

UPDATE

www.aala.us

Week of September 24, 2012

EVALUATION MOU Q & A

Last week we published a summary of AALA's one-year Memorandum of Understanding (MOU) with LAUSD on certificated administrator evaluation along with a link to the tentative agreement. Because some AALA members have asked for further clarification about the MOU, we are providing this Q & A.

1. Q: Why did AALA agree to a MOU on evaluation?

A: The *Doe v. Deasy* court ruling stated that LAUSD has not followed the Stull law and must do so starting this school year by including standards-based student academic achievement data in the evaluation of school administrators. The Court also upheld AALA's right to bargain how such data will be included in the evaluation process.

2. Q: Why are principals and assistant principals the only AALA members affected by the MOU?

A: The court addressed administrators who have a direct impact on instruction. APEISs and Special Education Specialists focus on compliance issues as determined by the Chanda Smith Modified Consent Decree agreement, the plaintiffs and the independent federal monitor.

3. Q: What role will student test scores play in the evaluation of principals and assistant principals in 2012-13?

A: AALA ensured that their role will be limited in scope to what the Court requires. The MOU states:

- Where available, CST and AGT data will be used as an objective under the instructional leadership dimension on the initial planning sheet and will be discussed during the initial planning conference. Additional sources of data may be used, as appropriate.
- Where available, CST and AGT will be referenced in the final evaluation in the comments section for at least one dimension.

4. Q: What percentage of an administrator's evaluation will student test scores account for?

A: No percentage value will be assigned student test scores. The MOU states: CST, AGT and other student test data are to be considered a limited part of the whole evaluation picture. There will be no specific predetermined weight to be given them, nor are they to be treated by the District or evaluators as the sole, or as the primary or controlling factor in determining the final overall evaluation of the administrator's performance.

5. Q: Will principals and APs newly assigned to a school this year be held responsible for the work their predecessors did?

A: No, they will not. The MOU states: Administrators are to be evaluated based on the school results that are associated with the time periods during which the administrator led or supervised any particular school, and not while others did so. Principals should use data related to their currently assigned school for purposes of helping to determine their own objectives and the objectives of their subordinates.

6. Q: How can CST/AGT scores be used for 2012-13 evaluation when results are not available until the next school year?

A: Only data available within this year's Stull timeline may be used for this year's evaluation.

MOU FAQ (Cont.)

7. Q: My school does not have CST/AGT data. What other data may be used?

A: The MOU provides examples of such data (e.g., attendance rates, ELL and SEL reclassification rates, graduation/dropout rates, formative assessment data such as periodic assessments and DIBELS, school-designed standards-based student assessment data).

8. Q: Will the MOU change the current AALA-LAUSD contract?

A: There has been no change to Article VII of the AALA-LAUSD collective bargaining agreement, which addresses evaluation. AALA members retain all rights and protections provided by the contract.

9. Q: What impact will the MOU have on the authorized Stull timeline dates?

A: The evaluation timelines in the current agreement may be revised, if necessary, based upon training needs. For those who have already completed initial planning sheets and conferences, it is possible for an objective to be added or modified to address student test data.

10. Q: How will the District ensure that consistent and coherent training occurs in all ESCs?

A: By agreeing to the MOU, the District has made a commitment to do so.

11. Q: How will the impact of this MOU be evaluated?

A: Evaluation will be conducted in three ways, as explained in the MOU:

- Participants confidentially will evaluate all training sessions. These evaluations will be provided to AALA.
- An AALA advisory committee will make suggestions to improve the evaluation process. These ideas will be shared with AALA members and with District senior staff during AALA's monthly meetings.
- Participating administrators will be surveyed confidentially in April 2013 regarding the effectiveness of the evaluation process this year.

12. Q: How will AALA members be evaluated next year, in 2013-14?

A: We do not know yet. AALA will commence negotiations later this month. Additionally, we will negotiate regarding the responsibilities and working conditions of instructional directors and school-site administrators related to:

- The pilot teacher evaluation project this year.
- The pilot administrator evaluation project this year.

If you have additional questions regarding the MOU on evaluation, feel free to email the AALA office. Please read the *Update* regularly for information on negotiations as they proceed.

AALA PAC UPDATE

The PAC Steering Committee voted to recommend that the PAC Council support both Proposition 30 and 38. The PAC Council will make its decision on Oct. 4, 2012, at AALA's Representative Assembly meeting. The PAC Steering Committee also voted to recommend opposition to Proposition 32. To read summaries of each proposition, prepared by the Attorney General, please visit the following websites:

- Proposition 30—<http://vig.cdn.sos.ca.gov/2012/general/pdf/30-title-summ-analysis.pdf>
- Proposition 38—<http://vig.cdn.sos.ca.gov/2012/general/pdf/38-title-summ-analysis.pdf>
- Proposition 32—<http://vig.cdn.sos.ca.gov/2012/general/pdf/32-title-summ-analysis.pdf>

HEALTH BENEFITS FAQ

Topic: Flu Season and the Best Way to Protect Against Flu

I'm healthy and seldom get sick. Why do I need protection against the flu?

According to the Centers for Disease Control and Prevention (CDC), between October and May (flu season) flu viruses are circulating in the population. The best way to reduce your chances of getting seasonal flu is to get vaccinated against the flu.

What influenza viruses do flu vaccines protect against?

Each year, a special CDC committee reviews data on influenza incidence and makes recommendations. This year's vaccine offers protection against three influenza viruses shown to be most common. They include influenza B viruses, influenza A (H1N1) viruses, and influenza A (H3N2) viruses. Although the vaccine protects against the same viruses as 2011, the viruses used to make this year's vaccine are different.

Who should get vaccinated?

The CDC recommends that everyone from 6 months of age should be vaccinated, including people over 65 years of age, those with high risk of complications if they get sick with the flu, those with asthma, diabetes, and chronic lung disease and people who live with and care for others who are at high risk of developing complications.

Are there people who shouldn't get vaccinated?

Yes. People should consult their physician about getting vaccinated if they:

- Have an allergy to chicken eggs.
- Previously had severe reaction to an influenza vaccination.
- Currently have a moderate to severe illness.
- Have a history of Guillain-Barre Syndrome.

I was vaccinated last year. If the protection is the same as last year, do I need another vaccination this year?

Although multiple studies have been conducted to measure how long a flu vaccine remains effective, there are no definitive results, except that effectiveness can vary from year to year and among different age and risk groups. The CDC recommends that everyone get vaccinated against the flu each year.

Are there potential side effects from the vaccination?

Yes, you may experience some minor side effects. These may include soreness, redness or swelling at the shot site, low grade fever and/or aches. Keep in mind that the viruses in the flu shot are killed so that you cannot contract the flu from the vaccination.

Where can I get a flu vaccine?

Members of Anthem Blue Cross (EPO and HMO), Health Net and UnitedHealthcare (formerly SecureHorizons) should contact their primary care physician about getting a flu shot. Kaiser members may walk into a seasonal flu shot clinic. Clinic locations are available on the Kaiser Permanente website.

Visit the CDC website at <http://www.cdc.gov/flu/protect/keyfacts.htm>, for additional information on flu shots.

Legal Brief

PROCESSING RECORDS REQUESTS FOR DEFERRED ACTION FOR CHILDHOOD ARRIVALS

Many District schools have received requests for records by current and former students interested in the Deferred Action for Childhood Arrivals (DACA) process. Below is a brief overview of the law and the District's efforts to assist in the processing of these requests.

On June 15, 2012, the Secretary of Homeland Security announced that certain individuals who came to the United States as children and meet several key guidelines may request consideration of deferred action for a period of two years, subject to renewal, and would then be eligible for work authorization. Deferred action is a discretionary determination to defer removal (deportation) action of an individual as an act of prosecutorial discretion. Deferred action does not provide an individual with lawful status. Effective August 15, 2012, the U.S. Citizenship and Immigration Services (USCIS) began accepting applications for Deferred Action for Childhood Arrivals.

The criteria for consideration for deferred action include if the applicant:

1. Was under the age of 31 as of June 15, 2012;
2. Came to the United States before reaching his/her 16th birthday;
3. Has continuously resided in the United States since June 15, 2007, up to the present time;
4. Was physically present in the United States on June 15, 2012, and at the time of making request for consideration of deferred action with USCIS;
5. Entered without inspection before June 15, 2012, or lawful immigration status has expired as of June 15, 2012;
6. Is currently in school, has graduated or obtained a certificate of completion from high school, has obtained a general education development (GED) certificate or is an honorably discharged veteran of the Coast Guard or Armed Forces of the United States; and
7. Has not been convicted of a felony, significant misdemeanor, three or more other misdemeanors and does not otherwise pose a threat to national security or public safety.

Additionally, applicants must be at least 15 years of age or older at the time of filing. Based on the criteria listed above, students or former students born after June 15, 1981, may be eligible for consideration.

The District has developed a centralized process for these requests which is outlined in Reference Guide No. 5826.1, *Requests for Records for Deferred Action for Childhood Arrivals*. Additional information may be found at http://home.lausd.net/apps/news/show_news.jsp?REC_ID=262597&id=0

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

A free DACA clinic for the Northeast San Fernando Valley community will be offered on Saturday, September 22, 2012, at Panorama High School from 11:00 a.m. – 4:00 p.m. Information about the process and assistance with the application will be provided.

SUMMARY OF AB 340, THE CALIFORNIA PUBLIC EMPLOYEES’ PENSION REFORM ACT OF 2013 AND ITS IMPACT ON CALPERS MEMBERS*

Reform Title	Summary	Impact	Applies to:
Reduced Benefit Formulas & Increased Retirement Ages	Changes retirement age and formula to 2% at 62 with maximum of 2.5% at age 67.	Current rate is 2% at 55 with a maximum of 2.5% at 63.	New members
Places a Cap on Compensation used to Calculate a Defined Benefit	Caps the annual salary that counts towards final compensation at \$110, 100 for those who participate in Social Security.	Will significantly impact those earning over \$110,100 (Social Security participants) or \$132,120 (no Social Security).	New members
Equal Sharing of Pension Costs	Employees shall pay at least 50% of the normal costs of the pension and employers may not pay any portion of that 50%.	Between January 1, 2013, and December 31, 2017, the employer and employee organization may mutually agree to cost share; after that date the employer may require employees to pay 50%.	Current and new members
Prohibits the Purchase of Air Time	Employees can no longer purchase nonqualified service.	All purchases must be made prior to January 1, 2013.	Current and new members
Requires Three-Year Final Compensation	Final compensation will be based on the highest average annual compensation during a consecutive 36 month period.	Currently school employees can use their highest consecutive 12-month salary to compute final compensation.	New members
Limits Post-Retirement Earnings	Limits PERS retirees from working more than 960 hours or 120 days per year for any public employer in the same system.	Eliminates exemptions.	Current and new members
Felons Forfeit Pensions	Certain specified pensions and related benefits will be forfeited if employees are convicted of a felony related to their official duties.		Current and new members

*This table only highlights key provisions of the Reform Act; for a complete summary, visit www.calpers.com.

THANK YOU, DR. DEASY!

Superintendent John Deasy recently sent this memo to senior staff. We appreciate his responsiveness.

Dear Executive Staff,

A number of concerns have come to my attention pertaining to our constituents being unable to receive support due to staff absences. As a reminder, when employees are on furlough/vacation or other absence, out-of-office voice messages and -email messages should indicate such absence, an expected return date and most importantly, who should be contacted in their absence.

Please ensure this requirement is communicated to your respective employees.

SCHOOL SUSPENSIONS—IN THE NEWS

In the past few months, much has been written about the use of suspension as a method of school discipline and several pieces of legislation are on **Governor Brown's** desk awaiting his approval. The legislation is a response to the release of reports and data that have shown that California has one of the highest rates of suspension in the nation. In addition, data reported to the U.S. Department of Education show that minority and special education students are consistently and disproportionately subject to suspension throughout the country, with Latino and African American students receiving the highest percentage of suspensions. For example, while 7.1 percent of all California students were suspended from school at least once during the 2009-10 school year, the rate was as high as 18 percent among blacks, 11 percent among American Indians and 13.4 percent for students with disabilities. The LAUSD suspended 5.9 percent of all students. But the suspension rate among black males, 23 percent, was more than four times the rate among white males, 5 percent. While rates were lower among females, those who were black, American Indian or Latino still faced greater risk for suspension than their white counterparts. Similar disparities exist between students with and without disabilities. Black males with disabilities experienced the highest suspension rates of any demographic group in the state. In fact, a recent survey by EdSource, an independent, nonprofit research and policy organization, found that officials in 210 out of 315 California school districts expressed concern that their school discipline policies were having a “differential impact on students from different racial and ethnic backgrounds.”

More than 42 percent of suspensions in California are for *defiance*, or any behavior that disrupts class, and critics say it's a catchall that needs to be eliminated because it's overused for trivial offenses, disproportionately used against black and Latino boys and alienates the students who need most to stay in school. Few respondents in the EdSource survey (<http://www.edsource.org/disciplinesurvey>) felt that their districts had a clear definition of willful defiance and acknowledged that it clearly is difficult to improve achievement when some students are spending too much time out of the classroom. Research shows that the frequent use of suspension is not effective in helping schools provide safe and productive educational environments for either suspended students or their classmates. Schools with higher suspension rates also tend to have lower ratings in academic quality and school climate. However, this is not to say that out-of-school suspensions are not sometimes necessary, especially when the safety of other students and school employees is at risk; they should, though, be the method of last resort.

LAUSD's new Discipline Foundation Policy is an effort to encourage alternative methods to discipline students and the work is beginning to show some positive results. Alternatives being used stress a schoolwide discipline policy that focuses on positive behavior support—less punitive and emphasizing restorative justice, counseling and referrals to social services. This approach is supported by the U.S. Department of Education and is being adopted by many other California school districts. Training is currently being held on the new policy for administrators and we strongly support this effort on the part of the District. Changing the focus of discipline methods from punitive to positive behavior support can only improve the climate of the school and culture of the entire District.

Current legislation regarding suspensions and expulsion awaiting the Governor's signature includes:

- AB 1235—requires the State Superintendent of Public Instruction and the California Department of Education to provide training and technical assistance to districts on the implementation of evidence-based school-wide strategies.
- AB 2242—prohibits pupils who disrupt school activities or willfully defy school authorities from being suspended or expelled for extended periods of time.
- AB 2537—gives the school the discretion to not suspend or expel a student in certain circumstances (possession of an over-the-counter or physician-prescribed medication or possession of an imitation firearm).
- AB 1729—requires that administrators use in-school or out-of-school suspension or expulsion only after other means of correction have failed.

AGREEMENT REACHED WITH SHARYN HOWELL

After meeting with **Dr. Judith Perez** and **Dan Isaacs**, **Sharyn Howell**, Executive Director of Special Education, is providing the following information. We thank her for her prompt response.

- (1) The professional development/meetings that were scheduled beyond the regular work day for our APEISs have been canceled and administrators reminded of the appropriate schedules for such activities.
- (2) We are drafting a brief article about the colocation of special education centers and general education sites for information to AALA.
- (3) We are drafting a brief description of APEIS responsibilities and duties.
- (4) We are submitting a description of MCD clerks and the norming of these positions at schools to assist with special education duties.

WE GET LETTERS

AALA thanks this anonymous APEIS.

"We receive letters" Hallelujah!!!!!!!!!!!!!!!!!!!!!!

I am so grateful and indebted to the APEIS who took the time (of which we have so precious little) to write this extremely well written letter!!!! God bless you, dearest colleague!!!! All of our concerns and frustrations are expressed in a nonwhiney, "oh, poor me" manner. This letter, I feel, truly and comprehensively speaks for 99.9% of the APEIS folks out here!!!

We wish to thank this anonymous AALA member for the following comments regarding the TARs.

*I was reading the "Technical Assistance Reports (TARs) - Frequently Asked Questions" article about **Dr. Jaime Aquino's** TAR program Saturday morning over breakfast and I laughed so hard beer came out my nose. It seems like Aquino is turning instructional directors into sticky solutions to catch errant principals for tarring and feathering. Does Aquino believe we're unworldly enough to fall for one of **Dr. John Deasy's** wily ruse de guerre? Hmmm, too many Ph.D.s downtown trying to Pile it Higher and Deeper by thinking of us as TARgets to be ridden out of town on a rife. Looks like another one of Deasy's strategic plans for eliminating that culture of fear and intimidation. The best part of the Q&A was when Aquino brought a book to a school for the principal to read that "...he thought might prove useful." Perchance, was it called, What Color is Your Parachute? by **Richard H. Bolles**?*

*Thank you AALA for the TAR expose. Perhaps, the salient words of **Honest Abe Lincoln** capture middle management's sentiments: "You can fool some of the people all of the time, and all of the people some of the time, but you cannot fool all of the people all of the time."*

CONGRATULATIONS!!!

Congratulations to the principal, **Jose Posada**, staff and students at Eagle Rock Elementary School and Magnet on the receipt of a \$350,000 Urban Greening grant from the State of California. The school partnered with the Hollywood Beautification Team on a project that will expand the school's garden and improve the playground. The new garden will become a small local park with after school and weekend access for the community. We applaud your efforts!

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
Jean Anita Mitchell's Retirement Dinner at the Marina Del Rey Marriott	September 21, 2012 6:00 p.m.	Kelli Davis , 310.925.2857
Mike Shannon's Retirement Celebration at Ports O'Call Restaurant	September 23, 2012 12:00 p.m.	Dale Reinert , dale.reinert@lausd.net
Yom Kippur <i>Unassigned Day</i> for Single Track Schools	September 26, 2012	
Maxine Hammond's Retirement Event at the DoubleTree Hotel	September 30, 2012 11:30 a.m.	Jesus Bastidas , 323.564.1431
National Principals Month	October 1 – 31, 2012	http://www.nassp.org/NATIONAL-PRINCIPALS-MONTH
Welcome to Retirement Reception at Taix Restaurant (ACSA-R)	October 1, 2012 2:00 p.m. – 4:00 p.m.	Charlotte Lerchenmuller , clerch@aala.us or 213.484.2226
MSPO Meeting at Porter Middle School	October 3, 2012 8:00 a.m.	Scott Schmerelson , sschme1@lausd.net
AALA Representative Assembly Meeting at AALA Office	October 4, 2012 4:30 p.m.	AALA Office, 213.484.2226
CalSTRS Pre-Retirement Workshop at Beachy ES Auditorium	October 4, 2012 4:00 p.m.	Maria Voigt , 213.241.6365
CalSTRS Pre-Retirement Workshop at Marlton School Auditorium	October 11, 2012 4:00 p.m.	Maria Voigt , 213.241.6365
AALA Alumni Luncheon at The Center at Cathedra Plaza	October 17, 2012 11:30 a.m.	AALA Office, 213.484.2226
CalSTRS Pre-Retirement Workshop at Belvedere ES Auditorium	October 17, 2012 4:00 p.m.	Maria Voigt , 213.241.6365
CalSTRS Pre-Retirement Workshop at Parmelee ES Auditorium	October 18, 2012 4:00 p.m.	Maria Voigt , 213.241.6365
Retirement Party for Cynthia Tollette at Maggiano's at Farmers Market	October 21, 2012 11:00 a.m.	Stephanie Lewis , slewis1@lausd.net

IN MEMORIAM

Arthur Curtis—Former assistant principal of Nobel Middle School. Arthur retired on June 27, 1974, and we just learned that he passed on February 2, 2009.

Josephine Jimenez—Former director of instruction and operations administrator at the former Senior High Schools Division and principal and assistant principal at Hamilton High School. Josephine retired on June 30, 1993, and passed away at 100 years of age on September 15, 2012. At her request, private services will be held on Friday, September 21, 2012. Please contact her daughter-in-law, **Virginia Jimenez**, at 323.459.0432 or cjvp@usa.net for more information.

Vincent Laura—Former coordinator of Alternative Year-Round Schools Programs, Priority Housing Programs and principal of Overland Avenue School. Vincent retired on June 29, 1984, and passed away on September 12, 2012. Services will be held on Friday, September 21, 2012, at 11:00 a.m. at St. John Fisher Catholic Church, 5448 Crest Road, Rancho Palos Verdes, 90275, 310.377.5571.

UCLA DOCTORATE OF EDUCATION (ED.D.) IN EDUCATIONAL LEADERSHIP

UCLA is accepting applications for its Fall 2013 Ed.D. Cohort. They are seeking educators who are committed to improving education within the context of a K-16 doctoral program. Each cohort embarks on a practitioner-oriented three-year experience in a supportive environment with outstanding faculty and expert educational practitioners. Established in 1993, UCLA's small, student-focused Ed.D. program is committed to preparing educators to advance educational organizations and improve educational outcomes for children, youth and adults. For further information or to RSVP for an information session, e-mail edinfo@gseis.ucla.edu, call 310.206.1673, or visit: www.edd.gseis.ucla.edu. **Application deadline: February 1, 2013.**

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://www.teachinla.com/admin_vacancies/ for more detailed requirements for positions and employment updates.*

PREVIOUSLY ANNOUNCED POSITIONS

POSITION	LOCATION	CONTACT	DEADLINE
<i>CHIEF OPERATING OFFICER (COO)</i>	L.A.'s Promise	http://www.laspromise.org/about/join-our-team.php	Until Filled
<i>DIRECTOR OF TEACHING AND LEARNING</i>	L.A.'s Promise	http://www.laspromise.org/about/join-our-team.php	Until Filled
<i>PRINCIPAL, SECONDARY MST 45G, E Basis</i>	San Fernando Middle School (ESC North)	Joseph Nacorda , Instructional Director, jcn9591@lausd.net or 818.654.3600	5:00 p.m. Friday September 21, 2012
<i>PRINCIPAL, OPPORTUNITY HIGH SCHOOL MST 42G, E Basis</i>	Richard A. Alonzo CDS (Options Programs)	Regina Awtry , Coordinator, rawtry@lausd.net	5:00 p.m. Friday September 21, 2012
<i>PRINCIPAL, ELEMENTARY MST 40G, E Basis</i>	Alexander Science Center (ESC West)	Judy Utvich , Instructional Director, 310.914.2100	5:00 p.m. Monday September 24, 2012
<i>ASSISTANT PRINCIPAL, SCS MST 40G, B Basis</i>	Panorama High School (ISIC)	Dr. Paula Nelson , Instructional Director, 213.241.0100	5:00 p.m. Monday September 24, 2012
<i>ASSISTANT PRINCIPAL, SPECIAL EDUCATION MST 38G, B Basis</i>	Carlson Home Hospital School (Options Programs)	Regina Awtry , Coordinator, rawtry@lausd.net	5:00 p.m. Wednesday September 26, 2012
<i>SENIOR COORDINATOR MST 42G, E Basis</i>	Charter Schools Division	Human Resources, 213.241.6886	5:00 p.m. Wednesday September 26, 2012 or until filled

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<i>COORDINATOR, SITE OPERATIONS</i> MST 40G, B Basis	Cesar Chavez Campus (ISIC)	Shannon Corbett-Halio , Instructional Director, seco136@lausd.net or 213.241.1922	5:00 p.m. Wednesday September 26, 2012
<i>SPECIALIST, COMPLIANCE SUPPORT & MONITORING</i> MST 38G, B Basis (Multiple positions)	Division of Special Education	Sharyn Howell , Executive Director, 213.241.6701	EXTENDED 5:00 p.m. Wednesday September 26, 2012
<i>SPECIALIST, CHANGE MANAGEMENT</i> MST 37G, E Basis	ITD, Business Applications Supporting Education	Teri Lyons , Interim Chief ERP Director, 213.241.1718	5:00 p.m. Monday September 24, 2012