

UPDATE

www.aala.us

Week of March 21, 2016

COHERENCE IS IN VOGUE

Reading circles are afoot at the senior leadership level, amongst board members, and thankfully, middle managers at headquarters these days. The belle of the reading ball is **Michael Fullan's** and **Joanne Quinn's** book entitled *Coherence: The Right Drivers in Action for Schools, Districts, and Systems*. AALA has long encouraged central office to organize for effort and make the work *coherent* for our middle managers. The authors' Coherence Framework calls for:

- ✓ **Focusing Directions:**
This approach operationalizes the collaboration, deep learning, and accountable actions that are continuously shaped and reshaped by these interactive forces.
- ✓ **Cultivating Collaborative Cultures:**
Unstructured collaboration as an end to itself is a waste of time. Groups are powerful; however, without direction or purpose, they can be powerfully wrong. Therefore, there is the need for discipline and specificity of collective deliberation—careful and precise work—that builds on and acknowledges social and human capital. This approach improves coherence.
- ✓ **Deepening learning:**
Addresses the issue of pedagogy and technology. Technology has often been seen as the solution, and yet, to date, has failed to have significant impact. Pedagogy should be the driver with technology as an accelerator. The challenge is to manage the need for continuous improvement of foundational skills, while identifying and supporting innovation to foster new learning outcomes.
- ✓ **Securing Accountability:**
This is the proper symmetry between internal and external accountability, and how the system develops the capacity to be effective. The internal response within the group or system, and how it engages system priorities and performance are important determinants.

It is important to note that these four components must gel. This framework in action makes the whole greater than the sum of its parts. Therefore, it behooves AALA members to become very familiar with the book and the framework. At the end of the day, the middle manager will be held accountable for implementing the District's missives. For this to happen effectively, meetings at every level of the organization must foster genuine collaboration and deep learning and shift away from "sit-and-get" pontifications. The social capital of middle managers must be acknowledged and respected to deliberately foster collaborative cultures between them, the central office, and local districts. Many AALA members are working in the shadows and going rogue with effective pedagogical and technological approaches that are yielding positive student outcomes. However, they are quiet about their amazing and effective work because it is counter to the lockstep, cookie-cutter approach the

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COHERENCE (Cont.)

District has often espoused in the past. Middle managers are ready to share and help shape system priorities and performance metrics. The time is now for coherence. Stay tuned to learn more about the wrong and right drivers, what they look like in action, and what coherence is and is not.

PRINCIPALS, ASSISTANT PRINCIPALS, AND OTHER MANDATED REPORTERS—ANNUAL FORM 700 IS DUE BY APRIL 1!

ALA thanks *Darlene Vargas*, Ethics Advisor, for providing this information.

Once again, the annual April 1 deadline for the state-mandated *Form 700 Statement of Economic Interests* (SEI) filing is fast approaching. This year, April 1 falls on the Friday following the end of spring break. Form 700s submitted by school or U.S. mail before leaving for spring break or upon returning (March 29) will arrive at the Ethics Office by the April 1 deadline. We ask principals for assistance in reminding other school-site filers (e.g., assistant principals, senior financial managers, financial managers, coordinators, and specialists) of their filing obligation as well.

All filers can access the materials needed to complete the filing by visiting the Form 700 Center on the Ethics Office website. The site includes blank forms and help tools, including the Form 700 Check List. Send the original signed Form 700 to the Ethics Office via U.S. or school mail. Please remember that by law, faxed or electronic copies of the Form 700 cannot be accepted. In addition, leaving or retiring employees must also complete a final Form 700 before exiting LAUSD. Please feel free to contact the Ethics Office, 213.241.3330, with any questions.

Please follow this link, <http://ethics.lausd.net/seinotice.html>, to access the Form 700 Center on the Ethics Office website.

Legal Brief

REMINDERS REGARDING COMMENCEMENT ACTIVITIES

As we near the close of the school year, school communities will celebrate with culmination and graduation activities. Please refer to Reference Guide No. 1303.1, *Commencement Guidelines*, for policies and procedures regarding commencement activities. The following are some key points to keep in mind:

- Be sure to notify any families of students who have not met the requirements to participate in the culmination or graduation ceremony and/or related activities. Criteria and notice requirements are outlined in Reference Guide No. 1303.1.
- If you have a student who wishes to appeal a grade, please follow Bulletin No. 1926.1, *Request to Change a Pupil's Grade*. Appeal forms and response forms are included in the bulletin.

Grad Night activities are not sponsored by the District. These activities are typically sponsored by the PTA, PTO, booster club, or other approved parent group or organization. Information distributed about Grad Night should be clearly issued from the sponsoring organization, not the school. School administrators should ensure that families understand this is not a school-sponsored activity by

COMMENCEMENT (Cont.)

notifying parents. The “non-sponsored field trip” template letters in Reference Guide No. 2111.1, *Field Trip Handbook*, can be used for this notification.

- **Any District employee who undertakes participation in a non-sponsored field trip is to be informed verbally and in writing by the school principal that he/she does so strictly in his/her personal capacity and not as a District employee (Attachment A).** The employee is asked to sign the acknowledgement at the bottom of the written notification.
- **Parents of students planning to participate in such extracurricular trips or school club trips are informed in writing that the District assumes no liability in connection with the trip (Attachments B, C, D, & E).**

Travel companies often contact students regarding class trips. These trips, which typically take place during the summer, are not school-sponsored or District-sponsored, even if a District employee participates as a private citizen. Similar to Grad Night activities, administrators should ensure that families understand this is not school-sponsored. Again, schools may use the unauthorized field trip template letter in the *Field Trip Handbook* to notify families.

This LAUSD Legal Brief is for information only and does not constitute legal advice. Please contact the Office of the General Counsel to determine how this information may apply to your school's specific facts and circumstances.

HEALTH BENEFITS FAQ— DO YOU BELONG TO GENERATION X – THE IN-BETWEENERS?

Who are Generation Xers (Gen-Xers)?

Generation X is sandwiched between the huge population of Baby Boomers born between 1946 and 1964 and Millennials (aka Generation Yers), born after 1980 and the first generation to enter adulthood at the millennium. Depending on the source, Generation Xers were born between 1965 and 1976 (MetLife) or 1965 and 1982 (Harvard). The oldest Generation Xers are now 51 years old, moving toward retirement. The early events that influenced this generation include Watergate, Three Mile Island, Iranian hostage crisis, Iran-Contra, and the Clinton-Lewinsky scandal. Other highlights of this generation include high-speed copiers, fax machines, handheld calculators, desktop computers, MTV, punk rock, and electronic music.

What are some characteristics of Gen-Xers, as a group?

- First day care generation and latch-key kids
- Dual income families
- Highest number of divorced parents
- Ethnically and socially diverse
- Well-educated
- Technology literate; connected to social media
- Ignore leadership, skeptical of authority, most politically apathetic
- Independent, self-starters, willing to assume responsibility
- Seek work/home life balance
- Hard hit by economic downturn, high debt; feel unprepared financially for retirement

FAQ (Cont.)

- Exercise regularly, engage in sports, and watch their diets

What health conditions might Gen-Xers face at retirement?

It may be a few years before Gen-Xer health issues come to the forefront. What we do know is that currently, four out of five Americans over age 50 suffer from at least one chronic condition. Those over age 55 face the risk of hypertension and Type II diabetes. The number of chronic conditions increases with age. The good news is that Generation Xers are exercising and watching their diets now, while active in the workforce. If they keep exercising into retirement, avoid or stop smoking, and limit alcohol intake, they may dodge some of the major chronic conditions that currently afflict older Americans. These conditions include high cholesterol, hypertension or high blood pressure, type II diabetes, heart disease, diabetes, depression, and Alzheimer's disease.

What changes, if any, in healthcare delivery will Gen-Xers see moving into retirement?

Gen-Xers, being techno savvy, will enjoy the flexibility given them by technology, whether to make appointments, get medical advice through text or email, and/or use online doctor's visits. Without having to carve out time to travel to and from a doctor's office and losing work time, Gen-Xers will be able to work "on the go." Technology will help them balance their work/home responsibilities and personal commitments. This generation has more Face Book friends than any other group.

OUR OWN HERO!



Our thanks, appreciation, and congratulations are extended to **Movses Tarakhchyan**, Principal of Hesby Oaks Leadership Charter School, who, literally, saved an employee's life. Last month, an adult cafeteria worker collapsed while at school. The principal was called to the cafeteria and found her to be unconscious with no pulse. While waiting for emergency responders to arrive, Movses began CPR on her and then used the school's defibrillator. By the time the ambulance arrived, the employee had regained a pulse and paramedics were able to take over and transport her to the hospital. Movses stayed with her until family members arrived. She is now stable and doing well. He used his training and skills and saved his colleague's life. Movses is truly a hero and we salute him!!!

PREVENTING TARGETED VIOLENCE ALL YEAR ROUND

*AALA thanks **Ailleth Tom**, Coordinator, Crisis Counseling & Intervention Services, for providing this information.*

Every year around this time, we spring forward into a new season. The days are longer, students and school staff members begin to anticipate the summer days, and others anticipate new horizons – culmination, graduation, and college. And yet, with so much to look forward to, we would be remiss if we did not acknowledge the looming significance the month of April has for many government and educational institutions and areas of large public gatherings. Tragic events such as the shootings at Columbine High School and Virginia Tech University, the bombing at the Boston Marathon, the

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PREVENTION (Cont.)

Oklahoma City bombing, and the terror attack at Garissa University in Kenya a year ago last March, are the daunting reminders that this month might have a special significance for individuals who might be on a pathway to violence, towards themselves and others.

The paradox of threat/risk assessments is that we often do not know how many we have prevented. However, we do know that a little information to the right individuals in our schools can go a long way to mitigating risk. This is why it is so important that all stakeholders in our schools – staff, students, parents, and community members – report any concerns they might observe, hear, or read about in schools, the community, or in social media.

Now, in this month of April, and every month of the year, it is crucial that we maintain an updated list of Crisis Team and Threat Assessment Team members in our Safe School Plan Volume 3. LAUSD School Mental Health Crisis Counseling & Intervention Services, within the Division of Student Health and Human Services, works collaboratively with multidisciplinary administrative teams to implement policy and protocols as they relate to risk assessment and management, including threats, suicidal ideation, and workplace violence incidents. Furthermore, our partnerships extend beyond LAUSD, including the Los Angeles County Department of Mental Health, Los Angeles School Police Department, Los Angeles Police Department, and other local law enforcement and community-based agencies. The following are District policies relevant to threat/risk management:

- BUL-5799.0, *Threat Assessment and Management*
- BUL-5798.0, *Workplace Violence, Bullying and Threats Prevention*
- BUL-2637.1, *Suicide Prevention, Intervention and Postvention*

This is a reminder to take every threat seriously. Engaging in the threat assessment process includes understanding how the threat was initially communicated, including context and previous concerns, and assessing the immediacy of the threat. The threat assessment and management team should include an administrator, mental health professional, and law enforcement officer. For consultation or more information regarding threat/risk assessments, please contact School Mental Health at 213.241.3841. There is someone on duty to assist you every Monday through Friday from 8:00 a.m. - 4:30 p.m. You may also contact the Los Angeles School Police Department 24 hours/day, 7 days/week at 213.625.6631.

For additional information, please view *Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates* at http://www.secretservice.gov/ntac/ssi_guide.pdf.

TEACHER OF THE YEAR NOMINATIONS

ALA thanks **Robin Share**, Teacher Quality Specialist, for sharing this information.

The nomination window for LAUSD Teacher of the Year is open now through March 28, and anyone connected with the District, from student to the Superintendent, can nominate an excellent teacher. The process is quite simple and the nomination form takes only a few moments to complete. To view the flyer for more information, please click here: [Teacher-of-the-Year](#). To complete the nomination form, follow this link: <http://tinyurl.com/LAUSDTOY>.



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CONGRATULATIONS TO LUIS M. LOPEZ, NEWLY ELECTED SECONDARY DIRECTOR!

ITZEL JIMENEZ— 2015 AALA SCHOLARSHIP RECIPIENT

The 2015 scholarship winner we are featuring this week is **Itzel Jimenez**, a graduate of South Gate High School. She is attending UCLA and sent this response to our inquiry about her first semester in college.



My first semester was definitely challenging, trying to balance both schoolwork and extracurricular activities as well as having to adapt to a different environment. Although my classes were challenging, I enjoyed this added pressure that was lacking in my high school courses—it was definitely a completely different experience. As for outside the classroom, it took a while to adapt to the environment I found myself in. I was going from a city that was a majority Hispanic to a campus with so many different ethnicities; although at first it was a bit weird I enjoyed stepping out of that comfort zone and learning about so many interesting backgrounds. Nonetheless, my first quarter at UCLA was great.

Thanks to the AALA sponsors and their generous donations, I was able to minimize the amount of loans that I would be taking out. It helped me pay for a part of my housing that was not being covered by my financial aid and reduced the added pressure of finding out a way to pay for school.

I am currently at UCLA looking to major in psychology and minor in Chicano studies. This quarter I really enjoyed my Chicano studies class because it brought awareness to everyday problems Chicanos find themselves in that, for the most part, go unnoticed. I also enjoyed my Food for Environmental Sustainability class because I learned about the ongoing problems with our food system in the United States. As for extracurricular activities, I am apart of Hermanas Unidas and MECHA.



HELP OUR STUDENTS

DONATE AT LEAST \$8 TO FRIENDS OF AALA FOR SCHOLARSHIPS! PLEASE CLICK [HERE](#) (THEN CLICK ON **DONATE** BUTTON) TO MAKE AN ONLINE DONATION OR MAIL IN YOUR CHECK PAYABLE TO FRIENDS OF AALA TO 1910 W. SUNSET BLVD., #850, LOS ANGELES 90026.

RETIRING THIS YEAR?

Please send us information about retirement celebrations so they can be included in the AALA calendar and your colleagues can share in these milestones. Send to Gema Pivaral at gpivaral@aala.us.

UPDATE WILL NOT BE PUBLISHED NEXT WEEK. THE NEXT ISSUE WILL BE DATED APRIL 4, 2016. HAVE AN ENJOYABLE SPRING BREAK!

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IN MEMORIAM

MARILYN ERICKSON—Former principal of Haskell Math/Science Magnet, Advisor at Los Angeles High School of the Arts, and assistant principal of Vintage Math/Science and Technology Magnet and Hobart Boulevard elementary schools. Marilyn retired from the District on July 1, 2003, and passed away on March 16, 2016. Services will be held on Thursday, March 24, 2016, at Calvary Community Church, at 3:00 p.m., room 1100. The church is located at 5495 Via Rocas, Westlake Village, CA 91362. In lieu of flowers, donations may be made to the Alzheimer’s Association, www.alz.org, in Marilyn’s memory.

SAVE THE DATE

- **Sonia Ugarte**, Principal of Germain Academy for Academic Achievement, is retiring this year. A celebration in her honor is being held at Knollwood Country Club, 12040 Balboa Blvd., Granada Hills, on Friday, May 13, 2016, from 5:30 p.m. – 9:30 p.m. The cost is \$50 per person and checks made payable to Germain Faculty Fund should be mailed to **Tonya Stephens** at 20730 Germain St., Chatsworth 91311. For more information, please contact Tonya at 818.341.5821.

CALENDAR

EVENT	DATE	CONTACT
MARCH IS NATIONAL ARTS EDUCATION, MIDDLE LEVEL EDUCATION, MUSIC IN OUR SCHOOLS, SOCIAL WORK, AND WOMEN’S HISTORY MONTH		
Administrator of the Year Award Applications Due	March 18, 2016	Dr. Debbie Dillard , debra.dillard@lausd.net
Teacher Applications for ESY Due	March 18, 2016	https://summer.lausd.net
California Academic Decathlon in Sacramento	March 18 – 20, 2016	Cliff Ker , 213.241.3503
Spring Recess	March 21 - 25, 2016	
AALA Office Closed	March 25 – 28, 2016	
Cesar Chavez Birthday Observed	March 28, 2016	www.chavezfoundation.org
COBA Meeting at Crenshaw High School	March 30, 2016 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
MSAPO Meeting (Location TBD)	March 30, 2016 7:30 a.m. – 12:00 p.m.	Martha Valencia , 323.826.1500 or mlv3216@lausd.net
SHAPO Meeting at Santee HS	March 30, 2016 7:30 a.m. – 12:30 p.m.	Juanita White-Holloman , 323.227.4400 or jdw9998@lausd.net
APRIL IS AUTISM, MATHEMATICS, PARKINSON’S, SEXUAL ASSAULT, AND STRESS AWARENESS MONTH, JAZZ APPRECIATION, PUBLIC SCHOOLS, SCHOOL LIBRARY, AND CHILD ABUSE PREVENTION MONTH		

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EVENT	DATE	CONTACT
MSPO and SEPO Meetings at Pickwick Gardens and Beaudry Building (Required)	April 6, 2016 7:30 a.m. – 12:00 p.m.	Dr. Deborah Wiltz , 818.394.4300 or dwiltz@lausd.net ; Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
Linked Learning Principal Pathway PLC Meeting at Pickwick Gardens	April 6, 2016 12:00 p.m. – 3:30 p.m.	Dr. Marguerite Williams , marguerite.williams@lausd.net
SEPO Meeting at Beaudry Building	April 6, 2016 1:30 p.m. – 4:30 p.m.	Christina Cisneros , 213.749.8310 or cmc0506@lausd.net
CalSTRS Pre-Retirement Workshop at Woodland Hills ES, Auditorium	April 7, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
ACSA Spring Membership Social at CSUN University Club	April 7, 2016 5:00 p.m. – 7:00 p.m.	Brian Sida , 818.609.2522 or bsida@lausd.net
Adult School Administrators Meeting at East Los Angeles Skills Center	April 8, 2016 8:00 a.m.	Dr. Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
Teacher Applications for Elem., MS, and HS Summer School Due	April 8, 2016 5:00 p.m.	https://summer.lausd.net
AAALA Alumni Luncheon at The Center at Cathedral Plaza	April 13, 2016 11:30 a.m. – 2:00 p.m.	Gema Pivaral , 213.484.2226
SHSOPO Meeting at Bernstein HS	April 14, 2016 7:30 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.292.0331 or vgutie1@lausd.net
Grand Arts Festival at Grand Park	April 16, 2016	
Federal Income Tax Day	April 18, 2016	
Supervisory Coffee Klatch Meeting at A-Level Beaudry Cafeteria	April 19, 2016 7:00 a.m. – 8:00 a.m.	Dr. Victor González , victor.gonzalez@lausd.net
ACSA Representative Council Meeting at Ocean Seafood Restaurant	April 20, 2016 5:30 p.m.	Barbara Friedrich , bfriedri@lausd.net
APSCO Meeting at AALA Office	April 21, 2016 8:00 a.m. – 11:00 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.net
OEECA Meeting at Beethoven EEC	April 21, 2016 9:00 a.m. – 11:30 a.m.	Obioma Uche , oiu9972@lausd.net
AAALA Representative Assembly Meeting	April 21, 2016 4:30 p.m.	Gema Pivaral , 213.484.2226

LONG-TERM CARE INSURANCE AVAILABLE

AAALA members may enroll in a group long-term care insurance plan. Those who have been members of AALA fewer than 31 days are guaranteed enrollment into the program with no health questions asked. Other AALA active members, retirees, spouses, and family members are also eligible to enroll; however, a health application must be completed. Long-term care is a consideration when financially planning for retirement, and the age when applying, determines the rate. To receive more information or a free, no obligation enrollment packet with rates, please call Specialists in Long-Term Care Insurance Services, Inc., at 1.800.764.6585 or email info@siltc.com.

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, ELEMENTARY

Bassett Elementary School, Local District Northwest, **MST 43G, E Basis**. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Margaret Kim**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Thursday, March 31, 2016.

ASSISTANT PRINCIPAL, ELEMENTARY

Manchester Avenue Elementary School, Local District South, **MST 38G, B Basis**. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Robin Benton**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Friday, March 25, 2016.

CERTIFICATED, NON-SCHOOL-BASED

ADMINISTRATIVE COORDINATOR

Special Education Service Center, Local District Central, **MST 43G, Temporary Adviser, A Basis**. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Beth Kauffman**, Executive Director, at 213.241.6701. Application deadline is 5:00 p.m., Wednesday, March 30, 2016.

CLASSIFIED

ASSOCIATE GENERAL COUNSEL II

Office of the General Counsel, **\$192,400 - \$204,900, 12-month position**. For more information and application procedures, please click [HERE](#). Application deadline is Tuesday, March 22, 2016.

PROJECT MANAGEMENT

Information Technology Division, **\$99,555 - \$123,538, 12-month position**. For more information and application procedures, please click [HERE](#). Application deadline is Thursday, March 31, 2016.

SEE NEXT PAGE FOR PREVIOUSLY ANNOUNCED POSITIONS

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PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Clinton MS, Local District Central	Gary Garcia , Director, 213.241.0126	5:00 p.m. Monday March 21, 2016
<i>PRINCIPAL, SECONDARY</i> <i>SMALL SCHOOL</i> MST 43G, E Basis	Orchard Academies 2C MS, Local District East	Ruben Valles , Director, 323.224.3100	5:00 p.m. Friday March 25, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>REGIONAL CONSTRUCTION</i> <i>DIRECTOR</i> \$133,100 - \$165,888, 12-month position	Facilities Services Division	Click HERE	Tuesday March 22, 2016
<i>PURCHASING SERVICES</i> <i>MANAGER</i> \$92,900 - \$117,600, 10-, 11-, or 12-month position	Procurement Services Division	Click HERE	Tuesday March 22, 2016
<i>DIRECTOR OF FOOD SERVICES</i> \$133,400 - \$166,200, 12-month position	Food Services Division	Click HERE	Friday April 8, 2016
<i>SENIOR NUTRITION</i> <i>SPECIALIST</i> \$76,000 - \$94,600, 12-month position	Food Services Division	Click HERE	When Filled