

UPDATE

www.aala.us

Week of December 11, 2017

GROUND ZERO

AALA does not pretend to know the awesome responsibility and decision-making process when determining if schools should be closed due to an imminent danger. However, AALA's middle managers in the field certainly do know what is in the best interests of the students and staff they lead. This week's tragic fires illustrate an opportunity for the District to reexamine how decisions were made to close some schools and not others. It appears from the emails, texts, and calls AALA received that middle managers were not consulted or even a part of the decision-making process. Consequently, frustration and confusion ensued, further demoralizing the administrative ranks. And, while we appreciate the action of Acting Superintendent **Vivian Ekchian** to finally close affected schools on Thursday and Friday

for the health and safety of staff and students, we must allow the voices from the field to be heard and see how the actions of the District are perceived. Below are some of the comments received in the AALA office on Tuesday and Wednesday of this week.

- *Half our staff is absent today. The students and teachers are coughing. I have already lost my voice. This is a clear message from the District about how they feel about the health of its constituents.*
- *What about the smoke we are inhaling all day? I would love for someone with power from Central Office to stay and inhale what I inhaled today and will inhale tomorrow (Wednesday) if the school is not closed.*
- *I have not heard from the District in hours! Most of my students were checked out by their parents. Some teachers live in Santa Clarita; others live in Sylmar and are being evacuated. Attendance is dismal given the circumstances. Why then has the District not made the determination to close the school on Wednesday? Please tell the District schools in the Northeast need to be closed on Wednesday.*
- *We need to shut down schools tomorrow (Wednesday)! The writing is on the wall! It is 5:40 p.m. and I have yet to hear from the District!*
- *Support staff members responsible for ensuring student safety are exposed to unsafe air quality all day, and have complained of eye and lung irritation caused by the incessant smoke. Why aren't all schools in LDNW and LDNE closed? The District talks about family but no real family member would send their loved ones into the unsafe situation school administrators, teachers, staff, and students are being sent into tomorrow.*
- *The District's decision to only close certain schools (on Wednesday) and NOT communicating the decision to principals resulted in chaos mode! At opening, close to 50% of the student body was absent along with four staff members. Shortly thereafter, parents started arriving to check out the other 50%. This created unnecessary stress and frustration for everyone.*

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AALA is in receipt of photographs from administrators at schools in the vicinity of the fires that remained opened because they did not fall within the boundaries of the mandatory evacuation area. The pictures are harrowing, showing ash and soot on the interior floors and inside the windowsills. As an added bonus, front-line managers are forced to tacitly defend the District for its decision-making process while having to swallow the ire and abuse from parents, and their condemnation for what they perceive as the District's irresponsible behavior.

In the words of **Margaret Wheatley**: "Without reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful." It is therefore important to reflect on the **interconnectedness** of the Los Angeles Unified School District and its over 700 square miles to learn and achieve something useful:

- Input from front-line managers must be solicited to arrive at the best decision possible to ensure the health and safety of their school communities. They are in the trenches at **GROUND ZERO!**
- The culture and climate of fear and retaliation has to dramatically improve so front-line managers can communicate their hopes and fears directly to their supervisors rather than using the voice of AALA as a conduit.
- The Palisades may seem geographically far from Sylmar. However, the wind patterns had a similar or equal impact on the health and safety of the Palisades community due to the smoke and ashes.
- District employees live and drive from most every conceivable location in this great metropolis. Might it have been more prudent to close all schools?
- How can more timely updates and decisions get to the hands of the District's front-line managers?
- Recognize there is a chasm between the words District leaders constantly use when addressing employees like "love," "family," "valued employee" and how overall employees actually feel—not valued nor loved, and increasingly tired of the dysfunctional family.

U.S. GRADUATION RATES CONTINUE TO INCREASE

Mirroring the LAUSD trend, the national graduation rate reached an all-time high of 84 percent in 2015-16, the fifth straight year of increases, and one percentage point higher than the previous year. Published by the National Center for Education Statistics, the rate is based on the number of freshmen who earn a diploma in four years. Even more encouraging than the overall increase is that all groups of students showed improvements. Low-income, English learners, Black, Hispanic, and special education students rose at least one percentage point as well. However, large graduation rate gaps do exist. More than 14 percent of Asian students graduate than Black students, and low-income students lag behind by six points.

Wide variations among schools still exist, with 12 percent of all of the country's high schools considered to have low graduation rates under the Every Student Succeeds Act – with less than 67 percent earning a diploma. Some question if rates have been inflated by the use of computer-based programs, independent study, or home schooling. Other question if schools improve their numbers by not counting all students or sending those at risk to alternative schools. However, the 2017 *Building a Grad Nation* report, authored by Civic Enterprises and the Everyone Graduates Center at Johns Hopkins University, and released annually in partnership with the Alliance for Excellent Education and America's Promise Alliance, concluded that the national rate is not inflated. But, it did find that six unnamed states had a pattern of increasing rates by using some of the tactics mentioned above and noted that "while

GRADUATION RATES (Cont.)

inappropriately removing students from cohorts may be a cause of inflated graduation in some individual school districts, it is likely not an issue for the national trend of rising graduation rates."

HEALTH BENEFITS FAQ— WHAT HAPPENS AFTER OPEN ENROLLMENT ENDS?

If you...	Then...
Made no changes,	<ul style="list-style-type: none"> • Your medical, dental and vision plans remain the same. • Dependent coverage remains the same. • If you had an FSA in 2017, your enrollment has ended; you must reenroll each year. • Opt-Out/Cash back continues, if selected previously.
Changed your medical plan,	<ul style="list-style-type: none"> • Your new plan will send your ID card(s) and information before December 31, 2017. • You are eligible for “transition of care” if you are being treated for an acute medical condition.
Dropped a dependent,	Coverage ended on November 30, 2017 (the last day of the month dependent becomes ineligible).
Elected Opt-Out/Cash Back,	<ul style="list-style-type: none"> • Your medical coverage ends December 31, 2017. • To receive medical coverage as a dependent, your employed spouse must add you on his/her plan. • You will receive \$3,000 on your salary warrant spread out over the 2018 calendar year.
Opted back in from Opt-Out/Cash Back,	<ul style="list-style-type: none"> • Medical coverage begins January 1, 2018. • You must enroll dependents, if you need medical coverage for them.
Elected to change to United Healthcare Medicare Advantage HMO,	If you have dependents, all must be Medicare-eligible.
Elected a new Medicare Advantage Plan (Kaiser Senior Advantage, Health Net Seniority Plus, or United Healthcare Medicare Advantage HMO),	You must fill out a Medicare advantage enrollment form for your new Medicare Advantage Plan.
Enrolled in a Healthcare or Dependent Care FSA,	<ul style="list-style-type: none"> • Beginning January 1, 2018, save your receipts for eligible expenses. • Register or log in for online access with WageWorks, the plan administrator.

Congratulations

Van Nuys High School's student newspaper, *The Mirror*, received two awards at the National Scholastic Press Association's (NSPA) Fall National High School Journalism Convention in Dallas, TX, last month. This recognition makes *The Mirror* one of the country's top high school publications and the only one in California to win this distinction. NSPA is a nonprofit educational association based in Minneapolis, MN, that provides journalism education services to students, teachers, media advisers, and others and promotes the standards and ethics of good journalism as accepted and practiced by print, broadcast, and electronic media in the United States. Annually, NSPA gives individual awards to student-produced media in six categories: Story of the Year, Multimedia Story of the Year; Broadcast Story of the Year; Picture of the Year; Design of the Year; and Cartooning. The Van Nuys High School newspaper placed third in the Design of the Year for its December layout, *All Hail the Hater-in-Chief*, and received honorable mention for the article *How Race Plays a Role in College Admissions*. Congratulations to the students, the journalism teaching staff, Principal **Yolanda Gardea**, and the entire school community.

LAUSD ADMINISTRATIVE SERVICES CREDENTIAL PROGRAM

Did you know the Professional Leadership and Learning Development Branch (PLLD) is in the business of helping AALA members clear their administrative credentials? The Los Angeles Administrative Services Credential (LAASC) Program affords:

- ✓ A real world, job-embedded opportunity to tackle a problem of practice, and arrive at a systematic approach to effectively address persistent issues at schools.
- ✓ High-quality professional learning, an expanded professional network through participation in coaching conversations, professional development, and induction days.
- ✓ A *tuition-free* program at no cost to every participant unlike institutions of higher learning that charge north of \$10,000.

Acting **Superintendent Ekchian** attended the culminating conference and congratulated the cohorts, noting the problems of practice and their approach were akin to doctoral dissertations, and that many of the solutions to improve student achievement were diligently documented for implementation and for others to replicate as promising practices. Take a moment to peruse the thoughtful, research-based approach to the myriad problems of practice by clicking [HERE](#). As importantly, write a congratulatory note to the pioneering participants in the inaugural Cohorts 1 and 2.

Accolades are in order for Board Member **Scott Schmerelson** for personally congratulating the candidates and sharing his wisdom with them and also to **Dr. Jose Cantu**, Assistant Chief Human Resources Officer, **Ileana M. Dávalos**, Director, **Dr. Marco Nava**, Administrative Coordinator, and the entire PLLD team.

AALA encourages the Superintendent and the Board of Education to increase funds as there are hundreds of AALA administrators on the District's waiting list wanting to enthusiastically participate in LAASC. There is no better use of funds than assisting talented administrators to clear their administrative credentials while combining a problem-solving research approach with a solid foundation embedded in professional learning standards.

JOIN THE AALA ANGELS



In this season of giving, don't forget our LAUSD students need your help to achieve their educational goals. Many of our active members have already joined the ranks of AALA angels and signed up for a \$5 monthly tax-deductible payroll deduction to support the Friends of AALA scholarship program. You, too, can become an angel, simply complete the online form (click [HERE](#)) and email to AALA President **Juan A. Flecha** at juan.flecha@lausd.net or fax to the office, 213.484.0201.

ACSA ADMINISTRATORS OF THE YEAR

Each year, ACSA Region 16 recognizes a group of outstanding LAUSD administrators through the Administrator of the Year awards program. Do you know an outstanding administrator whom you would like to recognize? You are encouraged to nominate him/her to acknowledge his/her tireless dedication and unwavering commitment to our students and school communities. There are school-site and nonschool-site categories, special awards for educators and community partners, and two student scholarships. Please complete a nomination form (or two) and help ACSA Region 16 acknowledge our amazing stakeholders. **The deadline has been extended to Friday, December 8, 2017.** There are two ways to submit: [ACSA Awards Online](#) or through a [PDF](#). Send nominations and/or questions to **Dr. Marco Nava** via email, mnav@lausd.net.

VOLUNTEERS NEEDED FOR LAUSD ACADEMIC DECATHLON

Calling all certificated English educators, retired or active! Your services are needed next month to read and score student essays for the LAUSD Academic Decathlon. Substitute coverage is available for classroom teachers. Details are as follows:

- Date: Wednesday, January 31, 2018
- Time: 8:30 a.m. – 3:00 p.m.
- Location: Beaudry Building, Room 25-171
- Parking: Visconti Apartments, 1221 W. 3rd St. (validation provided)
- Continental breakfast and lunch will be provided.

Please contact **Kathy Gonnella**, Beyond the Bell Administrator, at katherine.gonnella@lausd.net for more information and to RSVP.

IN MEMORIAM


JOANNA KUNES—Former principal at Madison Middle School and assistant principal at Olive Vista Middle School and Huntington Park, Granada Hills Charter, and Chatsworth Charter high schools. Ms. Kunes retired on January 3, 2006, and passed away last month. A memorial service will be held in the spring. We will provide more information as it becomes available.

Associated Administrators of Los Angeles

SAVE THE DATE

Coach John Baxter, University of Southern California Trojans football special teams coordinator, will be the 2018 Stoops Lecturer at the Phi Delta Kappa (PDK) USC Chapter dinner meeting on Friday, January 19, 2018. The social hour begins at 5:30 p.m. followed by dinner at 6:30 p.m. at the King Stoops-University Club located on the USC campus. Baxter is considered one of the top special teams coordinators in the country. All PDK Chapter members and their guests are welcome. Tickets (\$45.00 per attendee) are going fast, so register early! Tickets and information are available by contacting **Dr. Todd Barnett** at toddbarn@usc.edu (payment is due upon reservation). For PDK membership (\$110 per year), please contact **Dr. Bonnie Garcia** at bdgarcia81@gmail.com.

CALENDAR

EVENT	DATE	CONTACT
DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH		
ACSA Awards Deadline	December 8, 2017	Marco Nava , mnav@lausd.net
COBA Winter Holiday Social at Proud Bird Restaurant	December 9, 2017 7:00 p.m. – 11:00 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
WINTER RECESS	December 18, 2017 – January 5, 2018	
Retirement Party for Rex Patton at Taix French Restaurant	December 19, 2017 5:00 p.m. – 8:00 p.m.	Ileana Dávalos , idavalos@lausd.net
WINTER SOLSTICE – Shortest Day of the Year	December 21, 2017	
AAALA Office Closed	December 25, 2017 – January 1, 2018	
JANUARY IS NATIONAL BLOOD DONOR, BRAILLE LITERACY, MENTORING, SLAVERY AND HUMAN TRAFFICKING PREVENTION, AND STAYING HEALTHY MONTH		
NEW YEAR'S DAY	January 1, 2018	
SECOND SEMESTER BEGINS	January 8, 2018	
AAALA Executive Board Meeting	January 8, 2018 4:30 p.m.	Javier Melendez , 213.484.2226
Special Education Principals' Meeting at Beaudry, 17-117	January 10, 2018 12:00 p.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
MARTIN LUTHER KING, JR.'S BIRTHDAY	January 15, 2018	
Senior High School Options Principals' Meeting at Newmark HS	January 17, 2018 7:30 a.m. – 12:00 p.m.	Justin Lauer , 213.241.4480 or jx19505@lausd.net
CalSTRS Preretirement Workshop at Hazeltine ES, Auditorium	January 18, 2018 4:00 p.m.	Maria Voigt , 213.241.6365 or click HERE to register

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Organization of Early Education Center Administrators' Meeting at Beethoven EEC (Required)	January 19, 2018 9:00 a.m. – 12:30 p.m.	Ayanna Davis , 323.357.7790 or ayanna.davis@lausd.net
AAPA PD Day	January 20, 2018	
COBA Meeting at Crenshaw HS Library	January 24, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
INTERNATIONAL HOLOCAUST REMEMBRANCE DAY	January 27, 2018	
Academic Decathlon (Speeches, Interviews, and Essays) at Roybal LC	January 27, 2018 8:00 a.m. – 4:00 p.m.	academic.decathlon@lausd.net

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

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

James Monroe High School, Local District Northwest, MST 41G, B Basis. For more information, contact **Cara Schneider**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Friday, December 15, 2017.

ASSISTANT PRINCIPAL, SECONDARY

Clinton Middle School, Local District Central, MST 40G, B Basis. For more information, contact **Erick Mata**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Monday, December 18, 2017.

ASSISTANT PRINCIPAL, SECONDARY

Samuel Gompers Middle School, Local District South, MST 39G, B Basis. For more information, contact **Dr. Reginald A. Sample**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Thursday, December 21, 2017.

ASSISTANT PRINCIPAL, SECONDARY

Business & Technology School, Dr. Julian Nava Learning Academy, Local District Central, MST 39G, B Basis. For more information, contact **Erick Mata**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Monday, December 18, 2017.

Associated Administrators of Los Angeles

CERTIFICATED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY

School of Arts & Culture, Dr. Julian Nava Learning Academy, Local District Central, MST 39G, B Basis. For more information, contact **Erick Mata**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Monday, December 18, 2017.

ASSISTANT PRINCIPAL, SECONDARY

Nightingale Middle School, Local District East, MST 39G, B Basis. For more information, contact **Guillermina Jauregui**, Director, 323.224.3100. Application deadline is 5:00 p.m., Thursday, December 21, 2017.

CLASSIFIED

SUPERVISING CIVIL ENGINEER

Architectural & Engineering Services, Facilities Services Division, \$114,400 - \$142,000, 12-month position. For more information, please click [HERE](#). Application period is open until the position is filled.

PROGRAM AND POLICY DEVELOPMENT SPECIALIST

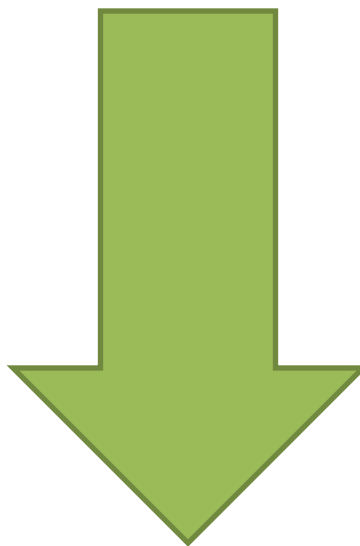
School Design Options and Instructional Technology Initiative Departments (two current vacancies), \$80,500 - \$100,300, 10-, 11-, or 12-month position. For more information, please click [HERE](#). Application deadline is Friday, December 22, 2017.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Nava College Preparatory Academy, Local District Central	Erick Mata , Director, 213.241.0126	5:00 p.m. Friday December 8, 2017
<i>SPECIALIST, ENGLISH LEARNER INSTRUCTION, SECONDARY (SPECIAL EDUCATION EMPHASIS)</i> MST 38G, E Basis	Multilingual and Multicultural Education Department, Division of Instruction	Lydia Acosta Stephens , lstephen@lausd.net	<u>EXTENDED</u> 5:00 p.m. Monday December 11, 2017
<i>COORDINATOR, DUAL LANGUAGE PROGRAMS</i> MST 41G, E Basis	Multilingual and Multicultural Education Department, Division of Instruction	Mara Bommarito , Director, 213.241.5882	5:00 p.m. Wednesday December 13, 2017
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Weemes ES, Local District Central	Francisco Gonzalez , Director, 213.241.0118	5:00 p.m. Wednesday December 13, 2017

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 39G, B Basis</i>	Maclay MS, Local District Northeast	Ari Bennett , Director, 818.252.5400 or abenne2@lausd.net	5:00 p.m. Thursday December 14, 2017
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	West Adams Preparatory HS, LA Promise Fund	Liliana Vasquez , Director of Operations, 213.745.4928, ext. 5123 or lilianav@lapromisefund.org	<u>EXTENDED</u> 5:00 p.m. Tuesday December 19, 2017
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR OF FACILITIES MAINTENANCE & OPERATIONS \$169,080 - \$208,840, 12-month position</i>	Maintenance & Operation Branch, FSD	Click HERE	When Filled
<i>BUILDING/CONSTRUCTION INSPECTOR \$102,971, 12-month position</i>	Facilities Services Division	Click HERE	When Filled
<i>INSURANCE COORDINATOR \$85,068 - \$105,856, 10-, 11- or 12- month position</i>	Risk Mgmt. & Insurance Services	Click HERE	When Filled
<i>SENIOR BUILDING PROJECT ESTIMATOR \$81,100 - \$101,100, 12-month position</i>	Cost Estimating Unit, FSD	Click HERE	When Filled





*The Associated Administrators of
Los Angeles wishes the warmth
of the holidays brings peace and
joy to your home.*

*May you find happiness, love,
and friendship right beside you
and wherever you may go.*

Happy 2018!

*Jane
Elyvia
Judy
Jeri
Hema
Janier*

*Michelle
Charlotte
Lorraine
David
Cathy*

*Sam
Michelle
Mike
William
Louis*

