

MARCH 13, 2023

# UPDATE



## AALA Members Talk Safety with BM

## Goldberg & Ortiz Franklin

AALA President Nery Paiz coordinated meetings with Board President Goldberg and Boardmember Ortiz Franklin to listen to over-worked, frustrated, and worried administrators sharing personal stories and accounts from colleagues across the District. Read the Voices from the Field below:

### Part One: Board President Goldberg met with Secondary Principals:

First, thank you again for taking time to meet with some of the secondary organization principals on February 17. As per your request, the organization presidents compiled a list from principals across the District of concrete examples to illustrate additional work that has been added to administrators' job responsibilities since the pandemic. Here are some of the more recent examples.

- 1 More meetings added to administrators' plate now: weekly financial aid updates; full-day LEAP Program Training for BSAP principals in addition to weekly meetings with the BSAP administrative coordinator; being identified (not a choice) for pilot programs that now require additional meetings and more work; data digs and chats centrally and regionally. Due to all the extra meetings, an administrator's days have become even longer to keep up with regular responsibilities." One solution is Central and Region staff should coordinate one calendar and prioritize clear, reasonable goals so that they see the impact different divisions and offices' conflicting priorities have on the daily instructional operations at the school site.
- 2 All secondary assistant principals in some Regions must be off campus at the same time for assistant principals' meetings when it used to be split half morning and half afternoon, allowing principals additional

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### NEWS FLASH!

Congratulations to North Hollywood High School Principal Ricardo Rosales and the school's Science Bowl team for winning the LADWP & Power Science Bowl XXXI Regional Competition! Winning students received a \$1,000 Hitachi Scholarship. Next stop, the U.S. Dept. of Energy Office of Science National Science Bowl in Washington, DC!



# Associated Administrators of Los Angeles #AALAThursday!



The AALA Green Machine is travelling the world! Here it makes an appearance in the Ala Moana. Where will it appear next? You have the POWER! Send your photo and location to [npaiz@aala.us](mailto:npaiz@aala.us)!





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## Associated Administrators of Los Angeles

### **SAFETY FROM PAGE 1**

administrative support on larger campuses. Due to all other administrators being off campus at the same time, the remaining administrator must take on all administrative duties with no additional support. One solution is Central and Region staff should coordinate one calendar and prioritize clear, reasonable goals so that they see the impact different divisions and offices' conflicting priorities have on the daily instructional operations at the school site.

3 Having additional MyPLN trainings added to already full duties, such as the most recent Substance Use Awareness Training and Narcan. Again, administrators are to find time to do this in addition to their regular job duties. Similar solution as above.

4 Having additional Google forms to complete almost weekly for Region staff. The latest request is to complete forms to provide Region staff with information about programs available at the school site. This is more work when the staff can review what is available on the school's website, WASC report, Unified Enrollment updates, and so forth without adding more responsibilities to the school site administrator's day.

5 Extra Duty Pay/Flex Time:

a We suggest an online system to submit and process them. In some Regions, they must be submitted individually and monthly, then reviewed by a committee, none of whom are currently at the school site dealing with the endless tasks that have been added to school site administrators' day. For example, additional plans such as BSAP now have to be completed. EGI training and support for teachers is another added duty. Requests to be added to the Transportation Opportunities Programs require a plan to be written in less than a week. Every new initiative means administrators must stop everything else to meet last-minute deadlines.

b Administrators are being told that being selected to host Saturday or evening events for Central and Region office where the expectation is that the administrator attends is now not eligible for extra duty pay as it is considered part of an administrator's job duties.

c High schools have Saturday playoff games (CIF expansion of division and eligibility) and District competitions such as Academic Decathlon that require administrative supervision and yet administrators are told that is also part of the job duties after already working Monday through Friday, sometimes 12-15 hour days. Additional sports are being added for parity, including Flag Football, that will increase supervision duties.

d All requests for Extra Duty Pay require several weeks of arbitrary advance notice and submission. Yet, with the nature of schools, many of the events are put in place within a couple of weeks or a few days' notice because of requests by Region, parents, or staff. Last-minute changes in who is available for Saturday school do not lend themselves to three or more weeks' request in advance. Other school staff are compensated for all work outside their contractual day while an administrator has no set hours and can be required to be last onsite even if their day begins at 6 or 7 AM.

e Being told to request flex time in lieu of Extra Duty Pay for Saturday activities when being gone from a school site (even for flex time) means additional work when an administrator returns. Many administrators now are not getting timely approval for flex time or are questioned as to why they need to take the time.

f Operations Administrators now require not just iStar reports but also Black Board Connect messages to be sent out for every altercation, medical transportation, event that occurs on or off campus. This means additional hours of work.

6 Budget season protections: the District needs to review priorities during this time as not only are administrators asked to hold multiple meetings to ensure stakeholder participation, but at the same time, budget deadlines overlap with the EDST/EDSSL evaluation, financial aid completion deadlines, my PLN training deadlines, District mandated PD deadlines, off-campus meetings such as ones for the BSAP LEAP Program, HBCU Tour organization, planning for acceleration days, non-re-election decisions for teachers, SPSA and LCAP writing, master scheduling commitments, region

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# Associated Administrators of Los Angeles Healthcare FAQs: Novel Ways to Commemorate National Nutrition Month



The theme for this year's national nutrition month—*Fuel for the Future*—reminds us to focus on healthy eating practices that promote wellness and good health. This is a great month to spend teaching and learning about making informed food choices, trying new foods and recipes, cutting out empty carbohydrates, and observing healthy habits.

## What are some ways to focus on healthy nutrition at home and at the workplace?

Ideas to jumpstart good nutrition might include:

### At Home –

- Celebrate trying new foods—Pick at least one seasonal vegetable and fruit you've never eaten to try each week.
- Add one plant-based meal to your weekly diet.
- Use MyPlate portions for your lunch or evening meals for the whole month.
- Start a vegetable garden—it's the perfect time to plant for summer harvest.
- Eat only high-fiber breads and cereals for the whole month.
- Involve everyone in your family to select and prepare healthy dishes.



### At Work –

- At school, ways to focus on nutrition might include information about nutrition month in

your communication with staff, a daily or weekly nutrition tip on school bulletin board(s), lesson ideas, and a book display about nutrition in the school library. Let your imagination soar!

- Organize a potluck lunch featuring healthy multi-ethnic foods and exchange recipes.
- Pack yourself nutritional lunches that include unsalted nuts, whole fruit, raw vegetables, and whole-grain bread or crackers. Don't skip lunch!
- When eating out, select more vegetables and fruit, avoid fried foods, sugared drinks, desserts, and overly salty processed foods.
- Remember to drink water and stay hydrated.

***Fuel for the Future* sounds like a great idea to share with staff and students. Where can I find resources about nutrition month?**

- For information about National Nutrition Month - <https://www.eatright.org/about-national-nutrition-month>
- *Let's Eat Healthy Together* videos for young students: <https://achieve.lausd.net/Page/5642>. LAUSD Wellness Program.
- What is MyPlate? <https://www.myplate.gov/eat-healthy/what-is-myplate>
- MyPlate graphics - <https://www.myplate.gov/resources/graphics>
- Pinterest, National Nutrition Month - <https://www.pinterest.com/i9sports/national-nutrition-month/>
- Lesson Plans for National Nutrition Month, click [HERE](#).

**“The resources provided to “regular” Non-Title I schools are quite lacking. The “base” needs to be more than what we have. Perhaps not struggling academically or socio-economically, this school has profound needs that drain the faculty, staff and administrator.” District Principal**

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office determined additional pilot programs, WASC visits, and so forth.

**Many of [the issues] above are shared by pilot schools. However, there are a couple that are different:**

- 1 Many requests sent via email are coming in to hold mandatory meetings for families or school teams for new initiatives, many of them without enough time to prepare. Schools already have a number of meetings/events/PD sessions/interventions scheduled and the new expectations don't appear to take these into consideration or value the time already invested to plan. Some examples: PD days before school started (pilot schools already had PD planned), attendance teams, acceleration days, etc.
- 2 Pilot schools are disproportionately impacted by the loss of per pupil funding, budget 10937. There was not enough ample time provided for schools to make sound decisions about how to use the funds prior to the notification it was being taken back. Some schools will be losing access to large amounts of money. Expectations is to do more with less money and time to plan

**Part Two: Boardmember Ortiz Franklin met with School Leaders and CoSA to discuss school safety:**

**School Leader discussed the following issues:**

- **Safety outside of the school and sometimes inside**
- Opposing gang affiliated individuals (they pray before dismissal)
- Schools use Yondr - lock cell phones up during the day
  - » Students were calling other students to the campus
  - » Parents are upset that they can't reach their students
- Students are bringing weapons to school, not brandishing them but they are so concerned about the community factors
- Drive by shootings near the park; watched a student die during the pandemic
- Campus aides don't want to be outside (afraid to walk up and down the street during dismissal)
- School police officer Roger Lee was assigned to the school after the shooting - his presence helped as a

deterrent

- **Incidents identified by school leaders:**

- » Two parents got into it
  - » Frightening for the staff and the principal
  - » Cochran MS principal broke her arm
  - » Principal lost their position because she was attacked and was reassigned to another school
- Response time is 10-20 minutes; when you are in an escalated situation, that is a long time
  - The principal's presence caused staff and students to flee even when GRYD and LASPD were on site

- **Incidents:**

- » Incident occurred at school; 8 police officers surrounded by students; parents screaming at officer - allegations of spitting or hitting
- » Close to 40 iStars; expulsion on 3/1; weapons on campus; recent iStars are the new students to the school
- » Another incident - brass knuckles student beaten in the classroom

- Sink hole (separate issue)

- Currently there is a resident officer on the school's campus but during the incident, the student wouldn't listen to the officer but listened to the school leader

- **Concern is safety more outside than inside**

- 2 students died by overdose, 1 by suicide, 2 by violence
- Safety meeting - parents concerned regarding incidents that have occurred since January 1st
- They searched a group of 4 students because of a distinct smell of marijuana. Students know that the school will search
- Unofficial OT because the students were having a lot of problems at other schools
  - » Hard to staff school - Teachers feel safe on campus
  - » Have hubs on campuses for LASPD -access to restrooms, etc.

**CoSA discussed the following issues:**

- The model of the leader being the person on campus that causes students to listen
- Model of protector on campus, yet they are hired as instructional leaders; they have to address the first need - safety but they are being evaluated on student outcomes

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- Would prefer LASPD to LAPD
- There were plain clothes officers on campus when she was in school- they wouldn't be seen as mimicking outside entity of police violence
- Parents want to feel that their kids are safe
- Choice is key

### **LASPD discussed the following issues:**

- Police chief saying that response time could be 5 minutes was disingenuous
- Their job is to de escalate and downgrade incidents
- History of LASPD - came out of the custodial ranks
- Get rid of the traumatizing suit; khaki and polos
- Chief doesn't want us back on campus - that is not right for the district
- We should not go back to the old service model
- Part of their job is to combat what UTLA says
- BM [boardmembers] own us
- Jackie Goldberg is going to go to LASPD role call
- Moving forward - how do we help the true heroes, the administrators, run their schools?
- I think things need to be changed; we need to soften our look

### **School Leader 2 discussed the following issues:**

- Former dean at Bell HS; dropped suspensions from 1,500 to about 100 per year
- Wanted to get his masters in school counseling to address the social emotional needs of the students
- Law enforcement - marijuana, knife on campus; not used to address other issues on campus; used law enforcement (dog and pony show) - never wanted to have the student cited - if they were arrested it was for egregious things
- Disciplinarian - educate the child
- Confidential tip line at a large high school - went to 4 adults on campus; Implemented the same thing at current school - wandering the halls, subject to search
  - » They had students who were self medicating with Xanax
- Constant use of vaping on campus- restrooms as hookah bars
- Parking/double parking in front of the school is a bad issue

### **Feedback from Elementary Principal:**

- Schools should be able to decide whether they want school police
- The crime statistics should be looked at to determine whether there should be a
- Female custodian approached by a transient

### **Questions from Boardmember Franklin (TOF):**

- School police issue has always been, what is police work
- Safe passage partners - **Have they been helpful?**
- GRYD, helpful to a certain extent; rival gang members don't respect the GRYD individuals or the young ones don't respect the older gang members
- HS has B.A.B.Y.; brothers on campus don't respect the group; they call them sellouts
- HS - they have GRYD; the resident officer has been building relationships with the students
  - » We should figure out how to value the work that LASPD do, they are people
- **School Leader response** - LAPD officers are the coaches of the pop warner team and they have built a relationship with the students; more of a support and collaborator
- Are we using public education dollars on law enforcement in a way that helps students?
- **AALA's Response - in addition to the lack of safety in schools you have to take into account the cost incurred by having to replace and repair facilities and equipment throughout the district**
- What do police do that are different from what other staff are doing?
  - » When priests were molesting; or teachers were grooming, we didn't say we need to eliminate them. Why are we saying we need to eliminate school police?
- TOF: complex issue - don't see this board being 7-0 on school police
  - » Keep the lines of communication open
- **LASPD- it takes two years to get a police officer to work. There is a shortage everywhere**
  - » When we cut, it takes two years to grow back







# 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](https://bit.ly/InPersonVendorFair2023)



## Associated Administrators of Los Angeles

### ADMINISTRATOR ASSIGNMENTS INFORMATION SESSION - 3/20/23

To continue to invest in and support District staff, Human Resources is pleased to host a virtual information session for certificated AALA members. The purpose of this session is to provide information on administrator assignments for the 2023-2024 school year, including March 15<sup>th</sup> notices, the Affirmative Decision process, potential re-assignments, and return rights.

**When:** March 20, 2023

**Time:** 4:30 PM to 5:30 PM

**Zoom Link:** <https://lausd.zoom.us/j/84406397445>

**Meeting ID:** 844 0639 7445

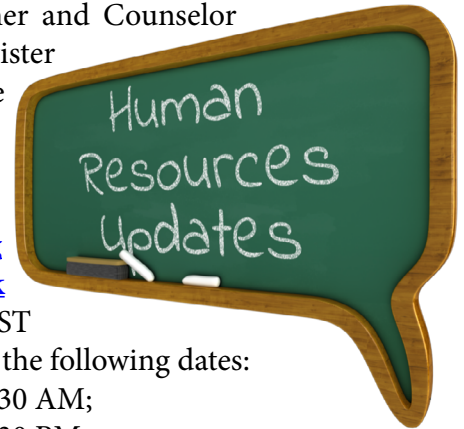
Classroom Teacher and Counselor processes. Register

for this 45-minute virtual interactive training via the [My Professional Learning Network](#)

(Keyword: EDST

203). Select from the following dates:

- March 29: 9:30 AM;
- March 29: 3:30 PM; or
- March 30: 3:30 PM



### Growth Plan Visit

The deadline for completing the Growth Plan Visit is **Friday, March 17**. Growth Plan Visits are an opportunity for administrators to provide 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 My PGS landing page at <https://lausd.truenorthlogic.com>

### **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>.

### EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

#### Teacher Assistant Evaluations are Now on MyPGS

Teacher Assistant performance evaluations will now be conducted on the My Professional Growth System (MyPGS). School leaders may access the Teacher Assistant Plans on the My Staff Evaluation tab. Job aids for [evaluators](#) or [evaluatees](#) are available to complete evaluation steps.

#### Stakeholder Feedback Survey

The 2022-2023 Stakeholder Feedback Survey is available online through **March 17, 2023** at <https://survey.lausd.net>. The survey provides student feedback to teachers on key aspects of the classroom environment highly correlated with student learning outcomes. Please encourage your grade 3-12 roster-carrying teachers to administer the optional survey to their students. School leaders can get a school-level report in late spring when 6 or more teachers administer the survey.

#### EDST 203 Refresher Training for Administrators

We invite administrators to participate in EDST 203 to review the Final Evaluation step of EDS Teacher, Non-



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# Associated Administrators of Los Angeles Personnel Commission Updates

## Expedited Classified School-Based Hiring

**Principal Self-Service** - Principal Self-Service is available to expedite the process of filling school-site vacancies. Principals and School Administrative Assistants/Office Managers can generate eligibility lists immediately for the most common job classifications and invite candidates to interview. They can also track the status of fingerprint activity of newly processing candidates. [Please click this link to be directed to the PSS Guides for Generating Eligibility Lists and Fingerprint Activity for Schools](#)

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**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.

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

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

AALA established FRIENDS OF AALA, a 501(c)(3) nonprofit corporation in January 2011 to fund our student scholarship program for deserving LAUSD students. This Spring AALA awarded 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 Interest Groups - News You Can Use

Follow ACSA Region 16 here: <https://www.acsaregion16.com/>

# BUILDING CHAMPION LEADERS



## Preparation for the In-Basket

**Where: Roybal Learning Center**

**Date: March 18, 2023**

**Time 8:00am - 12:30pm**

**Breakfast will be served from  
7:30am - 8:00am**

Free for members

\$50 for non-members

Register by March 13, 2023

Scan to register



<http://bit.ly/CMAABCC2023>