UPDATE

www.aala.us

Week of March 11, 2013

WE WON!!
ZIMMER RETAINS SEAT; RATLIFF IN RUN-OFF

Congratulations to AALA PAC-endorsed candidate **Steve Zimmer** who was successful in his bid to retain his seat on the Board of Education! As final votes are being counted, it appears that Steve garnered at least 52% of the vote, securing his election. Steve told AALA, "[Yesterday's] victory is not about a single person. It's about all of us. It's about the idea that we can move public education forward together, in partnership. Our school administrators and all AALA members are my valued partners in that equation. I value our relationship and the fact that we'll have another four years to work together to support our students, staff and parents."

In another victory, **Monica Ratliff**, also supported by AALA's PAC, has forced **Antonio Sanchez**, backed by millions of outside dollars, into a run-off. This election for seats on the Board of Education, probably the most expensive in history, proves that $5 million cannot buy votes, and that integrity and experience do carry some weight. We are heartened by this and strengthened in our resolve to support candidates who will make informed, independent decisions. Incumbent Board President **Mónica García** also won reelection and we extend our congratulations to her, as well.

Q: HOW BRIEF IS THE *LAUSD BRIEF*?
A: NOT BRIEF ENOUGH!

Below is a sample of some of the e-mails received in the AALA Office from principals on Tuesday, March 5, 2013. This is indicative of what we receive on a daily basis.

Probably by now, you are aware of the budget timeline. At our Operations meeting yesterday… principals were informed that allocations letters were scheduled to be sent on Thursday, March 20. Spring Break starts the week of March 25. Budget Development is scheduled to start on April 2 (the day we come back from Spring Break). As a result, this gives Principals only one day (Friday, March 21) to work on a draft budget, share it with parents at ELAC, have it approved by SSC and input it all into SFE. This is not realistic … Principals in unison voiced their opposition and requested that we be given at least the first WEEK in April to be able to complete this task.

Library Survey without a librarian—CDE School Library Survey (Due March 22) REF-5921!

Have you guys seen this MEMO [Mandatory Spring Child Abuse Awareness]? Deadline [is] March 21… Another great idea from the top down. Give administrators 3 weeks (actually two since we had to cancel meetings today due to elections) to get this done and certified in the middle of parent conferences, schoolwide survey, budget, required modules, mandated CST Preparation, and not [to] mention the Data Based Professional Development we had already planned as a schoolwide team which has now been trumped by another mandated training from Beaudry.

BRIEF (Cont.)

The opening statement in the *LAUSD Brief,* dated March 1, 2013*,* from **Superintendent Deasy** says that it is a tool to help principals, assistant principals and SAAs…it is not compliance driven. Huh? How can that be true when everything in it is something that must be shared, completed, checked, verified, read, reported, signed and/or returned? The *Brief* is successful in that it does alleviate the number of e-mails that principals would receive from Central Office regarding these items, but it also should raise the awareness of what site administrators are being asked to accomplish. The *LAUSD Brief* dated March 1 listed the following items:

1.	Teacher Evaluation Procedures	March 22
2.	Budget Development Timeline & Checklist	March 21
3.	Updating Demographic Data	March 8
4.	Re-Certification of Bell Schedules	March 15
5.	Fix Overlapping E & L Dates	As Received
6.	School Files Project	Ongoing
7.	Send out Title I Policy	March 15
8.	Past Due Statistical Reports	February 22
9.	Child Abuse PD	March 11 – 21
10.	STAR Writing Tests Begin	March 5, 2013
11.	Follow-up on Potential Dropouts	March 1
12.	K-1 Evaluation Update	February 19 – March 1
13.	Transitional K Progress Report	As Scheduled
14.	Campus Aide Training	March 22
15.	Professional Development – 7 Workshops Available	
16.	EGDC Updates to Share with Staff	March 1
17.	Annual Magnet Meeting	March 14
18.	Budget Development Materials	Now
19.	Homeless Resource Fair	March 13
20.	Norm Reports for 2013-14	Now
21.	Incentive Funds	Available in March
22.	Poster Competition	March 8
23.	HS Conference & Expo	March 13
24.	Instructional Communique (21 pages of items requiring sharing and/or action)	
25.	School Experience Survey	March 15 – April 5
26.	Completion of IEPs	March 31 & May 1

Not compliance driven? Please!!! All right, there may be a *very few* items that are not compliance driven—poster contest, resource fair, HS Expo and the PD opportunities, which do look interesting and valuable, but who has the time? However, the rest is must do and do now!!! Again, we must stress that this workload imposed on school administrators is impossible. Just opening the *LAUSD Brief* every other Friday, *as mandated*, is enough to overwhelm and demoralize AALA membership. Again, we thank the Superintendent for his efforts to reduce the amount of individual e-mails that principals receive by putting everything in the *Brief*, but has **he** really looked at all of this stuff? Administrators are faced with impossible timelines and tasks, making it necessary for them to work late into the evenings and every weekend. The recent release of the budget materials has many principals planning to work through spring break, just to get ready for the budget meetings that must be held immediately upon returning to school. Is it no wonder that a recent national survey found that three out of four K-12 public school principals believe the job is too complex and feel under great stress several days a week?

BRIEF (Cont.)

We mentioned in an *Update* article last week that as responsibilities, initiatives, programs and accountability have increased, the staff allocated to do the work has decreased. The District must look at revising the norms for administrators and classified staff at the schools. The past years of budget cuts have avoided the classroom at the expense of everything else. It is time that principals receive much needed assistant principals and additional classified support staff to enable them to better serve the students and ensure school safety. When the state begins making some of its deferred payments to the District, it is incumbent upon the leadership to restore the lost positions and resources at the school site.

*NOTE: As we went to press, at AALA's request, **Michelle King**, Senior Deputy Superintendent of School Operations, was trying to allow flexibility in the budget deadline. She has agreed to extend the deadline for the mandatory child abuse training at school sites.*

ACCELERATED PRINCIPAL PREPARATION TRAINING PROGRAM NOW ACCEPTING APPLICATIONS

A District goal is to ensure that every school is led by an effective administrator. School leaders must be prepared and have the experience to lead the instructional program to improve student outcomes and ensure a safe and caring environment for students, staff and community.

To meet this goal, an Administrator Selection Steering Committee, comprised of current school-site principals, ESC and OCISS leaders, staff from Human Resources Division and AALA leadership, was formed to assure the District can strategically identify and select candidates for upcoming school leadership positions. The committee has been meeting regularly for the last few months to focus on systems to identify potential leaders, modes to provide necessary training and methods to make final selections of candidates. The committee is focused on ensuring the success of new principals to meet District needs through early high-quality training, on-the-job support and strategic placement.

The process developed by the committee will be implemented in two phases. The first phase will identify qualified individuals who are deemed ready for a principalship and will be given an opportunity to participate in the Accelerated Principal Preparation Program. The training program is designed to provide competencies for success on the interviews and provide a successful start if selected for a principal assignment. The second phase, which the committee will address, involves a long-term, multi-year plan that provides extensive training, mentoring and support to build the capacity of aspiring administrators for the future.

A highly competitive process is expected for acceptance into the Accelerated Principal Preparation Program which launched on Monday, March 4, 2013. Individuals interested in applying to participate may access information at http://www.teachinla.com/admin_vacancies/. Application materials will be due to the appropriate ESC Instructional Area Superintendent or Human Resources Division by **Monday, March 25, 2013**. Application materials will be further screened and successful individuals will be invited to participate in the Accelerated Principal Preparation Program scheduled for April and May of this year.

HEALTH BENEFITS FAQ

TOPIC: DEPENDENT COVERAGE

Who qualifies for dependent coverage in our District health plans, and what proof is needed?
- **Spouse –** Marriage certificate issued by the state
- **Domestic Partner –** Declaration of Domestic Partnership or a copy of your registration with the state
- **Natural children –** Copy of birth certificate
- **Step-children –** Copy of birth certificate for each child and copy of marriage certificate
- **Guardianship/Adopted children -** Copy of document verifying legal custody; copy of court-issued guardianship papers
- **Disabled dependent** – Must meet disability standards of the plan and enrolled in the plan prior to age 19, or enrolled as a full-time student prior to the disabling condition

How do I add or remove dependent coverage?
Download the document, *Request for Change of Dependent Status* from the LAUSD Benefits Administration website at http://benefits.lausd.net. Access the form from **Publications/Forms** at the top right of the homepage and click on the link for either active employees or retirees. Follow the instructions carefully, attach the required documentation and mail or fax to the District address or number shown.

When does dependent coverage become effective?
Coverage will begin on the first day of the month after Health Benefits Administration receives your form and required verification. For example, if Health Benefits Administration receives your documents on March 15, your dependent's eligibility will become effective April 1**.**

When does termination of coverage become effective?
Termination of coverage becomes effective on the last day of the month in which the dependent becomes ineligible.

How do the Affordable Care Act guidelines for dependent coverage to age 26 apply to the District?
The Patient Protection and Affordable Care Act (ACA, 2010) only affects employee health plans, not retiree health plans. The ACA provides coverage for dependent children up to age 26. The District's retiree only plans are Kaiser Senior Advantage, Health Net Seniority Plus, and UnitedHealthCare®Medicare Advantage HMO.
- *Active employees*—Dependent children up to age 26 covered for medical, dental, and vision coverage (whether students or not).
- *Retirees under age 65*—Dependent children covered up to age 26 in Anthem Blue Cross Select HMO, Anthem Blue Cross EPO, Health Net HMO or Kaiser HMO plans (nonretiree only plans). For dental and vision coverage, dependents to age 25 must be verified as full-time students.
- *For Medicare retirees age 65 and over*—Dependent children age 19-25 are only eligible for medical, dental and vision coverage with verification of full-time student status. Nonstudents are not eligible for medical, dental or vision benefits. See the next bullet for the exception for Medicare retirees in Anthem Blue Cross EPO.
- *Exception for Medicare retirees in Anthem Blue Cross EPO*—Coverage is extended for non-student dependents to age 26. This exception does **not** apply to vision and dental.

For additional information, go to the LAUSD Health Benefits website at http://benefits.lausd.net or call the Benefits Administration offices at 213.241.4262.

CALPERS OFFERS EDUCATION FOR MEMBERS IN VARIOUS FORMATS

CalPERS, the largest public employee retirement system in the nation, and the one to which LAUSD classified employees belong, offers its members a variety of ways to obtain information about the services that are provided. Similar to CalSTRS, CalPERS is now focusing on providing more individualized attention to the member through its website, www.calpers.ca.gov. Several videos are available online as well as, five classes: New CalPERS Member; Continuing CalPERS Member; Planning for Your Retirement; Completing Your Retirement Application; and Retired CalPERS Member. The classes may be taken in an interactive format online or in a classroom. PERS also annually provides a Retirement Planning Fair. The 2013 Fair has not been calendared yet, but the last one occurred in August 2012. In addition, individual appointments of 30 and 60 minutes may be made by those preparing to retire or already retired. To access the online services, members must set up an account through *myCalPERS* on the main website. Appointments for the local office in Glendale may be made online or by calling 888.225.7377.

ISIS WORKING COMMITTEE

On February 25, 2013, **Dan Isaacs**, AALA Administrator, convened the third three-hour "Working Committee" meeting with **Ron Chandler**, LAUSD Chief Information Officer, to discuss the status of the Integrated Student Information System (ISIS). Also attending the meeting were **Walter Flores** from School Operations; **Dan Blank**, **Yvette Landeros**, **Margaret Prietto, Bernadette Lucas,** and **Eugene Hernandez**, school-site administrators; **Kevin Kilpatrick**, Office of Data Accountability; **Marvin Cruz**, **Dr. Bria Jones** and **Jen Kessler**, ITD; **Robert Storaker** and **Jay Gehringer**, school-site coordinators; **Dr. Brian Muller**, UTLA; and **Alan Warhaftig**, AALA.

While a detailed discussion of the ISIS budget was agendized for the meeting, Mr. Chandler declined to discuss it in detail, as a review of the ISIS budget, which will presumably result in an augmentation, is currently underway. Concern was expressed, having already spent more than $100 million on ISIS/SchoolMax, that LAUSD not embark on another costly IT adventure. Dollars spent on ISIS are unavailable for other purposes.

Mr. Chandler clarified that LAUSD has a three-year enterprise license for the Microsoft software on which ATLAS, the replacement for ISIS, is built, and that Fresno Unified School District will not be compensated financially; instead, Fresno Unified will have free use of the software LAUSD develops.

Members of the Working Group emphasized that schools cannot afford to bear the costs, in both money and time, to support ISIS – especially if processes and purchasing can be centralized. Pressure sealers for report cards were cited as an example. The machines cost $4,400, including tax and delivery, and the annual maintenance contract is $595. Clearly, printing and mailing of report cards, for schools that don't want to do it themselves, could be done centrally at lower cost. LAUSD could also arrange a Districtwide maintenance contract instead of having schools pay individually.

Mr. Chandler shared the latest Proposed Rollout Schedule. New ATLAS elementary modules are scheduled for July/August 2013 followed by the ATLAS Parent Module in Summer/Fall 2013. New secondary modules, including replacement of current SchoolMax modules (attendance, grades,

ISIS (Cont.)

counseling, discipline, gradebook, etc.), are scheduled for July/August 2014. If all goes well, the legacy SIS system will be decommissioned in December 2014.

The counseling and discipline modules will continue to be used until they are replaced. Considerable displeasure with these modules was expressed, particularly the discipline module, in which available choices tend to require users to characterize student behaviors as more serious than incidents warrant. Is the purpose of a discipline module to gather data or promote student development? The consensus was that it must do both.

LAUSD is obligated to pay Constellation Software, Inc., a $72,000 monthly software maintenance fee as long as *any part* of the SchoolMax software is utilized. Apparently, there are interfaces that will need to be replaced even after the modules themselves have been replaced with their ATLAS equivalents. It is unclear when LAUSD will be able to discontinue the monthly payments to Constellation, but ending the payments should be a top priority.

Mr. Chandler and Dr. Jones demonstrated the new ATLAS attendance module and received comments on the interface from the Working Group, which noted that the attendance entry screen did not show whether previous absences had been cleared or if the student had been absent other periods. There was also no place to enter the time at which a tardy student arrived. These are all useful features of ISIS to which teachers have become accustomed. It was strongly suggested that ATLAS have apps that allow for its use from tablets and smartphones.

One promising functionality in ATLAS, which is not available in SIS or ISIS, is the ability to move easily across applications for student data. This means that if a counselor or dean is looking at a student's attendance, with one click the student's grades, schedule and other data can also be accessed. This will save time and clicks for out-of-classroom personnel.

Hope was expressed that ATLAS will replicate all necessary functions from SIS plus reports that *push* key information to users (such as no-show lists to counselors). In addition, school users want robust *ad hoc* reporting capabilities, though this is not so much a technical issue as a matter of obtaining permission from process owners in the central offices.

The next meeting will be held on April 8, 2013.

FRIENDS OF AALA NEEDS YOUR SUPPORT!

Donations to Friends of AALA's 2013 fundraising campaign arrive daily, but we need many more donations to allow us to award the number of scholarships presented last year, which was twenty-two (22). Based on the funding to date, we will be able to award eighteen (18) scholarships with four (4) alternates identified. Won't you please consider making Friends of AALA one of your charitable contributions this year? If you do, we can financially support more outstanding LAUSD students. All donations are tax deductible to the fullest extent allowed by law, and more than 99% of the donated monies received go directly to support scholarships and recognition activities for LAUSD students. An investment in our students today will reap enormous dividends in the future!

Should you have any questions regarding a donation or want additional information about Friends of AALA, please call AALA at 213.484.2226 or e-mail cvacca@aala.us.

CONGRATULATIONS!!

*AALA thanks **Regina Boutte** for submitting this article.*

Yvonne Edwards, principal of Foshay Learning Center, was selected as a LifeChanger by National Life Group, a conglomerate of financial services companies based in Vermont and Texas, on Tuesday, February 26, 2013. National Life rewards those school district employees who exemplify excellence, positive influence and leadership through their LifeChanger of the Year program. A selection committee from National Life Group reviews the nominees and determines the top 10 winners based on five criteria: (1) A proven ability to make a beneficial difference in the lives of students; (2) An ability to positively add to the development of the school's atmosphere; (3) A leader in his/her activities at the school and/or district level; (4) A proven record of excellent performance at the professional level; and (5) A commitment to producing a nurturing atmosphere. Nominations of K-12 education professionals and school district employees may be made by anyone. Mrs. Edwards received a personal check for $1500 and a donation was presented to the school for an additional $1500. She has worked for LAUSD for 36 years, the last eight at Foshay where she served as assistant principal before being promoted to principal. She encourages all stakeholders to work closely with the students and works very well with community leaders who promote excellence in education. Congratulations, Yvonne! We are proud of you!

CHARTER SCHOOL STUDY

A nationwide study conducted by the Center for Research on Education Outcomes at Stanford University, *Charter School Growth and Replication,* released in January, focused on charter schools' effectiveness and found that they tend to continue the performance trends set in the early years of their operation. Forty-three states have focused their reform efforts on establishing charter schools, but research to date has shown that high-performing charter schools are in the minority, even after state policy differences are taken into account. This study, which included thousands of charter schools in twenty-four states and the District of Columbia, examined whether the commonly held belief that charter schools improve their performance over time is accurate. After following these schools from inception through their fifth year of operation, the findings showed that the vast majority of charters continue the patterns that were set when they began. Charter schools that showed high performance in the early years continued to do so as time progressed; those that were low-performing at the beginning tended not to improve significantly over time. The study debunked the theory that all schools struggle at the beginning and will get better as time progresses.

The study continued to follow charter schools after the fifth year and tracked them as they replicated and even went on to become charter management organizations (CMO), i.e., Green Dot, KIPP, and Alliance. Key findings were:

- Charters that start out in the lowest or highest categories of performance tend to remain at those levels five years later.
- Student achievement gains are "largely absent" from middle, multilevel and high schools, while elementary schools do show academic improvement if they start out in the lower 40th percentile.
- Charters affiliated with CMOs tend to do better than public schools and independent charters in showing improvement among historically disadvantaged students.
- As a group, charters do not meet the average academic improvement shown in public schools; although CMO-affiliated charters do better than new independent charters.

The entire report may be accessed at http://credo.stanford.edu.

CALENDAR

EVENT	DATE	CONTACT
Multicultural Coalition Event at Taix Restaurant; Guest Speaker on Comprehensive Immigration Reform	March 12, 2013 5:00 -7:00 p.m. **CANCELLED**	**Maralyn Soifer,** mps1907@lausd.net
ASPO Meeting at Beaudry Bldg., 18th Floor, Room 124	March 13, 2013 8:00 a.m.	**Donna Brashear**, donna.brashear@lausd.net
CalSTRS Pre-Retirement Workshop at Sheridan ES Auditorium	March 13, 2013 4:00 p.m.	**Maria Voigt**, 213.241.6365
APSCSO Meeting at AALA Offices	March 14, 2013 8:00 a.m.	**Carol Willis**, cwillis@lausd.net
CalSTRS Pre-Retirement Workshop at Eagle Rock HS Student Cafeteria	March 14, 2013 4:00 p.m.	**Maria Voigt**, 213.241.6365
AALA Representative Assembly Meeting at AALA Offices	March 14, 2013 4:30 p.m.	**Gema Pivaral**, gpivaral@aala.us or 213.484.2226
ASAPO Meeting at Friedman Occupational Center	March 15, 2013 8:00 a.m.	**Denise Becker**, dsb2186@lausd.net
SHAPO/MSAPO Meeting at Erhart's by the Sea at Ft. MacArthur	March 20, 2013 8:00 a.m.	**Felicia Drew**, fdrew@lausd.net **Ali Galedary**, gali@lausd.net
COBA Meeting at Crenshaw HS Library	March 20, 2013 5:30 p.m.	**Josephine Ruffin**, josephineruffin@sbcglobal.net
SHSOPO Meeting at Bernstein HS	March 21, 2013 8:00 a.m.	**Jason Garrison**, jason.garrison@lausd.net
CalSTRS Pre-Retirement Workshop at West Hollywood ES Auditorium	March 21, 2013 4:00 p.m.	**Maria Voigt**, 213.241.6365
APACS Meeting at Friedman OC	March 22, 2013 8:00 a.m.	**Cynthia Oliva**, coliva@lausd.net or 310.577.4230
Spring Recess	March 25-29, 2013	

IN MEMORIAM

MICHAEL MARIENTHAL—Former principal of Nimitz, Webster and Audubon middle schools. Michael retired from the District on June 24, 1983, and passed away on February 27, 2013. Services are to be held on Saturday, March 9, 2013 at 10:00 a.m., at Our Savior's Lutheran Church, 200 Avenida San Pablo, San Clemente, CA 92672. Donations in his memory may be made to UCLA Foundation/Gold Shield, 8328 Reading Avenue, Los Angeles, CA 90045.

MABEL SIMMEN—Former specialist in Psychological Services Branch of the Special Education Division and math coach. Mabel retired on July 1, 2002, and passed away on March 1, 2013. A memorial service was held on Thursday, March 7, 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 visit http://teachinla.com/admin_vacancies/ for more detailed requirements for positions and employment updates.*

CLASSIFIED

MAXIMO BUSINESS ANALYST
Facilities Services Division, Maintenance and Operations, $34.52 - $43.02 hourly, 10-, 11- and 12-month positions. For information and application procedures, please click here. Positions are open until filled.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
PRINCIPAL, ELEMENTARY MST 43G, E Basis	Gates Elementary School (ESC East)	**Patricia Castro**, Instructional Director, 323.224.3100 plc0188@lausd.net	Wednesday March 13, 2013
ASSISTANT PRINCIPAL, SCHOOL FOR THE DEAF & HARD OF HEARING MST 37G, B Basis	Marlton School (Division of Special Education)	**Sharyn Howell**, Executive Director, 213.241.6701	EXTENDED TO 5:00 p.m. Friday March 15, 2013
CLASSIFIED POSITIONS	**LOCATION**	**CONTACT**	**DEADLINE**
INSPECTOR GENERAL $163,000, A Basis	Office of the Inspector General	For information about the position, please click here.	Until Filled
DATA BASE ADMINISTRATOR AND SPECIALIST (2 positions) $89,500 - $113,400, A Basis	Information Technology Division	For information about the position, please click here.	Until Filled
COMPUTER APPLICATIONS ADMINISTRATOR (SAP) $98,700 - $122,300, A Basis	Information Technology Division	For information about the position, please click here	Until Filled
APPLICATION SERVER SPECIALIST AND ADMINISTRATOR (2 positions) $89,500 - $113,400, A Basis	Information Technology Division	For information about the position, please click here.	Until Filled
SENIOR PROGRAM ANALYST, JAVA $77,000 - $95,800, A Basis	Information Technology Division	For information and application procedures, please click here.	Until Filled
SAP FUNCTIONAL ANALYST, BN, BW, ESS, SECURITY $90,200 - $111,900, A Basis	Information Technology Division	For information about the position, please click here.	Until Filled