

UPDATE

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Week of July 27, 2015

**BARGAINING BULLETIN—
MOU CONCERNING EDUCATOR
DEVELOPMENT AND SUPPORT: SCHOOL
LEADERS PROGRAM 2015-16**

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AALA’s certificated bargaining team recently reached agreement with the District on the evaluation of principals. As you may recall, AALA and the District have had several previous MOUs regarding a no-stakes pilot program with volunteers participating in various phases of the School Leader Growth and Development Program (SLGDP), which was the precursor to the Educator Development and Support: School Leaders Program (EDS). The most recent SLGDP MOU ended on June 30, 2015, and the current EDS was developed based on the information gathered from participants in the previous program. The new MOU identifies the evaluation tools and procedures to be used with all regular K-12, Options and Early Education principals this school year. The evaluation of K-12 assistant principals, adult school principals, directors and non-school-based administrators scheduled for evaluation in 2015-16 will be done using the Stull process.

Highlights of the MOU include (*italics indicates direct quotes from MOU*):

- Individual focus elements have been reduced from seven to a maximum of five from the School Leadership Framework, *three of which will be identified by the District on a District-wide basis and one or two...to be cooperatively established by the principal and director.*
- *Performance measures will continue to include:*
 - *Observation of Practice*
 - *Deliberate Practice*
 - *Contribution to Student Outcomes*
 - *Staff Feedback Surveys*
- *The director may use discretion in the utilization of data sources...meaning that extenuating circumstances may affect the use of data.*
- There will be one interim rating prior to the final evaluation...*to provide feedback and comments regarding progress and additional opportunities for evidence collection.*
- AALA previously agreed to negotiate a four-level evaluation tool to be implemented in 2015-16. The new EDS has *four performance rating levels—Highly Effective, Effective, Developing and Ineffective. A final overall rating of Ineffective shall have the same contractual consequences and impacts as the previous overall rating of Below Standard.*

The major focus of the EDS will be the thoughtful conversations between principal and director, focusing on professional growth. To this end the EDS cycle will be a single, continuous observation of practice and evidence collection. You may access the complete MOU here: [MOU 2015-16](#); and the final evaluation reports here: [Evaluation Form - Elem](#) or [Evaluation Form - Sec.](#)

KEY RESOURCES FOR ADMINISTRATORS

The *Principal's Handbook*, issued by the Office of School Operations in 2013, is an excellent resource for administrators. As the opening day for school rapidly approaches, administrators must complete myriad tasks to prepare for students and staff. The *Handbook* contains some checklists that are great reference guides to ensuring a smooth and organized school opening. At this time of the year, administrators should be sure to review the following:

- When Opening School: Tasks for the Administrative Leadership Team (pages 72-74)—Covers specific tasks such as welcome letters to staff and parents; developing or updating the faculty and staff handbook; providing an information bulletin for parents; establishing office procedures; creating bell, class, supervision schedules; developing the opening staff meeting agenda; and much more.
- When Assuming the Leadership of an Elementary or Secondary School and Early Education Center (pages 66-71)—Guides for a school's new principal which cover key steps to take prior to the first visit to the site and upon arrival at the site.

Please use the following link to access the *Principal's Handbook*: [HANDBOOK FOR PRINCIPALS 2013](#). The checklists mentioned above are by no means comprehensive, but are intended to provide quick guides to critical administrative tasks. AALA members are encouraged to contact the office if there are questions or concerns pertaining to opening of school or other matters with which we can assist.

KEY TIPS FOR ADMINISTRATORS

The tips listed below were developed by **Sheryl Weaver**, a former high school principal in Fresno who was recognized as outstanding by CTA and whose school won numerous awards.

- Smile, no matter how you feel. You set the tone and do not get the luxury of a bad day.
- Sincerity, passion and enthusiasm are three qualities essential to the profession.
- Don't make excuses. People expect and deserve your best.
- Model what you expect from staff and students.
- Say what you mean and mean what you say. Consistency, guts and fairness—you've got to have them.
- Remember people's names.
- Pay attention to details.
- Love your team unconditionally. They are your team, and your role is to get them to be the best they can be. Coach 'em up!
- Take time to listen and look at people when they are talking to you. Don't look at your phone or watch and don't text.
- Dig in, no matter what the job is. Work side by side with your team.
- Don't be afraid to step out of your comfort zone when it comes to having fun.
- Never forget where you came from.

**HEALTH BENEFITS FAQ:
DID YOU RECEIVE A DEPENDENT AUDIT LETTER?**

Why is the District's Benefits Administration conducting dependent audits?

An independent audit conducted several years ago sampled a portion of employees and retirees with dependents and revealed significant numbers of ineligible dependents covered by the District. In an effort to maintain accurate records and savings in premium payments, Benefits Administration began a continuous cycle of dependent eligibility audits in August 2013. It is now completing the tenth full cycle of audits of all employees and retirees with dependents.

I submitted documents for my dependents. Will there be future audits?

Yes, because of the potential savings, the Health Benefits Committee has authorized the hiring of additional employees to conduct a continuous cycle of audits. Since August 2013 when the first phase of audits began, the District has earned a possible cost avoidance of \$12.6 million for ineligible dependents.

What are some reasons that ineligible dependents remain enrolled in District health plans?

Dependents become ineligible for myriad reasons, including changes in marital status, stepchild/ren from a dissolved marriage, legal guardianship, student status, death, emancipated minors, etc. The District is able to track certain events, such as children reaching age 26, but many other events, such as court orders and death notices are known only to affected individuals.

My tax return lists me as the spouse, but this letter says to send the tax return showing my spouse as dependent. Will this be an issue?

No, Benefits Administration will look at the spousal relationship on the tax return.

I am divorced, but the court ordered me to provide medical coverage for my ex-spouse. I didn't report my divorce because of this. Was this a mistake?

Yes, a divorced spouse, regardless of court order, is **not** eligible for medical coverage. To comply with the court order, you will need to pay for your spouse's medical coverage out of your own pocket. S/he may be eligible for COBRA coverage.

I provide support for my 12-year-old grandson and claim him on my tax return. Shouldn't this qualify him as a dependent?

No, your grandson doesn't qualify as a dependent simply because you claim him on your tax return. You must have legal guardianship of your grandson which will then qualify him as a dependent.

I am requesting copies of my children's birth certificates and may need more time. Can I get an extension without losing benefits for children?

Yes, contact Benefits Administration to explain your situation and obtain an extension.

I forgot to inform Health Benefits Administration of my legal separation two years ago. Will I be billed for the two years I inadvertently kept my spouse on as a dependent?

At this time, there are no penalties for having carried ineligible dependents. However, potential consequences will be discussed at a future Health Benefits Committee meeting.

FAQ (Cont.)

I don't want to divulge my personal financial information on the documents I submit. Can I black out that data? Yes, the District says you may use a black marker to hide personal financial data, as well as your Social Security Number on your tax return before submission.

What happens to the documents I submit? Benefits Administration will retain an electronic copy of your documents, stored to ensure restricted access and security. The paper copies will be kept until the audit is completed and then destroyed.

CALIFORNIA TEACHERS SUMMIT 2015

Administrators are invited to join California teachers at thirty-three locations across the state as they share successful classroom practices and access effective resources to implement the California Standards. The California Teachers Summit will include nationally renowned speakers, tools and resources, collaboration opportunities and workshops. The event is free and will be held on Friday, July 31, 2015, from 8:00 a.m. – 2:45 p.m., and more than 20,000 people are expected to attend. Local sites include Biola University (La Mirada); Brandman University (Irvine); Cal Poly Pomona, CSU Fullerton, Long Beach, Los Angeles and Northridge; Four Points Sheraton LAX; and the Pasadena Convention Center. To obtain more information, please contact **Marjorie Josaphat**, Director, at 213.241.4163 and to register, go online at www.CATeachersSummit.com.

RETIREES—JOIN OR RENEW YOUR AALA MEMBERSHIP!!

Congratulations to all AALA members who retired this summer. You should have recently received a letter encouraging you to continue your membership in AALA as an *AALA Alumni* while previous retirees received one reminding them to renew their membership. AALA Associate membership is open to all retired administrators (Alumni) who wish to keep current with District activities and remain connected with their retired colleagues and friends. While AALA Alumni do not have voting rights, they do receive the weekly *Update*, invitations to alumni luncheons and other AALA functions and may access discounts for various items, including auto/homeowners insurance. To join, complete the form in your letter or click here: [Associate Membership](#) and mail your \$45 check to AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026.

IN MEMORIAM

DUAINE DISCHER—Former principal at Mar Vista and One Hundred Fifty-Third Street elementary schools. Duaine retired from the District on February 1, 1985, and we just learned that he passed away on December 8, 2012.



Eighty-six LAUSD high schools (includes charters) were recognized on *U.S. News and World Report's* annual list of the best public high schools in the nation. Selected schools received gold, silver or bronze medals based on three factors: 1) Overall performance of students on state tests; 2) reading and math proficiency of disadvantaged students; and 3) the number of students taking Advanced Placement or International Baccalaureate classes. Nine Hundred three California schools were selected from data posted in the 2012-13 school year. There were 19,753 eligible schools and of those, 6,517 were awarded medals. Twenty percent of participating schools received bronze medals; ten percent received silver; and only 2.5 percent, or 500, received gold. Congratulations to the students, parents and staff members of all of the LAUSD schools that made the list. Below are the top ten LAUSD schools (excludes charters).

School	Principal	California Rank	U.S. Rank	Medal
Los Angeles Center for Enriched Studies Magnet	Harold Boger	14	84	GOLD
Harbor Teacher Preparation Academy	Jan Murata	23	141	GOLD
Francisco Bravo Senior High Medical Magnet	Maria Torres Flores	44	239	GOLD
Downtown Magnets High School	Jared Du Pree	84	430	GOLD
Orthopaedic Hospital Senior High Magnet	Erick Mata	113	566	SILVER
Sherman Oaks Center for Enriched Studies Magnet	Judith Anderson Hernandez	122	628	SILVER
Eagle Rock High School	Mylene Keipp	135	701	SILVER
Ramon Cortines School of Visual and Performing Arts	Kim Bruno	138	733	SILVER
Venice High School	Oryla Wiedoedt	139	741	SILVER
King-Drew Senior High Medicine and Science Magnet	Michelle Woods (thru 6/30/15)	190	984	SILVER

RESEARCH ON NONCOGNITIVE SKILLS

The University of Chicago Consortium on Chicago School Research published a report last month titled *Foundations for Young Adult Success: A Developmental Framework*. The report was based on research from many areas and found that children need four qualities to prepare them for success as young adults. The authors (**Dr. Stacy Ehrlich, Dr. Camille Farrington, Ryan Heath** and **Jenny Nagaoka**) define success as having a clear sense of identity, the potential to fulfill one's goals and the competency to influence the world around oneself. The qualities are:

- Self-regulation—management of one's attention, emotions and behaviors
- Knowledge and skills—understanding oneself and others and the ability to carry out tasks
- Mindsets—beliefs and attitudes that determine how one interacts with the world
- Values—beliefs about what is good, bad and important

What is interesting is that the authors point out that key adults—parents, teachers, after-school professionals—can help them develop and shape these qualities by providing children with consistent, positive developmental experiences and ensuring that they reflect on these experiences. The report provides information to help educators design and implement practices that lay the groundwork for these qualities. This study was funded by the Wallace Foundation, a national philanthropy, which says on its website that it seeks to improve learning and enrichment for disadvantaged children. To download the entire report, please click here: [Developmental Framework](#).

In another study that identifies noncognitive skills that are necessary for success, researchers found that children who possess strong social competence skills are more likely to earn a high school diploma and college degree and consequently, have higher incomes. Social competence skills were identified as:

- Resolving peer problems on his or her own
- Understanding other's feelings
- Sharing materials with others
- Cooperating with peers without prompting
- Helping others
- Listening to others' point of view
- Giving suggestions and opinions without being bossy
- Acting friendly

Children whose kindergarten teachers did not rate them highly in these social competence skills were found twenty years later to more likely to have been arrested, abused drugs and alcohol and needed government assistance. This report was published in the *American Journal of Public Health* and funded by the Robert Wood Johnson Foundation, a philanthropy devoted solely to public health. For more information, please click here: [Social Competence](#).

ATTENTION CALPERS MEMBERS

Press release, dated July 21, 2015.

The California Public Employees' Retirement System (CalPERS) is hosting a CalPERS Benefits Education Event (CBEE) in Garden Grove during August to inform members in a three-county area about programs and benefits available to them. This event will take place at the Hyatt Regency Orange County on Friday, August 14, and Saturday, August 15, 2015.

There are nearly 224,000 active members in Los Angeles, Orange and San Diego counties who can benefit from this event. Whether new to CalPERS, in midcareer or close to retirement, the CalPERS Benefits Education Event offers all CalPERS members a wealth of information about their retirement and health benefits, supplemental savings plans, long-term care coverage and more. Representatives from CalPERS Regional Offices will be on hand to answer questions.

Open both Friday and Saturday from 8:30 a.m. to 4:00 p.m., the event features breakout sessions specific to both early through midcareer members and those nearing retirement. Topics to be covered include CalPERS Retirement Benefits, CalPERS Health Benefits and Deferred Compensation. The Deferred Compensation session is sponsored by the California Department of Human Resources' Savings Plus Program. In addition, sessions on myCalPERS Member Self-Service and Social Security will be offered.

For more information and to register, go to the [CalPERS Benefits Education Events](#) page. Included on the site is the "What's a CBEE?" video, which shows what to expect at one of our events. Members are encouraged to preregister for their preferred event date to expedite check-in, but registration is not required and walk-ins are welcome.

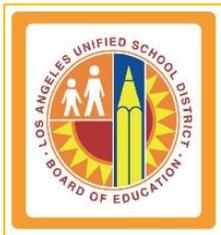
CALENDAR

EVENT	DATE	CONTACT
AALA Executive Board Meeting	July 27, 2015 4:30 p.m.	213.484.2226
California Teachers Summit 2015 hosted by CDE, New Teacher Center, Association of Independent California Colleges and Universities and California State University	July 31, 2015 8:00 a.m. – 2:45 p.m.	Marjorie Josaphat , 213.241.4163; Register at www.CATeachersSummit.com
Retirement Celebration for Madeline Latham-Wilson at Pickwick Gardens	August 2, 2015 12:00 p.m.	Madeline Retirement
B Basis Begins	August 3, 2015	
Organization Presidents' Breakfast at Taix French Restaurant	August 6, 2015 7:30 a.m.	Gema Pivaral , 213.484.2226
Fall Magnet Principals and Coordinators Meeting at King MS	August 6, 2015 7:30 a.m. – 12:00 p.m.	
Superintendent's Annual Meeting at Garfield High School	August 11, 2015 7:30 a.m.	

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Administrative Interest Groups Breakfast Meeting at AALA Office	August 13, 2015 7:30 a.m.	Gema Pivaral , 213.484.2226
CalPERS Benefits Education Event at Hyatt Regency in Garden Grove	August 14 – 15, 2015 8:30 a.m. – 4:00 p.m.	CalPERS Benefits Education Events
Pupil Free Day	August 17, 2015	
First Day of Instruction	August 18, 2015	
Team HEAL Afternoon of Jazz at the Millennium Biltmore Hotel	August 29, 2015 1:00 p.m. – 6:00 p.m.	teamheal@thetoddgroup.net
Admissions Day Observed	September 4, 2015	
Labor Day	September 7, 2015	
Unassigned Day	September 14, 2015	
Unassigned Day	September 23, 2015	

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://achieve.lausd.net/Page/1125> (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, SMALL SCHOOL

Walnut Park Middle School STEM, Local District East, MST 43G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Jose Hernandez**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, July 31, 2015.

PRINCIPAL, ELEMENTARY

Hillcrest Center for Enriched Studies/Music Magnet Elementary School, Local District West, MST 42G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Karen Long**, Elementary Director, at 310.914.2100. Application deadline is 5:00 p.m., Friday, July 31, 2015.

PRINCIPAL, OPPORTUNITY HIGH SCHOOL

Richard Alonzo Community Day School, Local District West, MST 42G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Felipe Velez**, Director, at 310.914.2100. Application deadline is 5:00 p.m., Friday, July 31, 2015.

PRINCIPAL, CONTINUATION HIGH SCHOOL

Addams Continuation High School, Local District Northwest, MST 38G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Nader Delnavaz**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Thursday, August 6, 2015.

ASSISTANT PRINCIPAL, SECONDARY

Garfield High School, Local District East, MST 41G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Arturo Valdez**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, August 7, 2015.

Taft Charter High School, Local District Northwest, MST 41G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Joseph Nacorda**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Thursday, August 6, 2015.

UCLA Community School, Local District Central, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Hugo Carlos**, Director, at 213.241.0100. Application deadline is 5:00 p.m., Friday, July 31, 2015.

ASSISTANT PRINCIPAL, ELEMENTARY

Western Avenue Elementary School, Local District West, MST 37G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Sal Rodriguez**, Instructional Director, at 310.914.2100. Application deadline is 5:00 p.m., Thursday, August 6, 2015.

CERTIFICATED, NON-SCHOOL-BASED

COORDINATOR, UNIFORM COMPLAINT PROCEDURES

Educational Equity Compliance Office, Office of the General Counsel, MST 39G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Julie L. Hall-Panameño**, Director, at 213.241.7682. Application deadline is 5:00 p.m., Tuesday, August 4, 2015.

SPECIALIST

Medi-Cal Reimbursement and Compliance Programs, Student Health and Human Services, MST 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Andrea Coleman** at 213.241.0615. Application deadline is 5:00 p.m., Monday, August 24, 2015.

CLASSIFIED

FACILITIES DEVELOPMENT MANAGER

Facilities Services Division, \$105,000 - \$130,800, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Friday, August 7, 2015.

WAN SPECIALIST II

Information Technology Division, \$66,300 - \$95,100, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Saturday, August 15, 2015.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Dearborn Elementary Charter Academy, Local District Northwest	Cara Schneider, Director, 818.654.3600	5:00 p.m. Friday July 24, 2015
<i>SPECIALIST</i> MST 39G, A Basis	Charter Schools Division	Dr. Robert Perry, Administrative Coordinator, 213.241.0399	3:00 p.m. Friday July 24, 2015
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Hooper & Vermont ES, Local District Central	Maria S. Martinez, Director, 213.241.0100	5:00 p.m. Tuesday July 28, 2015
<i>ASSISTANT PRINCIPAL, EIS</i> MST 37G or 38G, B Basis, based on assignment	Multiple Sites, Division of Special Education	Sharyn Howell, Executive Director, 213.241.6701	5:00 p.m. Tuesday July 28, 2015
<i>ADMINISTRATIVE COORDINATOR, PREVENTION AND INTERVENTION</i> MST 43G, A Basis, 6 positions	Psychological Services Unit, Division of Special Education	Beth Kauffman, Director, 213.241.8303 or beth.kauffman@lausd.net	5:00 p.m. Thursday July 30, 2015
<i>RESOLUTION COORDINATOR</i> MST 40G, A Basis, 6 positions	Division of Special Education	Beth Kauffman, Director, 213.241.8303 or beth.kauffman@lausd.net	5:00 p.m. Thursday July 30, 2015
<i>SPECIALIST, ARTS INTEGRATION</i> MST 38G, E Basis	Local District Northeast	Dr. Jack Bagwell, Administrator of Instruction, 818.252.5432 or jack.bagwell@lausd.net	5:00 p.m. Thursday July 30, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>MISIS MANAGER</i> \$110,800 - \$138,100, 12-month position	Information Technology Division	Please click HERE	Thursday July 30, 2015
<i>FACILITIES PARTNERSHIP & DEVELOPMENT MANAGER</i> \$89,000 - \$110,800, 12-month position	Facilities Services Division	Henry Vuong, henry.vuong@lausd.net or click HERE	Tuesday August 4, 2015
<i>.NET DEVELOPER</i> \$82,400 - \$102,500, 12-month position	Information Technology Division	Please click HERE	Thursday December 31, 2015
<i>SENIOR PROGRAMMER ANALYST, ORACLE</i> \$79,900 - \$99,400, 10-, 11- or 12- month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>PROGRAMMER ANALYST, ORACLE</i> \$69,300 - \$96,400, 10-, 11- or 12- month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled