

UPDATE

www.aala.us

Week of November 7, 2016

SOME OF WHAT IS KEEPING ADMINISTRATORS UP AT NIGHT

Many of you have expressed grave concerns regarding carrying over general fund dollars into 2017-18. It is important to know that the District-allocated \$450 million of special education spending counted as a targeted investment (less encroachment) in this school year's budget. The American Civil Liberties Union (ACLU) has since filed a lawsuit arguing that the \$450 million in special education spending should be moved to the base (more encroachment). This realignment of resources from base (more encroachment) to targeted investment (less encroachment) caused a financial tailspin for the District's budgeting process. As a result, the District's 2016-17 Final Budget Fiscal Stabilization Plan calls for:

- ✓ Elimination of Other Post-Employment Benefits Trust contribution
- ✓ Zeroing of school allocation carryovers
- ✓ 30% Central Office reduction
- ✓ Class size and administration norm realignment

According to the District, if it does not prevail in the case, and the aforementioned cuts are enacted in 2017-18, there will still be a remaining deficit in 2018-19 of over \$500 million dollars.

The Superintendent understands the angst site administrators are experiencing at the very notion of possibly eliminating carryovers for the 2017-18 school year, and how counterproductive this action will be to improving the attendance of employees and the notion of having greater budget autonomy. **The Superintendent seems especially committed to prevent this from happening. AALA has urged the Superintendent to inform administrators of the District's intent as soon as possible so fiscally prudent decision-making can occur on behalf of the students we serve.** AALA will continue pressing the District to bring closure to this matter sooner than later.

In addition to worrying if funds will carry over, administrators are now facing the challenge of using already limited and taxed school budgets to fund benefits for Units F and G. AALA agrees health benefits for LAUSD employees are a just cause. However, this is a classic example of how a win for some labor partners may unintentionally cause a quagmire for another labor partner. AALA administrators, especially at school sites, were not appropriately noticed by the District that the cost of the benefits would be financed using existing school dollars. This puts school-site administrators in the awkward position of explaining how the upcoming budgets have to *rob Peter to pay Paul*. It should not be the principal's responsibility to explain to the School Site Council how the school will have to go without services and supplies to fund this mandate. **It seems more prudent for the District to centrally fund the benefit and keep schools whole.** Otherwise, there is real potential for

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KEEPING ADMINISTRATORS UP (Cont.)

this to become a very thorny issue at almost any school site needing to fund benefits for 2017-18. To view FAQs about the benefits, please click here: [Units F and G FAQs](#).

AAALA is attending an Article XXX meeting with the District and UTLA to discuss the 2017-18 calendar. It appears AALA members are receiving feedback from the school community advocating for a weeklong Thanksgiving and a three-week winter break. More to come as this topic develops!

Lastly, many dedicated AALA members attend the Representative Assembly meetings at AALA Headquarters four times a year. These are some of the best opportunities to hear the concerns and experiences AALA administrators face daily. Please take a moment to review the issues and concerns that arose at the last meeting. Every AALA department has an opportunity to caucus during the assembly to formulate and share concerns. The concerns are then followed up with senior staff. Please click [HERE](#) to see the concerns and the responses from District leadership.

As always, feel free to contact AALA directly every day of the year with queries and concerns. Remember another important vehicle to express your concerns is with AALA's Executive Board. The board is a committed and dedicated group of administrators who are ready and willing to bring your concerns forward in a confidential manner. In addition to President **Juan A. Flecha**, the members of the Executive Board are listed below:

Adult Department

Martha Peralta, Vice President
Anna Elsa Madrid, Director
Juan Urdiales, Director

Secondary Department

Jason Camp, Vice President
Luis Lopez, Director
Dr. Alex Placencio, Director

Elementary Department

Nery Paiz, Vice President
Tracie Bryant, Director
Richard Guillen, Director

Supervisory Department

Kevin Kilpatrick, Vice President
Dr. Debbie Dillard, Director
Dr. Victor Gonzalez, Director

Unit J Classified Department

John Gilbert, Vice President
Ken Devine, Director
Steven Johnson, Director

Euna Anderson, Ex-Officio

HEALTH BENEFITS FAQ— WHAT SHOULD YOU DO DURING OPEN ENROLLMENT?

This year, enhancements have been added to some medical plans, and the MetLife DHMO and PPO plans have been replaced. AALA urges its members to peruse the Open Enrollment packet to learn about these changes. There's nothing worse than making an appointment with your care provider only to learn the doctor no longer accepts your insurance. Consult the foldout brochure or retiree booklet for more information. We highlight the key changes on the following page:

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FAQ (Cont.)

Your current status	What you should know and do:
Employee or retiree	<ul style="list-style-type: none"> • Use the registration code provided in your Open Enrollment packet to make any changes. • Read about the new dental plans and benefits that replace the MetLife DHMO and PPO plans. Check whether your current dentist accepts the new dental insurance: For Delta Dental DHMO, call 1.800.DENTIST or search online HERE. For United Concordia PPO network dentists, click HERE. • Read about greater flexibility for Western Dental plan members.
Medicare retiree enrolled in UnitedHealthcare and receiving care at UCLA medical facilities	<ul style="list-style-type: none"> • Since UHC will no longer offer UCLA medical facilities for 2017, <ul style="list-style-type: none"> ○ you will be assigned a new primary care physician if you were served by a UCLA facility, or ○ you may change plans. Since Anthem Blue Cross EPO members may use UCLA facilities, check to see if your doctors accept Anthem Blue Cross EPO insurance.
Dual Coverage Employee	<ul style="list-style-type: none"> • For 2017, you and your spouse/dependent may enroll in the same plan and cover each other. Enrolling in the same plan will save on coinsurance payments. This benefit does not apply to Medicare retirees enrolled in Medicare Advantage plans.
Opt-Out/Cash Back Employee	<ul style="list-style-type: none"> • Compare this benefit with the new dual coverage benefit to see which works best for you. • You will need to certify that you (and your dependents) have “minimum essential coverage.” The District is sending out an attestation form you must submit to ensure receipt of your opt out benefit.
Anthem plan member (HMO or EPO)	<ul style="list-style-type: none"> • Vaccination benefit enhanced so that members can get certain seasonal and nonseasonal vaccines at retail network pharmacies.
Health Net member	<ul style="list-style-type: none"> • Learn about MDLIVE telehealth visits via live video or phone for nonemergency care.

**POSITIVE SCHOOL CLIMATE DOES MORE THAN
JUST MAKE STUDENTS FEEL GOOD**

A recent study published in the *Review of Educational Research*, “A Research Synthesis of the Associations between Socioeconomic Background, Inequality, School Climate, and Academic Achievement,” found correlations between improved school climates and narrower achievement gaps between students from different socioeconomic groups. Positive school climates are those in which teachers are seen as supportive and caring; students feel safe from violence and bullying; parents are involved; and students generally feel very connected to and engaged in the school.

CLIMATE (Cont.)

The authors of the study, two professors from Israel and two from USC, analyzed 78 studies published between 2000 and 2015, which focused on the relationship between school climate, academic achievement, and socioeconomic status. In all but one of the studies that were analyzed, there was substantial evidence that schools with positive climates have been able to decrease the achievement gaps among students, thereby weakening the effects of poverty on achievement. One of the coauthors, USC Professor **Dr. Ron Avi Astor**, said, “Our findings suggest that by promoting a positive climate, schools can allow greater equality in educational opportunities, decrease socioeconomic inequalities, and enable more social mobility.” This study provides a nexus to others that have shown that when students feel safe and supported at school, their attendance is better, leading to higher achievement.

Another study, which could validate the school climate effect on achievement, has found that the gap between children from lower and higher income homes does not appear to be something that can be closed by only improving teacher effectiveness. “Contrary to conventional wisdom, we found only small differences in the effectiveness of teachers of high- and low-income students in our study districts,” explained **Dr. Eric Isenberg**, senior researcher at Mathematica Policy Research and principal investigator on the project. “This suggests that the achievement gap arises from factors other than students’ access to effective teachers.”

The authors of the first study did acknowledge that there is a great deal of variation in the definition of school climate and the way it is measured. They found that the U.S. Department of Education has a definition of school climate, which is a key indicator in the Every Student Succeeds Act (ESSA), that is only slightly aligned with what researchers are using and recommended that a common definition and form of measurement that could be developed into policy guidelines.

DEVELOPING THE LCAP

As part of Local Control Funding Formula, school districts, county offices of education, and charter schools have to develop, adopt, and annually update a three-year Local Control Accountability Plan (LCAP) that must include annual goals, actions to achieve these goals, and measurement of student progress. The goals are then aligned to the district’s spending plan and the LCAP must be approved before the annual district budget can be adopted.

Following is a list of eight state priority areas for which school districts, with parent and community input, must establish goals and actions. In addition to these eight areas, a district may also identify and incorporate in its plan goals related to its own local priorities.

1. Providing all students access to fully credentialed teachers, instructional materials that align with state standards, and safe facilities.
2. Implementation of California’s academic standards, including the Common Core State Standards in English language arts and math, Next Generation Science Standards, English language development, history social science, visual and performing arts, health education, and physical education standards.
3. Parent involvement and participation, so the local community is engaged in the decision-making process and the educational programs of students.

LCAP (Cont.)

4. Improving student achievement and outcomes along multiple measures, including test scores, English proficiency, and college and career preparedness.
5. Supporting student engagement, including whether students attend school or are chronically absent.
6. Highlighting school climate and connectedness through a variety of factors, such as suspension and expulsion rates and other locally identified means.
7. Ensuring all students have access to classes that prepare them for college and careers, regardless of what school they attend or where they live.
8. Measuring other important student outcomes related to required areas of study, including physical education and the arts.

The District is beginning the budget-planning process for the next three-year cycle and is seeking input from all stakeholders. Administrators, teachers, students, parents, support staff, and community members are asked to take the LCAP survey that is now on the District website to provide input on the goals that would be most effective for schools to reach the state priorities listed above. We encourage the participation of all AALA members, active and retired. Your voice is critical! Once all results of the survey are gathered and consolidated, they will be published on the District website. Please follow this link to access the survey: <http://achieve.lausd.net/Page/10828>.

In addition, Local Districts, Board Members, and various community groups are holding meetings this month for parents and community members to discuss the LCAP and provide input on the District budget. To see the calendar, please click on this link: <http://achieve.lausd.net/Page/2122>.

2016-2017 STAKEHOLDER FEEDBACK SURVEY

The Stakeholder Feedback Survey, designed to provide student feedback to teachers on key aspects of the classroom environment that are highly correlated with student learning outcomes, is now available. Students in grades 3-12 may access this online survey through December 16, 2016. Students and employees can access the survey site using the following link: <https://survey.lausd.net>. While the survey is intended to be part of the Educator Development and Support: Teachers (EDST) process, all roster-carrying teachers at school sites (grades 3 and above) have access to the survey.

Though the survey is optional, teachers are encouraged to participate in this effort. Administrators are asked to please communicate to teachers the value of student feedback and of this survey tool. As in previous years, teacher survey results are confidential and are not to be included in the evaluation process.

The following are 2016-2017 EDST Stakeholder Feedback Survey administration details:

- Teachers of grades 3-12 may administer the **online survey** to their students between **November 1 and December 16, 2016**.
- Individual results reports will be distributed to teachers by March 2017. Results are **confidential and not to be used for evaluation purposes**.

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SURVEY (Cont.)

For more information, please view the memo that was emailed to administrators or contact your [Teaching and Learning Coordinator](#) or **Jolene Chavira** at 213.241.3444.

TECHNOLOGY WARNING

Cases of identity theft, computer hacking, and consumer fraud have been increasing as more and more people utilize their computers, tablets, and telephones to conduct everyday business, such as shopping and paying bills. Here are a few tips to keep yourself and your devices safe:

1. Do not give strangers access to your computer by responding to an email from Microsoft or Apple saying your account has been compromised.
2. Do not respond to an email from a bank or store asking you to validate your account information.
3. Do not open an attachment in an email from someone you do not know. It may contain malware.
4. Avoid using memory sticks or thumb drives that were being given away at a convention or store. They often contain malware.
5. Do not conduct private business over a public Wi-Fi system. Never give credit card information when using public Wi-Fi.
6. Use longer passwords. Many security experts recommend a minimum of 15 letters, numbers, and characters.
7. Don't use the same password on multiple sites.
8. Don't save passwords or use *remember me* on public computers (even the one at work). The next user can access your account.
9. Avoid common passwords like *123456*, *qwerty*, *password*, *0000*, *2580*. Also, do not use your birth date or year or address as a password.
10. Be careful of what you post on Facebook. Even when deleted, it can be retrieved by hackers who are able to bypass privacy buttons.

IN MEMORIAM

WENDELL BRUNTON—Former principal of Franklin/Hollywood, Belmont, and Hollywood community adult schools. Mr. Brunton retired from the District on June 30, 1999, and passed away on October 20, 2016. A memorial service in his honor will be held on Saturday, December 3, 2016, from 11:30 a.m. - 3:00 p.m., at Monterey Hill Restaurant, 3700 Ramona Blvd., Monterey Park. Condolences may be sent to his longtime friend, **Ms. Lester Ann Orange**, 2524 12th Avenue, Los Angeles, CA 90018.

CHARLES H. PALMER—Former Region Administrator, Operations, principal of Bret Harte MS and Vermont and Ambler elementary schools. Mr. Palmer retired from the District on June 30, 1999, and passed away on October 27, 2016. His funeral will be held on Thursday, November 10, 2016, at 12:30 p.m., at Second Baptist Church, 2412 Griffith Avenue, Los Angeles.

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CALENDAR

EVENT	DATE	CONTACT
NOVEMBER IS ALZHEIMER'S AWARENESS AND AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH		
EPO Meeting at Pickwick Gardens (Required)	November 4, 2016 7:30 a.m. – 12:00 p.m.	Ana Escobedo , 213.250.7450
OEECA Meeting at Beethoven EEC	November 4, 2016 10:00 a.m. – 2:30 p.m.	Obioma Uche , 323.234.1428
Academic Decathlon Scrimmage	November 5, 2016	
Daylight Saving Time Ends <i>(Change the batteries in your smoke alarms)</i>	November 6, 2016 2:00 a.m.	
ALA Executive Board Meeting	November 7, 2016 4:30 p.m.	213.484.2226
ELECTION DAY	November 8, 2016	
MSAPO and SHAPO Meeting at Pickwick Gardens (Required)	November 10, 2016 7:30 a.m. – 12:00 p.m.	Martha Valencia , 323.826.1500 Juanita White-Holloman , 323.227.4400
EAPO Meeting at Pickwick Gardens	November 10, 2016 12:00 p.m. – 4:30 p.m.	Dr. Sylvester Harris , 213.484.0326
VETERANS DAY – Marks the end of WWI and celebrates all veterans	November 11, 2016	
AMERICAN EDUCATION WEEK	November 16 – 20, 2016	www.nea.org
COBA Meeting at Crenshaw HS – Library	November 16, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
GREAT AMERICAN SMOKEOUT	November 17, 2016	www.cancer.org
APSCO Meeting at Crenshaw High School	November 17, 2016 8:00 a.m. – 11:30 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.net
CalSTRS Pre-Retirement Workshop at Manhattan Place ES Auditorium	November 17, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
DACE Administrators' Meeting at East L.A. Skills Center	November 18, 2016 8:00 a.m. – 12:00 p.m.	Dr. Clif DeCordova , cdecordo@lausd.net
CCAIE Fall Awards Dinner	November 18, 2016 5:00 p.m. – 8:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205, or sramir1@lausd.net
Thanksgiving Recess	November 21-25, 2016	
Thanksgiving Day	November 24, 2016	
CalSTRS Pre-Retirement Workshop at Polytechnic High School MPR	December 1, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365



Currently accepting applications for the
2017-18 School Leadership Academy
A Preliminary Administrative Credential Program

Please share this news with your teachers!



Key Features:

- The program is conducted 100% online over 15 months.
- Approved by the California Commission on Teacher Credentialing
- Instructors are successful practitioners.
- The cohort size is limited to 20 participants.
- Classes start January 17, 2017.
- Tuition is \$9,500 payable over the four terms of the program.

*To request a detailed information packet and/or application packet,
please email cdietz@usc.edu or call Colleen Dietz at 213.740-7775*

Application deadline for 2017-18 cohort is November 16, 2016

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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

ASSISTANT PRINCIPAL, SECONDARY

Bethune Middle School, Local District South, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Reginald Sample**, Director, at 310.354.3400. Application deadline is 4:00 p.m., Wednesday, November 16, 2016.

CERTIFICATED, NON-SCHOOL-BASED

ADMINISTRATIVE COORDINATOR, ADMINISTRATOR INDUCTION

Professional Learning and Leadership Development Branch, Human Resources Division, MST 43G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Ileana M. Dávalos**, Director, at idalalos@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 15, 2016.

COORDINATOR, PUPIL SERVICES AND ATTENDANCE

Pupil Services, Division of Student Health and Human Services, MST 39G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Alicia Garoupa**, Interim Director, at 213.241.3844. Application deadline is 5:00 p.m., Thursday, November 17, 2016.

SPECIALIST, DUAL LANGUAGE PROGRAMS

Multilingual and Multicultural Education Department, Division of Instruction, MST 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Susana Cuevas** at susana.cuevas@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 15, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Euclid Avenue ES, Local District East	Dalys Stewart , Director, 323.224.3100	5:00 p.m. Friday November 4, 2016

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	Walnut Park MS STEM Academy, Local District East	Maricela Ramirez, Director, 323.224.3100	5:00 p.m. Friday November 4, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	South Gate MS, Local District East	German Cerda, Director, 323.224.3100 or german.cerda@lausd.net	5:00 p.m. Monday November 7, 2016
<i>DIRECTOR, CHARTER-OPERATED PROGRAMS</i> MST 45G, A Basis	Division of Special Education	Beth Kauffman, Associate Superintendent, 213.241.6701 or beth.kauffman@lausd.net	5:00 p.m. Tuesday November 8, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Northridge Academy HS, Local District Northwest	Matthew Horvath, Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Tuesday November 8, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Sutter MS, Local District Northwest	Matthew Horvath, Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Tuesday November 8, 2016
<i>COORDINATOR, ELEMENTARY ENGLISH/LANGUAGE ARTS INSTRUCTION</i> MST 41G, E Basis	Local District West	Celia Cruz at celia.cruz@lausd.net	5:00 p.m. Wednesday November 9, 2016
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Plummer ES, Local District Northwest	Dr. Margaret Kim, Director, 818.654.3600	5:00 p.m. Wednesday November 9, 2016
<i>ASSISTANT PRINCIPAL OPERATIONS, ADULT</i> MST 38G, B Basis	North Valley OC, DACE	Alonzo Cienfuegos, Coordinator, 213.241.4953	5:00 p.m. Wednesday November 9, 2016
<i>ASSISTANT DIRECTOR, PUPIL SERVICES</i> MST 42G, A Basis	Student Health and Human Services Division	Alicia Garoupa, Interim Director, 213.241.3844	4:30 p.m. Thursday November 10, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Torres HS, Local District East	Arturo Valdez, Director, 323.224.3100	5:00 p.m. Friday November 11, 2016
<i>SPECIALIST, SPEECH AND LANGUAGE PROGRAM</i> MST 38G, E Basis	Division of Special Education	Mary Seimears, Coordinator, 213.241.6200	EXTENDED 12:00 p.m. Monday November 14, 2016

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>NETWORK CONFIGURATION ADMINISTRATOR</i> \$84,000 - \$105,600, 12-month position	Information Technology Division	Click HERE	Wednesday November 30, 2016
<i>DIRECTOR OF RESEARCH AND DATA ANALYSIS</i> \$94,000 - \$119,200, 12-month position	Office of the Board of Education	Click HERE	When Filled
<i>DATABASE ADMINISTRATOR</i> \$101,100 - \$125,200, 12-month position	Information Technology Division	Click HERE	When Filled
<i>IT SECURITY MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	When Filled
<i>CENTRAL BUSINESS ADVISOR</i> \$114,919 - \$142,350, 12-month position	Charter Schools Division	Click HERE	When Filled
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$133,100 - \$165,800, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>CHIEF HUMAN RESOURCES OFFICER</i> \$172,884 - \$215,388, 12-month position	Human Resources Division	Deborah Jansen, 213.241.5449, deborah.jansen@lausd.net , or click HERE	When Filled