

SERVING LAUSD ADMINISTRATORS SINCE 1981



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF OCTOBER 7, 2024

#THANKAPRINCIPAL

**YOUR GUIDANCE
AND PASSION
MAKE ALL THE DIFFERENCE.**

Happy National Principals Month #ThankAPrincipal



principalsmonth.org

Dear Principals,

This October, I pause to recognize and celebrate our incredible principals whose hard work, dedication, and resilience makes a lasting impact on our schools. Your tireless commitment to fostering a positive learning environment touches the lives of students, teachers, parents, and the entire community.

You principals are more than leaders: you are role models who navigate challenges with grace, empower your teams with unwavering support, and champion the success of every student.

Your dedication ensures that our schools remain places of growth, learning, and inspiration.

To all principals: I express my deepest gratitude for your vision, leadership, and endless contributions to making your schools thrive. Your efforts may not always be seen, but they are always felt.

Thank you for your service and your heart for education. Happy Principal Month!

Your Proud, Hopeful, and Optimistic AALA President,

Maria

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF OCTOBER 7, 2024

IN THIS ISSUE:

- 1 #THANKAPRINCIPAL
- 3 WHERE DO WE GO FROM HERE?
- 5 BREAKING NEW GROUND & ACHIEVING EXCELLENCE -
AALA REPRESENTATIVE ASSEMBLY MEETING
- 6 INFORMATION CORNER
- 7 HEALTHCARE FAQs Prioritizing Your Emotional Wellness
- 10 HUMAN RESOURCES UPDATES
- 12 🎵SEND ME AN ANGEL, RIGHT NOW 🎵
POSITIONS AVAILABLE (LINKS)
INTEREST GROUP CONTACT INFORMATION
- 13 DISTRICT ANNOUNCEMENTS

AALA STAFF:

Maria E. Nichols, President

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Steve Quon

Consultants

Irene Hyland
Maria Elena Rico-Aguilera

Field Representatives

Julie Gonzalez
Dr. Rosa Maria Hernandez
Dr. Windy Warren

Unit J Stewards

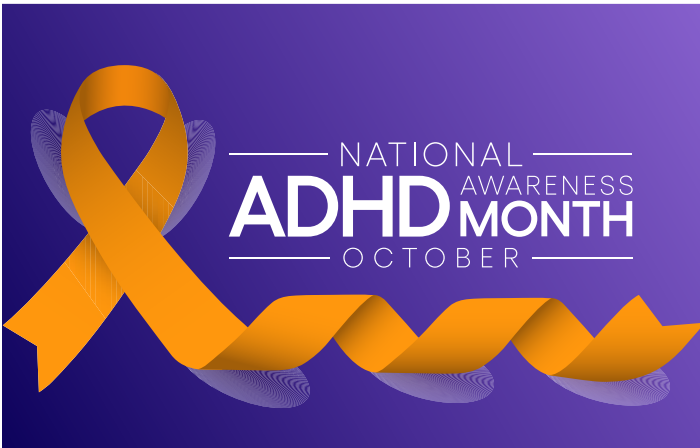
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WHERE DO WE GO FROM HERE?



Esteemed AALA Members,

As I reflect on the first nine weeks of my tenure as your AALA President, which began on July 1, 2024, I am reminded of the promise I made to you: To lead with transformational change, proactive leadership, and a commitment to modernizing our technology. I am excited to share some of the strides we have made in these areas and to outline the path ahead.

We have established inclusive and robust systems of communication to ensure that every member has access to critical information. In addition to our weekly newsletters, we now have an active presence on Facebook, Instagram, YouTube and Twitter, alongside an updated AALA website. These platforms will streamline our communication and empower us with a collective voice. These will be critical vehicles of disseminating crucial information as we prepare to enter into negotiations and collective bargaining.

I have been dedicated to fostering transparency and shared accountability within our union. To that end, I have been actively engaging with LAUSD Senior Staff, Board members, and Regional Superintendents in monthly meetings. While I appreciate their willingness to listen, it's essential that we hold them accountable for follow-through. I set the agenda with concerns brought forth by our members, LAUSD Senior Staff listen, take notes, and tell me they will get back to me. All too often, I am left waiting for responses. We cannot be successful or expect any change if only one side is willing to do the work. I also had the opportunity to meet with each of the 16 organizational presidents or co-presidents and have attended their meetings to share updates and gather insights from our members. I ask, has Superintendent Carvalho made an effort to attend the organizational meetings that are, in fact, his meetings and address your concerns?

Our recent Fall Social was themed "Pushing the Boundaries." This was a purposeful choice, as achieving the systemic change we seek will require us to step out of our comfort zones and mobilize our collective power. I urge each of you to reflect on your readiness to take action and stand up for what is right. Do you have the professional courage to confront challenges for a sustainable future? Are you willing to take a collective stand? Are you willing to take action?

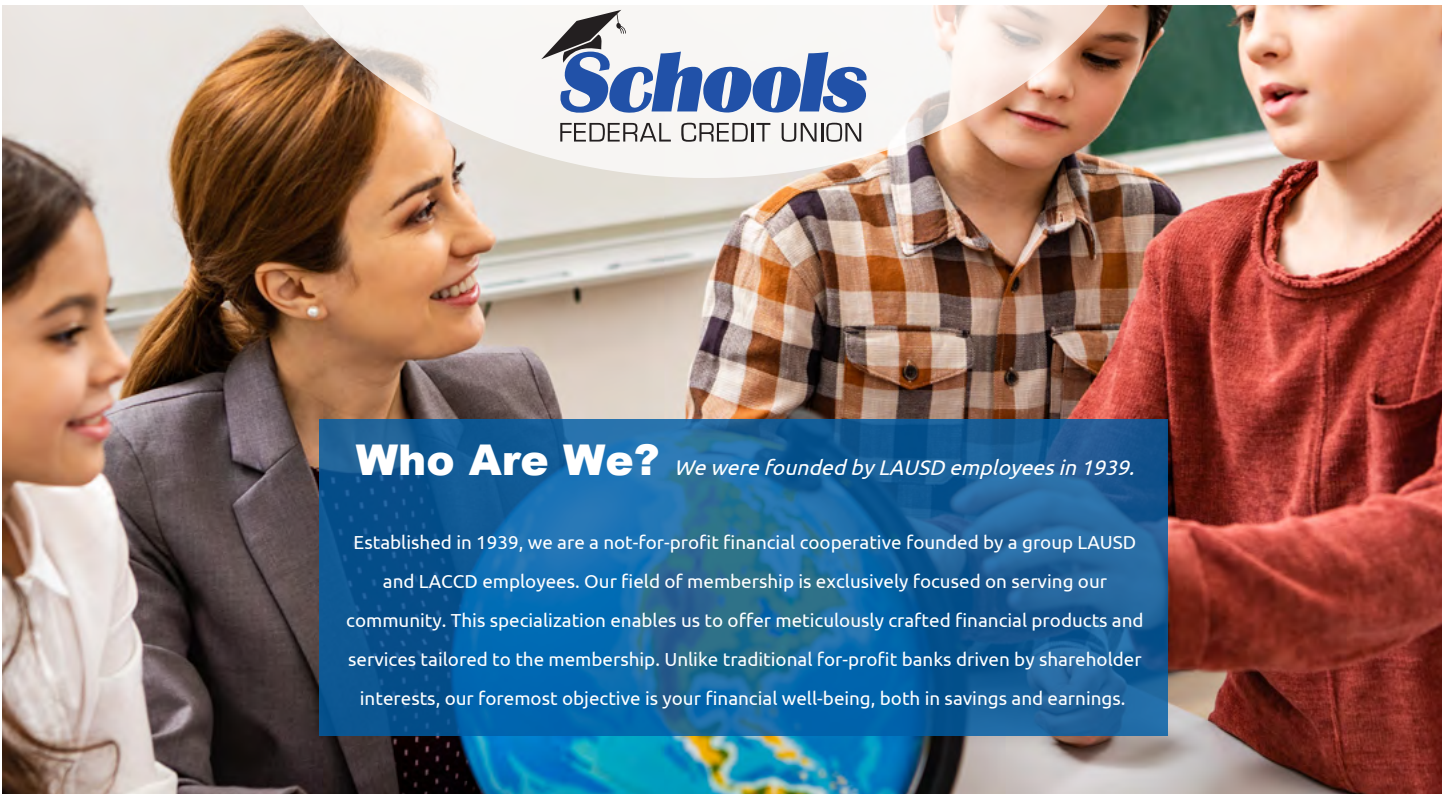
As we approach collective bargaining in January 2025, it is crucial that we unite as a formidable force. Our strength lies in our solidarity and unwavering resolve to advocate for fair and equitable working conditions. We have strength in numbers and together we are powerful, we can make a difference and have a positive impact.

I promised that you would have opportunities to provide feedback. Here is the link to our first survey <https://www.surveymonkey.com/r/3KDWM8S> designed to gauge your thoughts and experiences. Your participation is vital as we continue to build a strong and responsive union.

In closing, I want to acknowledge the hard work ahead. Together, we can overcome the challenges we face and create a brighter future for all our members.

In Solidarity and Unwavering Resolve, Together Stronger,

Maria
AALA President



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

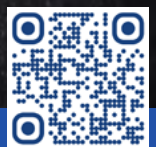
More Branch & ATM access than most!



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.

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

www.SchoolsFCU.org
(866) 459-2345



BREAKING NEW GROUND AND ACHIEVING EXCELLENCE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

FIRST REPRESENTATIVE ASSEMBLY MEETING

Thursday, October 10, 2024

EDWARD R. ROYBAL LEARNING CENTER

1200 W Colton Street | Los Angeles, CA 90026

AGENDA

4:30 p.m. to 5:00 p.m. – Departmental Caucuses:

Adult

Early Education

Elementary

Secondary

School Support Administrators

Classified (Unit J)

4:30 p.m. – Dinner

5:15 p.m. – General Assembly

Parking:

Entrance on 1st street (300 feet West of Beaudry Ave)

Park inside lot and walk up the stairs to the quad towards the MPR

Signage will be visible

You are invited to join via Zoom @ 05:15 PM PST

You must register in advance to join via Zoom. Use link below:

<https://us06web.zoom.us/meeting/register/tZIsfu-tqjovHNIFzeHxP9fXkORLvVCpHrAm>

After registering, you will receive a confirmation email containing information about joining the meeting. Please join us!

We see you; we hear you, and your voice matters to us.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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.

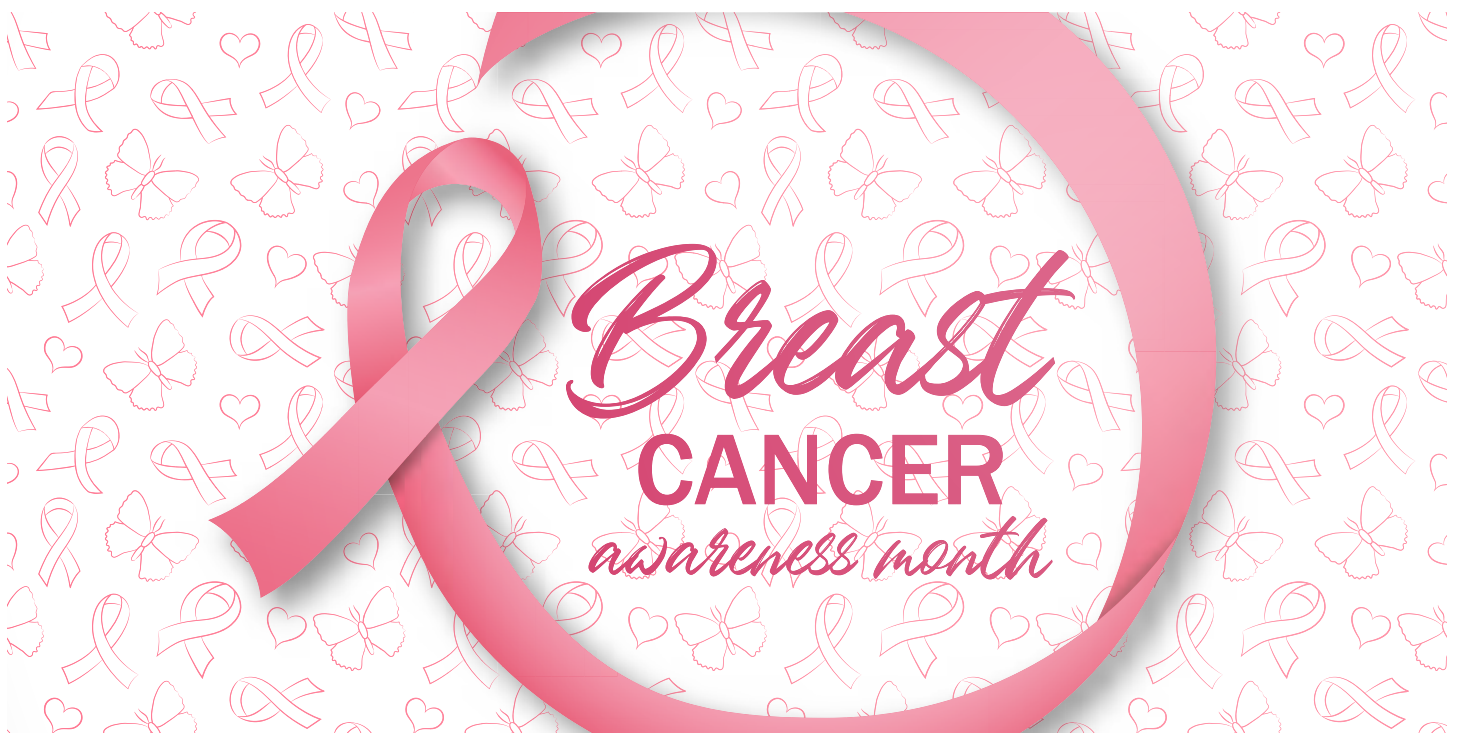
THIS WEEK'S FACEBOOK GROUP QUESTIONS TO PONDER

What are your thoughts, comments regarding the AALA survey? Click [HERE](#) to see survey!

What is your knowledge and understanding of Labor Law, particularly with salary employees?

What questions might you have regarding your AALA contract on working conditions?

Haven't joined the AALA Facebook group? Members in good standing can provide their information [HERE](#). Not a member, use the QR code above or call the AALA office for assistance.



HEALTHCARE

FAQS *Prioritizing your Emotional Wellness*

October is emotional wellness month. We recognize the importance of mental health and emotional balance. It's a time to reflect on your feelings, coping skills, and mindfulness, and to make changes to your actions and thoughts if needed. [The National Institutes of Health](#)

recommends these six strategies for improving your emotional health. You can find additional resources [HERE](#).

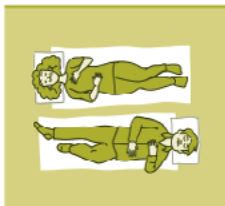


BUILD RESILIENCE

People who are emotionally well, experts say, have fewer negative emotions and are able to bounce back from difficulties faster. This quality is called resilience. Learning healthy ways to cope and how to draw from resources in your community can help you build resilience.

To build resilience: :

- Develop healthy physical habits.
- Take time for yourself each day.
- Look at problems from different angles. Learn from your mistakes.
- Practice gratitude.
- Explore your beliefs about the meaning and purpose of life.
- Tap into social connections and community.



REDUCE STRESS

Everyone feels stressed from time to time. Stress can give you a rush of energy when it's needed most. But if stress lasts a long time—a condition known as chronic stress—those “high alert” changes become harmful rather than helpful. Learning healthy ways to cope with stress can also boost your resilience.

To help manage your stress:

- Get enough sleep.
- Exercise regularly.
- Build a social support network.
- Set priorities.
- Show compassion for yourself.
- Try relaxation methods.
- Seek help.



GET QUALITY SLEEP

To fit in everything we want to do in our day, we often sacrifice sleep. But sleep affects both mental and physical health. It's vital to your well-being. When you're tired, you can't function at your best. Sleep helps you think more clearly, have quicker reflexes and focus better. Take steps to make sure you regularly get a good night's sleep.

To get better quality sleep:

- Go to bed and get up each day at the same time.
- Sleep in a dark, quiet place.
- Exercise daily.
- Limit the use of electronics.
- Relax before bedtime.
- Avoid alcohol before bedtime and stimulants like caffeine or nicotine.
- Consult a health care professional if you have ongoing sleep problems.

MENTAL WELLNESS FROM PAGE 7



BE MINDFUL

The concept of mindfulness is simple. This ancient practice is about being completely aware of what’s happening in the present—of all that’s going on inside and all that’s happening around you. It means not living your life on “autopilot.” Becoming a more mindful person requires commitment and practice. Here are some tips to help you get started.

To be more mindful:

- Take some deep breaths in through your nose to a count of 4, hold for 1 second and then exhale through the mouth to a count of 5. Repeat often.
- Enjoy a stroll, notice the sights around you.
- Practice mindful eating. Be aware of each bite and when you’re full.
- Be aware of your body. Do a mental scan, bring your attention to how each part feels.
- Find mindfulness resources, including online programs.



COPE WITH LOSS

When someone you love dies, your world changes. There is no right or wrong way to mourn. Although the death of a loved one can feel overwhelming, most people can make it through the grieving process with the support of family and friends. Learn healthy ways to help you through difficult times.

To help cope with loss:

- Take care of yourself.
- Talk to a caring friend.
- Try not to make any major changes right away.
- Join a grief support group.
- Consider professional support.
- Talk to your doctor if you’re having trouble with everyday activities.
- Be patient. Mourning takes time.



STRENGTHEN SOCIAL CONNECTIONS

Social connections might help protect health and lengthen life. Scientists are finding that our links to others can have powerful effects on our health—both emotionally and physically. Whether with romantic partners, family, friends, neighbors, or others, social connections can influence our biology and well-being.

To build healthy support systems:

- Build strong relationships with your kids.
- Get active and share good habits with family and friends.
- If you’re a family caregiver, ask for help from others.
- Join a group focused on a favorite hobby, such as reading, hiking, or painting.
- Take a class to learn something new.
- Volunteer for things you care about in your community, like a community garden, school, library, or place of worship.
- Travel to different places and meet new people.



LAUSD APPROVED HIGH-IMPACT TUTORING PROVIDER



WHO WE ARE

Cignition 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@cignition.com



www.cignition.com



UPDATES

NATIONAL PRINCIPALS MONTH

Happy National Principals Month! Principals are the heart of every school, empowering and inspiring students and teachers to reach their full potential. The Division of Human Resources celebrates their dedication, leadership, and tireless commitment to education! Join us as we recognize our outstanding principals each day in October via social media: [Facebook](#), [Instagram](#), and [X](#).

EDUCATOR DEVELOPMENT AND SUPPORT

Educator Development and Support Certification Training (EDST)

EDST Observer Certification prepares and authorizes principal supervisors, principals, and assistant principals to observe and evaluate teacher practice. If you will be evaluating teachers, non-classroom teachers or academic counselors and have not participated in the 2-day Observer Certification, please register for the October 24th training on [MyPLN](#) (Keyword: Observer Certification). If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).

FORMAL OBSERVATIONS

UTLA-represented employees being evaluated shall complete one formal observation during the academic year, no later than the last workday of the sixth (6th) week of the second semester: **February 14, 2025**. The post-observation conference shall occur no later than ten (10) workdays after the formal observation.

EDST 202

We are offering a one-hour refresher training for administrators about the EDST and EDSNCT Formal Observation process on **Thursday, October 17th from 3:00pm - 4:00pm** via Zoom. Topics include lesson planning, Pre-Observation Conference, Observation, and Post-Observation conference as well as the Growth Plan Visit, Mid-year reflection, and evidence collection. If you are EDST Observer Certified and would like to attend, register on [MyPLN](#) (Keyword: EDST 202).

Zoom Office Hours

The Educator Development and Support (EDS) staff are available to assist you with all phases of the EDS evaluation cycles 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**

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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

Have you earned your AALA Angel wings yet? 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 save 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>

You seek COBA information?

<https://www.cobalausd.net>

Can't find CMAA?

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

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

DISTRICT ANNOUNCEMENTS

LAUSD
UNIFIED

**INTERESTED IN
BECOMING A SPECIAL
EDUCATION TEACHER?**

**Earn your Credential
Tuition Waived through
the ICAAP District Intern
Program**

Special Education Credential Subjects:

- Mild to Moderate Support Needs
- Extensive Support Needs

**Learn more at our Virtual
Orientation Session
Join us!**

[Registration Link](#)



**Thursday, October 10, 2024
5:00-6:00 PM**

Contact Us to Learn More:

(213) 241-5466 
ICAAP District Intern Program
<https://www.lausd.org/DistrictInternProgram>

(213) 241-6158 
Certificated Employment



Who's ready to take the next step in their administrative career with the LAASC program?

Join us for an informational session to learn more.



LAASC LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL

LAASC is a two-year, tuition-waived, competency-based program for LA Unified employees with a Preliminary Administrative Services Credential. The LAASC program supports new administrators in achieving a Clear Administrative Services Credential.

For more details, please visit www.lausd.org/LAASC.

During the LAASC Cohort 16 informational session, we will:

- Provide an overview of the LAASC program
- Share the process for applying to LAASC Cohort 16
- Answer questions about the program and application process

COHORT 16 INFORMATION SESSIONS

OCT 7, 2024
9-10 AM

OCT 14, 2024
5-6 PM



JOIN US!
REGISTER HERE:
bit.ly/LAASC16INFO





#TeachDigCitInLAUSD | #DigCitLA

Complete the

DIGITAL CITIZENSHIP CHALLENGE

October 1–31, 2024

Be:

- Alert
- Balanced
- Engaged
- Inclusive
- Informed



By October 31, 2024, schools that have made progress toward completing the annual Responsible Use Policy (RUP) and mandatory digital citizenship lessons, as measured by MiSiS, will be recognized and celebrated!

[X @ITI_LAUSD](#) | iti@lausd.net | lausd.org/iti | lausd.org/digcit

Approved by: 
Sophia Mendoza, ITI Director

Division of
Instruction
Information
Technology
Services



ITI Expanded Learning Invites Schools to Join Cohort 3:

Computer Science and Esports for Good

**Virtual Onboarding and Orientation
Monday, November 4, 2024 at 3:30 p.m. – 4:30 p.m.**

(completion of additional 9 hours of asynchronous tasks is required to receive sets of instructional materials for your after-school club)

Schools will have the opportunity to establish an after-school Computer Science and/or Esports Club to provide your students expanded learning opportunities with gamified, hands-on, immersive, and emergent tools and technologies.

Enrich your students' learning experiences through the UN Sustainable Development Goals (SDGs).



Register your 3-member team in MyPLN using keywords *ITI*, *Computer Science*, or *Esports*, to learn more about how to bring this exciting opportunity to your school. Compensation at District training rate.

[@ITI_LAUSD](https://twitter.com/ITI_LAUSD) | iti@lausd.net | lausd.org/iti | lausd.org/iti-elop

Approved by: 
Sophia Menendez, ITI Director