

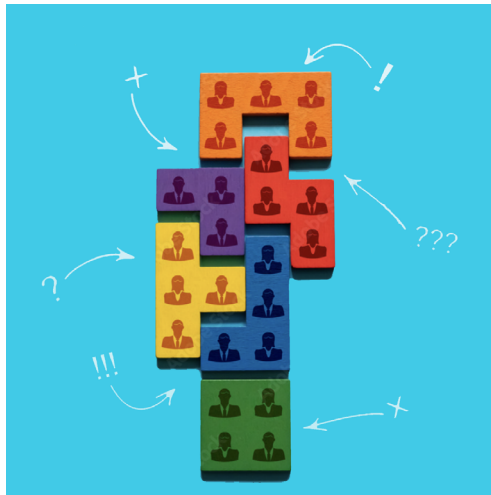
JANUARY 16, 2023

# UPDATE

## Shift Happens

Administrators returned from a much needed and earned Thanksgiving Break to a reorganized structure that obliterated two local districts. With a mid-year shift to four regions, Superintendent Carvalho is looking to save \$40 million by eliminating “redundancies and duplication of services.” AALA has fielded many calls from concerned School Support Administrators asking, “What will happen with my position?” While the word on the street is that no position is being cut, School Support Administrators providing direct services to schools are hearing they will be required to re-apply for their 2023 positions. This trepidation leaves members feeling stressed, undervalued, and disposable given the future uncertainties and gross lack of communication and transparency. The rumor milling about is the District’s intent to have an outside agency conduct the selection and interview processes. One high-ranking senior staffer has assured AALA this is not the case.

The “been there done that” (Remember ESC N, ESC S, ESC West, ESC East, and ISIC now aka as HEET?) reorganized regions are “supporting” between 250 and 275 schools. Schools have the same needs; students have the same needs. AALA reminds senior staffers that as they “analyze” “redundancies and duplication of services,” keep in mind an administrative coordinator supporting schools should not be expected to provide the same level of support to a larger number of schools next year.



AALA demands the needs of every school and every student be the driving force to determine the exact service of every school community. As importantly, those AALA members supporting every school from Beaudry and the regions must have the appropriate staffing, budgets, and tools to serve every school community genuinely and joyfully.



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## Associated Administrators of Los Angeles Collaborating During Trying Times

This week's storms and ensuing flooding was more than just an inconvenience for Region West **Principals Nicole Sheard** and **Kevin Kassebaum**. With storm damage and road closures, Topanga Canyon Elementary closed until further notice and temporarily relocated to Canyon Elementary School on Tuesday, January 10th. Principal Sheard welcomed Principal Kassebaum along with Topanga Canyon students and staff. Administrators and staff from both schools are excelling at communication with each other and their schools. Kudos to **CoSA Christina Wantz** for her support to the two communities. With Canyon Elementary's one-room schoolhouse built in 1897 as the backdrop, **AALA President Nery Paiz** observed collaboration at its finest while offering both principals AALA's support. AALA members excel and overcome even when the elements try to get in the way of getting students Ready for the World!



## Van Nuys Middle School to Receive Much Needed Cafeteria Upgrade!

There is more to college football than just championships. The *College Football Playoff Foundation Extra Yard for Teachers* is the not-for-profit arm of the College Football Playoff, "dedicated to elevating the teaching profession by inspiring and empowering teachers in four core areas: resources, recognition, professional development, recruitment and retention."

Aside from honoring local teachers, the *College Football Playoff Foundation Extra Yard for Teachers* announced makeovers for LAUSD schools. **Principal Cristina Serrano's** school cafeteria underwent a needs assessment and site survey prior to the formal announcement this week.



The *College Football Playoff Foundation Extra Yard for Teachers* recognizes that, "the right learning environment can transform more than the classroom". AALA agrees!



**Calling all AALA Members!** Do you have a new administrator in your school or office? Do you know of a new administrator? Please let them know about

the benefits of AALA membership and have them complete AALA's easy form: <https://docs.google.com/forms/d/e/1FAIpQLSdTTpn6QRag1mkFhGP7oJlzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

### Questions?

Payroll: [payrollsupport@lausd.net](mailto:payrollsupport@lausd.net)

HR: [askhr@lausd.net](mailto:askhr@lausd.net)

Personnel Commission: [PersComm@lausd.net](mailto:PersComm@lausd.net)

**January 11** - Friends of AALA Scholarship announced

**January 12** - AALA Executive Board meeting.  
Approval of 2023 Election Calendar

**January 16** - Dr. Martin Luther King Day (observed)  
the AALA office will be closed

**AALA Members please monitor yourselves these next 2 weeks at home and at work. Mask up, get tested be safe and well. Have a restful 3-day weekend, stay warm and dry!**

## Healthcare FAQs - Do You Need To Combat Chronic Inflammation?

For many of us, the new year brings resolutions for improving ourselves and reversing bad habits. Losing weight, exercising more, not eating junk food are probably on many lists. While we know what we should do, we know it's not easy. This week's focus on inflammation may add impetus to get on track to a healthier lifestyle.

### What are the two types of inflammation?

Our bodies tell us when we have inflammation—pain and/or redness from a wound, swelling from fluid buildup, heat caused by blood accumulation, and loss of function. Called “acute inflammation,” these physical symptoms tell us our immune system is actively fighting infection or injury that leads to healing. Our bodies may also have “chronic inflammation”—inflammation we cannot see. Diabetes, cancer, high blood pressure, heart disease, autoimmune diseases, and gastrointestinal conditions are among diseases associated with chronic and long-term inflammation. In the United States, 50% of all deaths are attributable to diseases related to chronic inflammation.

### How does the immune system produce chronic inflammation?

Chronic inflammation may result from autoimmune diseases, long-term exposure to toxic chemicals, or infections or injuries that don't heal. Autoimmune diseases, like lupus, psoriasis, celiac disease, and rheumatoid arthritis are conditions where the immune system attacks and damages healthy tissue. Research has also found that lifestyle habits—your diet, stress level, sleep problems, alcohol intake, and obesity may also cause chronic inflammation. Because this inflammation tends to develop slowly, people may not know they have a problem until they are diagnosed with a disease.

### What are some common symptoms?

Symptoms of chronic inflammation include, but are not limited to pain (body, joint, or muscle pain), frequent infections, gastrointestinal problems (acid reflux, diarrhea, constipation) chronic fatigue, insomnia, weight gain or loss, and depression, anxiety, and mood disorders.

### How is chronic inflammation detected?

- According to a Cleveland Heart Lab report, there are five ways to assess your own risk for inflammation: Waist size greater than 40 inches for men, and 35 inches for women
- Gum disease, linked to risk for stroke in men and younger adults
- Sleeping less than 6 hours
- High sugar intake—between 17-21% of your total calories
- Disease, your symptoms, there are tests to diagnose inflammation

Tests for inflammation involve simple blood and urine tests. If you have symptoms that might suggest inflammation, consult your primary care physician about the C-Reactive Protein (CRP) blood test as part of your annual blood draw. A higher-than-normal CRP level in the blood indicates inflammation.

### How can I reduce my risk of serious disease associated with inflammation?

- Consume a healthy diet: Eat more foods high in antioxidants, such as berries (especially blueberries); dried and fresh fruit; vegetables such as curly kale, artichokes, red/yellow/orange bell pepper, spinach, sundried tomatoes; dark chocolate; nuts; seeds; and dried herbs and spices.
- Exercise regularly.
- Maintain a healthy weight; lose weight, if needed
- Get enough sleep—at least 7-8 hours nightly.
- Reduce stress. Engage in yoga, meditation, deep breathing, singing/dancing, counseling, and enjoyable activities.

### Where can I learn more about inflammation? Check out these websites:

[Chronic Inflammation](#), National Library of Medicine.  
[Want to ease chronic inflammation? Start with your grocery list](#), Mayo Clinic.  
[C-Reactive Protein Test](#), Medline Plus





## District Schools Receive Top State Honor!

California State Superintendent of Public Instruction Tony Thurmond announced this year's California Distinguished Schools, including five of LAUSD's best, on January 6, 2023. All in all more than 350 state elementary schools were recognized for their innovation, talent and success supporting student learning. Thurmond went on to state that these schools illustrate, "the hard work, dedication, and resilience shown by educators and schools across the state after communities struggled for multiple years with urgent effects to physical and mental health and unprecedented challenges to delivering education".

AALA tips its hat to the following principals for leading their schools to excellence in the most trying of circumstances!

- **Principal Christine Chun**, Balboa Gifted/High Ability Magnet Elementary
- **Principal Nicole Sheard**, Canyon Charter Elementary
- **Principal Tabitha Thigpen**, Richland Avenue Elementary
- **Principal Carlos Lauchu**, Science Academy STEM Magnet
- **Principal Kathy Flores**, Westwood Charter Elementary



Superintendent Alberto M. Carvalho congratulated the schools stating, "it is because of the exceptional work of educators, staff, families and school communities that our District has some of the highest performing schools in the state." Schools also received accolades from Boardmembers Kelly Gonez, Nick Melvoin, George McKenna, Scott Schmerelson and Tanya Ortiz Franklin.

According to the California Department of Education (CDE), "since its inception in 1985, the California Distinguished Schools Award remains one of the important ways to celebrate exceptional schools, districts, teachers, and classified employees for their innovation, talent, and success in supporting students." The CDE provides the following information on their website:

*To select California Distinguished Schools, the California Department of Education uses multiple measures to identify eligible schools based on their performance on the state indicators as specified on the California School Dashboard. Specifically, schools were selected by analyzing data reported through the 2022 Dashboard, including assessment results, chronic absenteeism, suspension rates, and socioeconomic data. The California Distinguished Schools program recognizes schools for their excellent work in one of two categories: closing the achievement gap and achieving exceptional student performance. Elementary schools and middle and high schools are recognized in alternate years; therefore, awardees hold the title for two years. Each year, two of California's Distinguished Schools awardees are eligible to become a National Association of Elementary and Secondary Education Act (ESEA) Distinguished Schools Awardee.*





The Personnel Commission  
Announces Our Next

# Virtual Drop-In Meetings

Friday, January 27 & February 17  
3:15 - 4:15 pm

An opportunity for principals to  
discuss their school staffing  
needs with the PC management  
team including:

- Assistance with school site recruitments
- Assistance with filling vacancies
- Answers to questions regarding promotions, transfers, leaves
- Check on status of any unresolved personnel matters
- Obtain advice on overall classified staffing strategies
- Real-time assistance

[Use This Link To  
Pre-Register](#)

[Use This Link To  
Join The Meeting](#)



## Associated Administrators of Los Angeles

### EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

#### Formal Observations and EDS Office Hours

The contractual deadline for conducting **Formal Observations** for UTLA-represented employees is **Friday, February 17** and **Post-Observation Conferences** must be held with teachers within **10** business days of the Formal Observation. The EDS team is here to support you with any questions or issues you have. Please contact a team member at [mypgs@lausd.net](mailto:mypgs@lausd.net). In addition, weekly **EDS Office Hours** are available on Fridays from 2:00 – 4:00 p.m. and you may join using the following link: <https://lausd.zoom.us/j/86108706782>.



#### EDSSL Mid-Year Formative Activities

Administrators should have begun their Mid-Year Formative activities on MyPGS. This includes uploading evidence on the District Focus Elements and the evaluatee's Growth Elements, reflecting on practice, and participating in a Mid-Year Conference to review Formative Ratings. The suggested timeline for completing the **reflection** is **January 20, 2023**, and the **Formative Conference** by **February 3, 2023**. If you have questions regarding the process, please contact Heather Lower Lowe ([hlowe@lausd.net](mailto:hlowe@lausd.net)).



**JEREMY LEIBOWITZ, CFP, RICP, PS**  
NEA RETIREMENT SPECIALIST  
**818-274-2460**  
[JLEIBOWITZ@PROSPERITASFIN.COM](mailto:jleibowitz@prosperitasfin.com)

Make a good strategic plan  
for your retirement.



**ACSA REGION 16**  
LEADING WITH EXCELLENCE

**JOIN US AS WE PLAN FOR RETIREMENT**

**TOPICS:**

- UNDERSTANDING CALSTRS AND HOW TO PREVENT POTENTIAL LARGE SUMS OF MONEY FROM BEING LEFT TO THE STATE.
- LEARN HOW THE WINDFALL ELIMINATION PROVISION (WEP) AND /OR GOVERNMENT PENSION OFFSET (GPO) MAY AFFECT YOU.
- REVIEW DIFFERENT SUPPLEMENTAL RETIREMENT PLANS (I.E. 403(B), 457, ROTH IRA)

**Date: February 1, 2023**  
**Time: 5:00PM-6:00PM**  
**Zoom ID: 902-212-0131**



## Associated Administrators of Los Angeles



### PROFESSIONAL LEARNING OPPORTUNITIES FOR ADMINISTRATORS



Human Resources invites administrators to engage in a variety of professional learning opportunities through timely and engaging sessions designed to provide leadership development.

Sessions are held one hour per week for 6-weeks, held virtually, and participants will receive the training rate at \$50 per hour.



### CURRENT TOPICS:

- Leading Inclusive Opportunities



Jan 18, Jan 25, Feb 1, Feb 8, Feb 15, Feb 22

5:00PM-6:00PM

Registration is limited to 250 participants per session. Register in MyPLN by searching for "Leading Inclusive Opportunities".

**FOR MORE INFORMATION, CONTACT  
MARCO A. NAVA, ED.D., AT [MNAVA@LAUSD.NET](mailto:MNAVA@LAUSD.NET)**



## Associated Administrators of Los Angeles



**KNOW TEACHER LEADERS WHO ARE  
READY FOR AN ADMINISTRATIVE CAREER?  
LET THEM KNOW ABOUT LAPASC!**

Los Angeles Preliminary Administrative Services Credential, **LAPASC**, seeks to create a pipeline of high quality, equity driven leaders to serve the students of LA Unified. Integrating the learning from the field and current leadership theory, LAPASC is a 1-year program which prepares candidates in 4 Instructional blocks: Instructional Leadership, Change Leadership, Vision/Community Leadership and Systems and Operational Leadership.

LAPASC prepares to support highly qualified candidates to serve in Los Angeles Unified schools by offering a comprehensive administrative preparation experience aligned to the required California Administrator Performance Expectations (CAPE), the Los Angeles Unified School Leadership Framework (SLF). LAPASC is a tuition-waived, one-year, competency-based, job-embedded credentialing program for Los Angeles Unified teacher leaders interested in obtaining their preliminary administrative services credential and serving in high need schools. For more information about the program, visit our website at

**[LAPASC Program LAUSD](#)**

**LAPASC informational meets will be held on:**



**Monday**

January 24, 30 and  
February 6



**4:00 PM**



**Zoom Meeting**

<https://us02web.zoom.us/j/4013915708>

Application period for LAPASC Cohort 3 opens January 16, 2023, and closes on February 10, 2023 at 5 p.m. No late submissions will be accepted. For additional information, contact Delia Estrada at [LAPASC@lausd.net](mailto:LAPASC@lausd.net).

## Associated Administrators of Los Angeles



### Leading Social-Emotional Learning

A professional development designed for administrators provided by the Division of Instruction and the Human Resources Induction & Credentialing Unit.

Participants will have the opportunity to deepen their understanding of Social-Emotional Learning (SEL) Leadership to proactively engage and support positive school cultures. Participants will explore how SEL can assure equitable outcomes for all learners.



**January 28, 2023**



**8:30AM-12:30PM**

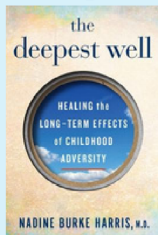


**February 11, 2023**



**8:30AM-12:30PM**

**Free e-book to participants:**



**VIRTUAL MEETING FOR ALL ADMINISTRATORS INCLUDING EARLY EDUCATION, DACE, DIRECTORS, COSAs, and AIs**



Participants will gain insights into strategies to lead Social-Emotional Learning to address the **Pillar 2: Joy and Wellness** in the District's Strategic Plan.

Registration is limited to **150** participants in each session.

Please register in **MyPLN** by searching “**SEL Leadership 2023**”.

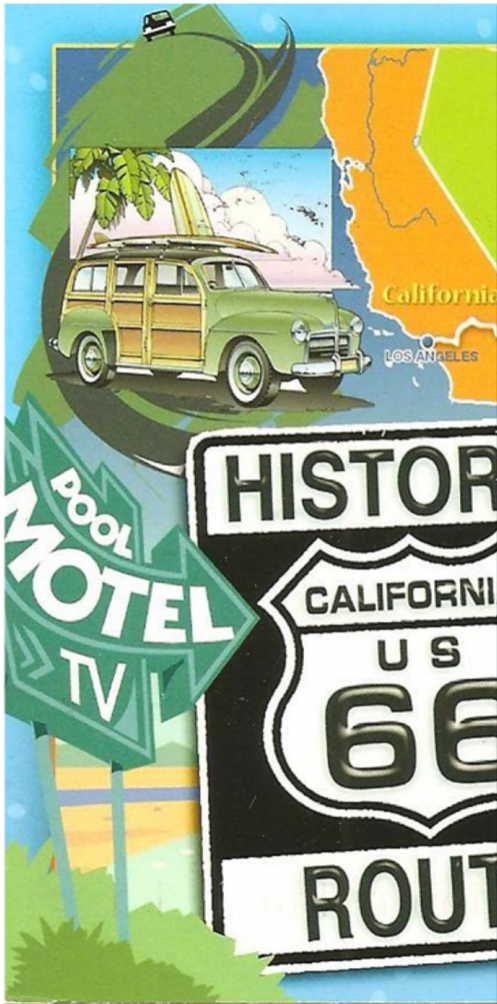
Participants will be paid the training rate (\$50 per hour) for 4 hours



Made possible by the Division of Instruction in partnership with HR Induction & Credentialing, AALA, and ACSA Region 16.

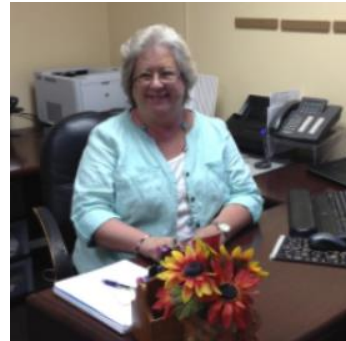
**Contact:** Susan Ward-Roncalli at [sroncall@lausd.net](mailto:sroncall@lausd.net) or Dr. Marco Nava at [mnava@lausd.net](mailto:mnava@lausd.net).

## Associated Administrators of Los Angeles



Another journey awaits...

Announcing the retirement of



**Janet Montoya**

*Special Education Administrator*

After 36 years, Ms. Janet Montoya, Special Education Administrator, decides to retire. Ms. Montoya has provided leadership, advocacy, and dedication to the LAUSD family in the Division of Special Education. Join us in honoring Ms. Montoya. A celebration will be held in her honor on January 27, 2023 from 3:30 to 5:00 p.m. at the Region East Office, at 2151 N. Soto, Los Angeles. If you are interested in attending contact, Ebony Dewitt, at [ebd9805@lausd.net](mailto:ebd9805@lausd.net). If you'd like to contribute towards a gift, you may contact Yolanda Bueno, at [yxb0387@lausd.net](mailto:yxb0387@lausd.net) or Venmo to @Yolanda-Bueno.

## DO YOU WANT AALA WINGS?

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 35 \$2,500 and 17 \$1,000 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.

Click [HERE](#) and earn your wings! All donations to FRIENDS OF AALA are tax deductible.

## YOUR GENEROSITY FUNDS DREAMS



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## Associated Administrators of Los Angeles In Memoriam

**DR. OWEN LLOYD KNOX** - Dr. Knox served the district from 1953 to 1986 in a variety of capacities including: Instructional Program Specialist in the Central Office and South Area Office, Assistant Deputy Superintendent, Administrative Area Coordinator, Area Deputy Administrator, Area Superintendent, and Personnel Department Assistant Superintendent. Dr. Knox passed away on December 20, 2022. A church service honoring Dr. Knox will be held on Sunday, January 22, 2023, 10:00 am at The Congregational Church of Christian Fellowship, 2085 S. Hobart Blvd., Los Angeles 90018. RSVP to: [larkenterprises@yahoo.com](mailto:larkenterprises@yahoo.com) by January 17th, 2023. Livestream will be available here: [Owen Knox Celebration of Life - YouTube](#). A memorial event will be held at a later date. In place of flowers, contributions can be made to the Council of Black Administrators Scholarship Fund c/o COBA – PO Box 561584, Los Angeles, CA 90056 (make checks payable to Council of Black Administrators)

**FREDDY SELING LARA** - Freddy was a graduate of Fremont High School and dedicated his career to Los Angeles Unified in various classified and certificated positions, including Program Specialist and LRE Specialist in Local District South, and Assistant Principal at Huntington Park Senior High School. Mr. Lara passed away on December 21, 2022. Memorial services were held January 10<sup>th</sup> and 11<sup>th</sup>. The family is accepting donations at [GoFundMe](#).

**Dr. DAVID SOWERS** - Dr. Sowers served as Vice Principal at Lincoln and Jefferson High Schools, and Principal at Clay and Le Conte Junior High Schools as well as Le Conte and Wilmington Middle Schools. He retired in 1993 and passed away on December 17, 2022. Services will be held on January 20, 2023, 10 am at Christ Lutheran Church, 25816 Tournament Road, Santa Clarita, CA 91355. Light refreshments will be served 11 am to 1 pm in the fellowship hall, with interment at 2 pm, Eternal Valley Mortuary, 23287 North Sierra Highway, Newhall, CA 91321. RSVP [HERE](#). Flowers may be sent to Christ Lutheran Church. Donations may be sent to: [Friends of AALA](#) or [Christ Lutheran Church](#)

**RICHARD (DICK) TORCHIA** - Mr. Torchia passed away on October 14, 2022 after a brief illness. He always talked about how he enjoyed his career with LAUSD for 37 years, from teaching to Principal and beyond. He will be missed always. Lona Torchia.



**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.

# Associated Administrators of Los Angeles Interest Groups - News You Can Use

## COMING THIS YEAR

ACSA REGION 16 BROWN BAG LUNCH SESSION SERIES  
SAVE THE DATES & MARK YOUR CALENDARS



**November 10, 2022**

Sophia Mendoza  
ISTE Board Member  
Director Instructional Technology, LAUSD



**March 16, 2023**  
Dr. Sylvia Rousseau, Professor  
Emeritus USC & Nationally  
Recognized Educational Culture &  
Equity Advocate



**January 19, 2023**

Dr. Tonikiaa Orange, Director  
Culture & Equity Project UCLA &  
Dr. Rita Suh, CSU, Long Beach  
Professor



**May 11, 2023**

Dr. Keith H. Abrahams, III  
Executive Director  
Student Integration Office, LAUSD



Simone R. Charles  
Cultural Proficiency Director & Equity Committee

CELEBRATE  
THE  
**NEW YEAR**  
— with —  
ACSA

*Trivia Night*  
— JANUARY 27, 2023 —  
5:30-6:30 Zoom ID 902 212 0131  
Join us for a fun night and raffles.



# ACSA REGION 16

## 2023 CULTURAL PROFICIENCY CONFERENCE: ONE VOICE – ONE LOVE

### IN PARTNERSHIP WITH THE MUSEUM OF TOLERANCE

Join us as we come together as a community of learners. Sharing our cultures  
and lifting our hearts, UNITING as One Voice ~ One Love

Sunday, February 12, 2023

8:30 a.m. – 3:00 p.m.

#### KEYNOTE SPEAKER:

DR. JANE MARGOLIS, CO-AUTHOR *POWER ON!* &  
2016 OBAMA WHITE HOUSE CHAMPION OF CHANGE AWARD

#### WORKSHOP PRESENTERS:

DR. JEFF SHARE, CRITICAL MEDIA LITERACY EXPERT  
DR. TONIKIAA ORANGE, DIRECTOR, CULTURE & EQUITY PROJECT, UCLA  
& MANY MORE!

This **FREE** Conference includes: Continental Breakfast, Lunch, Materials and  
Travel Assistance for participants traveling 50+ miles to the MOT. For FAQ's and  
Registration log onto: [www.museumoftolerance.com/onevoice-onelove](http://www.museumoftolerance.com/onevoice-onelove)

or call 310.772.7618



MS. SIMONE CHARLES  
CULTURAL PROFICIENCY DIRECTOR

## Use AmazonSmile and Fund AALA Scholarships!

You can support your favorite charity through AmazonSmile, a special Amazon program that donates 0.5% of eligible purchases to designated non-profit organizations. On your first visit to AmazonSmile (<https://smile.amazon.com>), you will be asked to select a charity of your choice. AALA urges its members and friends to designate Friends of AALA to receive a donation and help fund the scholarships we provide each spring to graduating LAUSD students. This year, AALA awarded a total of 52 scholarships! Bookmark [AmazonSmile](#) and go there every time you make an Amazon purchase. Don't think you will make a difference? Look at how much has been raised without doing anything other than signing on using the [smile.amazon.com](https://smile.amazon.com) link!



Your current charity  
**Friends of Aala**  
has received

**\$911.69**

as of June 2022