

UPDATE

www.aala.us

Week of December 21, 2015

AWESOME AALA MIDDLE MANAGERS COME TO THE RESCUE!

With the closing of schools on Tuesday, December 15, AALA members both classified and certificated came to LAUSD's rescue with flying colors! Principals, assistant principals, and plant managers were front and center at their school sites implementing the District's directives. We saw middle managers at Beaudry and the Local Districts assisting senior leadership with the gargantuan logistics of closing the entire school system. Unit J members worked diligently behind the scenes to send Blackboard Connect calls, reroute buses, and support schools in every possible way.

AALA immediately hit the road and visited Mt. Washington, Delevan Drive, Glen Feliz, and Logan elementary schools, Marshall HS and King MS. In every instance, the principals were being proactive and exerting their leadership and communication skills with the school community. There is no doubt that AALA members know how to *Command! Control! Communicate!* when an exigent circumstance arises.

Undoubtedly, AALA middle managers answered the challenge and lived-up to California Government Code Section 3100-3109 which states in part: *It is hereby declared that the protection of the health and safety and preservation of the lives and properties of the people of the state from the effects of natural, manmade, or war-caused emergencies which result in conditions of disaster or extreme peril to life, property, and resources is of paramount state importance...in protection of its citizens and resources, all public employees are hereby declared to be disaster service workers...*

At this time, it may be prudent to review the resources the District provides from the Office of Emergency Services ([emergencyservices](#)). AALA is proud to note that the office's coordinator is our very own **Dr. Jill Barnes** who is ready to be of service and answer queries at jill.barnes@lausd.net. On a similar note, AALA wishes to thank **Michelle King**, Chief Deputy Superintendent, for immediately alerting us, and for quickly responding to the concerns from our troops in the trenches. The specific queries and concerns you shared throughout the day will continue to be sent to Ms. King as important areas of growth for the District to address.

Usually, it is not a promising practice to highlight some administrators and not others. This is especially so because the work of every AALA middle manager deserves to be individually highlighted. Nonetheless, it is appropriate to highlight the herculean efforts of two of our principals. **Mary Melvin** and **Victoria Littlejohn**, principals of Porter Ranch Community School and Castlebay Elementary School, respectively, have been the face of the District, as they have masterfully navigated the gas leak issue in their communities. The challenge of doing so is becoming more daunting with every passing day. AALA congratulates and thanks them both for the countless hours they have

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dedicated to this unforeseen cause. We give accolades to Board Member **Schmerelson** who has been a visible, vocal supporter of the schools. In addition, our gratitude is extended to **Vivian Ekchian**, Local District Northwest Superintendent, and AALA members **Dr. Darnika Watson**, Administrator of Operations, **Margaret Kim**, Director, **Steven Muñoz**, Operations Coordinator, **George McIntyre**, CPM, **Rick McDonald**, CPM, and all others who have supported **Ms. Melvin** and **Ms. Littlejohn**.

Please take this opportunity to make sure this year's Safe School Plan is prominently displayed in the school's main office so the media and community can access it. It is important that everyone in the office is aware of its location. Remember, schools are not required to provide copies of the plan, and it should not leave the main office.

PRELIMINARY ADMINISTRATIVE CREDENTIAL VIA EXAM

Per the California Education Code Section 44270.5, those seeking a preliminary administrative credential must complete an administrative services preparation program through an accredited institution or successfully pass an examination that is aligned with the administrative services program standards. In accordance with the law, the California Commission on Teacher Credentialing has developed the California Preliminary Administrative Credential Examination (CPACE), a test specific to California that focuses on school law, finance, organization, and English learner student needs.

The charge for the exam, which takes more than seven hours, is \$652. The test structure includes both performance and content design that covers six domains:

1. Visionary Leadership
2. Instructional Leadership
3. School Improvement Leadership
4. Professional Learning and Growth Leadership
5. Organizational and Systems Leadership
6. Community Leadership

The content portion has 70 multiple choice questions and three focused written assignments in which the candidate is presented with a school-related problem that he/she must address. The performance portion consists of two modules—one is a 12-15 minute video of a teacher's instruction that the candidate must evaluate and the second includes several school leadership exhibits of which the candidate must provide a written analysis.

The CPACE will be administered on several days in February and June throughout California. Please pass this information on to those who aspire to be administrators. For more information, visit www.ctcexams.nesinc.com

**HEALTH BENEFITS FAQ:
HOLIDAY DIET AND FOOD SAFETY TIPS**

Tips for Watching Your Calories

- At holiday parties, scope out the food spread then choose only the food you really love.
- Load your plate with lots of water-rich vegetables and fruits—you will get very few calories but lots of vitamins, fiber, and minerals, such as potassium.
- Avoid “diet-busting” foods, such as fatty meats, fried foods, full-fat dairy foods (mac & cheese, pizza, cream sauces, etc.), white bread or rolls, white rice, and pasta made with white flour.
- Go very easy on the trimmings—cranberry sauce, gravies, candied yams, butter, nuts, whipped cream, dairy coffee creamer.
- Stay away from “empty calories” found in chips, creamy dips, cookies, soda, coffee drinks, juices, and plain and mixed alcoholic drinks. These foods and drinks contain substantial calories but not many nutrients.
- Reach for the lower fat proteins, i.e., shrimp, skinless poultry, fish, pork tenderloin, and lean lamb, over higher fat meats such as prime cut beef and pork chops.
- Can’t resist the holiday dessert table? Treat yourself, but keep your portion as small as possible.
- Lastly, wear snug clothes to keep from overeating.

Food Safety—Tips for Preventing Food Poisoning

- Carefully wash hands with warm water and soap for 20 seconds before and after handling any food.
- Rinse fruits and vegetables thoroughly under cool running water; use a brush to remove any surface dirt.
- Clean dishes and utensils that have had any contact with raw meat, poultry, fish, or eggs.
- Don’t rinse raw meat and poultry before cooking. Bacteria from raw poultry can contaminate anything that it touches and washing may splash bacteria onto your cooking worktop, sink, utensils, and other foods. Since proper cooking will kill any bacteria, consult your cookbook or Foodsafety.gov for minimum internal temperatures. Generally, cook beef to at least 160°F, poultry to at least 165°F, and fish to at least 145°F.
- DO NOT place cooked meat or fish back onto the same plate or container that held the raw meat, unless the container has been completely washed.
- Refrigerate any perishable food or leftovers within 2 hours. Keep the refrigerator set at about 40°F and your freezer at or below 0°F. DO NOT eat meat, poultry, or fish that has been refrigerated uncooked for longer than 1 to 2 days.
- Cook frozen foods for the full time recommended on the package.
- DO NOT use outdated foods, packaged food with a broken seal, or cans that are bulging or have a dent.
- DO NOT use foods that have an unusual odor or a spoiled taste.

Additional Resources Can Be Found by Clicking on the Following Links: [Food poisoning—Causes, Symptoms, and Treatment](#); [Top Ten Holiday Diet Tips, WebMD](#); [4 Ways to Stay Slim for the Holidays – Men’s Health](#); [Nutrition Tips to Survive the Holiday Season - Women's Health](#).

**SIGN-UP FOR CLASSIFIED GROWTH
AND DEVELOPMENT CYCLE PILOT**

An article in last week's *Update* featured the Classified Growth & Development Program and offered Unit J members an opportunity to participate in the pilot evaluation. The link to the sign-up sheet was not working and we are therefore providing updated information for those who would like to participate. Participants must take and complete a minimum of five (5) hours of courses (based upon posted expected duration) in at least two (2) areas corresponding to the content area being focused on within the CGDC by January 30, 2016. To access the form, please click here: [CGDC](#). For more information, you may contact **Heidi Hrowal**, Program & Policy Development Advisor, at heidi.hrowal@lausd.net.

**NEW YEAR'S RESOLUTION FOR ADMINISTRATORS:
TAKE CARE OF YOURSELVES**

ALA thanks Pia Escudero, School Mental Health Director, for submitting this article.

As an administrator for LAUSD, it is your ethical responsibility to prioritize your own self-care as you are an essential member of your school team and the District. Your wellbeing and health are imperative for you to be your best personally and professionally. Yet, the challenges and array of responsibilities that we administrators must tend to daily make this task one of the most difficult challenges we face. The Psychological First Aid Model, developed by our own LAUSD team and partners across the nation, has been adapted with you in the forefront as a guide for self-care for administrators.

As we begin a new year, I wish for you the following:

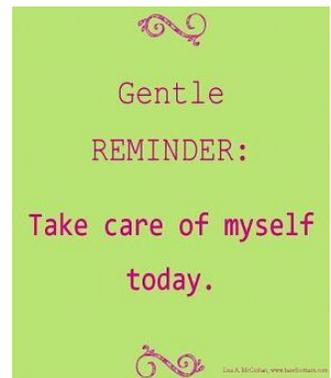
Listen—May you listen deeply to your body, mind, and spiritual needs and seek personal stress antidotes; find those activities that bring you passion, love, relationships, and joy. You may consider disconnecting from media or stressful situations in order to protect yourself and take a sensory holiday; allowing mind, body and spirit to rest.

Protect—May you protect yourself by getting enough sleep, eating well, exercising your body, mind, and soul. Utilize defusing techniques to create an environment that buffers your sense of calm and wellbeing.

Connect—Maintain regular, supportive contact within your personal circle of family or friends. Frequently in our work we learn how precious life is; there is a cost to caring if we isolate ourselves without fortifying our personal sources of strength.

Model—As you refill your inner source of wellbeing, your loved ones, staff, students, and school stakeholders will benefit.

Teach—We teach by example. As we ask our students and families to practice self-care, we must begin with ourselves.



EVERY STUDENT SUCCEEDS ACT

On December 10, 2015, President **Barack Obama** signed the latest revision of the five-decade-old Elementary and Secondary Education Act (ESEA). The Every Student Succeeds Act (ESSA) replaces No Child Left Behind (NCLB), the previous iteration of ESEA, after more than 12 years. The bill, which does not go into effect until the 2017-18 school year, was sponsored by Senators **Lamar Alexander** (R-Tenn.) and **Patty Murray** (D-Wash.) and Representatives **John Kline** (R-Minn.) and **Bobby Scott** (D-Va.). It received overwhelming support in both the House and Senate and gives states more control over accountability, teacher evaluation, school turnarounds, standards, and more. In signing the legislation, President Obama said that NCLB *often fell short and led to too much time spent on testing*, while ESSA focuses on putting students on track for college and career. However, what is notable is the lack of use of the term *college and career ready*, which was key in the **Arne Duncan** era. The bill appears to take a more holistic approach to student learning, without the concentration on assessment results.

The new law still requires states and districts to help struggling schools and subgroups (EL, special education, low-income) of students, establish high expectations for all children, and mandates testing in reading and math for students in grades 3 through 8 and once in high school. However, it allows greater discretion for states to set goals, establish accountability, and determine intervention methods without requiring approval from the U.S. Department of Education. School climate, teacher engagement, and access to advanced coursework are now included with assessment results when gauging accountability. Districts must use evidence-based interventions in the bottom 5 percent of schools and where fewer than two-thirds of the students graduate and identify these schools at least once every three years. States must monitor these efforts, and if a school does not improve, a state could take it over, fire the principal, or turn it into a charter. Public school choice is still an option.

Other highlights include:

- The School Improvement Grant has been eliminated but ESSA provides the same resources to turn schools around under Title I, which is projected to be increased by \$500 million. Up to 7 percent of Title I funds can be used for school turnarounds; an improvement from the current 4 percent.
- Subgroups of students have to be measured separately which will have a statistical impact on waivers that previously allowed them to be combined.
- The federal government will play no role in teacher evaluation and the accountability mandate of adequate yearly progress (AYP) has been eliminated.
- The U.S. Secretary of Education's authority has been curtailed by what is being called *a laundry list of prohibitions* regarding setting standards, measuring teacher performance, and more.
- States still have to submit accountability plans to the Department of Education, beginning in 2017-18; however names of the reviewers would have to be made public and states can get a hearing if their plan is rejected.
- There is no expectation that all students reach proficiency as in NCLB and no predetermined set of goals. States can select their own goals for addressing proficiency on assessments, English language proficiency, and graduation rates.

ESSA (Cont.)

- Four indicators must be included in accountability systems for elementary and middle schools: three academic (state tests, English-language proficiency, plus one other academic factor broken out by subgroup); and one additional, such as, student engagement, access to and completion of advanced coursework, postsecondary readiness, or school climate.
- High schools will have the same indicators, but graduation rate and test participation also become factors.
- States have to adopt *challenging* academic standards but not necessarily the Common Core State Standards. In fact, the new law specifically prohibits the U.S. Department of Education from providing any incentive supporting a specific set of standards.
- Funding is provided for physical education, Advanced Placement courses, school counseling, education technology, and activities to help students become well-rounded (art and music) and keep them safe and healthy. Specific funding is designated for integrating arts into STEM in a \$20 million grant program for arts education.
- Title I funds will not follow the child and Title I schools will have to report chronic absenteeism broken down by subgroup. Title II funds can be used for professional development in chronic absence reduction strategies. In California, chronic absenteeism is defined as missing ten percent of the school year (17-18 days), while the ESSA is based on missing 15 days, indicating a potential issue for the state.
- The NCLB *highly qualified teacher* is no longer a requirement.

Since the bill will not be implemented until 2017-18, 2016-17 will be a big transition year with major implications due to the election of a new president.

ACADEMIC DECATHLON NEEDS VOLUNTEERS

The Los Angeles Unified School District's 2016 Academic Decathlon competition will be held at Roybal Learning Center, 1200 Colton Street, Los Angeles 90026, on January 30 and February 6, 2016. We are asking that AALA members, both active and alumni, assist with this outstanding academic competition that has produced many state and national champions. Your help is needed on one, two, or all of the following dates: Saturday, January 30, 7:30 a.m. – 2:30 p.m., for speech, interview, and essay competitions at Roybal; Wednesday, February 3, 2016, from 7:30 a.m. – 3:00 p.m., at the Beaudry Building, to read essays; and on Saturday, February 6, 7:30 a.m. – 2:30 p.m., for test proctoring and from 4:00 p.m. – 6:00 p.m. for the Super Quiz at Roybal LC.

A volunteer application and additional information are available at www.acadecala.net. For questions, please contact **Cliff Ker** at 213.241.3503 or cliff.ker@lausd.net.

Update will not be published again until next year. The first issue will be dated the week of January 11, 2016. All of us in the AALA office wish you a restful and enjoyable winter break and a new year filled with love, peace, and happiness!

Associated Administrators of Los Angeles

MAKE AN END-OF-YEAR DONATION TO FRIENDS OF AALA



We hope that Friends of AALA is on your gift list during this season of giving. By now, all active and alumni members have received letters requesting support for AALA's scholarship program. We count on the generous donations we receive from our members and our members' friends to financially support 25 LAUSD scholars annually with \$2,000 awards. As the year comes to an end, please include Friends of AALA on your list of charitable contributions. Remember, all donations are tax deductible to the fullest extent allowed by law. Should you have any questions regarding making a donation to Friends of AALA, please call **Cathy Vacca** in the AALA office, 213.484.2226, or email her at cvacca@aala.us.

IN MEMORIAM

NORMAN BERNSTEIN—Former principal at Burton and Ranchito elementary schools and assistant principal at Alexandria, Norwood, and Vermont elementary schools. Norman retired from the District on July 1, 2002, and passed away on December 15, 2015. Services will be held on Sunday, December 20, 2015, at 11:30 a.m., at Mt. Sinai Hollywood Hills, 5950 Forest Lawn Drive, Los Angeles 90068. In lieu of flowers, the family requests that donations be made to the Step Into Literacy Program (Interact Group) at Pacifica High School, 600 E. Gonzales Road, Oxnard, CA 93036.

DAVID LEGACKI—A celebration of Dave's life will be held on Saturday, January 16, 2016, from 12:00 p.m. – 3:00 p.m. at Ports O'Call Restaurant, 1200 Nagoya Way, San Pedro.

CALENDAR

EVENT	DATE	CONTACT
First Semester Ends	December 18, 2015	
Winter Recess	December 21, 2015 – January 8, 2016	
JANUARY IS NATIONAL BLOOD DONOR AND SLAVERY AND HUMAN TRAFFICKING PREVENTION MONTH		
NEW YEAR'S DAY	January 1, 2016	
Deadline to Apply for Technology Grant	January 8, 2016	http://achieve.lausd.net/edtechgrant
Second Semester Begins	January 11, 2016	
AALA Executive Board Meeting	January 11, 2016 4:30 p.m.	Gema Pivaral, 213.484.2226
AALA Community Awards Nomination Form Available	January 11, 2016	www.aala.us
CalSTRS Pre-Retirement Workshop at Hazeltine ES, Auditorium	January 14, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
ASPO Meeting at East Los Angeles Skills Center	January 15, 2016 8:00 a.m.	Dr. Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
Martin Luther King, Jr. Birthday Observed	January 18, 2016	
OEECA Meeting at Beethoven EEC	January 21, 2016 9:00 a.m. – 11:30 a.m.	Obioma Uche , oiu9972@lausd.net
ACSA Representative Council Meeting at Maggiano's	January 21, 2016 5:30 p.m.	Barbara Friedrich , bfriedri@lausd.net
Supervisory Coffee Klatch at Beaudry, Level A Cafeteria	January 25, 2016 7:00 a.m. – 8:00 a.m.	Dr. Victor Gonzalez , victor.gonzalez@lausd.net
COBA Meeting at Crenshaw High School	January 27, 2016 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
APSCO Meeting at Northridge Middle School	January 28, 2016 8:00 a.m. – 11:00 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.net
Academic Decathlon at Roybal LC	January 30, 2016 8:00 a.m.	Cliff Ker , 213.241.3503
On the Road to SBAC Success — AAPA Professional Development at Gratts Learning Academy	January 30, 2016 8:00 a.m. – 12:0 p.m.	Elaine Kinoshita , 213.241.8700 or elaine.kinoshita@lausd.net



Associated Administrators of Los Angeles

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, NON-SCHOOL-BASED

RESEARCH AND RESOLUTION SPECIALIST

Due Process Department, Division of Special Education, MST 38G, Temporary Adviser, A Basis, 2 positions. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Diana Massaria**, Administrative Coordinator, at 213.241.6701. Application deadline is 5:00 p.m., Monday, January 11, 2016.

CLASSIFIED

HUMAN RESOURCES ADMINISTRATOR II

Facilities Services Division, \$103,600 - \$128,300, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Monday, January 11, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 41G, B Basis	Cleveland Charter HS, Local District Northwest	Dr. Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Friday December 18, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Sepulveda MS, Local District Northwest	Dr. Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Friday December 18, 2015
<i>COORDINATOR, STUDENT SAFETY INVESTIGATION</i> MST 43G, A Basis	Student Safety Investigation Team, Office of the General Counsel	Veronica Armas , 213.241.7073 or veronica.armas@lausd.net	5:00 p.m. Monday January 4, 2016
<i>SPECIALIST, TALENT ACQUISITION</i> MST 37G, A Basis	Certificated Recruitment, Selection, and Credential Services, Human Resources Division	Lydia Acosta Stephens , Director, 213.241.5300	5:00 p.m. Monday January 4, 2016

Associated Administrators of Los Angeles

CERTIFICATED POSITION	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 41G, B Basis</i>	Fremont HS, Local District South	Linda Kay , Director, 310.354.3400	5:00 p.m. Friday January 8, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>CHIEF RISK OFFICER \$151,317 - \$187,464, 12-month position</i>	Risk Management and Insurance Services Division	Please click HERE	Friday December 18, 2015
<i>SUPERVISING CIVIL ENGINEER \$93,500 - \$116,000, 12-month position</i>	Architectural & Engineering Services, Facilities Services Division	Please click HERE	<u>EXTENDED</u> Wednesday December 30, 2015