

UPDATE

www.aala.us

Week of September 15, 2014

WHO WILL BE HELD ACCOUNTABLE?

While the billion-dollar iPad initiative has resulted in national negative media attention and critical questions about the procurement process which will be investigated by the Office of the Inspector General, it is the MiSiS crisis that has made us doubt the wisdom of LAUSD's priorities and decision making. Recognizing that schools are complex, living entities that require immediate access to information to function smoothly, AALA supported the stated purpose of MiSiS—a reliable student information system that promised to do more than either the 1980s Student Information System (SIS) or the awkward combination of SIS and its failed replacement, the Integrated Student information System (ISIS). Administrators were looking forward to using a system that would facilitate their data management and enormous compliance constraints by aligning student and staff information across multiple platforms.

We knew that the software development project was enormously complex and ambitious because it necessitated tracking attendance, grades, discipline and other data for 650,000 students from 35-40,000 data entry/access points in classrooms and offices. We respect the hard work of the MiSiS Team and know that it must be frustrating to be responsible for implementing new software with absolutely no backup plan, at least a year before it was ready. Given another year to refine and perfect its functionality, MiSiS probably would have worked reasonably well in August 2015, but in 2014, it is negatively impacting the school year and has made life truly miserable for thousands of LAUSD counselors, clerical staff, coordinators and administrators.

At the August 26 Board Meeting, Chief Information Officer **Ronald Chandler** admitted that he recommended that the implementation of MiSiS go forward this year. At the same meeting, Chief Strategy Officer **Matt Hill** also accepted responsibility for recommending to **Superintendent Deasy** that the project proceed. Obviously, these recommendations were premature, resulting in an untenable situation for school personnel. Meanwhile, Superintendent Deasy was quoted in *L.A. School Report* (8/21/14) saying that he now plans to hire an “independent liaison” to keep him informed about MiSiS. “This is not my area of expertise,” he said. We suggest that he should have considered this action prior to the 2013-14 school year.

Reports from the field are critical and demoralizing. These are just a few of the most recent complaints that AALA has received from its members and other school-site personnel:

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- Teacher rosters of students who have submitted free/reduced lunch applications cannot be run. With the deadline for reporting this crucial count rapidly approaching, September 23, schools do not know which students/parents need to be contacted to turn in their applications. This could result in the loss of hundreds of thousands of dollars in funding.
- In a school last week, paramedics had to be called for two students and staff was unable to print their emergency information from MiSiS. They had to resort to SIS, which has not been updated since last spring, and which may have contained dated information (or none at all if the students were new to the school).
- Some students who were enrolled or who had information changed during the first week of school seemed to have random parents/guardians and telephone numbers assigned. They did not even recognize the people listed in their records.
- A student who was killed in a hit/run accident and marked *withdrawn* before school began, is still showing up on teacher attendance sheets. Fortunately, Connect-Ed calls have not been made to the student's home.
- Transcripts printed from MiSiS are not accurate, containing incorrect CAHSEE and other test results. The graduation year field is blank for many students and data cannot be entered into it. Without reliable information, counselors cannot guide students along the path to graduation.
- As soon as students are withdrawn at one school, they are often automatically reenrolled. This means that they won't show up in MiSiS at the school they actually attend.
- Elementary principals sent AALA these comments: No ELD Rosters to start the year; log-on time is too long; we input student information and then it disappears; have to enter and exit several screens before being able to find the information one needs; Help Desk is not always helpful and wait time has been as long as 3 hours; cannot do class rosters or print labels; problems already with the classification report; new teachers' information still not captured by MiSiS.

We take no pleasure in saying, "I told you so," but Messrs. **Chandler** and **Hill** were warned, repeatedly and in compelling detail, during a series of eight meetings, a total of 22 hours) between November 2012 and May 2014. AALA hosted these meetings, and both Matt Hill and Ron Chandler, along with other high-level ITD staff attended a majority of them; AALA and UTLA members with decades of experience using SIS and ISIS represented LAUSD's schools. Summaries were published following each meeting. Now, in a move that is just a replication of what AALA initiated two years ago, Mr. Hill is establishing focus groups of principals and teachers to find out specific needs at the school site.

We would characterize this as a comedy of errors if basic school procedures were not so severely impaired; but five weeks into the school year, we have to wonder of what use MiSiS will be this year—and how even the most basic school functions will occur as the year progresses. While senior staff members are accepting responsibility and focusing on their new theme of precision and empathy, those in the field continue to suffer. This entire scenario is absurd and causing so much unnecessary stress and overwork for employees that it cannot be brushed aside with more politically correct justifications.

The Superintendent is charged by the Board of Education to hold teachers, administrators and other staff members accountable for their actions or omissions. How will those responsible for the MiSiS debacle be evaluated and held accountable?

HEALTH BENEFITS FAQ

TOPIC: PRESCRIPTION TERMS AND FORMULARY

What are the definitions of some prescription terms?

Formulary: A formulary is the medical plan’s list of drugs that are covered. The formulary includes both generic and brand-name, or preferred, drugs. Nonformulary drugs are those not listed on the formulary. The formulary list is usually revised during the plan year, with drugs added and removed.

Generic: A generic drug is FDA approved and has the identical active ingredient(s), dosage and strength as its brand-name counterpart. Generic drugs cost significantly less because manufacturing them does not involve research and development costs.

Brand Name: A brand-name drug refers to a drug protected by patent. During the effective term of the patent, generic counterparts are not permitted. The difference between a generic and brand name is usually shape, coloring, name and inactive ingredients.

Preferred Brand: Certain brand-name drugs listed on a drug plan’s formulary are called “preferred” and fall under a specific copayment amount.

Nonpreferred Brand: A nonpreferred brand is a nonformulary drug. These drugs have the highest copayments.

Specialty Drug: Specialty drugs are medications that require special handling, administration or monitoring. These drugs are used to treat complex, chronic and often costly conditions. Copayments may vary.

Tiers: Drugs are placed into cost categories. Tier 1 drugs are the lowest in cost and may include both generic and brand names. Specialty drugs are usually on the highest tier. UnitedHealthCare®Group Medicare Advantage HMO shows prescription copays by tiers.

How do I find my medical or prescription plan’s formulary?

Plan members may access their plan’s formulary online or request a copy by contacting their plan. The web addresses for the plans’ formulary are:

Kaiser HMO/Senior Advantage	www.kp.org/formulary , or click here to search for specific medications
Health Net HMO/Seniority Plus	www.healthnet.com/lausd , or click here and download pdf from HMO – Recommended Drug List
Anthem Blue Cross HMO/EPO	www.caremark.com/ , or click here for the formulary
UnitedHealthCare®Group Medicare Advantage HMO (formerly Secure Horizons)	www.uhcretiree.com

Is the formulary different for Medicare retirees and non-Medicare retirees?

Yes and No. Retirees in Medicare Advantage HMO plans have a Part D formulary that differs from the formulary for active employees and pre-Medicare retirees. Medicare retirees receive a copy of their plan’s Part D formulary by mail each year. Medicare and pre-Medicare retiree members of Anthem Blue Cross Select HMO and Anthem Blue Cross EPO both have the same copays as active employees.

THE TRUE M.V.P.



If the job of being a principal in a high-poverty school were less about feeding paperwork into accountability systems and more about teaching teachers how children learn, better educators would become principals, and would, in turn, help attract our best teachers to the kids who need them most. The United States must launch a principal-quality movement as robust as our teacher-quality movement has been. Only then will we begin to realize the potential of great instruction to fight inequality.

So concludes an article in Slate Magazine (online current affairs and culture) by **Dana Goldstein**, author of The Teacher Wars: A History of America's Most Embattled Profession, and a staff writer at The Marshall Project, a nonprofit, nonpartisan news organization. The title of the article is *The Most Important Figure in School Reform We Never Talk About: It's the Principal*, and it suggests that focusing more on the principal instead of individual teachers, can have a much more beneficial impact on student achievement. When teachers around the country were questioned on what it would take to get them to move to a high-poverty school, they responded that *the biggest draw, even more important than a raise, would be a respected principal who created a positive school environment.*

The author identifies some things that a great principal knows and does: articulates the school mission, is knowledgeable of current research on how children learn, helps teachers improve their skills and increases time for training and collaboration. Research shows that scores rise five to ten points annually when an excellent principal is hired at a high-poverty school. But administrators have a high transiency rate in such schools, as do the teachers. As the job becomes more complex, with more people to manage, more paperwork, a focus on compliance, many are finding the job impossible. And only about ten percent of current teachers across the country are indicating a desire to become a principal. The author concludes that instead of just focusing on teacher improvement, more effort should be placed on creating stronger recruitment, training and support services for principals.

**FRIENDS OF AALA 2015 FUNDRAISING CAMPAIGN
BEGINS AT FALL RECEPTION**

Friends of AALA, our 501(c)(3) nonprofit corporation, will begin its fundraising efforts for the 2015 AALA Scholarship Program at the Fall Reception on Wednesday, September 17, at The Center at Cathedral Plaza, from 4:30 p.m. to 7:30 p.m. At the reception, guests will have the chance to support Friends of AALA by participating in an exciting Opportunity Drawing that will include such gifts as a 50" television, two Samsung Galaxy NoteBooks, theatre tickets for two productions at the Ahmanson Theatre and a Nespresso Machine, among other terrific gifts. All monies collected will go to support scholarships for LAUSD students. Again this year, twenty-five (25) \$2,000 scholarships will be awarded to outstanding student scholars in May 2015. The generous support received in past years from AALA members, active and alumni, friends and corporate donors has been extraordinary, and we hope to receive that same level of support for 2015.

CCTP—IN THE NATIONAL NEWS

Education Week, a national online and print publication, published an article in September about the LAUSD Common Core Technology Project (CCTP), better known as iPads for everyone. The title of the article is *Hard Lessons Learned in Ambitious L.A. iPad Initiative* and it offers a brief summary of the questionable procurement and subsequent flawed rollout of the project, as detailed in the report from Board Member **Mónica Ratliff**'s committee. While this article is just one of many that have blasted the District nationwide, it is notable that it also offers some insight from One-to-One Institute, a nonprofit organization based in Michigan that helps districts implement student-computing initiatives. Experts that were queried by *Education Week* identified three key lessons that should be learned from the District's iPad experience:

1. *Urgency is no excuse for poor planning.*
2. *Be wary of one size fits all solutions*—**Leslie Wilson**, Executive Director of the One-to-One Institute, expressed dismay that the District selected Pearson's Common Core Curriculum when only a few sample lessons were available at the time of purchase saying, "Who in their right mind would purchase something for millions of dollars that is not yet constructed and that you have not yet seen?"
3. *Don't play favorites with vendors.*

It is appalling that the CCTP, which is a timely and commendable effort to provide current technology to all students and had the potential for putting LAUSD in a trend-setting position throughout the nation, has to be overshadowed by some questionable decision making by District leadership.

NONDISCRIMINATION

ALA thanks **Julie Hall-Panameno**, Director, Ed. Equity Compliance Office, for providing this information.

The Los Angeles Unified School District (District) is committed to providing a safe working and learning environment, free from discrimination, harassment, intimidation and/or bullying. Federal and state law and the California Education Code mandate that the District annually publish and disseminate nondiscrimination notices. This memorandum is issued annually as a reminder to schools and offices to publish and disseminate the required "Nondiscrimination Statement" and "Sexual Harassment Policy" posters, as well as, "Title IX and Nondiscrimination" and "Section 504 and Students with Disabilities" student brochures as relevant to employees and students. See [\[MEM-5818.2\] Nondiscrimination Required Notices and Ordering of Student Brochures](#) for recent policy updates on this topic.

NEW LEGISLATION

Governor Brown recently signed into law a bill that requires all elementary and secondary public schools, including charter schools, beginning in 2015-16, to annually report the number of students who participate in competitive athletics, as well as the number of school-sponsored sports teams, broken down by gender. California law already requires that schools are compliant with Title IX, but this law, according to the author, Senator **Hannah-Beth Jackson** (D-Santa Barbara), will spotlight those schools in

LEGISLATION (Cont.)

compliance and give those that are not “a wake-up call that change is needed.” Schools will have to report the number of boys’ and girls’ teams, classified by sport and by competition level, with the total number of players on a team roster on the official first day of competition. In addition, the school must post the information on its Internet website or, if it doesn’t have its own site, on the district’s or charter operator’s site. The data must be retained by the school for three years after it is posted.

Senate Bill 1177, the Student Online Personal Information Act, was passed by the Legislature unanimously at the end of last month making California the state with the strongest protections of student privacy and prohibition on sale and disclosure of schools’ online student data. The bill, sponsored by Senate President Pro Tem **Darrell Steinberg**, also prohibits targeted ads based on school information and creating student profiles when not used for education purposes. Federal law already prohibits districts from releasing student information but doesn’t impose that on firms that contract to manage data. Many school districts outsource management of student records to the tune of \$8 billion annually; therefore this bill was deemed crucial to protect students. It also enables teachers and others to use technology without worrying about what might happen to any data shared in the process. High-tech firms opposed the legislation denying that they use student data for anything other than educational purposes, even though studies have shown that their contracts do not always prohibit the sale of students’ personal information. *Education Week* noted that **Mark Schneiderman** of the Software & Information Industry Association said that current laws already safeguard student privacy, however, “We appreciate both Senator Steinberg’s leadership on this issue and his willingness to work with industry groups and other interested parties on SB 1177.” The group and its members said they will carry out the law.

CALPERS LONG-TERM CARE PROGRAM

All current California public employees, retirees, their spouses, parents, parents-in-law, adult children and adult siblings between the ages of 18 and 79 are eligible to apply for CalPERS Long-Term Care coverage. The system recently announced an online application that has simplified the process. The CalPERS Long-Term Care website, www.calperslongtermcare.com, includes regional cost-of-care information and a cost-of-care calculator. Regional cost-of-care compares the actual expenses for skilled nursing facilities, assisted living facilities and home health providers for more than 135 defined regions across the U.S. The cost-of-care calculator is an online tool designed to help evaluate how much money individuals would need to save each month to pay for future long-term care services. More information is available on the website or by calling 800.908.9119.

IN MEMORIAM

ANITA D’ANCA—Former APEIS at Telfair and Broadus elementary schools. Anita retired from the District on March 1, 2014, and passed away on September 6, 2014. A memorial service will be held on Sunday, September 21, 2014, at 3:00 p.m., at the Knights of Columbus, 13308 Maclay Street, Sylmar. For additional information, please contact her son, **Evan**, at 818.674.6316.



**JOIN YOUR FRIENDS AND COLLEAGUES AT
 AALA'S FALL RECEPTION
 WEDNESDAY, SEPTEMBER 17, 2014
 4:30 - 7:30 P.M.
 THE CENTER AT CATHEDRAL PLAZA
 RSVP at 213.484.2226 or gpivaral@aala.us**

CALENDAR

EVENT	DATE	CONTACT
Dedication of Animo James B. Taylor Middle School, 810 E. 111 th Place, LA	September 12, 2014 10:00 a.m.	
All AALA Members Receive 2013-14 2% Lump Sum Payment	September 15, 2014	Employee Service Center, 213.241.6670
OMA Meeting in the Board Room at Beaudry	September 17, 2014 8:00 a.m.	Dr. Kevin J. Baker , 213.241.8642 or kevin.baker@lausd.net
AALA Fall Reception at The Center at Cathedral Plaza	September 17, 2014 4:30 p.m. – 7:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us
AAPA Fall Social at Golden Dragon Restaurant	September 17, 2014 5:00 p.m. – 8:00 p.m.	Cathy Tomyoy , 213.241.6990 or cathy.tomyoy@lausd.net
EPO Meeting at Pickwick Gardens <i>(Required)</i>	September 19, 2014 7:30 a.m.	Jose Rodriguez , 323.225.9574 or jmr7481@lausd.net
Fundraising Event for George McKenna (details to follow)	September 23, 2014 4:30 p.m. – 7:00 p.m.	
CalPERS Webinar: <i>Your Retirement Options & Online Application</i>	September 24, 2014 10:30 a.m. – 11:30 a.m.	www.calpers.ca.gov
Fundraising Event for Bennett Kayser at Taix French Restaurant	September 24, 2014 7:00 p.m. – 9:00 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
Unassigned Day	September 25, 2014	
OEECA Meeting at Lakeshore Learning Store in Carson	September 25, 2014 12:00 p.m.	Deborah Aguet , 310.325.3344 or dja5453@lausd.net
SHSPO Meeting Location TBD	October 1, 2014 7:30 a.m.	Luis Rodriguez , 818.673.1300 or luis.x.rodriguez@lausd.net
MSPO Meeting Location TBD	October 1, 2014 7:30 a.m.	
AAPA P.D. at ESC East	October 1, 2014 5:30 p.m. - 6:30 p.m. 6:45 p.m. - 7:45 p.m.	Register at http://bit.ly/AAPA-BrownBagPD
PSO Meeting (Required)	October 8, 2014	Jose Navarro , 818.838.3916 or jose.l.navarro@lasud.net
AALA Representative Assembly Meeting	October 9, 2014 4:30 p.m.	Gema Pivaral , 213.484.2226 or gpivaral@aala.us

Please join the Associated Administrators of Los Angeles to meet and support

George McKenna

"It ain't over till it's over March 2015"

Candidate for RE-ELECTION

LA School Board, District 1

Tuesday, September 23, 2014

4:30 – 6:30 pm

TAIX

1911 Sunset Blvd.

Los Angeles, CA 90026

Chairs: \$1100 Hosts: \$500 Sponsors: \$250 Educators: \$99

RSVP to Tresa McCoy tresa.mccoy24@gmail.com or (310) 487-6954

I will attend on 9/23 ___ Number of Guests ___ I cannot attend, but would still like to contribute ___

Please Make Checks Payable to:

George McKenna for School Board 2015
ID# 1369936
5870 Melrose Ave. Suite 3, #383
Los Angeles, CA 90038

Credit Card Contributions (circle one): Visa MC AMEX
Personal Account or Business Account (circle one)
Card Number:
Exp.
Security Code: (3 # on back of card)
Signature:
(Include billing address below)

State election law requires the following information:

Name

Address City State Zip

Phone Email

Occupation Employer

The maximum contribution permitted by law to George McKenna For School Board 2015 is \$1100 per person/entity. This is not intended as a solicitation of any city employee or commissioner. Please note that a personal contribution will be aggregated with a contribution from a sole proprietorship you own, from an entity if you control the entity's contribution activities, from a general or limited partnership where you are a general partner and you own an investment of 50% or more or in which the general partner holds a majority of voting rights, or from any business entity where you own an investment of more than 50% or hold a majority of the voting rights. Contributions from two entities of any type may also be aggregated under certain circumstances. Contributions must be from the donor's own funds and may not be reimbursed by any other person. Contributions are not tax deductible as charitable contributions for income tax purposes.

ID#1369936 Treasurer: Jane Leiderman
Additional information is available at Ethics.lacity.org
Paid for by George McKenna For School Board 2015
Printed in-House

POSITIONS AVAILABLE

Note to Applicants: Please be advised that you are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions; for detailed requirements for positions and employment updates use the contact phone number provided in the announcement or visit the District website at <http://www.lausdjobs.org> (classified) or http://teachinla.com/admin_vacancies/ (certificated). Employees who change basis during the school year may not earn a full year of service credit and annualized employees who change their basis during the year may sustain an annualized settlement.

CERTIFICATED, SCHOOL-BASED

PRINCIPAL, OPPORTUNITY HIGH SCHOOL

Central High and Tri-C Community Day Schools, Educational Options Program, MST 42G, E Basis. For information and application procedures, please visit http://teachinla.com/admin_vacancies/. Application deadline is 5:00 p.m., Friday, September 26, 2014.

PRINCIPAL, ELEMENTARY

Quincy Jones Elementary School, ESC East, MST 40G, E Basis. For information and application procedures, please contact **Celia Ripke**, Instructional Director, at 323.224.3100. Application deadline is 5:00 p.m., Tuesday, September 23, 2014.

PRINCIPAL, ELEMENTARY

Leland Street Elementary School, ESC South, MST 42G, E Basis. For information and application procedures, please contact **Gina Ellis**, Elementary Instructional Director, at 310.354.3400. Application deadline is 5:00 p.m., Wednesday, September 24, 2014.

INSTRUCTIONAL SPECIALIST

Hamilton High School, ESC West, MST 41G, Temporary Adviser, B Basis. For information and application procedures, please contact **Jaime Morales**, Instructional Director, at 310.914.2113. Application deadline is 5:00 p.m., Wednesday, September 24, 2014.

INSTRUCTIONAL SPECIALIST, ELEMENTARY

Barrett and 96th Street Elementary Schools, ESC South, MST 38G, B Basis. For information and application procedures, please contact **Christopher Downing**, Instructional Director, at 310.354.3400. Application deadline is 5:00 p.m., Friday, September 19, 2014.

CERTIFICATED, NON-SCHOOL-BASED

COORDINATOR, OPERATIONS SUPPORT SERVICES

ISIC, MST 43G, Temporary Adviser, E Basis. For information and application procedures, please visit http://teachinla.com/admin_vacancies/. Application deadline is 5:00 p.m., Friday, September 19, 2014.

CLASSIFIED

DEPUTY DIRECTOR, FACILITIES MAINTENANCE & OPERATIONS

Facilities Services Division, \$128,900 - \$160,600, A Basis. For information and application procedures, please click [HERE](#). Application deadline is Tuesday, September 23, 2014.

ASSISTANT DIRECTOR, LABOR RELATIONS

Office of Labor Relations, \$108,900 - \$135,700, A Basis. For information and application procedures, please click [HERE](#). Application deadline is Tuesday, September 23, 2014.

DIRECTOR, FACILITIES TECHNOLOGY SERVICES

Facilities Services Division, \$106,200 - \$131,500, A Basis. For information and application procedures, please click [HERE](#). Position is open until filled.

COMPLEX PROJECT MANAGER

Facilities Services Division, \$85,200 - \$105,700, A Basis. For information and application procedures, please click [HERE](#). Application deadline is Tuesday, September 23, 2014.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, ENGLISH LANGUAGE DEVELOPMENT COMPLIANCE</i> MST 41G, E Basis	OCISS, current vacancy in ISIS	http://teachinla.com/admin_vacancies/	5:00 p.m. Tuesday September 16, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Ford Blvd. ES, ESC East	Dr. Chiae Byun-Kitayama , Instructional Director, 323.224.3100	5:00 p.m. Wednesday, September 17, 2014
<i>SPECIALIST, MEDI-CAL COMPLIANCE</i> MST 38G, E Basis	Related Services Program, Division of Special Education	Lisa Jordan , Administrative Coordinator, 213.241.6200	<u>EXTENDED</u> 5:00 p.m. Wednesday September 17, 2014
<i>PRINCIPAL, CONTINUATION HIGH SCHOOL</i> MST 38G, E Basis	Mt. Lukens HS, Educational Options Program	http://teachinla.com/admin_vacancies/	5:00 p.m. Thursday September 18, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Calahan Comm. Charter School, ESC North	Mary Campbell , Instructional Director, 818.654.3600	<u>EXTENDED</u> 5:00 p.m. Wednesday September 24, 2014