

## UPDATE

Week of August 11, 2008

### CLEARLY STATED GOALS: A BASIC PRIORITY

As AALA members prepare to begin the 2008-2009 school year that is already in progress for the year-round schools, we hope that Superintendent **David Brewer**, Senior Deputy Superintendent **Ray Cortines** and the Board of Education present clearly stated, realistic goals for all employees. During the past two years, we have had consultants after consultants and broad generalities regarding school reform. It seems at times that LAUSD is headed in multiple directions simultaneously with much confusion ensuing. It is time to realize that schools are not experimental laboratories but places where teaching and learning need to take place on a daily basis. Anyone who has been a teacher understands that learning is incremental and requires persistence on the part of school personnel, students and supportive parents.

In our continuing effort to focus instructional energy, AALA recommends the following objectives for the Board of Education and senior staff:

- **Do more about less...**develop the reforms currently in place with input from experienced practitioners rather than constantly having consultants impose their "solutions." Strengthen what we have in place rather than constantly trying new things in new locations. For instance, what has happened to the High Priority Schools that are not in partnerships?
- **Encourage innovative problem solving in every school...**this does not require governance changes, it only requires the willingness on the part of senior staff to encourage it. When will schools get the loud and clear message that it is better to try to solve problems rather than fear failure?
- **Accountability is a way of life...**systems are already in place for accountability if they are utilized. WASC accreditation is a prime example. Why not build on this tried and true system and expand it to all levels especially in the High Priority Schools? Every employee should have personal accountability through the evaluation system for certificated and classified personnel. When will this system become meaningful and address the current needs of the District as well as the personal growth of the individuals to meet District goals? **And, will the Superintendent state loudly and clearly that all administrators who are carrying out his directives and the Board's policies will be fully supported?**
- **Clear line-staff communication...**the Superintendent, Senior Deputy Superintendent and the Board of Education must speak with one voice or confusion ensues. This is especially true in regard to partnership schools. Who will be responsible for supervising the principals at partnership schools if they are getting directions from Local District Superintendents, the Innovation Division and the partnership governance system? In addition, no directive should be sent from Beaudry that does not have the approval of the principal's immediate supervisor.

(Continued)

## CLEARLY STATED GOALS: A BASIC PRIORITY (Continued)

- **Value employees...**it is time to put actions to words and demonstrate to employees their value. This does not mean that every current position needs to be maintained. Change is inevitable in a system. But, when change does occur, it should be done in a clearly understood and transparent manner with affected employees treated with respect. It also means that people are more important in the system than are things such as IT systems. Spending millions on things and nothing for employees does not embrace value, but just the opposite.

**AAALA will be listening intently to the Superintendent's opening remarks to his administrative team in a few short days. What goals and objectives will we hear?**

## RETIREMENT CELEBRATION

Name	Date	Location	Contact
Ronni Ephraim	Sunday, September 28, 2008 11:00 a.m.	Westin Bonaventure Hotel 404 S. Figueroa Street Los Angeles 90071	Cheryl Maliniak 213.241.6444

## RETIRED ASSOCIATES CORNER

Thank you to **Jim Drummond** (retired Associate member) for the excellent suggestion that we establish a section of the *Update* devoted specifically to items of interest to retired Associate members. This is our first effort. If you have any newsworthy items to contribute, please e-mail them to our office at [michael.osullivan@lausd.net](mailto:michael.osullivan@lausd.net) or [cvacca@aala.us](mailto:cvacca@aala.us).

- We are working with a number of city, county and state public employee groups to sponsor a September 16, 2008, press conference here in Los Angeles. State Senator Tom Torlakson (soon to be a candidate for State Superintendent of Public Instruction) will attend and address the media. The topic is: ***Leveraging our collective clout during this election year to finally get some movement on eliminating the Social Security Off-set law that unfairly penalizes many of our members, active and retired.***
- Coordinated Union Negotiations for Health Benefits - 2009 are underway, and once again, **Dan Basalone**, AALA staff member, represents us. We will keep you apprised of these negotiations on a regular basis. Concerns about benefits can be sent to Dan at [dbasalone@aala.us](mailto:dbasalone@aala.us).
- Please take a look at the new AALA website that can be accessed at [aalausd.com](http://aalausd.com). Check the calendar section for information on the general Fall Reception (October 1, 2008, at the Center at Cathedral Plaza) and also the Fall Retirees Luncheon set for October 29, 2008.

We are always interested in any new information about our retirees...Stay in touch!

## **MANY SCHOOL BOND MEASURE QUESTIONS REMAIN UNANSWERED**

The July 28, 2008, AALA *Update* cited a number of questions regarding the \$7-billion school facilities bond measure approved for the November 2008 ballot. Most of those questions remain unanswered. AALA staff has contacted key District facilities staff to gain a greater insight into the proposed plans and a more detailed explanation of the proposed expenditures. Thus far, many items remain undefined!

As has been well publicized a few weeks ago, City Hall entered the school bond picture and caused the District to increase the initially proposed amount from \$3.2 billion to \$7.0 billion. This was done in part to appease the charter community, which had their allocation increased from \$150 million to \$450 million by Board of Education approval.

During this time of economic stress (increase in trash pickup fees, proposed sales tax increase, cost of gasoline, etc.), shouldn't the District's leaders be more sensitive to the financial burdens of the population they serve? Recent data reflects that 76% of the families served by the District hover around the poverty level.

Some additional questions need to be addressed by the Superintendent and senior staff:

- Why not be more sensitive to the current economic downturn and return the Bond Measure to its original \$3.2 billion?
- Does the language of the bond legally require Field Act Standards for all dollars, which could not be changed by the Board of Education or staff at a later time?
- Will the bond require the Project Labor Agreement or just prevailing wages?
- Will the Superintendent require that the principals and their staffs, including plant managers, delineate specific facility needs to be addressed?

It is unfortunate that City and Board politics forced a major increase in the amount of the proposed bond measure along with a poorly defined plan for expenditures that left so many questions unanswered.

**AALA supports the repair and refurbishment of all old and needy schools. However, we await a plan that is far better defined without staff vested interests and has a much higher level of economic sensitivity to the greater Los Angeles Public!**



## **Los Angeles Unified School District** **Office of the Chief Operating Officer**

August 8, 2008

**David L. Brewer III**  
Superintendent of Schools

**David R. Holmquist**  
Chief Operating Officer

**Earl Perkins**  
Assistant Superintendent

**Wayne Scott Moore**  
Director, School Operations

To Our Principals and Administrators,

Congratulations and thank you to school administration and staff for their prompt and professional response to the Chino Hills Earthquake last week. We have received reports of only minor damage and there were no reports of any injuries. The requirement to build schools according to the specifications of the Field Act is better understood after inspections show relatively little damage. Schools immediately followed all the procedures from their well rehearsed Model Safe School Plan and students were moved to the Safe Assembly Area.

This successful activation of an Emergency Plan underscores the District's ongoing commitment to school safety. It is obvious that the effort we put into our Safe School Plans, the regular drills, the regular building inspections and the daily vigilance, produces results. Let's build on our success and be ready for the next challenge.

As a follow up to this successful response, I recommend that schools do the following:

- Check your Safe School Plan:
  - o Make sure that all the assignments are current and correct.
  - o Follow up with staff to make sure everyone understands their assignment.
  - o You can update the plan at any time and print out a new copy.
  - o Please put a copy in locations where staff can review their assignments and responsibilities.
  - o Remind staff that they become Disaster Service Workers (Section 3100 of Civil Code) in emergency situations.
- Check your supplies:
  - o Verify that your site and classrooms are equipped to respond to emergencies – water and food.
  - o Verify that the content of your School Emergency Response Box is current and accurate.
- Renew your commitment to regular and meaningful drills:
  - o Our success on July 29<sup>th</sup> came because our students and staff had practiced their response regularly.
  - o Make sure that you include everyone on campus in all drills.
  - o Make sure that for summer school and other intersession classes, a drill is conducted within the first week of class and again in the fourth week of classes.
  - o Be reminded that only the District Superintendent can call for early dismissal or closure of a site.
- Check over your contact lists:
  - o Make sure that you have accurate information for school site, Local District and Central District contacts.
  - o Create a cell phone / email contact list for your staff.
- Check your personal plan:
  - o Remind staff to make sure that they and their families are prepared.
  - o Remind them to re-check supplies, plans and contact information.

If you need assistance on these issues, please contact Bob Spears in the Office of Emergency Services at 213-241-3889.

With Appreciation,  
Earl Perkins, Assistant Superintendent

**TIER II IN BRAZIL & CERTIFICATE  
IN INTERNATIONAL LEADERSHIP  
APRIL 4-12, 2009**

Join a select team for the top-rated, well-respected international program and complete your Tier II credential in our newest location, Brazil!

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**NOW ACCEPTING APPLICATIONS!**

**CMAA FALL MEMBERSHIP RECEPTION  
SEPTEMBER 17, 2008**

CMAA will hold their Fall Membership Reception Wednesday, September 17, 2008, from 5:00 to 7:00 p.m. The event will be held at the Los Angeles Athletic Club, 431 West 7th Street, Los Angeles 90014. Parking will be provided at the garage located just north of 7<sup>th</sup> St. on Olive.

The invited guests include LAUSD Board Members, Superintendent **Brewer**, Sr. Deputy Superintendent **Cortines**, and the Local District Superintendents.

This event is for members and invited guests only. Those who would like to attend but are not members can RSVP and join at the event. RSVP - **Joe Telles** at [joseph.telles@lausd.net](mailto:joseph.telles@lausd.net) or call 323.242.1372. **Eva N. Garcia** is the 2008 - 2010 President of CMAA.

**IN MEMORIAM**

**William Hullinger** - Former Assistant Principal of Marina Del Rey and Palms middle schools. He retired on June 25, 1987, and passed away on August 3, 2008.

**Shermont King** - Former Principal of Duke Ellington High School. He retired on February 2, 1995, and passed away on August 9, 2008.

## "CODE OF CONDUCT WITH STUDENTS"

The District recently adopted the "*Code of Conduct with Students*" to provide guidance regarding appropriate behavior with students, and to highlight certain behaviors that could indicate a possible or perceived breach of responsible, ethical conduct. The "*Code of Conduct with Students*" also puts employees/individuals on notice that when allegations of inappropriate conduct are made, the District is obligated to investigate the allegations and take appropriate administrative and/or disciplinary action if warranted.

Administrator/principal/unit head responsibilities are now outlined in District Memorandum MEM-4400.0, "Code of Conduct with Students - Distribution and Dissemination," dated July 30, 2008, issued by the Office of the Superintendent. Principals/site administrators are required to provide a copy to each employee on an annual basis at the beginning of each school year or when the employee reports to the site/work location (if the school year has already begun). Also, the principal/site administrator is to discuss the code at a faculty meeting early in the school year and retain documentation of the actions taken as indicated in the memorandum.

The same distribution requirement applies to any individual that works with or has contact with students outside the normal classroom environment. This includes but is not limited to: Beyond the Bell staff, Childcare Providers, Consultants, Contractors, Grant-Funded Personnel, Interns, Mentors, Nonpublic Contract Providers, Student Body Staff, Supplemental Education Service Providers, Volunteers (including Parent Volunteers and Walk-on Coaches) and Youth Services Staff.

The "Administrative Certification Form" has also been updated to reflect this new requirement. (See Memorandum MEM-4207.1, "Administrative Certification Form 2008-2009," dated August 8, 2008, issued by the Office of the General Counsel.)

In addition to English and Spanish, the "*Code of Conduct with Students*" is available in color and black and white in Armenian, Chinese, Farsi, Korean, and Russian. Color posters (15"x 20") in English and Spanish will be distributed to schools through their respective Local District offices. If you have questions or need further information, please contact the Educational Equity Compliance Office at 213.241.7682.

### NOTE

**You will be receiving shortly an informative outlining District expectations and practices related to this new bulletin. Review it carefully, and feel free to contact the Educational Equity Compliance Office if you have any questions.**

**You can pull up a copy of the actual one-page "*Code of Conduct with Students*" by simply clicking on this link - [http://schoolsafety.lausd.net/childabuse/policies\\_bulletins](http://schoolsafety.lausd.net/childabuse/policies_bulletins) and choosing either a black and white or colored copy in the languages offered. Copies of the "*Code of Conduct with Students*" will be distributed at the Superintendent's annual meeting on August 28.**

## POSITIONS AVAILABLE

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements for administrative positions have been met. AALA is not responsible for errors in publication.

**NOTE:** Please do not contact AALA for information regarding administrative positions. Use the listed contact phone number, or contact LAUSD Human Resources Division at 213.241.6886 or via e-mail at [http://certificated.lausd.k12.ca.us/admin\\_vacancies](http://certificated.lausd.k12.ca.us/admin_vacancies).

### *ASSISTANT PRINCIPAL, ELEMENTARY*

**Fernangeles Elementary School (2) MST 38**, 12001 Art Street, Sun Valley, CA 91352

Fernangeles is an A Basis school. For information and application procedures contact **Jack Bagwell**, Director, School Support Services at 818.755.5427. **Filing deadline is 4:30 p.m., Friday, August 29, 2008.**

### *ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST (EIS)*

**Clover Avenue Elementary School (3) MST 37**, 11020 Clover Avenue, Los Angeles, CA 90034

**Mariposa-Nabi Primary Center (3) MST 37**, 987 South Mariposa Avenue, Los Angeles, CA 90006

This is B Basis dual school position. For information and application procedures contact **Estelle Luckett**, Director, Elementary Support Services at 310.253.7123. **Filing deadline is Friday, August 29, 2008.**

**153<sup>rd</sup> Street Elementary School (8) MST 37**, 1065 W. 153<sup>rd</sup> Street, Gardena, CA 90247

153<sup>rd</sup> Street is a B Basis school. For information and application procedures contact **Hector Dubon**, Director, School Support Services at 310.354.3400. **Filing deadline is Friday, August 29, 2008.**

### *ASSISTANT PRINCIPAL, SECONDARY*

**Adams Middle School (5) MST 39**, 151 West 30<sup>th</sup> Street, Los Angeles, CA 90007

Adams is a B Basis school. For information and application procedures contact **Cristopher Ziegel**, Director, Secondary School Services at 323.224.3124. **Filing deadline is Tuesday, August 26, 2008.**

**Grant High School (2) MST 40**, 13000 Oxnard Street, Van Nuys, CA 91401

Grant is a B Basis school. For information and application procedures contact **Jose L. Rodriguez**, Director, Secondary School Services at 818.755.5361. **Filing deadline is 5:00 p.m., Friday, August 29, 2008.**

### *ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)*

**Birmingham High School (1) MST 40**, 1700 Haynes Street, Van Nuys, CA 91406

Birmingham is a B Basis school. For information and application procedures contact **Kathy Rattay**, Director, Secondary School Services at 818.654.3673. **Filing deadline is Thursday, August 21, 2008.**

**Sun Valley Middle School (2) MST 40**, 7330 Bakman Avenue, Sun Valley, CA 913252

Sun Valley is a B Basis school. For information and application procedures contact **David J. Gonzalez**, Director, School Services at 818.755.5300. **Filing deadline is 12:00 noon, Thursday, August 21, 2008.**

**Van Nuys High School (2) MST 40**, 6535 Cedros Avenue, Van Nuys, CA 91411

Van Nuys is a B Basis school. For information and application procedures contact **Jose L. Rodriguez**, Director, Secondary School Services at 818.755.5361. **Filing deadline is Friday, August 22, 2008.**

### *SPECIALIST, STUDENT INFORMATION SYSTEMS BRANCH (Temp. Adv., MST 38 A Basis)*

**Planning and Assessment Division**, 333 South Beaudry Avenue 21<sup>st</sup> Fl., Los Angeles, CA 90017 213.241.2450

Responsibilities include participating in branch activities to support schools in the collection and the reporting of student information. For information and application procedures contact **Dan Cruz**, Director. **Filing deadline is 5:00 p.m., Wednesday, August 27, 2008.**

# Associated Administrators of Los Angeles

## POSITIONS AVAILABLE (Continued)

### **ACADEMIC INTERVENTION ADMINISTRATOR (Temp. Adv., MST 43, A Basis)**

**Beyond the Bell Branch**, 333 South Beaudry Avenue, 29<sup>th</sup> Fl., Los Angeles, CA 90017 213.241.7900

Responsibilities include directing the development and implementation of elementary and secondary intervention curricula and providing tactical support to the local district for the successful implementation and assessment of academic intervention programs. For information and application procedures contact **Alvaro Cortes**, Assistant Superintendent. **Filing deadline is 5:00 p.m., Friday, August 29, 2008.**

### **MIDDLE SCHOOL DIRECTOR, SCHOOL SUPPORT SERVICES (Temp. Adv., MST 45, A Basis)**

**Local District 1**, 6621 Balboa Boulevard, Van Nuys, CA 91406 818.654.3600

Responsibilities include assisting in the supervision, evaluation, and support of middle school principals and staff as they implement standards-based instructional programs. For information and application procedures contact **Jean Brown**, Local District Superintendent. **Filing deadline is 5:00 p.m., Wednesday, August 27, 2008.**

### **DIRECTOR, ORGANIZATIONAL CHANGE MANAGEMENT/COMMUNICATIONS INTEGRATED STUDENT INFORMATION SYSTEM (ISIS) PROJECT (Temp. Adv., MST 45, A Basis)**

**Information Technology Division**, 333 South Beaudry Avenue, 29<sup>th</sup> Fl., Los Angeles, CA 90017 213.241.1256

Responsibilities include serving on the Integrated Student Information System (ISIS) project leadership team. For information and application procedures contact **Nader Ghodoosian**, Project Director, Integrated Student Information System. **Filing deadline is EXTENDED TO Friday, August 29, 2008.**

### **FIELD COORDINATOR, PUPIL SERVICES AND ATTENDANCE (MST 39, A Basis)**

**Dropout Prevention and Recovery**, 333 South Beaudry Avenue, 25<sup>th</sup> Fl., Los Angeles, CA 90017 213.241.4967

Responsibilities include providing support and direct supervision to staff in assigned PSA field office. For information and application procedures contact **Debra Duardo**, Director. **Filing deadline is 4:30 p.m., Friday, August 22, 2008.**

### **SCHOOL IMPROVEMENT FACILITATOR, SECONDARY (Temp. Adv., MST 40, B Basis)**

**Local District 5**, 2151 North Soto Street, Los Angeles, CA 90032

**For Lincoln High School.** Responsibilities include assisting the local district in planning, implementing, evaluating, and improving upon the schools' redesign/improvement plan. For information and application procedures contact **Guadalupe Paramo**, Director, Secondary School Services at 323.224.3124. **Filing deadline is 5:00 p.m., Friday, August 22, 2008.**

## PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE

Position	Location	Deadline	Contact
Asst. Supt., Early Childhood Ed. & Elem. Instruction	Division of Instruction	08/22/08	213.241.5333
Principal, Elementary	El Dorado Elementary School <b>EXTENDED</b>	08/27/08	818.755.5427
Assistant Principal, EIS	Calahan Elementary School	08/19/08	818.654.3614
Principal, Secondary	Narbonne High School	08/19/08	310.354.3400
Principal, Secondary	Central Los Angeles High School #9	08/18/08	323.932.2002
Assistant Principal, SCS	Bravo Medical Magnet High School	08/22/08	323.224.3173
Assistant Principal, SCS	LeConte Middle School	08/22/08	323.932.2221
Extended/Required Learning Academy Administrator	Local District 7 For John Muir Middle School	08/20/08	323.242.1314
Secondary Coordinator, Leadership Academy	Leadership Academy ( <b>THREE POSITIONS</b> )	08/22/08	213.241.6608
Secondary Coordinator, Leadership Academy	Leadership Academy ( <b>TWO POSITIONS</b> )	08/21/08	213.241.6608
Elementary Coordinator, Leadership Academy	Leadership Academy ( <b>THREE POSITIONS</b> )	08/22/08	213.241.6608
Coordinator, Educational Equity Compliance	Office of the General Counsel	08/18/08	213.241.7682