD website or the Anthem Blue Cross site to see if there are any providers in your service area (within 30 miles or less of your home address).
- Contact Anthem Customer Service 800.700.3739 and they will give you a list of providers in your service area. If there are no providers in your service area, they will advise LAUSD.
- District Benefits Administration will contact you regarding alternative options: HealthNet or Kaiser, if providers are located in your service area; if not, then the District will allow you to change your election to the EPO plan.

**Anthem’s Customer Service lines have been tied up and I need to speak to a representative. How can I get through?**

In response to the high volume of calls, Anthem is providing two additional days of service for LAUSD members at 800.700.3739:

- Saturdays, January 30 and February 6, from 8 a.m. to 2 p.m., Pacific Standard Time (PST)
- Regular hours – Monday through Thursday between 8 a.m. and 12 midnight (PST)
- Fridays between 8:30 a.m. and 12 midnight (PST)

**PEPPERDINE'S NEW BLENDED PROGRAM FORMAT**

Pepperdine University introduces a new blended program format—40% online with 60% face-to-face sessions. This program introduces a new technology-blended program model for the Educational Leadership Academy graduate program. Designed for the working professional, this flexible format offers 40% online instruction balanced with 60% face-to-face interaction through a collaborative cohort model.

In as little as ONE year, you can earn your **Master of Science in Administration and Preliminary Administrative Services Credential** while advancing your career.

RSVP online to attend an information meeting at [www.gsep.pepperdine.edu](http://www.gsep.pepperdine.edu), or schedule a personal consultation by contacting **Michelle Awadalla** at 866.503.5467.

**RETIREMENT CELEBRATIONS**

<b>Name</b>	<b>Date/Time</b>	<b>Location</b>	<b>Contact</b>
Mirta A. McKay	Saturday, January 30, 2010 12:00 p.m.-3:00 p.m.	Fanta Sea Yacht Club 4215 Admiralty Way Marina del Rey	Susy Blair <a href="mailto:srb5090@lausd.net">srb5090@lausd.net</a>
Willie Richardson	Saturday, March 13, 2010 11:30 a.m. – 3:30 p.m.	Proud Bird Restaurant 11022 Aviation Blvd. Los Angeles	Pat Nichols 310.702.0137

## OPEN ENROLLMENT FOR GROUP LONG TERM CARE INSURANCE

AAALA has scheduled an Open Enrollment period for the Group Long Term Care Insurance Plan. Long Term Care Insurance is designed to help AALA members and their families meet the high cost of care received either at home or in a facility.

The Open Enrollment period began on January 15, 2010, and **ends on February 28, 2010**. AALA has approved the group Long Term Care Insurance through UNUM Insurance Company of America and marketed by Specialist in Long Term Care Insurance Services, Inc. The insurance is flexible and can be tailored to fit specific needs. If your membership in AALA ceases, you may continue to be covered at the same rates. The premiums for Long Term Care Insurance may be partially (or fully) deductible on your federal/state tax return, in some instances. Check with your tax preparer.

To receive more information about the Long Term Care Insurance program, call 800.764.6585 or email [info@specialistsinlongtermcare.com](mailto:info@specialistsinlongtermcare.com) or visit [www.unum.com/enroll/aala](http://www.unum.com/enroll/aala).

## HEARING SERVICE PLAN FOR AALA MEMBERS

A new Hearing Service Plan benefit is now available to AALA members and their families through EPIC Hearing Healthcare. The plan features include:

- No Premium or Access Fees to participate
- Savings of 20-50 percent off MSRP on all name-brand hearing aids and related technology
- Referrals to a national network of audiologists and ear physicians
- Extended warranty on all hearing aids and one free supply of batteries with purchase
- Toll free call center support
- Home delivery battery program with savings of 40 percent off standard retail pricing
- Patient financing available; including no-interest options

Call EPIC at 866.956.5400 today! Identify yourself as an AALA member/family member or email [hear@epichearing.com](mailto:hear@epichearing.com). You may visit their website at [www.epichearing.com](http://www.epichearing.com).

## SAVE THE DATE

**MONDAY, FEBRUARY 22, 2010** – **Women in Educational Leadership (WEL)** will hold its Annual Winter Social from 5:30 – 7:30 p.m. at the San Antonio Winery, 737 Lamar Street, Los Angeles. For additional information contact **Penny Sommers** at [Laurice.Sommers@yahoo.com](mailto:Laurice.Sommers@yahoo.com) or call 323.463.3077.

**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.

**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 NONSCHOOL-BASED POSITIONS AND CLICK ON ANY POSITION TO VIEW THE SPECIFIC FLYER.**

POSITION	FILING DEADLINE
<b>DIRECTOR OF INSTRUCTIONAL AND OPERATIONAL OVERSIGHT, MST 45, B Basis, Charter Schools Division.</b> For information and application procedures contact <b>Aaron Eairleywine</b> , Central Business Advisor, at 213.241.5516	<b>UNTIL FILLED</b>
<b>COORDINATOR, CHARTER SCHOOLS DIVISION, MST 41, B Basis, Charter Schools Division.</b> For information and application procedures contact <b>Aaron Eairleywine</b> , Central Business Advisor, at 213.241.5516	<b>UNTIL FILLED</b>

**HOW MUCH OF A RENAISSANCE?**

A Chicago Tribune analysis of 2009 Illinois test data finds that six years after Mayor **Richard Daley** launched Renaissance 2010, "a bold initiative to close down and remake failing schools," little in the educational performance of the city's school system has improved. Scores from elementary schools created under Renaissance 2010 are nearly identical to the city average, and scores at remade high schools are below the "already abysmal" city average. This is significant, because the main architect of the initiative was the present Secretary of Education **Arne Duncan**, who has touted Chicago as a reform model as he pushes ahead with his national initiative, Race to the Top. Renaissance 2010 was launched in 2004 after decades of reforms failed to fix chronically underperforming schools. City leaders promised to close the worst schools and open 100 innovative ones that would rely heavily on the private sector for ideas, funding, and management. Central to the plan was an increase in charter schools. The initiative's supporters argue that many new schools, mainly in low-income and high-crime neighborhoods, are outperforming nearby traditional schools, and attendance rates, parent satisfaction, and student engagement are higher. Expecting significant gains from startup schools is unrealistic, they say.

Read more: [http://www.chicagotribune.com/news/education/chi-renaissance-2010-17\\_jan17.0.3877012.story](http://www.chicagotribune.com/news/education/chi-renaissance-2010-17_jan17.0.3877012.story)

Related:

[http://www.catalystchicago.org/notebook/index.php/entry/509/Student\\_learning\\_plans%252C\\_improving\\_school\\_culture\\_will\\_be\\_part\\_of\\_this\\_year%2527s\\_school\\_turnarounds?tr=y&auid=5828185](http://www.catalystchicago.org/notebook/index.php/entry/509/Student_learning_plans%252C_improving_school_culture_will_be_part_of_this_year%2527s_school_turnarounds?tr=y&auid=5828185)