

UPDATE

www.aala.us

Week of January 18, 2016

LAUSD HERE I COME—RIGHT BACK WHERE I STARTED FROM!

AALA congratulates **Michelle King**, the newly selected Superintendent of the Los Angeles Unified School District, the second largest District in the country. As importantly, AALA commemorates the historical and remarkable achievement of her being only the second female Superintendent in the District's history, and the first African American woman to hold the post.

AALA is pleased to report most, if not all, of the criteria that appeared in the October 5, 2015, *Update* are embodied by Ms. King's career and accomplishments:

- ✓ Understands the District's highly political climate
- ✓ A valid CA teaching credential
- ✓ A valid CA administrative credential
- ✓ A doctorate from a sanctioned university (In progress)
- ✓ Behavioral Dimensions: Extra-Organizational Sensitivity; Judgment; Leadership and Influence; Instructional Leadership; Initiative and Innovativeness; Planning and Organizing
- ✓ LAUSD School Leadership Framework 2015-16: Leadership and Professional Growth, Change Management, Instruction, Culture of Learning and Positive Behavior, Family and Community Engagement, Systems and Operations

AALA looks forward to continued dialogues and problem-solving sessions with Superintendent King, and how the queries below will be incorporated into the Superintendent's work plan for the first 100 days, and the related initiatives and activities for the District:

- ✓ How will you ensure District enrollment continues growing while countering attacks by billionaires and special interest groups on public education and LAUSD?
- ✓ How do you plan to identify, strengthen, and replicate effective programs and approaches the District currently practices?
- ✓ How will you guarantee funding for lifetime health benefits for current and future retirees?
- ✓ How will you communicate your mission, vision, values, beliefs, and assumptions to administrators at every level of the organization?
- ✓ How will you make your decision-making public and transparent to pass the factual and logical tests while considering available organizational resources?
- ✓ How will you create a culture of fairness and equity that is transparent to employees, students, and parents?
- ✓ How will you demonstrate your commitment to advancing equity, social justice, and school improvement?
- ✓ How will you ensure that promotional procedures are both fair and transparent?
- ✓ How will you ensure that school sites receive the much needed personnel resources to support their instructional and safety programs?

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LAUSD HERE I COME (Cont.)

It is important to note that AALA sees **Ms. King's** appointment as an auspicious opportunity to garner increased support for one of the hardest working segments of the District, the middle manager. Ms. King, as Chief Deputy Superintendent, was instrumental in carrying AALA's message to Emeritus Superintendent **Cortines** regarding the exorbitant number of meetings and the lack of a service-oriented and supportive culture and climate for classified and certificated middle managers. As a result, a moratorium on meetings occurred and a stern reminder of how offices at every level of the organization exist to support middle managers. Author Jim Collins has said that "good is the enemy of great" – and in the context of public schools, that means that being good can lead to a culture of "being good enough." This culture does not serve our students best. AALA shares Superintendent King's and the Board's vision of making the Los Angeles Unified School District the best in the nation. AALA's sleeves are rolled-up and ready to work with the entire school community to make LAUSD not merely good, but indeed great.

NEW LAWS AFFECTING EDUCATION

There are 807 new laws that became effective in 2016. Several have implications for education and educators. Here are some highlights from the *Los Angeles Times*:

- Parents cannot waive the school district's immunization guidelines for personal beliefs.
- The state minimum wage is \$10 per hour.
- The California High School Exit Exam has been suspended for three years, pending the development of an alternative. Also, students who did not pass the exam, but met all other graduation requirements, can now receive a diploma.
- Schools must provide places for students to breast-feed or pump breast milk.
- High school health courses must include lessons on preventing sexual violence.
- Students are now required to take sexual health classes, unless parents object, and the classes must be inclusive of different sexual orientations.
- Future history textbooks must include a section on the 1930s deportation of U.S. citizens of Mexican descent.
- Community colleges may suspend or expel students accused of sexual assault that occurs off-campus.
- Schools cannot build a new marquee, sign, or other fixtures bearing the team name *Redskins*, and by 2017, all must eliminate the use of the word for mascots and team names on uniforms and in yearbooks.
- The California Interscholastic Federation is required to classify competition cheer as an official interscholastic sport.
- People with permits to carry concealed weapons are not allowed on college campuses (closes a loophole in previous law).

BECOMING AN AUTONOMOUS SCHOOL

The Local Options Oversight Committee (LOOC) can help you break free and become an autonomous school. Attend two workshops during the school year which are open to all principals, chapter chairs, other teachers, and any interested classified staff and parents from your school. Please click [HERE](#) for the workshop dates and vital information. Registration is on the LOOC webpage at <http://achieve.lausd.net/looc@lausd.net>. For questions call LOOC at 213.241.8700 or email looc@lausd.net.

ESBMM/LIS DAY OF 2016

ESBMM/LIS Day on January 23, 2016

The Local Options Oversight Committee (LOOC) is excited to announce the details of our first ESBMM/LIS Day of 2016. As requested by all the schools, we will be offering collaborative sessions on:

- Scheduling
- Increasing Engagement
- Compliance
- New Self-Review Process

The day has been designed for autonomous schools to collaborate and share autonomous school approaches and practices. Teachers and administrators will be paid \$25 an hour for attending. Each school has been allotted 2 seats per school, however if more people would like to attend, contact LOOC at 213.241.8700 or email looc@lausd.net for available spaces.

The ESBMM/LIS day will take place:

Date: Saturday, January 23, 2016

Place: Multipurpose Room of the Sotomayor Complex
2050 N. San Fernando Rd., LA, CA 90065

Time: 8:00 a.m. to 12:00 noon

Refreshments and networking begin at 7:30 a.m.

GOVERNOR'S PROPOSED BUDGET BRINGS GOOD NEWS

Governor Jerry Brown released his 2016-17 budget proposal last week and it brought kudos from educators throughout the state. Public K-12 schools and community colleges will receive an additional \$5.4 billion, with per-pupil spending increasing by \$368 to \$10,591; with added revenues, the amount for each student rises to \$14,500. This reflects an increase of 30% in funding since the peak of the recession. The budget came with a warning. The Governor cautioned that the state's revenues may fall, because, "...everything that goes up, comes down."

The proposed budget provides \$71.6 billion for public K-12 schools and community colleges, an increase of \$2.4 billion from this year. The Local Control Funding Formula (LCFF) received 95 percent of full funding. Programs outside of LCFF — special education, child nutrition, foster youth, preschool, and American Indian Education Centers also received increases. An early learning block grant is included in the proposal, with its use left up to local school officials. Charter schools received an increase of \$61 million, plus \$20 million more for new charters.

Governor Brown appears opposed to the Public Education Facilities Bond Initiative (on the ballot in November), a \$9 billion school facilities bond measure that will cover repairs, remodels, and expansions for K-12 schools and community colleges. He said that it is *overly complex* and *costly*.

As is typical in politics, members of both parties found the Governor's proposed budget promising and lacking. Much negotiation will take place before the final budget is produced in May.

HEALTH BENEFITS FAQ— THE LONG-TERM EFFECTS OF JOGGING

How fast a pace is considered jogging?

Many experts say that jogging involves a pace less than 6 miles per hour. A recent large-scale study defined “average” jogging at less than 5 miles per hour, or a 12-minute mile. Other definitions use heart rate at 50 to 80% of one’s maximum heart rate, calculated at subtracting your age from 220. More strenuous jogging would be considered “running.”

Does jogging lead to osteoarthritis with implications for knee replacement?

There’s a common belief that long-term jogging increases arthritis risk, even though exercise experts have claimed the opposite. Recent research on the impact of physical activity on the knee joint, found that weight-bearing physical activities, such as jogging, do not compromise joint health. You may have a genetic predisposition for osteoarthritis, or have other contributing factors such as prior knee injury, being overweight, having physical issues not conducive to running, but slow-paced jogging is not only safe, but beneficial to one’s health.

What has research shown about jogging?

Two major studies provide the most recent findings:

Copenhagen City Heart Rate Study (2015)

- One to 2.4 hours per week of jogging at a slow or average pace is associated with the lowest death rate.
- Both not jogging and too strenuous running are linked to higher rates of death.

Stanford Study (2008)

- Regular, long-term running slows the effects of aging. Study followed 538 runners over age 50 for 20 years.
- Onset of disability occurred 16 years later for runners than nonrunners.
- Runners do not have greater rates of osteoarthritis; they don’t require more total knee replacements than nonrunners.
- Running slows cardiovascular deaths and is associated with fewer early deaths from cancer, neurological disease, infections, and other causes.

What are some guidelines I can follow to start a slow-paced jogging routine?

- Consult your doctor before starting. Jogging may aggravate physical issues, such as prior knee or foot injuries or a heart condition.
- Purchase good shoes. Work with a shoe specialist to help select shoes with the right arch support and cushioning to match your stride.
- Begin gradually by walking and then adding short jogging spurts. Several websites offer programs that gently move you into jogging. These sites include: [How to Start Jogging](#), [How to Start Running](#), and [10 Tips for Beginning Runners](#).
- Start out by warming up and stretching. End by cooling down and stretching.
- Learn and use proper running form and technique: [10 Tips for Proper Running Form](#), [Proper Running and Jogging Techniques](#), and [How to run correctly](#).
- Take precautions to avoid injury. Avoid running on uneven or sloped surfaces. Stop jogging if you experience pain. Ice and rest the area for two to three days before trying to jog again. See your doctor if pain persists. Remember, you don’t need to jog strenuously to maximize jogging’s health benefits.

Associated Administrators of Los Angeles

AALA SCHOLARSHIP APPLICATIONS AVAILABLE

The 2016 AALA Scholarship Application has been emailed to school-site administrators at all comprehensive high schools, options schools, and community adult schools. Also, the application is posted on the AALA website, www.aala.us, under the *Friends of AALA* tab. We encourage administrators to spread the word among their students about this excellent scholarship opportunity and encourage them to apply. There will be twenty-five (25) scholarships awarded this year. The due date for completed applications with accompanying documents is **Friday, February 26, 2016**.

All eligible students are encouraged to apply for the AALA scholarship awards. A selection committee will review the applications received, and the selected recipients will be notified in March, and honored at the Scholarship and Community Awards Banquet on Wednesday, May 18, 2016, at the Millennium Biltmore Hotel. Should you have any questions regarding the scholarship program, please contact **Gema Pivaral**, at 213.484.2226 or gpivaral@aala.us.

AALA COMMUNITY VOLUNTEER AWARDS

It is time to nominate those wonderful individuals and groups who dedicate their time and effort to enrich the educational experiences of our students and school communities for an AALA Community Volunteer Award. Help us recognize these deserving individuals and groups by nominating them for an award. It is easy to do. Just log on to the AALA website at www.aala.us, click on Community Volunteer Nomination, complete the one-page form, and submit it for consideration. If you prefer, the form can be downloaded, completed, and mailed (1910 W. Sunset Blvd., Suite 850, Los Angeles 90026) or faxed (213.484.0201) to AALA. Deadline for receipt of all nomination forms is **Friday, February 26, 2016**. A nominee cannot be an employee of LAUSD.

A selection committee will review all applications received and identify the 2016 honorees. The awards will be presented at the AALA Scholarship and Community Awards Banquet on Wednesday, May 18, 2016, at the Millennium Biltmore Hotel. The recipients will be the guests of AALA at the banquet. Should you have any questions regarding the Community Volunteer Award, please contact **Gema Pivaral** at 213.484.2226 or gpivaral@aala.us

SUPPORT FRIENDS OF AALA ON AMAZON!!

You can support your favorite charity through AmazonSmile, a special Amazon program that donates 0.5% of eligible purchases. On your first visit to AmazonSmile (<https://smile.amazon.com>), you will be asked to select a charitable organization. AALA urges its members and friends to designate *Friends of AALA* for scholarships to LAUSD students. Last year AALA awarded 26 scholarships of \$2,000 each. Bookmark [AmazonSmile](#) and go there every time you make an Amazon purchase.

IN MEMORIAM

JONATHAN GEST—Former Environmental Specialist and AP,EIS of Richland and Westminster avenue schools. Jonathan retired from the District on December 5, 2005, and passed away on January 7, 2016.

SERVING ENGLISH LEARNERS

ALA thanks **Hilda Maldonado**, Executive Director, Multilingual & Multicultural Education Department, for providing this article.

"Serving English Learners, who make up nearly one-quarter of our public school students, is one of my top priorities. We are eager to carry out the terms of this settlement, including adding staff and providing additional guidance to districts, so together we can make sure English Learners get the support they deserve." –**Tom Torlakson**, California Department of Education.

As part of the settlement of a lawsuit involving English Learners, *D.J., et al. v. State of California, et al.*, the State Superintendent of Public Instruction recently described several steps the California Department of Education will take to ensure all English Learners receive instruction. These include:

- Sending additional reminders to local educational agencies of their legal obligation to provide English Learners with appropriate language instruction.
- Modifying the California Longitudinal Pupil Achievement Data System (CALPADS) to make it easier to determine whether a course provides English Learners instructional services.
- Modifying the way CDE monitors English Learner programs.

What does this mean for LAUSD, the district with the largest enrolling English Learner population in the nation?

During the LAUSD Board of Education meeting on August 26, 2014, Guadalupe, a 9th grade student from Banning HS, reported that while she was initially disappointed at not being able to have an elective due to the additional ELD class requirement, she was grateful for the support of the EL Coordinator, the Title III coach, teachers and her parents. The support she received from her school and family helped her gain proficiency in English and finally reclassify. English Learners who reclassify outperform all other subgroups in state and district assessments. These reclassified students have been served and supported properly by caring staff who ensure that they receive the additional instructional services they need to acquire and become proficient in English.

The modification the CDE has made in CALPADS provides an opportunity to demonstrate the instructional supports provided in LAUSD to English Learners like Guadalupe. We can no longer simply rely on the teacher credentials or authorizations, nor make a blanket report that all courses provide English Learner services. The class/course coding that will be entered in MiSiS enables our district to comply with the state's settlement and ultimately ensures that CALPADS reports properly represent our district's commitment to English Learners. We are grateful to the MiSiS team for programming the new requirements over the winter break. Principals will now be required to certify the class/course English Learner services being delivered by teachers in class/course sections. While this may create an initial burden on staff, in time the scheduling and coding will become part of the routine services provided to our English Learners. Central Office and local district counseling and English Learner staff will be deployed to support principals during the month of January to ensure we meet the CALPADS reporting due date.

The deadline for the Fall submission is January 31, 2016, and for Spring February 29, 2016. For questions and information, please contact the following staff:

Hilda Maldonado hilda.maldonado@lausd.net - English Learner Services
Jesus Angulo jangulo@lausd.net - Counseling Services

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SERVING ENGLISH LEARNERS (Cont.)

Local District	Counseling Coordinator	English Learner Coordinator
Central	Carmela Bravo cbravo@lausd.net	Tara Jacob tara.jacob@lausd.net
East	Rosanna Carosa rcarosa@lausd.net	Claudia Ramirez cxr8689@lausd.net
Northeast	Shelley Loftus sloftus@lausd.net	Alicia Bernal alicia.bernal@lausd.net
Northwest	Pia Damonte pxd1774@lausd.net	Terri Bourg terri.bourg@lausd.net
South	Becky Fitzpatrick rfitz1@lausd.net	Helen Choi hhc7910@lausd.net
West	Cori King cgw0973@lausd.net	Lester Malta lester.malta@lausd.net

Local District	English Learner Compliance Coordinator	Email Address	Telephone Number
Central	Yadhira Hernandez	yadhira.hernandez@lausd.net	213.241.8671
East	Maritza Maldonado	mxm4242@lausd.net	323.224.3168
Northeast	Sandra Escartin	sandra.escartin@lausd.net	818.252.5452
Northwest	Debra Hirsch	dwh0211@lausd.net	818.654.3700
South	Marcos Navas	marcos.navas@lausd.net	310.354.3505
West	Rafael Escamilla	rafael.escamilla@lausd.net	310.914.2127

AALA UNIT J JOB STEWARD - 2016 ELECTIONS

Unit J members who are regular, active AALA members will be electing Job Stewards in the upcoming AALA elections, scheduled for February 19 - 25, 2016. The Unit J Job Stewards represent Unit J members in adherence to the contract and due process procedures. They help keep members informed, interface with members and their supervisors, maintain workplace harmony, and ensure that member voices are heard and represented. Job Stewards are not compensated and must fulfill their responsibilities outside of their working hours (before and after work, during breaks, and/or during lunch).

Five stewards will be elected to fulfill the following responsibilities:

- Communicate with and disseminate AALA policy and information to active Unit J AALA Members, outside of duty hours.
- Coordinate union meetings at the work site, outside of duty hours.
- Monitor and enforce the provisions of the Unit J Contract.
- Recruit members.
- Represent members at predisciplinary meetings, when requested.
- Identify potential grievances and represent members, upon request, at initial grievance meetings with the immediate supervisor.
- Post Unit J information on a designated space on a bulletin board.

Unit J members who are interested in serving as a Job Steward should fill out and return the Job Steward Self-Nomination form, (click [HERE](#) for form). As stated, five Job Stewards are to be elected, and the Job Steward receiving the highest amount of votes will be the Lead Steward.

Nominations must be received by Tuesday, February 2, 2016.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
JANUARY IS NATIONAL BLOOD DONOR AND SLAVERY AND HUMAN TRAFFICKING PREVENTION MONTH		
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
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
Supervisory Koffee Klatch at Beaudry, Level A Cafeteria	February 2, 2016 7:00 a.m. – 8:00 a.m.	Dr. Victor Gonzalez , victor.gonzalez@lausd.net
SEPO Meeting at Beaudry Building	February 3, 2016 1:30 p.m. – 4:30 p.m.	Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
SHSPO, MSPO, SHSOPO and SEPO Meetings at Pickwick Gardens and Beaudry Building (Required)	February 3, 2016 7:30 a.m. – 12:00 p.m.	Eric Davidson , 310.914.3500 or eric.davidson@lausd.net ; Dr. Deborah Wiltz , 818.394.4300 or dwiltz@lausd.net ; Victorio Gutierrez , 323.292.0331; or vgutie1@lausd.net ; Christina Cisneros , 213.749.8310 or cmc0506@lausd.net ;
Linked Learning Principal Pathway PLC Meeting at Pickwick Gardens	February 3, 2016 12:00 p.m. – 3:30 p.m.	Dr. Marguerite Williams , marguerite.williams@lausd.net
CalSTRS Pre-Retirement Workshop at Caroldale Avenue ES, Auditorium	February 4, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
AALA Representative Assembly Meeting	February 4, 2016 4:30 p.m.	Gema Pivaral , 213.484.2226
EAPO Meeting at Pickwick Gardens	February 5, 2016 7:30 a.m.	Dr. Sylvester Harris , 213.484.0326 or sylvester.harris@lausd.net
Academic Decathlon at Roybal LC	February 6, 2016 8:00 a.m.	Cliff Ker , 213.241.3503
Resume Building and Interview Preparation , AAPA Professional Development at Lockwood Elementary School.	February 6, 2016 8:00 a.m. – 12:00 p.m.	Elaine Kinoshita , 213.241.8700 or elaine.kinoshita@lausd.net

Associated Administrators of Los Angeles

FREE PROFESSIONAL DEVELOPMENT PROGRAMS AT THE MUSEUM OF TOLERANCE

Free Professional Development Programs are being offered for all pre-K – 12 educators at the Museum of Tolerance in either 1 or 2 day formats. Individuals may register for the special open enrollment institutes or groups of 30 or more may register for a customized program. To view the flyer, please click [HERE](#), and to register, go to www.museumoftolerance.com/FreePD.



California State University, Los Angeles
Educational Administration Program (MA/Tier 1 ASC)

Call for more info at 323-343-4330

Announcing our newest Educational Administration Program in the Charter College of Education at **California State University, Los Angeles**... Upon successful completion of the program, a candidate receives a *Master of Arts Degree in Educational Administration and the California Preliminary Administrative Services Credential*. What a great deal! Get **BOTH** the **MA degree** and the **Credential** all at once! We would love to have your recommendation of prospective administrators with great potential! For more information, please visit our program website at www.calstatela.edu/academic/edad.

Attend any of the three [information meetings](#) for Fall 2016 Semester:

- ❖ 1/13/2016 (Wed), 4:30 p.m. in King Hall D2076A at CSULA
- ❖ 1/20/2016 (Wed), 4:30 p.m. in Phil Saldivar Room, LAUSD-East (2151 N. Soto St., LA 90032)
- ❖ 1/27/2016 (Wed), 4:30 p.m. in Board Rm., Pasadena USD (351 S. Hudson Av., Pasadena 91109)

Here are some comments from our recent graduates:

- ❖ This program was the most insightful, yet the most realistically planned for educators who want to go above and beyond in an attempt to reach educational goals like this master's degree.
- ❖ Thank you for an overall excellent experience! I looked at three other programs before deciding on this program, and I have no regrets about selecting it. The experience has been truly valuable.
- ❖ I plan to continue networking and building strong professional relationships with many of my colleagues from the cohort. The support I received and continue to receive is invaluable.

NEW POSITIONS AVAILABLE - NONE THIS WEEK

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.



Associated Administrators of Los Angeles

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Millikan Affiliated Charter School, Local District Northeast	Dr. Timothy Lino, Director, 818.252.5400	5:00 p.m. Friday January 15, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Harry Bridges Span School, Local District South	Gina Ellis, Director, 310.354.3400	5:00 p.m. Thursday January 21, 2016
<i>COORDINATOR, TITLE 1</i>	Local District West, Federal and State Education Programs	Karen Ryback, Executive Director, 213.241.6990	EXTENDED Friday January 22, 2016
CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>SENIOR BUILDING PROJECT ESTIMATOR \$79,500 - \$99,200, 12-month position</i>	Cost Estimating Unit, Facilities Services Division	http://www.lausdjobs.org	Tuesday January 19, 2016