



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 9, 2024

YOU NEED TO DO BETTER LAUSD!

It is only September, just twenty days, into the school year, and you are already feeling exhausted, depleted, overwhelmed, unsupported, and disrespected by the abundance of tasks, deadlines, and demands by the district to get it all done. My early mornings begin with texts and e-mails from you from every region. You have decades of experience, proven track records of success, yielding positive acceleration of student outcomes, and positive school cultures and climates for all to thrive. However, the lack of coordination and the silo approach is making it ever more difficult to sustain your caring communities, self-care and social emotional learning. As importantly, I shudder and wonder how new administrators are managing and making sense of everything coming their way.

Our district leaders say they look to you as beacons of light. Your light is ever dimming and growing weaker every day. As transformational leaders living in a transactional world, you continue positively impacting the lives of others. Thank you for the hope, opportunities, and optimism you bring to our students despite the odds.

You share you are barely surviving and dying on the vine. If these are the facts, how are the rest of you doing and feeling? Not one member is reporting district leaders care for them professionally and personally. How difficult is it to ask: "How is your heart today?"



How can I better support you? Do you feel safe in the current LAUSD culture and climate? "How can we make your working conditions better?" As an aside, Data Digs don't count as some members report they are scripted and inauthentic.

Leadership requires modeling the behavior you want to see in others. The current model is not fostering a growth mindset and supporting growth using effective research-based coaching approaches. Instead, there is an overall "gotcha" mentality. You have shared receiving eleventh hour notices that you are being evaluated despite receiving acceptable 2023 evaluations. There was no indication on the 2023 evaluation that you were to be evaluated again in 2024. This signals intimidation and retaliation and a complete abuse of the evaluative process. Know, I am here for you, and every evaluation short of a positive growth experience will be grieved.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 9, 2024

IN THIS ISSUE:

- 1 YOU NEED TO DO BETTER LAUSD!
- 4 PUSHING THE BOUNDARIES — AALA FALL RECEPTION 2024
- 5 DON'T LET A TOXIC BOSS AFFECT YOUR WELL-BEING!
- 7 INFORMATION CORNER
- 9 HUMAN RESOURCES UPDATES
- 11  SEND ME AN ANGEL, RIGHT NOW 
- POSITIONS AVAILABLE (LINKS)
- INTEREST GROUP CONTACT INFORMATION
- 12 DISTRICT ANNOUNCEMENTS - PAR PROGRAM
- 13 INTEREST GROUPS News You Can Use

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DO BETTER FROM PAGE 1

Let's face it, your working conditions continue to be challenging and overlooked. This week alone you have been inundated with reminders to meet the 95% iReady participation rate. Yet, you as principals were pulled for Instructional Rounds (IR) on the same day, APSCSs were away as well. An adding insult to injury, a mandatory half day testing meeting for coordinators was scheduled the same week iReady was due. Who is left to support and monitor testing? Who is left to supervise and ensure student safety? Can y'all talk because it is evident every silo has exclusive rights to a school's calendar with little to no regard. The "Can we talk?" on my end shows at least three offices are not communicating. Exhibit A, IR is directed by the Deputy Superintendent of Instruction. APSCS' are directed by the Chief Academic Officer. Testing is directed by the Chief Strategy Officer. Even if positive intent is inferred, there is a clear lack of collaboration, communication, planning, and scheduling. The result is a negative impact on school operations and instruction.

WE CAN DO BETTER
WE MUST
DO BETTER

In my on-going meetings with senior leaders, I have **highlighted, bolded, and underlined** the return of a collaborative and coordinated calendar to avoid conflicts. I speak truth to their power telling them unequivocally and unapologetically, "You need to do better!" Imagine if you operating without a Master calendar. What would the district say if Back-to-School, School Site Council, and Norm-Day were scheduled for the same evening? It is unacceptable for the district to do so and the time has come for all LAUSD Senior Staff to bring their tasks and demands to the table under one roof. I am committed to unrelenting advocacy for shared accountability. Only then will there be success

with the flow of communication, transparency and coherence.

On a similar note, working conditions are exacerbated by the special education programs being greatly over-normed, understaffed, and under supported across the district especially in AUT core, AUT A and SLD. The UTLA contract offers the distinction between general education norming and special education norming related to class sizes. (See UTLA contract attached sections, [Article XVIII](#) & [Article XXII](#))

As a result of the inefficiencies and disconnects in central programming and scheduling, you are being grieved left and right for something beyond your control. This is creating added stress and impacting your self-care and well-being. It is not enough to bring this critical issue to the attention of LAUSD Senior Staff just to be told to tell members not to worry, and that it is not a reflection on your work. You are professionals and take pride in your work. The district's response is unacceptable and discouraging. I challenge the district to act immediately to bring resolution to the broken and systematic issues special education programs are experiencing district-wide. One thing is for sure, this is not your fault or doing. This chaotic quagmire directly falls under the responsibility and purview of the central district leadership.

In closing, while you share your sadness, discontent, and hopelessness with the current working conditions, you also share your love for the students and the work you do each and every day to bring transformational change that positively impacts your school communities. I am humbled by your courage, strength, and resilience. I along with you, strive to foster a new path moving forward, where pushing the boundaries results in a better and more doable tomorrow.

In solidarity with unwavering resolve and with **One Vision, One Voice, Together Stronger**,

Maria

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

PUSHING THE BOUNDARIES

AALA FALL RECEPTION 2024

Invited guests include: All ACTIVE and ALUMNI AALA Members, Board Members, Superintendent Carvalho and Friends.

- DATE:** Thursday, September 26, 2024
- TIME:** 4:30 p.m. – 7:30 p.m.
- LOCATION:** Cal State LA, Golden Eagle Ballroom
5151 State University Drive
Los Angeles, CA 90032
Parking: \$5.00 per car – Top Parking Lot C

Enjoy COMPLIMENTARY hor d'oeuvres & beverages while RECONNECTING with friends and colleagues and GREETING our SPONSORS!

Please RSVP to: Gema Pivaral at gpivaral@aala.us or to AALA, 1910 West Sunset Boulevard, Suite, 410, Los Angeles, CA 90026

Name: _____ Phone: _____

Location: _____ Email: _____

DON'T LET A TOXIC BOSS AFFECT YOUR WELL-BEING!

Toxicity in the leadership ranks takes many different forms. If the descriptors narcissistic, two-faced, ego-maniacal or controlling sound way too familiar you may indeed work for a toxic boss. While your outward response may be to ignore the behavior, keep your head down and do your work, your internal response may lead to poor health.



Reframing your approach to working for a leader that “sucks the air out of a room and the life out of their employees” is your only path to sanity. [The Toxic Boss Survival Guide: Tactics for Navigating the Wilderness at Work](#) provides coping strategies to survive such a boss with your health and sanity intact.

Fear and Anxiety — Fear of being singled out or targeted, fear of being ridiculed or fear of your career trajectory being negatively affected can affect your decision-making. Rather than allow fear to cloud your judgment, focus on what you can control. Using strategies such as [identifying all of the things within your circle of concern, sorting out the things that you actually can control, and things you can influence](#). Focusing your efforts on things within your circles of control and influence can put your fears at ease.

Mental Fatigue — Working for a toxic boss can be exhausting. Such pressure can lead to mental fatigue, resulting in lack of focus and diminished performance. Leaving work at work and focusing on your personal life outside of work hours is a healthy habit that brings balance and calmness to your life. [Indeed.com](#) provides practical strategies to establish boundaries and disconnect outside of work hours.

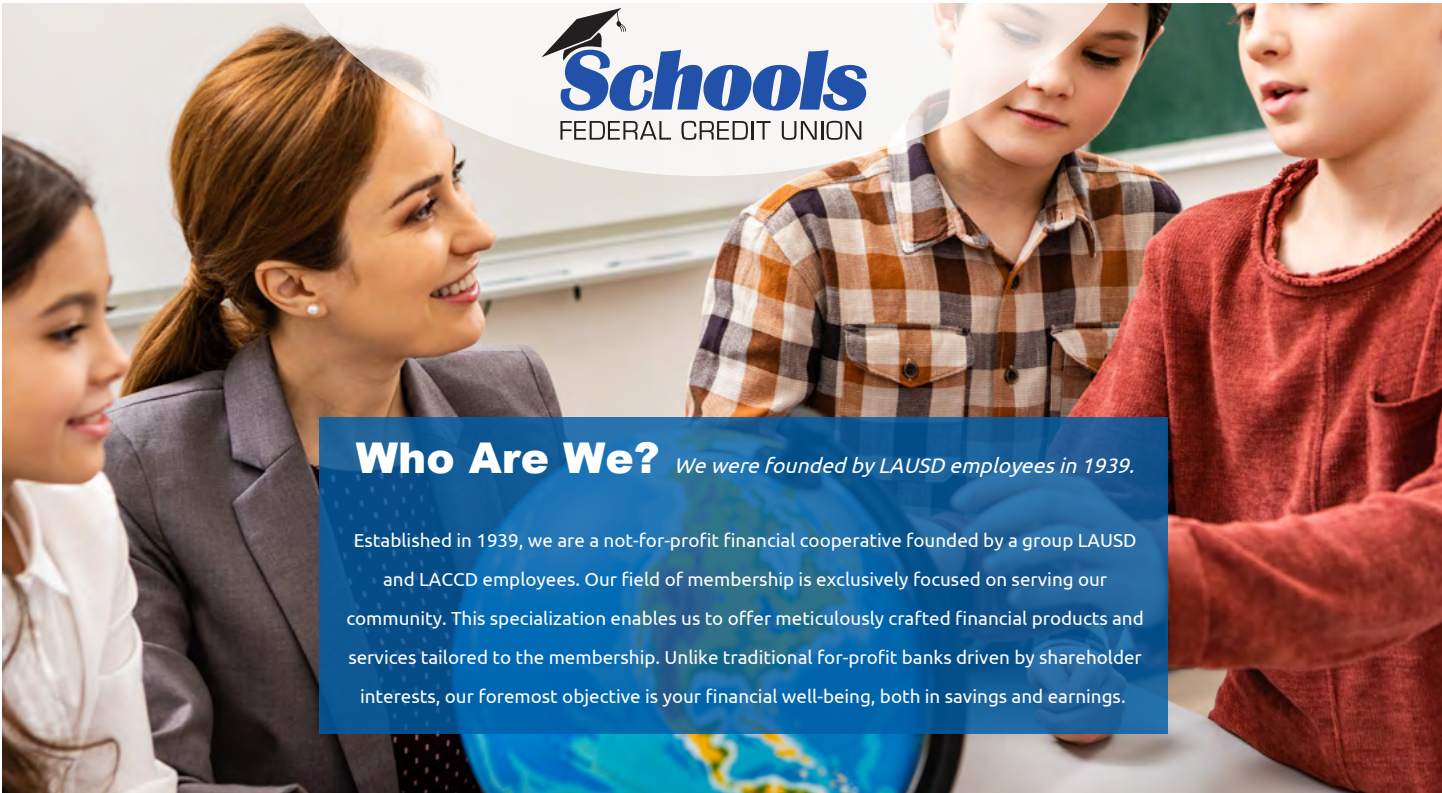
Boredom — Being passed over for promotions or assigned mundane tasks can lead to stagnation and career-sabotage. Rather than lose focus or motivation, use your boredom to [spark innovation](#). According to TED Talk speaker Manoush Zomorodi, “It turns out that when you get bored, you ignite a network in your brain called the ‘default mode. Once you start daydreaming and allow your mind to really wander, you start thinking a little bit beyond the conscious, a little bit into the subconscious, which allows sort of different connections to take place.” It is at this time that your brain connects disparate ideas and problem solve.

Sleep — Adequate rest is the key to restorative sleep. During REM sleep your brain rids itself of toxins, indeed experts recommend adults get 7-9 hours of sleep nightly for cognitive and physical health. Fretting over your toxic boss’s demands or fear and anxiety can rob you of a good night’s rest and affect your clarity, perspective and judgment. Sleep experts recommend taking [simple steps](#) to refocus your brain and doze off, including getting out of bed and reading or journaling. Allow your body to associate your bed with sleep.

Loneliness — Social isolation at work can lead to loneliness. While colleagues might avoid you for fear that associating with you might also place them in your toxic boss’s cross hairs too, it is important to meet your basic human need for community and contact. [Studies](#) link feelings of loneliness to accelerated cognitive decline, poor sleep patterns and higher levels of stress hormones. Cultivating workplace relationships is a critical factor in career growth and promotion. Form professional bonds with your colleagues by practicing humility and gratitude, being an active listener and observer, and planning informal gatherings.

Finally if all else fails, get out! Look for career opportunities and plan your exit. Lateral moves provide an excellent opportunity to learn new skills.





Who Are We? *We were founded by LAUSD employees in 1939.*

Established in 1939, we are a not-for-profit financial cooperative founded by a group LAUSD and LACCD employees. Our field of membership is exclusively focused on serving our community. This specialization enables us to offer meticulously crafted financial products and services tailored to the membership. Unlike traditional for-profit banks driven by shareholder interests, our foremost objective is your financial well-being, both in savings and earnings.

Current School Employees

- Rate Reduction Auto Loan ¹
(reduce your current or offered rate by 2%!)*
- Summer Safeguard Savings Account ^{2, 3}
(Prepare for the summer and get rewarded)
- Classroom Supply Loan ^{2, 4}
(Borrow up to \$1,000 @ 0% for 12 months)
- Utility Loan for Classified Employees ^{2, 4}
(Borrow up to \$1,000 @ 0% for 12 months)
- Technology Loan ²
(Borrow up to \$2,500 @ 1% for 24 months)
- Mortgage Programs ⁵

And so much more...

- Free Checking
- Free Savings / Holiday Account / U Name It!
- Individual Retirement Accounts
- Debt Consolidation Loan
- Non Variable - Visa Credit Card
- Personal Loan (Special Occassions)
- Credit Builder / Rebuilder Loan Programs
- Auto Buying Services

More Branch & ATM access than most!



Nationwide Branch and ATM Access

- +5,000 Nationwide Branches (Service Centers)
- +30,000 Surcharge Free ATMs

Join Today!



As of 4/1/2024, all applications are subject to approval. Rates are subject to change. The actual terms will vary based on the borrower's or borrowers' characteristics. ¹ Floor rate at 5.65% for 72 months. ² Direct deposit or payroll deduction from a qualified source is required. ³ Maximum monthly contribution of \$2,000. Total deposit will be transferred to Primary Share account on the first business day of July. This is a variable rate account. As of the date of this advertisement, 6.60% APY / 6.44% Rate. ⁴ Must be a current school employee (classified or certificated). ⁵ Visit our Home Loan Center at www.SchoolsFCU.org. + Access provided by COOP. Service restrictions may apply.

www.SchoolsFCU.org
(866) 459-2345

Federally insured by the NCUA | Supplementary coverage is provided by ASI.

HAVE YOU MOVED HOME OR WORK LOCATION?

Please email office@aala.us to keep accurate information and make sure you receive communications.

NEED ASSISTANCE FROM AALA?

Whether you need assistance with membership, have a question or need representation, AALA's staff is available to assist you! The office is open Monday to Friday 7:30 am to 4:00 pm (213/484-2226) or you can email office@aala.us 24/7.



ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AALA membership](#) just got easier, Complete AALA's easy form by scanning this QR code. Remember, AALA is as strong as its membership!



I INADVERTENTLY UNSUBSCRIBED FROM THE UPDATE. WHO DO I CONTACT?

Email info@aala.us or office@aala.us for assistance.

PLANNING ON RETIRING THIS YEAR?

Express Benefit forms must be submitted via one of the following methods:

Fax: 1-866-761-7413

Mail: Payroll Administration, 333 S Beaudry Ave, 27th Floor, Los Angeles, CA 90017

Please note the request is not accepted via email.





LAUSD APPROVED HIGH-IMPACT TUTORING PROVIDER



WHO WE ARE

Cognition is a K-12 tutoring program, led by experienced educators who **produce proven, repeatable** results in student success.



Transforming
Virtual
Tutoring

WHAT WE DO

Our research-based approach focuses on data-informed instruction and collaborative learning, encouraging **student-to-student interaction** to build **deep conceptual understanding**.



Giving
Students That
"I get it!"
Moment

WHERE TO FIND US

We're already in classrooms all over Los Angeles Unified School District and we'd love to add you to our ranks!



Helping Educators
Get Students Back
**ON Track and ON
Grade Level**

CONTACT US NOW:



(510) 946-7750 ext. 6



dalcaraz@cognition.com



www.cognition.com



UPDATES

EDUCATOR DEVELOPMENT AND SUPPORT

Evaluation Plans and Rostering Staff for Evaluation in 2024-2025

Educator Development and Support evaluation plans are live on MyPGS. View the [Rostering IOC](#) for more information on rostering certificated staff for evaluation. Current due dates for administrator and teacher evaluations are below.

Activity	Administrator Timelines	Teacher Timelines
Notification for Evaluation	08/23/2024 and before	All but A Basis: 09/13/2024
Submit Initial Growth Plan / Initial Planning Sheet	A 08/9/2024 E 08/23/2024 B 09/06/2024	A Basis: 8/9/24 All other Basis: 9/20/24
Initial Growth Planning Conference/ Initial Planning Conference	A 08/23/2024 E 09/06/2024 B 09/20/2024	A Basis: 8/23/24 All other Basis: 10/4/24

Educator Development and Support Certification Training (EDSSL and EDST)

Educator Development and Support offers various trainings to support administrators in the growth and development process. Please see the following, if you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).

Training	Participants	Description	Keyword/MyPLN Link
EDST Observer Certification	Administrators evaluating teachers	Observer and evaluate teachers	Observer Certification
EDST 201	Administrators evaluating teachers	Review the EDST processes, Teaching and Learning Framework and Informal Observation Tool.	EDST 201
EDSSL Observer Certification	Principals and Principals Supervisors	Observe and evaluate leaders	EDSSL Certification
EDSSL 101	School site administrators	Overview of the evaluation process	EDSSL 101
EDSSSA 101	School Support Administrators	Overview of the evaluation process	EDSSSA101

MyPGS Informal Observations

The Informal Observation Tool has been updated for mobile-friendly operation on iOS and Android phones and tablets. Improvements include mobile responsive layout and speech-to-text features using your device's microphone feature. For quick access to the Informal Observation Dashboard follow this [Job Aid to add a MyPGS dashboard icon to your mobile home screen.](#)

Zoom Office Hours

The Educator Development and Support (EDS) staff is available to assist you with all phases of the teacher evaluation cycle during virtual Office Hours on Fridays, from 3:00 pm to 4:00 pm, using this Zoom link: <https://lausd.zoom.us/j/81789342230>.

Are you sticking your head in the sand? The time to plan is NOW!!!



Unplanned long-term care costs can push you into serious financial distress. Get long-term care coverage before a health crisis prevents you from qualifying. You may email the completed form below to info@siltc.com. If you have any questions, please call the number below. Group Discounted rates available for AALA Members, Spouses, Family Members, and Retirees.

Offered by Specialists in Long Term Care Insurance Services, Inc. | **1-800-764-6585**

Member's Name: _____ Date of Birth: _____

Spouse's Name: _____ Date of Birth: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Best Time to Call: ___ AM/PM Email: _____

Please return questionnaire to:
Specialists in Long Term Care Insurance Services, Inc. (SILTC)
an AMBA Company (in CA dba: Association Member Benefits & Insurance Agency)
P.O. Box 6630
Auburn, CA 95604-9904

**Associated Administrators Los Angeles
(AALA) Approved Group Long Term Care
Insurance Plan**

SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW!

For as little as \$5 or \$10 per pay period you can earn some! This is the simplest way to become an AALA Angel. Think about it, for about the cost of a latte or spirit you can fund college dreams. And who knows, the scholar you support may someday saves lives.

AALA established FRIENDS OF AALA, a 501(c)(3) nonprofit corporation in January 2011 to fund our student scholarship program for deserving LAUSD students. This Spring AALA awarded 43 \$2,500 and 15 \$1,500 scholarships to graduating seniors representing high schools and community adult schools. The Board of Friends of AALA meets its annual fundraising goal by seeking donations from AALA's active and alumni members, private foundations, service clubs, organizations, and businesses. The generosity of these donors is much appreciated.

Scan this QR code and earn your wings! All donations to FRIENDS OF AALA are tax deductible!



YOUR GENEROSITY FUNDS DREAMS



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/1566> (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 positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for school based positions

Click [HERE](#) for non-school based positions

CLASSIFIED positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for current job opportunities.

INTEREST GROUP CONTACT INFORMATION

You seek AAPA information?

<https://bit.ly/LAUSD-AAPA>

Looking for ACSA Region 16 news? Visit ACSA's Region 16 website for up-to-date information at <https://www.acsaregion16.com>

Looking to connect with AJE-LAUSD?

<https://www.ajelausd.org>

Can't find CMAA?

<https://www.instagram.com/cmaa.lausd/>

You seek COBA information? <https://www.cobalausd.net>

<https://www.instagram.com/cobalausd/>

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

DISTRICT ANNOUNCEMENTS

Dear Principals,

Would it help to have extra instructional coaching for your teachers? What if you could provide teachers up to 80 hours of one-on-one support in Standard 1 (Planning), Standard 2 (Classroom Environment), and Standard 3 (Delivery of Instruction) from the Teaching and Learning Framework (TLF)?

And what if the support didn't come out of your budget?

The **Peer Assistance and Review (PAR) Program** is here to help with two services:

1. **Consulting Teachers – Classroom teachers can request coaching support from a PAR Consulting Teacher (CT). Our highly-skilled CTs provide up to 80 hours of one-on-one confidential coaching around goals personalized to meet the needs of the teacher. The application process is simple; a one-page form where the applicant indicates the type of assistance needed. PAR will assign a CT to provide support, and the CT will take it from there.**

Site Administrators are encouraged to share this information with their teachers and urge them to take advantage of this free service. The application is located at <https://lausd.org/Page/10403>.

2. **PAR Workshops - PAR offers professional development on two dozen topics. PAR's workshops are highly recommended by participants, and are approved to be applied toward salary point credit.**

PAR's schedule of workshops is located at <https://lausd.org/Page/5156>. Flyers for individual workshops are located <https://www.lausd.org/Page/11374>. Sign up is through MYPLN. PAR can also support your school site professional development – contact us for more information.

Let the hidden jewel of PAR shine for you!

Questions? Please contact Dr. Christopher Ikeanyi, PAR Coordinator, at cikeal@lausd.net

CLICK [HERE](#) TO DOWNLOAD PAR SERVICES AND APPLICATION BROCHURE



The Association of Jewish Educators

THE ASSOCIATION OF JEWISH EDUCATORS

BEING JEWISH IN 2024 WORKSHOP SERIES 2024-2025

Ben-Zion Kogen, Guest Speaker
Sunday, September 22
4:00-6:00 pm on Zoom

Use QR code to register or [LINK HERE](#)—Zoom link supplied week of event:



The Association of Jewish Educators (AJE) is an organization that promotes public education in the Jewish community. We proudly represent all Jewish employees in the Los Angeles Unified School District. We welcome all educators, administrators, and interested community members to join our organization.

For more information, visit www.ajelausd.org

CLICK [HERE](#) TO DOWNLOAD AJE BROCHURE