

FEBRUARY 27, 2023

UPDATE



Endless Duties Pile-Ons

ALA always welcomes letters from the field. One would hope that the district's leadership team listens to our members' plight, but as the following letter shows it just falls on deaf ears! William Butler Yeats aptly wrote, "Things fall apart; the centre cannot hold." Our members are getting squeezed bone dry and there with no relief in sight! Can you wring water from a stone?

Kudos for your speech to the board last week. I read it in last Thursday's update and it was powerful. Keeping these themes in mind, I was dismayed this morning to see yet another email, with another mandate attached to it this morning. This time we are being asked to form an Attendance Review Team, with at least one admin. on it and to undergo (even more) training during work hours.

In regard to said email, allow me to comment:

"It seems that every day I receive emails from (at least) twenty different departments seeking an update, edit, reprisal, statistics, evidence of, committee membership for, google form attached, certification required, adjustment, explanation for, training required, justification for, (and my personal favorite), just a friendly reminder that..."

The micromanagement is NEVER ending and often does nothing but create more mindless "check the box" paperwork versus actually improving the education of my students. To make matters worse, my immediate bosses are just as unhappy about the situation as I am.



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#AALAThursday!



#AALAStrong!



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ENDLESS FROM PAGE 1

They are merely messengers for mandates raining down from 'invisible, untouchable, central office leadership who are not available for clarification, explanation or support.

I worry about my colleagues. I worry about myself, as this lack of transparency and centralized, autocratic leadership only leads to the internalization of stress and depletion of health. Even if we don't drop dead today, who's to say that what this is doing to our long term life span.

I already have a couple of colleagues who returned to the classroom (no easy task, but certainly less stress than leading a school) and I contemplate that move more and more these days. It is the students, of course, who will lose in the long term, because no one affects a school's success (or lack thereof) [more] than the principal. If I leave, my school will be losing someone with years of experience who cares very deeply for the students.

Anyway, just some thoughts for the day. Thanks for your continuing support.



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/1FAIpQLSdTTpn6QRag1mkFhGP7ojIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

Questions?

Payroll: payrollsupport@lausd.net

HR: askhr@lausd.net

Personnel Commission: PersComm@lausd.net

Executive Board Elections - Voting closes on Friday, February 24th.

Friends of AALA High School Scholarship - Applications due **March 3, 2023!**

AALA Community Volunteer Awards - Applications due **March 24, 2023!**

February Rep Assembly Q&A - Click [HERE](#)

AALA COMMUNITY VOLUNTEER AWARDS 2022-2023



Associated Administrators of Los Angeles (AALA) will continue honoring worthy community volunteers, individuals and groups, who have made a significant impact on the schools they serve. The awards will be presented at the AALA Scholarship and Community Awards Banquet on Thursday, May 18, 2023.

AALA wants to recognize individuals and groups who have dedicated their time and effort to enrich the educational experiences of our students, school communities, and school district. There are many wonderful individuals and groups throughout this vast district deserving recognition, and we need your help in identifying them. You may nominate that special individual or group, **not an LAUSD employee**, who has made a significant personal contribution to your school. **The deadline is Friday, March 24, 2023.**

Click [HERE](#) and nominate your difference maker.

The AALA Community Awards Selection Committee will review all nomination forms received and select the 2023 honorees. The honorees and their nominators will be notified in April and invited as AALA's guests to the AALA Scholarship and Community Awards Banquet on Thursday, May 18. At the banquet, the honorees will be introduced and presented with their awards. We encourage all members of AALA to calendar this date and plan to attend the event. It is always a celebratory evening for everyone in attendance. Watch for the reservation flyer in April.

Should you have any questions regarding these awards or the banquet, please call or email Gema Pivaral in the AALA office at 213.484.2226 or gpivaral@aala.us.



Associated Administrators of Los Angeles

Healthcare FAQs: How Serious is Antibiotic Resistance?

Antibiotics, or antimicrobials, have been used effectively since the 1940's to treat infectious diseases. They stop infections from worsening by killing the bacteria or parasites. Their wide use, however, has caused many infectious organisms to adapt to and resist the effects of the drugs. The Centers for Disease Control (CDC) report that 2.8 million people in the U.S. contract antibiotic-resistant infections each year, with 35,000 deaths yearly. Resistance is not only a threat in the United States, but a worldwide public health threat as well.

What are the sources of infections?

Organisms, called “microbes,” too small for the eye to see, are found everywhere. Most are harmless and even beneficial, but some cause diseases in humans and animals. Often referred to as “germs” or “bugs,” disease-causing microbes include bacteria, viruses, fungi, and parasites. Examples of microbes that cause human diseases include:

- Group A Streptococcus - Strep throat bacteria
- Salmonella - Food poisoning bacteria
- Rhinovirus – Common cold virus
- Influenza virus – Flu virus
- Trichophyton – Athletes foot fungi
- Plasmodium – Malaria parasite

What types of infections can or can't be effectively treated by antibiotic drugs?

Antibiotics should be used only to treat bacterial infections, such as acne, pink eye, skin infections, ear infections, sexually transmitted diseases, strep throat, traveler's diarrhea, upper respiratory tract infections, and urinary tract infections. Antibiotics are not effective against viral infections like COVID-19, the common cold, most sore throats, flu, and fungus infections.

What common infections are becoming harder to treat with antibiotics?

According to the World Health Organization (WHO), antibiotics to treat pneumonia, tuberculosis, gonorrhea, and salmonellosis are among drugs losing their effectiveness. There's also the known problem of patients in healthcare facilities being at risk for antibiotic-resistant infections like staphylococcus aureus (“staph”), catheter-associated urinary infections, and ventilator-

associated pneumonia.



Why won't antibiotics treat viral infections?

Viral infections are difficult to treat because viruses live inside your body's cells. They are “protected” from drugs, such as antibiotics that move through your bloodstream. Antibiotics kill bacteria—both “bad” bacteria and “good” bacteria. Paxlovid™, the drug currently used to treat COVID-19 is an “antiviral,” not an antibiotic. Antivirals boost the immune systems and block viruses from infecting healthy cells.

What causes drug resistance?

Overuse and misuse of antibiotic drugs are the major causes of drug resistance. According to the CDC, up to half of the antibiotics prescribed are either unnecessary or inappropriate, with 47 million unnecessary antibiotic prescriptions written yearly in doctor's offices, emergency rooms, and hospital-based clinics. Drug-resistant forms of tuberculosis, gonorrhea, and staph infections are just a few of the dangers we now face.

What can the average person do to combat drug resistance?

Ask for test/cultures to be done before getting prescribed an antibiotic; take exactly as prescribed.

Do **not** demand antibiotics if your doctor says they are not needed.

Don't use drugs prescribed for another person.

Prevent infections by practicing good hygiene.

Where can I learn more about antibiotic resistance?

[Antibiotic Resistance: 5 Things to Know](#), CDC.

[Antimicrobial Resistance – Key Facts](#), World Health Organization

Associated Administrators of Los Angeles Reaching for the Gold: Amazing CTE Schools

February is CTE Month. AALA joins [CTE Linked Learning LA](#) in highlighting some of the amazing CTE pathways offered in LA schools! [Gold certification](#) represents the highest quality standard for Linked Learning pathways and brings valued public recognition of the exemplary work being done by Linked Learning pathway staff, students, and partners. [Silver certification](#) demonstrates a pathway has the core components of a high-quality Linked Learning in place, serves as an important milestone on a pathway's journey to quality and equity, and provides an opportunity for the community to recognize and celebrate their pathway's accomplishments.

Congratulations to the @bravomedicalhs Patient Care pathway, @BTcontreras and the @ResedaCharter Biomedical Science pathway for being named @linked_learning Gold-Certified pathways!

With 11 Gold pathways, @LASchools has the most in the state of California!



@nohohigh has an outstanding #AnimalScience CTE pathway that features a 5-acre on-campus farmer with pigs, llamas, donkeys, goats, sheep and a cow, just to name a few.



February is #CTEMonth and we would like to highlight some of the amazing #CTE pathways in @laschools.

The @HollywoodSheiks New Media Academy is a #GoldCertified #LinkedLearning #ArtsAndEntertainment pathway. @HWood_LAUSD @LASchoolsWest @CTEWorks @CaliforniaCTE @linked_learning



Congrats to STEM Magnet Academy at Hollenbeck Middle School in @CTE_LLearningLA 🎉🎉🎉 #LLConference2023



@ResedaCharter has as an amazing Biotech pathway that was recently recognized as a Gold-Certified @linked_learning pathway.



Students from the @bellhighschool Arts Media and Entertainment Graphic Design #CTE #LinkedLearning pathway took a field trip to the @AcademyMuseum viewed the Regeneration: Black Cinema 1898 - 1971 exhibit.



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Mentors Wanted, No Experience Necessary

Did you have an adult you could talk to in high school? *Benefits that come from students having an adult in their school building who they can trust: increased attendance, better grades, higher test scores, a sense of belonging and connectedness at school, and belief in one's self as a learner.* However of concern are recent Education Week survey results indicating that 20% of students that would benefit from a mentor do not have one, specifically students of color or from low income households.

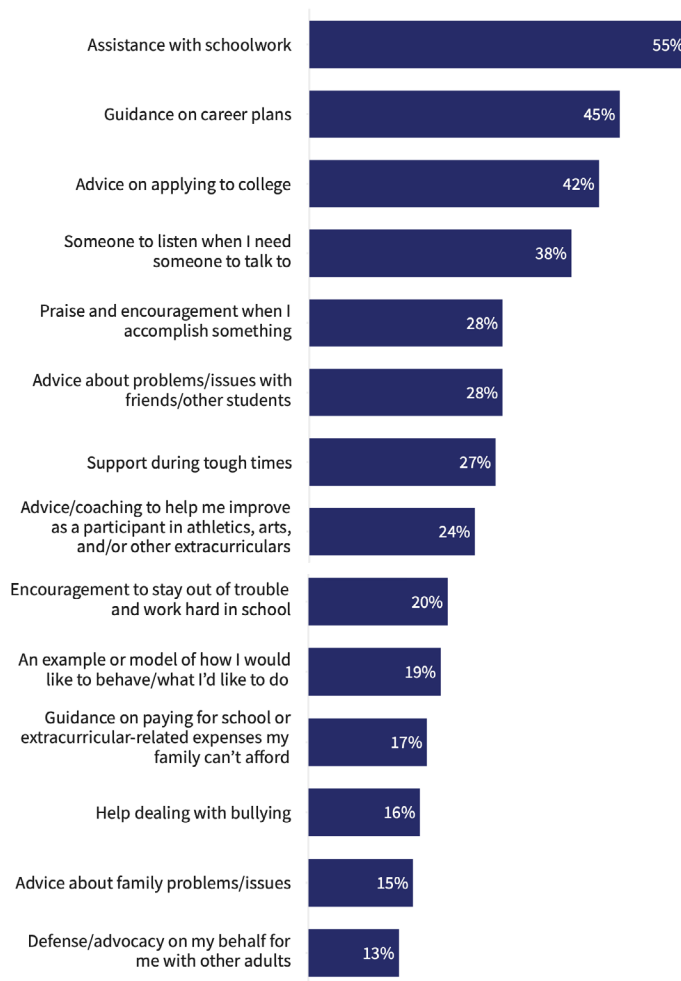
Mentoring is not organic. More and more schools intentionally facilitate mentoring opportunities. In the early 2000s one of the biggest benefits of small learning communities at the secondary level was the opportunity to build strong relationships between students and adults. When a group of teachers shared 400 students instead of 1500 students, the likelihood of mentoring relationships increased. Over 50% of students surveyed indicate that they would turn to a teacher as a mentor. Targeted professional development helps potential mentors navigate through effective mentoring. Not-for-profit [MENTOR](#) offers technical assistance and professional developments at no cost to schools. Their [“Elements for Effective Practice for Mentoring”](#) handbook identifies six core standards of practice that directly support mentoring relationships: 1) Recruitment; 2) Screening; 3) Training; 4) Matching and Initiation; 5) Monitoring and Support; 6) Closure.

According to the [Youth Mentoring Action Network](#), school mentors need to:

- Focus on building a relationship with your mentee. *“You’re not mentoring a young person if they don’t like you.”*
- Provide support, affirmation, love, and care—especially for teenagers, who might not ask for it but need it nonetheless.
- Don’t try to have power and control over the relationship. It’s important for mentors to listen to their mentee and be more of a collaborator than a dictator.

“We know that when there’s a trusted adult in a young person’s life, it pretty much improves everything, academically and socially,” said Torie

If you did have a mentor at school, what kind of help would you want that person to provide? Select all that apply.



*Results show responses from 13-19 year-olds who indicated they did not have a school-based mentor.
SOURCE: EdWeek Research Center survey, 2023

Weiston-Serdan, a clinical assistant professor at Claremont Graduate University who studies youth mentoring. “It provides them an opportunity to have a sounding board, someone who can provide guidance and wisdom.”

Given the post-COVID reality of student alienation and depression, there is no time better than today to explore the benefits of mentoring on your campus. Want to learn more? Go to Education Week’s [Special Report](#) on student motivation and engagement. Here you can find two articles addressing school-based mentoring programs.

Associated Administrators of Los Angeles

2023 TEACHER OF THE YEAR

Nominations are now being accepted for Teacher of the Year! Any Los Angeles Unified employee, parent, or student may submit nominations until February 24, 2023, at 5:00pm. The Teacher of the Year Program honors teachers with a strong commitment to their students, school, and community. The program spotlights positive aspects of education and pays tribute to our richly diverse teaching force. To nominate a teacher, please click here: <https://bit.ly/2023TOYNomination>



EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

Stakeholder Feedback Survey

The 2022-2023 Stakeholder Feedback Survey is now open and will be available online for students in grades 3-12 through **March 17, 2023**. The survey is designed to provide student feedback to teachers on key aspects of the classroom environment that are highly correlated with student learning outcomes.

All roster-carrying teachers at school sites (grades 3 and above) have access to administer the survey at LAUSD sites to students at <https://survey.lausd.net>. Please encourage your teachers to participate in this optional survey and promote the value of student feedback. Teachers and Administrators may review survey resources while at a District facility using the following link:

<https://officeapps.lausd.net/surveyadmin/main>

Growth Plan Visit

The contractual deadline for completing the Growth Plan Visit (GPV) is **Friday, March 17**. The GPV is an opportunity for administrators to provide further feedback to teachers on the Instructional Growth Objective identified in the Initial Planning Sheet (IPS). For more information, please review the EDST Protocols on the MyPGS landing page at <https://lausd.truenorthlogic.com>

EDS Office Hours for Administrators and Teachers

Weekly EDS office hours are available on Fridays from 2:00 – 4:00 p.m. Our staff will assist administrators and teachers with all phases of the teacher observation and evaluation cycle and offer technical support. You may join office hours using the following link: <https://lausd.zoom.us/j/86108706782>

ASSIGNMENT MONITORING 2022-2023

All school sites are monitored yearly for appropriate teacher assignments, as such, it is important for school site administrators to ensure teachers are appropriately assigned to classes for which they hold a legal authorization.



Principals should communicate with their Credentials and Contract Specialist if they have questions about a particular assignment. If principals have teachers working under an Education Code option (Middle School Authorization, Local Assignment Option, Board Permit, One Period Coach Authorization, Teacher Consent Form for True Electives, Alternative Setting Teacher Consent Form, etc.), Education Code options must be in place prior to the start of the assignment. A [Credentials and Contract Specialist](#) may be contacted for additional questions. Current forms may be accessed here: <https://achieve.lausd.net/Page/1542>.



Save the Date

In-Person Vendor Fair

March 23, 2023

3 pm - 6 pm

Lanternman Offices
2328 St. James Place
Los Angeles, CA 90007

Get to know your vendors
or explore other vendor
services that are available
to your schools.

Vendors from the
Arts Community Network and
Partners for Student Success
benches will be available to
answer your questions.

Register at bit.ly/InPersonVendorFair2023



Associated Administrators of Los Angeles



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.

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



Associated Administrators of Los Angeles

*Please join us for a tribute honoring
Dr. Owen L. Knox*



Date: March 4, 2023

Time: 11:00 am - 1:00 pm

Location:

*Dr. Owen Lloyd Knox Elementary School
8919 S. Main Street, Los Angeles, CA. 90003*

Donations can be made to the "Dr. Owen Lloyd Knox Recurring Scholarship"

*Make checks payable to: Council of Black Administrators (COBA) - please put the
Dr. Knox scholarship information in the "memo" section*

Mail to: COBA: P.O. Box 561584, Los Angeles, CA 90056

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



8TH ANNUAL ACSA REGION 16



ACSA REGION 16
— LEADING WITH EXCELLENCE —

WOMEN IN LEADERSHIP SUMMIT

Becoming Authentic Allies

SATURDAY, MARCH 4, 2023

8AM-2PM

KEYNOTE SPEAKER: DOLORES HUERTA
CIVIL RIGHTS CHAMPION

Register

<https://bit.ly/WILConference2023>

ROBERT F. KENNEDY COMMUNITY SCHOOLS
701 S. CATALINA ST.
LOS ANGELES, CA 90005

MEMBERS \$60 + TAX
NON-MEMBERS \$75 + TAX