

UPDATE

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Week of May 14, 2012

A-G REQUIREMENT: AN END WITH LIMITED MEANS

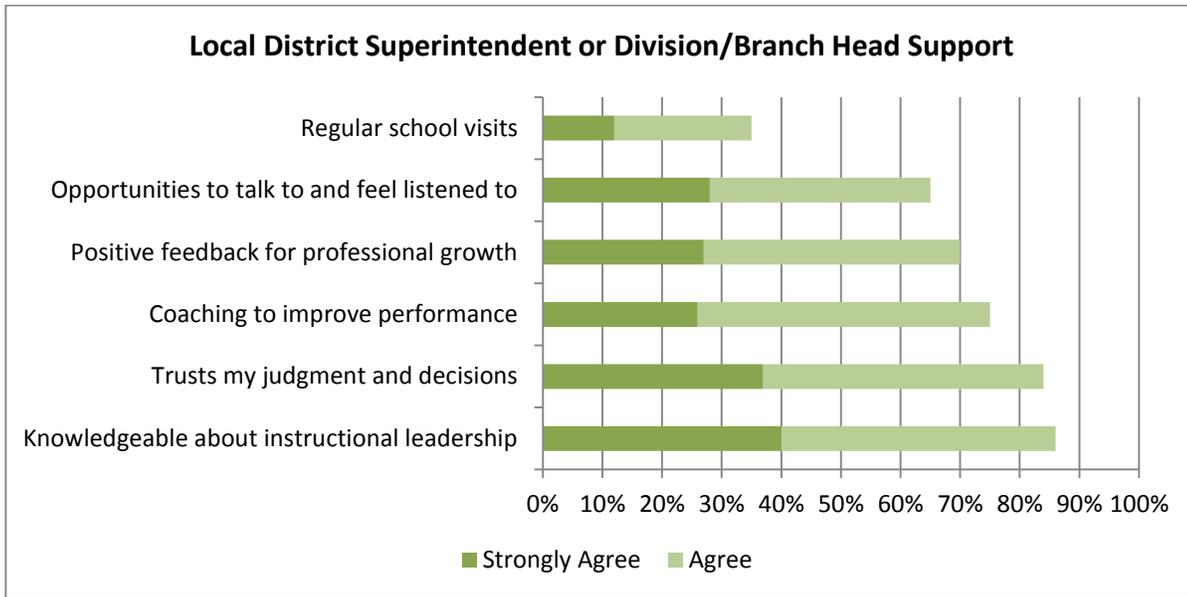
On Tuesday May 8, 2012, the Board of Education approved the implementation of mandated A-G graduation requirements for the incoming freshman class of 2012-2013. It also reduced the number of credits needed for graduation and raised the passing grade to C (for the freshman class of 2013-2014). These changes are being touted by **Superintendent Deasy** as “a victory for all students,” and as “all about a kid’s civil rights.” While these are great statements for public consumption and make great sound bites and tweets, what exactly does this change in graduation requirements actually do for our students and where is the meat in the proposal? Although we are aware that a pending resolution for Board action attempts to identify preliminary steps for the Superintendent, we, at AALA, have been giving more substantive thought to those at the school site who must implement this proposal. Has any consideration been given to the processes, procedures and supports needed to ensure that students meet these requirements? During these days when we are faced with draconian budget cuts which threaten the efficacy of the entire system, how are we going to prepare teachers for the enhanced rigor, how are we going to increase our fine arts electives, where are we going to find the additional foreign language teachers, upgrade our laboratory science classrooms, increase professional development opportunities that do not remove teachers from the classroom, provide additional support for at-risk students, fully integrate our English Learners into the core curriculum, fund enrichment and credit recovery programs? Yes, we want all students prepared for college or careers when they graduate, but what is the substance of the plan? And where is the budget? Aren’t our norms for high school administrators, teachers and counselors at the highest levels in District history? Has any consideration been given to the support needed by elementary and middle schools to ensure that students are “high school ready”? What is the point of increasing the passing grade to a C? How many students will we lose in the meantime? How and when will we measure the success of this plan? At what point do we stop and evaluate, look at statistics, revamp, reconsider? Before everyone jumps on this train, let us be sure that the tracks are in good working condition and continually maintained, the dispatchers are experts, the cars and engines are fully equipped, structurally sound, appropriately staffed and have enough emergency exits.

OUR BRIGHT IDEA CHALLENGE

The staff at AALA frequently hears from members about the difficulty they experience when trying to research a problem, obtain an answer or get clarification, both from the Local District Office and the Central Administrative Offices. While we realize that everyone is suffering from staff reductions, school-site administrators should not have to wait endlessly to receive a return phone call. Most principals are at work by 7:00 a.m. and don’t leave until after 5:00 p.m., yet they tell us, that their voice mail messages remain unanswered, sometimes for days. Wouldn’t it be great if phone calls could be returned the same day they are received? Could there be a general attitude of service and collegiality throughout the District that lends itself to rapid responses? Now, we certainly are not asking for another policy, guideline, memo, kit, audit, taskforce, committee, commission or council to address this and no, **Mr. Superintendent**, please don’t hire an oral communications director. We’re just putting it out there as AALA’s Bright Idea Challenge: How about taking a phone call? How about being in the office by 7:00 a.m.? How about returning a call the same day it is received? Now those are **bright** ideas! Maybe we should put it on Facebook or Twitter for all of our 3,000 followers (2,000 on Twitter; 1,000 on Facebook—or, are 1,000 of those on Twitter the same as those on Facebook? Hmmm.....).

PRINCIPALS RATE LOCAL DISTRICT SUPERINTENDENTS

In the last issue, partial results were provided from the *Leadership Support Survey for Principals* that AALA conducted in April 2012. This week, we share how principals rated their Local District Superintendents. Fifty percent of all active AALA principals completed the survey. The following graph shows the percentage of principals who agreed they received support for the listed areas. The results paint a positive picture of how site principals perceive their Local District Superintendents, but comments, provided below, add depth and some detail.



Survey Comments:

“My LD Superintendent takes the time every now and again to recognize individual principals on a personal level, not just in front of the principal group.”

“My Director has never visited the school, nor has my Superintendent.”

“The LD Superintendent's focus is clearly articulated and the PD has addressed his vision.”

“At my initial Stull conference, I was told to make my LD Superintendent look good.”

“I have strong support and feel that my professional judgment is valued and considered by my Local District Superintendent.”

“Principals have almost ZERO access to the Local District Superintendent.”

“The Local District Superintendent and Directors are afraid to challenge central level administrators, which creates more uncertainty and frustration at the local site.”

“I appreciate the consistency in approach and message from the Local District Superintendent and the Principal Leaders. I feel fully supported by the current team in the Local District. I am made to feel like a professional, authorized to make important decisions.”

THE GOVERNOR'S PENSION REFORM PLAN, PART THREE

This is the third in a series on **Governor Brown's** 12-Point Pension Reform Plan and will cover Points 7-9. The three points covered this week address: (1) no pension benefits for convicted felons, (2) retroactive pension increases and (3) banning "pension holidays."

Point 7 – Felons Forfeit Pension Benefits: All Employees

This proposal bans public officials and employees from receiving pension benefits if they commit crimes in the course of their employment and are convicted of a felony. All CalSTRS and CalPERS employees would be subject to this provision. Currently, California law bars elected public officials from receiving their pensions if convicted of specified felonies arising out of official duties, but the law does not apply to nonelected public employees convicted of a felony.

Point 8 – Prohibit Retroactive Pension Increases

This proposal prohibits applying pension improvements retroactively. Currently, whenever the Legislature provides pension benefit increases, CalSTRS and CalPERS are able to apply the increases to past service as well as future service. Previous CalSTRS' retroactive increases have included:

- One-year final compensation for those with 25 years or more of credited service.
- Increased age factor for those who work past age 60.
- Career factor for those with 30 years or more of credited service.
- Longevity bonus for those with 30 years or more of credited service by December 31, 2010.

A CalPERS analysis questions whether this proposal would apply to the basic benefit formula and/or other benefit enhancements, such as cost-of-living increases, postretirement survivor allowances and industrial death benefits and disability benefits.

Point 9 – Prohibit Pension Holidays: All Employees and Employers

A "pension holiday" refers to a temporary suspension or lowering of employee and/or employer contributions to a pension fund. In CalPERS, when investment returns are high, employer contributions may be reduced and when earnings are low, employer contribution rates may be increased. Employer contributions are actuarially determined so that an employer contribution rate may come out to "zero," which would trigger a contribution holiday. This point actually only applies to CalPERS members because contribution rates for CalSTRS are fixed amounts determined by the Legislature. CalSTRS has never had a "pension holiday."

Next week, *Update* will feature the last three points of Governor Brown's 12-Point Pension Reform Plan. AALA members will be interested in Point 10, which addresses the purchase of service credit.

AALA SCHOLARSHIP AND COMMUNITY AWARDS BANQUET—IT ISN'T TOO LATE!!

Plan to join us at the annual banquet where we honor outstanding volunteers in the community and award scholarships. This year 22 LAUSD high school and adult school students will receive scholarships. The banquet will be held at the Millennium Biltmore Hotel on Wednesday evening, May 23, 2012. Send your check for \$70 payable to AALA to the office at 1910 W. Sunset Blvd., #850, Los Angeles, CA 90026. For more information regarding the banquet, call the AALA Office at 213.484.2226.

EARLY ED—PREPARATION FOR LIFE

AAALA thanks Celestine Pearman, Principal of Vanalden Early Education Center, for sharing this letter she received from Arlene Gallardo, a former student. Ms. Gallardo also donated over \$1000 in supplies to the school.

My name is Arlene Gallardo, and I am a former student of Vanalden Early Education Center (VEEC). In 1984, my parents divorced which left my mother in need of your single-parent, low-income family program. I attended VEEC from 1984-1989 before my family and I moved to the Antelope Valley area. Over the years, I graduated high school and went on to earn two Associate degrees, a Bachelor's degree, and a Master's degree with a dual specialization.

As I came to the end of my Master's program, I wondered what factors played a role in my academic success. I came to the conclusion that one of the primary factors was the solid foundation VEEC gave to me. The opportunity to attend preschool at such an early age made learning fun for me. Therefore, each passing year of new challenges and concepts was built upon the premise that learning was fun. Being a young person with that frame of mind set me up for inevitable success. I cannot express how grateful I am for that gift.

I would like to take this opportunity to express my sincerest gratitude to VEEC as well as the Los Angeles Unified School District (LAUSD). Not only did I learn educational lessons, but I also learned valuable life lessons that helped shape who I am today, such as: sharing, common courtesy, manners, community and responsibility. In life, we rarely receive the break we need to get back on our feet. When we do, it's only right that we reconnect with those who made such a powerful difference in our lives. Many thanks to VEEC and LAUSD for contributing to my undying love for education and for giving me a gift that keeps on giving.

A GEORGIAN PERSPECTIVE ON ADULT EDUCATION

AAALA would like to thank Kathleen Javaheri, Principal of Kennedy-San Fernando Community Adult School, for writing this article.

On Thursday, May 3, 2012, Rinaldi Adult Center had an enlightening visit from a delegation of professionals from the Republic of Georgia. It was enlightening in many ways. Our visitors, sponsored by People to People International and Open World, were here to study societal inclusion of ethnic and religious minorities and especially the role language learning plays in reaching that goal. They understood that in order to make a more harmonious society, there must be a conscious effort to include and integrate minorities into a multicultural state. They understood that a common language is essential to any hope for various peoples to interact together and participate in society. They understood that public education for all ages is the most effective way of facilitating language acquisition. They came to Rinaldi Adult Center to observe first-hand how these goals can be accomplished. After their three-hour visit, they went away very impressed by the multifaceted education that Rinaldi Adult Center provides to adult immigrants from over 40 countries as well as to native speakers of English.

A GEORGIAN PERSPECTIVE (Cont.)

It was enlightening for us, the administration and faculty of Rinaldi Adult Center, a branch of Kennedy-San Fernando Community Adult School. As principal, I am very proud of the dedication and expertise of our teachers and administrators. I am proud of the education that we have provided to countless students over the past 29 years that Rinaldi Adult Center has been in existence. We see evidence of our success continually as we walk around our community: former students who now are gainfully employed; former students who have become citizens; former students who are in college; former students whose children attend LAUSD schools; former students who own or run businesses in the community; former students who pay taxes—all who still remember Rinaldi Adult Center as providing the essential first steps in their quest of the American Dream. Our Georgian visitors praised our school, our teachers, our administrators and our system of adult education. Their visit reminded us that our Division of Adult and Career Education is a leader in the field of adult language acquisition. We were reminded of internal conflicts that can rage when there is no commonality or understanding between ethnic minorities and the majority.

It was enlightening to reflect on the short-sightedness of cutting out adult education in Los Angeles. As of this date, there still is no budget for adult schools and Regional Occupational Centers. If this does not change, 30 schools will be shut down. If the District finally budgets the promised \$33 million to adult education, 20 of the current 30 schools will still be eliminated. In more than 125 years of adult education in Los Angeles, eliminating adult education has never been contemplated by the Board of Education until this year. For 125 years, the state of California and the LAUSD Board of Education have seen the wisdom of teaching English to adult immigrants. They have understood that the real goal is to integrate newcomers into society to prevent the inevitable conflicts that result without the commonality of language. With people united, we have strength as a country; without public education and language instruction, we are in danger of fragmentation.

It is unfortunate that the LAUSD Board and decision-makers are not able to see what our 10 visitors from the Republic of Georgia saw. How much more unfortunate it is that adult education, including Rinaldi Adult Center, is slated to close on June 30, 2012! In 30 school days, all adult education certificated employees will be laid off! For now, thousands of students, teachers, administrators and classified staff continue in a state of limbo. Is it the intent of the Board to continue a small remnant of adult education next school year or to eliminate it completely? When will we know what the future of adult education is in LAUSD?

CHANGE IN LA COUNTY'S SCHOOL TB POLICY

Since 1986, the Los Angeles County Department of Public Health (DPH) has required all children entering kindergarten or coming from outside of California and enrolling in an LA County school for the first time to submit documentation of a test result for TB infection prior to starting school. As of July 1, 2012, the DPH is changing that policy, known as *Universal Testing*, to a *Universal Screening and Targeted Testing* approach. It will require that all children entering first grade be given a risk assessment as part of the existing required CA state physical examination. Only those students identified as having an elevated risk for TB would then be tested. The policy is changing because the incidence of TB cases has been steadily decreasing since 1992, and as a whole, school-age children constitute a low-risk population. In fact, of the 674 TB cases in the county in 2010, only 25 (3.7%) were under the age of 15 and only 1 of those cases was identified due to the current testing policy. The DPH states on its website, www.ph.lacounty.gov/tb, "The replacement of the universal testing approach with a universal screening, targeted testing policy would prevent unnecessary testing and treatment in many low-risk children, who represent about 87% of children tested." More information can be obtained at the above website.

FRIENDS OF AALA GOAL: \$45,000!

We need the help of AALA members, active and retired, and their friends to allow us to reach our goal of \$45,000 for student scholarships. The Scholarship and Community Awards Banquet is almost here, May 23 at the Millennium Biltmore Hotel, and at that time we will be awarding 22 scholarships to outstanding LAUSD scholars. If you have not as yet made a donation to **Friends of AALA**, we hope you will consider it now. Investing in our students today will reap benefits for all of us tomorrow. Remember, all donations are tax deductible to the fullest extent allowed by law. Should you have any questions regarding a donation, please call AALA at 213.484.2226.

YOU ARE INVITED

AALA members are invited to join guest speakers **Sal Villaseñor**, ACSA Legislative Advocate, and **Dr. Lillian Utsumi**, AALA Consultant, at the ACSA-R Region XVI Spring Luncheon on Thursday, May 17, 2012. Critical information regarding pension reform, pension updates and LAUSD health benefits will be discussed. The luncheon will be held at Taix Restaurant, 1911 Sunset Blvd., at 11:30 a.m., and the cost is \$20 per person. Please mail checks made payable to ACSA-R to **Mike Perez**, c/o AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026.

INDUCTION DIRECTOR OF THE LOS ANGELES URBAN TEACHER RESIDENCY

The [Los Angeles Urban Teacher Residency \(LAUTR\)](#), located in the Center for Collaborative Education's Los Angeles Office, is seeking an **Induction Director**. This position will be responsible for overall design of the induction period for new teachers in their first year, as part of a team to successfully support the Los Angeles Urban Teacher Residency. Responsibilities will include the following:

- ✓ Collaborate with California State University, Los Angeles, Community Partners (Alliance for Better Communities, Families in Schools, and CARECEN) and LAUSD to develop and implement the LAUTR curriculum, projects and experiences during the induction period for new teachers.
- ✓ Work with LAUSD Human Resources Office on obtaining placements for all LAUTR graduates.
- ✓ Conduct observations and provide feedback to first-year LAUTR teachers.

Qualifications

- Minimum five years of classroom experience as a teacher in an urban public school
- Experience leading schoolwide reform efforts
- Knowledge and understanding of theory and practice of school reform and instruction, curriculum and assessment
- Knowledge and experience as a Mentor Teacher, Support Provider and/or of BTSA Induction

For a complete job description, please visit www.ccebos.org. Interested applicants should send a cover letter and resume to **W. Willis** at wwillis@ccebos.org. This position is open until filled.

TUTORING FIRM SEEKS QUALITY FIELD COORDINATORS

A nationally recognized tutoring firm is seeking retired principals, coordinators and directors to serve as part-time short-term field reps. For more information call A.J. Duffy at 213.880.3993 or E-mail him at duffmanandcarol@verizon.net.



Represents the Best in Supplemental Educational Services for Our Students

Nationally recognized program that has been endorsed by former LAUSD Superintendent Ramon Cortines. Our SES program will help students and raise your API.

For more information contact **A.J. Duffy** at (213) 880-3993 or duffmanandcarol@verizon.net



POSITIONS AVAILABLE

Minimum Qualifications: *Candidates are responsible for making sure all the District requirements have been met. Please do not contact AALA for information regarding positions; use the contact phone number provided in the announcement or go to http://certificated.lausd.k12.ca.us/admin_vacancies.*

CERTIFICATED POSITIONS

ADMINISTRATOR

Parent Community Services Branch, MST 45G, Temporary Adviser, E Basis. For information and application procedures contact **Maria Casillas**, Chief, School/Family, Parent and Community Services, at 213.481.3350. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

Program Development and Evaluation, MST 45G, Temporary, Adviser E Basis. For information and application procedures contact **Maria Casillas**, Chief, School/Family, Parent and Community Services, at 213.481.3350. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

COORDINATOR

Common Core State Standards, Office of Curriculum, Instruction and Support, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Elementary History/Social Sciences, Office of Curriculum, Instruction and Support, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

POSITIONS (Cont.)

COORDINATOR

Elementary Literacy/English-Language Arts (ELA), Office of Curriculum, Instruction and Support, 2 positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Elementary Mathematics, Office of Curriculum, Instruction and Support, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Elementary Science, Office of Curriculum, Instruction and Support, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Secondary History/Social Sciences, Office of Curriculum, Instruction and Support, 2 positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Secondary Literacy/English-Language Arts (ELA), Office of Curriculum, Instruction and Support, 2 positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Secondary Literacy/English-Language Arts (ELA), Local Educational Service Centers, multiple positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

Secondary Mathematics, Office of Curriculum, Instruction and Support, 2 positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Secondary Science, Office of Curriculum, Instruction and Support, 2 positions, MST 41G, Temporary Adviser, B Basis. For information and application procedures call 213.241.6886. Filing deadline is 5:00 p.m., Thursday, May 24, 2012.

Uniform Complaint Procedures, Educational Equity Compliance Office, MST 39G, Temporary Adviser, E Basis. For information and application procedures contact **Charlotte Sewell**, Administrative Coordinator, at 213.241.2018. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

POSITIONS (Cont.)

INSTRUCTIONAL SPECIALIST

Grant High School (LD2), 2 positions, MST 40G, Temporary Adviser, B Basis. For information and application procedures contact **Jose Rodriguez**, Principal Leader, at 818.252.5400. Filing deadline is 5:00 p.m., Thursday, May 31, 2012.

Mendez Learning Center (Partnership LA), \$69,740 - \$86,653, Temporary Adviser, B Basis. For information and application procedures call 213.201.2000. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

Van Nuys High School (LD2), MST 40G, Temporary Adviser, B Basis. For information and application procedures contact **Manuel Diaz**, Principal Leader, at 818.252.5400. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

John Liechty Middle School (LD4), MST 39G, Temporary Adviser, B Basis. For information and application procedures contact **Maureen S. Diekmann**, Principal Leader, at 213.241.0132. Filing deadline is 5:00 p.m., Friday, May 18, 2012.

PERSONNEL FIELD SPECIALIST

Certificated Placement and Assignments Unit, 3 positions, MST 38G, Temporary Adviser, E Basis. For information and application procedures contact **Marjorie Josaphat**, Director, at 213.241.4163. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

SPECIALIST

Special Education Compliance Support and Monitoring, 3 positions, MST 38G, Temporary Adviser, B Basis. For information and application procedures contact **Sharyn Howell**, Executive Director, at 213.241.6701. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

Teacher Quality and Staffing, 5 positions, MST 37G, Temporary Adviser, E Basis. For information and application procedures contact **Maria Salazar**, Specialist, at 213.241.6820. Filing deadline is 5:00 p.m., Friday, May 25, 2012.

PREVIOUSLY ANNOUNCED POSITIONS

POSITION	LOCATION	CONTACT	DEADLINE
<i>LOCAL OPTIONS OVERSIGHT COMMITTEE MEMBER</i> MST 45G, E Basis	Local Schools Stabilization and Empowerment Initiative, 1 or 2 positions	Marilyn Fuller , Principal HR Specialist, 213.241.5621	5:00 p.m. Friday, May 25, 2012
<i>PRINCIPAL, Secondary</i> , MST 45G, E Basis	Crenshaw HS (LD3)	Dr. Donna Muncey , Chief of Intensive Support and Intervention, 213.241.7000	5:00 p.m. Wednesday May 23, 2012

PREVIOUSLY ANNOUNCED POSITIONS (Cont.)

<i>PRINCIPAL, Secondary Small Schools, MST 40G, E Basis</i>	Augustus Hawkins HS, CHAS, C/DAGS and RISE (LD7)	George Bartleson, Director, 213.241.7003	5:00 p.m. Friday, May 11, 2012
<i>PRINCIPAL, Secondary Small Schools, MST 40G, D Basis</i>	Linda Esperanza Marquez HS, HP Institute of Applied Medicine (LD6)	Natividad Rozsa, Principal Leader, 323.568.8516	5:00 p.m. Friday, May 11, 2012
<i>PRINCIPAL, Secondary Small Schools, MST 40G, E Basis</i>	South Region HS #9 (LD6), 2 positions—STEAM and VAPA	Terri L. Arnold, Interim Principal, 323.568.8505	5:00 p.m. Friday, May 18, 2012
<i>PRINCIPAL, Secondary Small Schools, MST 40G, E Basis</i>	South Region HS #12—TAD (LD7)	George Bartleson, Director, 213.241.7000	5:00 p.m. Friday, May 18, 2012
<i>PRINCIPAL, Secondary Small Schools, MST 39G, E Basis</i>	Walnut Park MS—STEM (LD6)	Barbara Gee, Interim Principal, 323.568.8516	5:00 p.m. Friday, May 18, 2012
<i>PRINCIPAL, Secondary Small Schools, MST 39G, E Basis</i>	Walnut Park MS—SJS-SL (LD6)	Barbara Gee, Interim Principal, 323.568.8516	EXTENDED TO 5:00 p.m. Friday, May 18, 2012
<i>PRINCIPAL, K-12, MST 42G, E Basis</i>	Sylmar Leadership Span School—Valley Region Span K8 #1 (LD2)	Mercedes Velazquez, Principal Leader, 818.525.5423	5:00 p.m. Friday, May 18, 2012
<i>PRINCIPAL, Elementary, MST 41G, E Basis</i>	South Region ES #12 (LD7), AKA Dr. Lawrence Moore MST Academy	Francisco Gonzalez, Principal Leader, 323.242.1316	5:00 p.m. Friday, May 11, 2012
<i>PRINCIPAL, Elementary, MST 40G, E Basis</i>	Central Region ES #21 (LD5)	Celia Ripke, Principal Leader, 323.224.3100	5:00 p.m. Thursday May 17, 2012
<i>INSTRUCTIONAL SPECIALIST, MST 40G, B Basis</i>	San Fernando HS (LD2)	Jose Rodriguez, Principal Leader, 818.252.5400	5:00 p.m. Friday, May 18, 2012
<i>INSTRUCTIONAL SPECIALIST, MST 39G, B Basis</i>	Burroughs MS (LD3)	Dr. Margaret Kim, Principal Leader, 310.914.2106	5:00 p.m. Friday, May 11, 2012
<i>INSTRUCTIONAL SPECIALIST, MST 39G, B Basis</i>	Pacoima MS (LD2)	Marcy Hamm, Principal, 818.686.4200	5:00 p.m. Wednesday May 16, 2012