

UPDATE

www.aalausd.com

Week of June 11, 2012

STABILITY VS. CHANGE

Change is the ever-present constant in LAUSD. Together, we need to maximize stability as we reorganize the local districts, transition to the new A-G graduation requirements and implement the early start calendar. These statements are found in this month's *LAUSD Insider* and really exemplify going from the ridiculous to the sublime. Tell us, **Dr. Deasy**, how do we maximize stability when change is our ever-present constant? Even better, how can you talk about stability when we never keep anything long enough to see if it works? Given the fact that we had little or no input in these reorganizational decisions, how does it become our collective responsibility to try to maximize stability? Reorganizations are typically done in response to reductions in work, to address budget reductions and the need to improve processes and streamline procedures. But they also may be done due to the perceptions of key administrators in the organization, even though these perceptions are not aligned with the current economic and environmental realities. While reduction in work is, obviously, not one of our problems, we have been told that the necessity to improve processes and procedures and address budget issues is key to this current reorganizational effort. But the LAUSD reorganization is occurring irrespective of current economic and environmental conditions.

The University of California Medical Center recently posted on its website, in regard to reorganization,

Change by its very nature causes stress, and changes in people's work and professional lives can cause a great deal of anxiety. As a result, communication and transparency of process is critical. You cannot over-communicate during this time. People will be seeking information, and if it does not come from you, then rumors will take its place. Even if you don't know anything new, communicate that things are proceeding as scheduled. Be open to questions and concerns. Be available to respond to them.

Is that happening in the District? Are any of the implementation processes for the Educational Service Centers, the A-G graduation requirements and the early start calendar transparent? No, as we wind down this school year, principals are closing schools with no idea of what the structure, goals, vision, reporting relationships and operating procedures of the new Service Centers will be; no idea how to plan for a master program and no added support to meet the needs of the A-G curriculum; no clear process for separating operations from instructional issues; and no explicit guidelines for implementing the Common Core State Standards. We at AALA are not even sure that the new Local Educational Service Centers Superintendents know either, so we would like to share some thoughts for consideration.

We hope that the leadership of the new Local Educational Service Centers will:

1. Instill and demonstrate confidence in the principal and his/her administrative team.
2. Seek information from the principal prior to making decisions regarding instructional or personnel issues.
3. Demonstrate a collaborative attitude with school-site administrators.
4. Clearly define roles and responsibilities.

STABILITY VS. CHANGE (Cont.)

5. Meet with individual principals regarding
 - a. School personnel
 - b. The school's instructional program
 - c. Current achievement data
 - d. Safety and welfare issues
 - e. Fiscal matters
 - f. Immediate needs of the school
6. Engage local school community leaders to obtain support for schools.
7. Have a working knowledge of the AALA/LAUSD Contract.
8. Communicate with AALA leadership on a regular basis regarding personnel matters.
9. Return phone calls and e-mails within 24 hours; insure that Service Center staff members return phone calls and e-mails within 24 hours.
10. Reflect a high level of professionalism and ethics.
11. Earn respect by virtue of their actions.

The above suggestions reflect good leadership principles that we urge LAUSD senior staff to apply. Administrators are facing the next school year with myriad unanswered questions, causing them overwhelming stress. They need assistance, support and collegiality from their supervisors; not obfuscation and insincerity. We do not want this ancient quotation from Petronius in AD 166 to be an indication of the future:

We trained very hard, but it seemed that every time we were beginning to form into teams we would be reorganized. I was to learn later in life that we tried to meet any new situation by reorganizing, and a wonderful method it was for creating the illusion of progress whilst producing confusion, inefficiency and demoralization.

BARGAINING BULLETIN

AALA's Unit J (Classified Unit): Unit J's bargaining team is close to reaching a tentative agreement with the District on their first contract. We will share contract details once the agreement is completed, in preparation for the ratification vote.

AALA's Certificated Unit: Negotiations are progressing regarding furlough days and job restoration for next year. However, agreement has not yet been reached. To date, there have been no negotiations regarding evaluation for the 2012-2013 school year.

DOE VS. DEASY LAWSUIT

The hearing on the Doe vs. Deasy lawsuit brought against the District by well-funded anonymous plaintiffs was scheduled to be held on June 5. You will recall that the plaintiffs claim that the District's evaluation process for teachers and administrators does not include the use of student test data, which they claim is required by the Stull law. At the hearing, **Judge James Chalfant** informed the attorneys that he had not completed his study of the case and offered the choice of hearing their arguments that day or waiting one week, until June 12, 2012. The attorneys agreed to wait.

HEALTH BENEFITS FAQ

Topic: Innovative Health Care Strategies

This AALA article is reprinted to complement last week's article on chronic diseases, coordinated care, and self-managed care strategies. The current national focus on wellness, healthy living and disease prevention seeks to reduce the incidence of chronic conditions.

Increasing Care for the Sickest Patients

The rising costs of health insurance premiums have triggered cost-cutting strategies such as higher co-payments, higher annual deductibles, higher annual out-of-pocket limits, greater use of generic drugs, more HMO utilization and small physician/hospital networks. While these strategies focus primarily on spreading the costs and reducing services, an innovative new strategy has demonstrated that it can save money by doing more. The notion of focusing on the sickest patients to control health care costs, while seemingly counter intuitive, can show dramatic results.

A number of communities have lowered their medical costs by providing more services for their sickest patients. This is remarkable, given that the sickest population represents a small fraction of the total population, but accounts for a hefty share of health care spending. LAUSD employees and retirees mirror the national trend that the prevalence of chronic conditions and the costs of treatment increase dramatically as the population ages, resulting in more emergency procedures and services. According to the U. S. Department of Health and Human Services, 1% of the population accounts for nearly 30% of health care costs.

The concept of increasing services is the brainchild of **Dr. Jeffrey Brenner**, a family physician from Camden, New Jersey. By mapping housing patterns of emergency room (ER) patients, he located "hot spots" of high ER utilization. When he tracked the medical costs for these patients, he found they represented the most expensive and poorest medical care. Funded by grants, he established the Camden Coalition of Healthcare Providers. With no clinic as a home base, a nurse practitioner and a medical assistant made home visits and phone calls to monitor patients' health, check on insurance or housing problems, prescription usage and to provide urgent-call services. For Camden's 36 highest utilization patients, hospital bills averaged a 56% reduction.

The idea is catching on in other places. In Atlantic City, a casino workers' union and a hospital joined forces to implement an experimental program that targeted patients with specific chronic illness such as heart disease, diabetes and emphysema. The program provides patients unlimited clinic access with no copayments or coinsurance, same day appointments, an electronic information system and an outreach team to follow up and coordinate the care of individual patients. The outreach team consists of health coaches, registered nurses and social workers. The team assesses the progress of their patients and comes up with strategies for improving care. To ensure that doctors focus on patient care, they are not paid on a per visit basis, but provided a monthly fee for each patient.

Other examples include a Medicare demonstration program in Massachusetts. This program uses case managers to offer coordinated care. The case managers connect patients with resources to prevent acute disease acceleration which can eventually lead to increased emergency room use. Medicare's findings show high patient participation levels, improved quality of medical care and reduced costs. These examples suggest that health plan providers and clients should consider nonconventional and sometime counter-intuitive ways to improve health care and save money at the same time. To learn more about Dr. Brenner's idea, read "The Hot Spotters," an article by **Atul Gawande**, found online in the *New Yorker* magazine at http://www.newyorker.com/reporting/2011/01/24/110124fa_fact_gawande#ixzz1Ce1TJQe9.

ENDING THE SCHOOL YEAR REMINDERS

Excerpted below is information from *The Principal's Handbook*, July 2011, and other District publications which itemize key activities for site administrators at the end of the school year. We hope this information is helpful to you.

WHEN CLOSING SCHOOL OR ENDING A TRACK

- Develop a Closing Bulletin that addresses the following items, as appropriate. Be sure to distribute to faculty several weeks prior to the close of school.
 - Collection and return of library books
 - Collection and return of textbooks
 - Collection and storage of equipment, including computers, etc.
 - Collection and storage of small equipment and supplies including audiovisual
 - Storage of flag
 - Room cleaning and storage of teacher materials
 - Collection of keys
 - Guidelines and timeline for completion and distribution of progress reports
- Review guidelines and timeline for completion of cumulative records
 - *Cumulative Record Handbook for Elementary Schools*, January 2012
 - *Cumulative Record Handbook (Secondary)*, July 2008
- Schedule end-of-the year student awards to recognize student achievement, attendance, school service, etc.
- Review guidelines for completion and collection of attendance cards, registers, roll books and absence notes
- Elementary SIS—Follow:
 - Reference Guide 3490.6, *Elementary Transfer Data to Middle Schools*, February 13, 2012
 - June ESIS Newsletter
- Secondary SIS—Adhere to:
 - Reference Guide 5481.1, *Secondary SIS Instructions for Year-End Processing for Single Track and Options Schools*, June 1, 2012
 - Reference Guide 5482.1, *Secondary SIS Instructions for Year-End Processing for Multi-Track Schools*, June 1, 2012
 - Memorandum 5775.0, *Year-End Coding Procedures for 2011-12 Graduates and Completers*, May 29, 2012
- Direct students to visit the school's Lost and Found
- Sign and turn in time card
- Complete Student Store Clearance Form (Secondary Schools)
- Turn in Final Checkout Sheet and/or Roving Checklist for clearance
- Inform parents and students of return date

ENDING (Cont.)

ADDITIONAL DISTRICT RESOURCES

- BUL—953.1, *Control of Site Equipment*, September 1, 2010
- BUL—3508.3, *Inventory for Equipment Purchased through Categorical Programs*, March 8, 2010
- MEM—5753.0, *Carryover Policies for School Discretionary Accounts as of June 30, 2012*, May 10, 2012
- REF—3640.5, *Final Payment of Bills for 2011-2012*, May 2, 2012
- REF—2633.2, *Inventory of Student Body Owned Equipment*, June 18, 2009
- REF—1656.37, *Preliminary Student Body Budgets for 2012-2013*, May 18, 2012
- REF—1754.7, *Year-End Accounting Procedures for Elementary School Student Body Funds*, May 17, 2012
- REF—1755.8, *Year-End Accounting Procedures for Secondary School Student Body Funds*, May 10, 2012
- REF—4276.5, *Year-End Accounting Procedures for Adult Schools, Skills Centers, ROC's*, May 10, 2012

SURVEYS

As the school year comes to an end, we have learned that many AALA members have been receiving surveys from various District offices. We wish to remind administrators that they are only obligated to respond to surveys that have been approved by **Superintendent John Deasy**, **Senior Deputy Superintendent Michelle King** or **Deputy Superintendent Jaime Aquino**.

DACE ADMINISTRATORS MAY APPLY FOR K-12 ADMINISTRATIVE POSITIONS

A current Adult School administrator at North Valley Occupational Center, **Melissa McCarthy**, recently brought to our attention that she and her colleagues were interested in applying for some K-12 administrative positions for which they met all of the requirements other than those related to the Master Plan. They noted that the job postings state that out-of-District applicants will be given a year to complete the District's Master Plan requirements should they be hired and inquired of the Administrative Assignments Unit if DACE administrators would be given the same option. She was informed that unless some special authorization was received, DACE administrators would not be given the same exemption as out-of-District candidates!

AALA leadership immediately made contact with staff in Human Resources and we were assured by **Vivian Ekchian**, Chief Human Resources Officer, that DACE administrators may apply for K-12 administrative positions for which they are otherwise qualified, and if hired, will also be given one year to fulfill the Master Plan requirements. We wish to thank Ms. McCarthy for bringing this inequity to our attention and Ms. Ekchian for her prompt, positive response.

AALA'S SCHOLARSHIP AND COMMUNITY AWARDS BANQUET

AALA and Friends of AALA wish to thank **Board Members Bennett Kayser** and his wife, **Marguerite LaMotte** and **Steve Zimmer** for attending the annual banquet on Wednesday, May 23, 2012. In addition, we appreciate the support and attendance of **Local District Superintendents Rowena Lagrosa** (6), **Roberto Martinez** (5), **Dr. George McKenna** (7) and **Michael Romero** (8); **Matt Hill**, Chief Strategy Officer, representing Superintendent Deasy; **Vivian Ekchian**, Chief Human Resources Officer; and **Juan Flecha**, Principal Leader, representing **Linda Del Cueto**, Local District 1 Superintendent.

LAST DAY OF WORK

Due to changes in the calendar and the furlough days, we, in the AALA office, have received many calls regarding the last day that administrators need to physically report to work. For school-based administrators on B, D and E Basis, the last work day is Friday, June 22, 2012. June 25 and 26, 2012, are furlough days; June 27, 2012, is a Spring Recess day; and June 28, 2012, is a Winter Recess day. Payroll master calendars for all bases may be accessed at www.lausd.net; select *Payroll Administration* and then click on *Calendar/Timecards*.

LUMP SUM VACATION PAYMENT

Certificated and classified employees previously assigned to an A Basis assignment and changed to a nonvacation-earning position, may request payment of their accumulated vacation by completing the Certificated Lump Sum Vacation Payment Request Form (classified employees may use as well) found at: http://notebook.lausd.net/portal/page?_pageid=33,905090&_dad=ptl&_schema=PTL_EP. The lump sum vacation payment will be processed in the next available off-cycle (usually midmonth) or regular payroll. Questions and concerns should be directed to the Employee Service Center at 213.241.6670.

CONGRATULATIONS!!!

Five high schools were honored for their demonstration of exemplary activities to promote social justice and human relations on their campuses by the LAUSD Commission on Human Relations, Diversity and Equity on Tuesday, May 29, 2012. We extend congratulations to the following schools and their principals:

- Downtown Magnets High School—**Brandon Cohen**, Principal
- Harbor Teacher Prep High School—**Mattie Adams**, Principal
- University High School—**Eric Davidson**, Principal
- Venice High School—**Elsa Mendoza**, Principal
- Washington Prep High School—**Todd Ullah**, Principal

2012 ARTS LEADERSHIP ACADEMY

The Music Center is hosting a two-day Leadership Academy for LA County district and school-site administrators on **August 7 and 8** at the Dorothy Chandler Pavilion in Downtown LA. Participants will engage in hands-on learning with top leaders in the education and arts fields on issues related to the value of arts education and practical implementation strategies at a district and school level. The Arts Leadership Academy will take place during the 30th Annual Institute for Educators. There are only fifteen slots available and the cost is \$85. For more information or to register, contact **Leonardo Bravo** at lbravo@musiccenter.org.

**URBAN SCHOOL LEADERS
SUMMER MASTER SCHEDULE INSTITUTE**

California State University, Dominguez Hills, LAUSD and AALA invite you to apply for an excellent professional development opportunity, the Master Schedule Institute, in which you will learn how to build a master program specifically designed for high school and/or middle school under the direction of an experienced school-site administrator. The Institute is a hybrid seminar, beginning on Thursday, July 12, 2012, consisting of five face-to-face course sessions and four online sessions. Applications are currently being accepted through the deadline date of Friday, June 22, 2012.

- Questions? Contact **Judy Radeke** at jaradeke@csudh.edu or 310.243.3524
- For details and application go to: <https://eadcsudh.box.com/s/6890fbd296f92bd55e12>

MASTER OF EDUCATION IN SCHOOL LEADERSHIP

AALA members can help future administrators positively impact the lives of teachers and students through USC's new Master of Education (M.E.) in School Leadership program. USC is now offering a M.E. in School Leadership **online!** Designed for busy teachers, school counselors and other educational professionals, this program provides the skills and knowledge needed to assume leadership roles in K-12 education. Please encourage strong candidates to visit <http://rossier.usc.edu/> and attend an upcoming online information session on June 14 or June 15. Applications for fall 2012 will be accepted until July 2, 2012. Please e-mail rossier.info@usc.edu or call 213. 740.0224 for more information.

IN MEMORIAM

ALFONSO "ALFEE" ENCISO—Instructional Coach at John Muir Middle School, former School Improvement Facilitator and Assistant Principal at Locke High School and Assistant Principal at West Adams High School suffered a heart attack on May 11, 2012, and passed away on May 31, 2012. A funeral mass will be held at 11:00 a.m. on Friday, July 6, 2012, at St. Bernadette Catholic Church, 3825 Don Felipe Drive, Los Angeles, CA 90008, followed by a celebration of his life at Kenneth Hahn State Park, 4100 S. La Cienega Blvd., Los Angeles, CA 90056. Condolences may be sent to the family in c/o GEG, 4859 W. Slauson Ave., Suite 330, Los Angeles, CA 90056.

UPCOMING EVENTS

EVENT	DATE	CONTACT
Sherry Rubalcava Retirement Event at Regency West	June 8, 2012 5:00 p.m.	Christina Elliot , 562.756.5552 or keepbelieving@gmail.com
Women Educators Installation and Scholarship Awards Brunch	June 10, 2012 11:00 a.m.	Mariza Albers , 818.631.0386 or mariza.albers@lausd.net
Women in Educational Leadership Spring Brunch	June 16, 2012 9:00 a.m.	Penny Sommers , 323.270.2420 or penny.sommers@lausd.net
Superintendent's Reception for 2011-2012 Retirees at Cortines HS	June 13, 2012 2:30 p.m.	Superintendent's Office, 213.241.7000
Dr. Donna Zero Retirement Celebration at BJ's Restaurant	June 22, 2012 6:00 p.m.	Jennifer Phelps-Kosoy , jmkosoy@aol.com
Bob and Sue Spears Retirement Luncheon at Sheraton Hotel	June 24, 2012 11:30 a.m.	Diane Klewitz , 818.984.1441 or klewitzx2@sbcglobal.net
Leah Perrotti Retirement Brunch and Prestidigitation at the Magic Castle	June 24, 2012 11:00 a.m.	Estela Moreno-Lee , 818.314.7797
Superintendent's Opening Meeting at Washington HS	August 9, 2012	Superintendent's Office, 213.241.7000

POSITIONS AVAILABLE

Minimum Qualifications: Candidates are responsible for making sure all the District requirements have been met. Please do not contact AALA for information regarding positions; use the contact phone number provided in the announcement or go to http://certificated.lausd.k12.ca.us/admin_vacancies.

CERTIFICATED POSITIONS

INSTRUCTIONAL DIRECTOR

Local Educational Service Center, Temporary Adviser, MST 45G, E Basis. For information and application procedures call 213.241.6886. Position is open until filled.

PRINCIPAL, SECONDARY SMALL SCHOOLS

Sonia Sotomayor Learning Academies ArtLab High School (LD4), Temporary Adviser, MST 40G, E Basis. For information and application procedures contact **Dr. Annick Draghi**, Principal Leader, at 213.241.0112. Filing deadline is 5:00 p.m., Friday, June 22, 2012.

South Region High School #12, Multilingual Arts and Sciences High School (LD7), Temporary Adviser, MST 40G, E Basis. For information and application procedures contact **George Bartleson**, Director, at 213.241.7000. Filing deadline is 5:00 p.m., Monday, June 18, 2012.

PRINCIPAL, ELEMENTARY

Justice Elementary School (LD1), MST 40G, D Basis. For information and application procedures contact **Susan Klein**, Principal Leader, at 818.654.3600. Filing deadline is 5:00 p.m., Friday, June 22, 2012.

PRINCIPAL, ELEMENTARY

Woodlake Elementary School (LD1), MST 40G, D Basis. For information and application procedures contact **Susan Klein**, Principal Leader, at 818.654.3600. Filing deadline is 5:00 p.m., Friday, June 22, 2012.

COORDINATOR, EMERGENCY SERVICES

Office of School Operations, Temporary Adviser, MST 40G, E Basis. For information and application procedures contact **Zsuzsanna Vincze**, Director, at 213.241.5337. Filing deadline is 5:00 p.m., Wednesday, June 20, 2012.

SPECIALIST, SPEECH AND LANGUAGE

Division of Special Education, MST 38G, B Basis. For information and application procedures call **Elaine Shackelford**, Coordinator, at 213.241.6200. Filing deadline is 5:00 p.m., Tuesday, June 19, 2012.

****OPERATIONS DIRECTOR***

Roosevelt High School (Partnership LA), MST 40G, E Basis. For information and application procedures visit the website, www.partnershipla.org/careers. Filing deadline is 5:00 p.m., Friday, June 23, 2012, or until filled.

PREVIOUSLY ANNOUNCED POSITIONS

POSITION	LOCATION	CONTACT	DEADLINE
*PRINCIPAL, SECONDARY \$125,034 - \$150,984	Santee Education Complex (Partnership LA)	Christina Legg Greenberg , 510.250.7994 or info@redwoodcircle.org	Until Filled
PRINCIPAL, SECONDARY SMALL SCHOOLS MST 40G, E Basis	Augustus Hawkins HS, Community Health Advocates School (LD7)	George Bartleson , Director, 213.241.7003	EXTENDED 5:00 p.m. Friday June 15, 2012
PRINCIPAL, SECONDARY SMALL SCHOOLS MST 40G, E Basis	Hilda Solis Learning Academy School of Technology, Business and Education (LD5)	Jesus Angulo , Principal Leader, 323.224.3173	5:00 p.m. Friday June 15, 2012
PRINCIPAL, ELEMENTARY MST 40G, D Basis	Community Magnet Charter Elementary School (LD3)	Mary Campbell , Principal Leader, 310.914.2100	5:00 p.m. Friday June 8, 2012
PRINCIPAL, ELEMENTARY MST 40G, D Basis	Open Magnet Charter Elementary School (LD3)	Renée Robinson , Principal Leader, 310.914.2100	5:00 p.m. Friday June 8, 2012
PRINCIPAL, ELEMENTARY MST 40G, D Basis	Sherman Oaks Charter Elementary School (LD2)	Jack Bagwell , Principal Leader, 818.252.5404	5:00 p.m. Friday June 15, 2012

Associated Administrators of Los Angeles

<i>*PRINCIPAL, ELEMENTARY</i> \$103,373 - \$126,474	Sunrise Elementary School (Partnership LA)	Christina Legg Greenberg , 510.250.7994 or info@redwoodcircle.org	Until Filled
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, D Basis	Westwood Charter Elementary School (LD3)	Renée Robinson , Principal Leader, 310.914.2100	5:00 p.m. Friday June 8, 2012
<i>COORDINATOR, INSTRUCTION K-12</i> MST 42G, B Basis	Division of Special Education	Nancy Franklin , 213.241.6701 or nancy.franklin@lausd.net	5:00 p.m. Thursday June 14, 2012
<i>COORDINATOR, SECONDARY OPTIONS PROGRAMS</i> MST 43G, E Basis.	Office of Curriculum, Instruction and School Support	213.241.6886	5:00 p.m. Friday June 15, 2012
<i>*INSTRUCTIONAL SPECIALIST</i> \$75,502 - \$94,043, 221 days	Gompers Middle School (Partnership LA)	213.201.2000, ext. 221, www.partnershipla.org/careers	June 8, 2012 or until filled.
<i>*INSTRUCTIONAL SPECIALIST</i> \$69,470 - \$86,653, 221 days	Mendez Learning Center (Partnership LA)	213.201.2000, ext. 238, or www.partershipla.org/careers	Until Filled
<i>SPECIALIST, PSYCHOLOGICAL SERVICES</i> MST 37G, B Basis	Division of Special Education	Alnita Dunn , Director, 213.241.8303	5:00 p.m. Wednesday June 13, 2012
<i>SPECIALIST, K-12 English Learner Programs</i> MST 38G (subject to change), B Basis	Office of Curriculum, Instruction and School Support	213.241.6886	5:00 p.m. Friday June 8, 2012
<i>*HUMAN RESOURCES AND RECRUITING MANAGER</i>	Partnership LA	www.partnershipla.org/careers	Until Filled

****NOTE:** We are providing information about these positions as a courtesy to our members. Although they are being nationally advertised by the Partnership, they have not been approved by the District.*