

MARCH 20, 2023

UPDATE



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

AALA Member to Board: Keep Calendar As Is!

AALA offers solutions for the small percentage of families that may need childcare services and nutrition for students the third week of winter recess

An AALA member shared the following communication with AALA President Nery Paiz. This member from board district 4 reached out to **Board Member Nick Melvoin**, reminding him of the historical student attendance patterns during the Winter break and the negative impact a shorter break will have on student learning. Do you feel the same? Let your board member know NOW! **Additionally, we continue to receive messages regarding the untenable Endless Duties Pile-ons. [See page 3.](#)**

*I am sending you this email, as I know that you are getting ready to vote on our instructional calendars at next week's board meeting. As an experienced principal of 20 years working at Title I Schools, **I can tell you that our calendar has been working well since it was moved to have 1 week at Thanksgiving and 3 weeks at Winter Break.** I looked at the data that was collected from the surveys and based on the results, **70% of our families prefer the 3-week winter break.** To start considering changing the calendar again after our parents have voted and given their preferences will cause much disruption to what our families have become accustomed to over the last years.*

I know that there is a concern about under-privileged families that may lack child care for the first week of January. If this is truly a concern and we are trying to sell our District as the “premiere district of choice”, then why don’t we offer child care services year round for our families in high poverty areas as we do



Associated Administrators of Los Angeles

#AALA Thursday



Why are we getting so much piled on our plate with no district support? Intervention, acceleration days, mandated PDs that we have to facilitate, tutoring services that we need to research, discipline, SPSA, budget, safety drills, evaluations. iAttend. Truancy letters. Textbooks. Concerned AALA members

AALA President Paiz spent most of Wednesday speaking to Board President Jackie Goldberg, Deputy Supt. of Instruction Dr. Karla Estrada, Deputy Supt. of Business Services and Operations Pedro Salcido, as well communicating with the rest of the school board via email. He shared members' frustrations with the edicts that both central staff and region offices keep piling on site administrators, looking for immediate support to end the constant deluge of additional tasks with little regard for members' well-being.

#AALA Strong!



Associated Administrators of Los Angeles

CALENDAR FROM PAGE 1

for summer school and as we did for our return to hybrid learning? We obviously have the means, the partnerships and the Beyond the Bell Program staff to provide those services. **If we truly want to be there for our families, all of our families then provide established day care sites throughout the district where parents who do not have childcare can drop off their children during our vacation days.** Our EEC's already provide service most of the year (minus some holidays/time off), why can't we follow their calendar for those selected sites as well? I feel that this will be a better solution. LAUSD has already proven that when there is a WILL there is a WAY!

I also feel that at a time when as a district we are focusing on decreasing our chronic absences, **cutting our Winter Break by a week will only encourage our parents to stick to their 3-week plans and not send their students to school the first week of January which will negatively impact our attendance rates.** In order for there to be true continuity of learning, we need ALL our students present in our classrooms, not just a portion of our students who will return from their vacations late and miss out on one

week's worth of instruction in January. We already have many families who take off early in December prior to Winter Break to extend their vacations to their homeland for a month due to the high cost of airfare during the holiday season.

In my 20 years as principal of Title I schools, I have yet to hear our families discuss child care issues over winter break but I have dealt with many families taking their children out of school for extended vacations to their homelands over the holiday season. If we truly are making decisions about instruction, then we need to prioritize giving our families time to take their vacations and have their children return the second week in January ready to begin their second semester and ready to learn.

I know that as our Board Member, you have a difficult job of making decisions for our families, students and school communities and looking at different angles. I hope you take into consideration the points, I have brought forth above.

More Endless Duties Pile-Ons With No Relief In Sight!

I am writing regarding concerns I have regarding the **HOUNDING, badgering, harassing, nagging, tormenting, pestering, nagging volume of emails and today a phone call** regarding IAB completion rates at my school. I submitted the assessment calendar at the beginning of the year with the IAB testing dates that fall within the IAB testing window. I've been getting daily reminders since March 6th which was even before we began testing (today we're at 95% completion rate - not due to the harassment). I feel like I am being assaulted by a bill collector. Don't get me started on the emails and time spent on recruiting for and registering kids to the acceleration days. I'm not sure what upper management (NOT LEADERSHIP) thinks happens at a school. I promise that my team and I are not sitting around waiting for a phone call or an e-mail from them just so that we can have something to do.

This is Budget season...SPSA writing - acceleration days - evaluations for both classified and certificated... all this stuff - to the beating drums of a strike. Speaking of strike... We all got the email yesterday regarding the possible strike. There was a very different tone in the communication that parents got..... and today we got calls. I didn't have any answers. And still no information except for a flyer to schedule a coffee with a Principal meeting Thursday to share a power point that we'll get tomorrow. **I do fear retaliation if I speak up. I know others are in the same boat. What can be done?**

Comments from Region West Principal meeting: Want principals to get OT to make packets for students. Transformation Office wants us to distribute devices. The amount of time it takes to take devices from carts and put them back together is ridiculous, not to mention we also are so close to testing. Half of our devices were lost or destroyed. I'm understanding both TK-2 packets and upper grades devices.

Hi there. We are in a meeting re possible strike and there is A-LOT of extra work required of us. Is it possible for AALA to inquire about pre-approved EDP for all admin required to do all this extra work ?

Healthcare FAQs: Don't Forget Your Feet Health!

Stop for a few seconds and glance down at your feet. Our feet carry us through life allowing us movement to work, play, and live a productive life. Covered up by footwear, we mostly take our feet for granted. But, did you know that each foot consists of 26 bones, 33 joints, over 100 tendons, muscles, ligaments, a network of nerves and blood vessels that together help us maintain our balance and walk, run, jump and kick? According to UC San Diego Health, during an average lifetime, we will have walked about 100,000 miles.

A few facts about the foot conditions include:

- About 87% of adults report having had foot pain; one third of older adults experience aching feet, stiffness, and pain. *HealthinAging.org*
- More than 50% of American women have bunions, and 25% of Americans have flat feet. *New York Foot Health*
- Diabetes is associated with a wide variety of foot problems, mostly due to nerve damage and poor circulation. *American College of Foot and Ankle Surgeons*
- Peripheral Artery Disease (PAD)—plaque buildup in leg arteries—affects between 8–12 million Americans. *ClevelandClinic.org*

What are the most common foot conditions that cause pain or irritation?

- **Skin conditions:** Athlete's foot, a fungal condition; blisters; corn/calluses; mycotic nails—fungus infected toenails; ingrown toenails
- **Toe conditions/deformities:** bunions—misaligned first toe joint; claw toes—last two joints of toes bent down like claws
- **Bottom of foot:** Plantar fasciitis—inflammation of the plantar fascia that runs from your heel to the ball of your foot; heel spur—buildup of calcium under the heel bone; metatarsalgia, called stone bruise—an inflammation in the ball of your foot
- **Nerve damage/disease** – Diabetic neuropathy—nerve dysfunction characterized by numbness,

tingling, and muscle weakness

- **Injuries:** Ankle sprains and fractures; Achilles tendinitis or tear; stress fractures

Who do I see if I have foot pain?

For members of Kaiser, Health Net, and Anthem Blue Cross Select, you would see your primary care physician (PCP) who will treat you or refer you to a specialist—either a podiatrist or an orthopedic physician. If you are a member of Anthem Blue Cross EPO or Anthem Medicare Preferred (PPO), you may contact a specialist directly or consult with your PCP. Podiatrists and orthopedists are both qualified to treat foot and ankle problems. Podiatrist training includes two to three years of residency in foot and ankle surgery, while orthopedists who specialize in foot and ankle undergo five years of residency training in general orthopedic surgery with an additional year of residency in foot and ankle surgery.

What can I do to maintain healthy feet?

- Wear good shoes that are not too tight or loose and provide support and comfort. Ill-fitting shoes can damage your feet. When purchasing shoes, try on later in the day when your feet are the most swollen.
- Inspect and wash your feet daily, looking for any problems. Dry between the toes, use moisturizer on feet but not between toes. Cut toenails straight across and use a pumice stone on calluses. Apply sunscreen to the top of your feet when exposed to sunlight.
- Exercise your feet with stretches, heel/toe lifts, picking up objects or a small towel with your toes, rolling feet over a tennis ball, and just walking.
- If diabetic or pre-diabetic, keep your blood sugar under control.
- Treat yourself to foot “therapy” such as a foot massage.

For an extensive information on the foot, see [Foot Pain](#), Mayo Clinic. Additional resources include [Tips for Healthy Feet](#), WebMD; and [Foot massage techniques and benefits](#), Medical News Today, [Shoeless Glow](#), UC San Diego Health.



Associated Administrators of Los Angeles #UnionStrong Members Growing Professionally!



Boardmember Schmerelson joins AALA President Paiz in support of ITI at #LEETS23

Sandra Bennett @sandraescartin · Mar 11

Congratulations to @principalcwc for being recognized as a Digital Citizenship Advocate. 🌟🌟🌟🌟🌟🌟 #LEETS23 @LASchools @LAUSDsup

A round of applause for our @LASchools leadership: @ScottAtLAUSD and @LAUSD_Achieve's Pedro Garcia sharing the guiding question: "How can we use technology to improve student outcomes?" #LEETS23



Dr. Victor Rios' keynote inspires AALA President Paiz on using technology for culturally responsive emotional support

We are learning with district leaders at @LASchools' #LEETS23! W/ @purplenxp7 @principalcwc @mtouceda @sdpaulette @MACESmagnet @ITI_LAUSD #EmpoweredByITI #ReadyForTheWorld @LAUSD_Achieve



Partnerships with AALA and @ITI_LAUSD



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AALA Community Volunteer Awards - Deadline Approaching!

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.



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>

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

Questions?

Payroll: payrollsupport@lausd.net

HR: askhr@lausd.net

Personnel Commission: PersComm@lausd.net

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

DISTRICT ACCEPTING 2023 ROOKIE OF THE YEAR NOMINATIONS

LA Unified, in partnership with the California Credit Union, is seeking nominations for the 2022 – 2023 Rookie of the Year Program. Principals are invited to nominate a new teacher (Probationary 1, Intern, or Provisional) for their effective teaching practices and classroom management in preparing all students to be successful 21st Century learners, and for their professionalism and commitment to the teaching profession. See flyer on [page 10](#). Please submit nominations by **March 27, 2023, 5:00 PM**. Nomination link: <https://bit.ly/NominateROY>



The Personnel Commission
Announces Our Next

Virtual Drop-In Meetings

Friday, March 17 & April 21
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

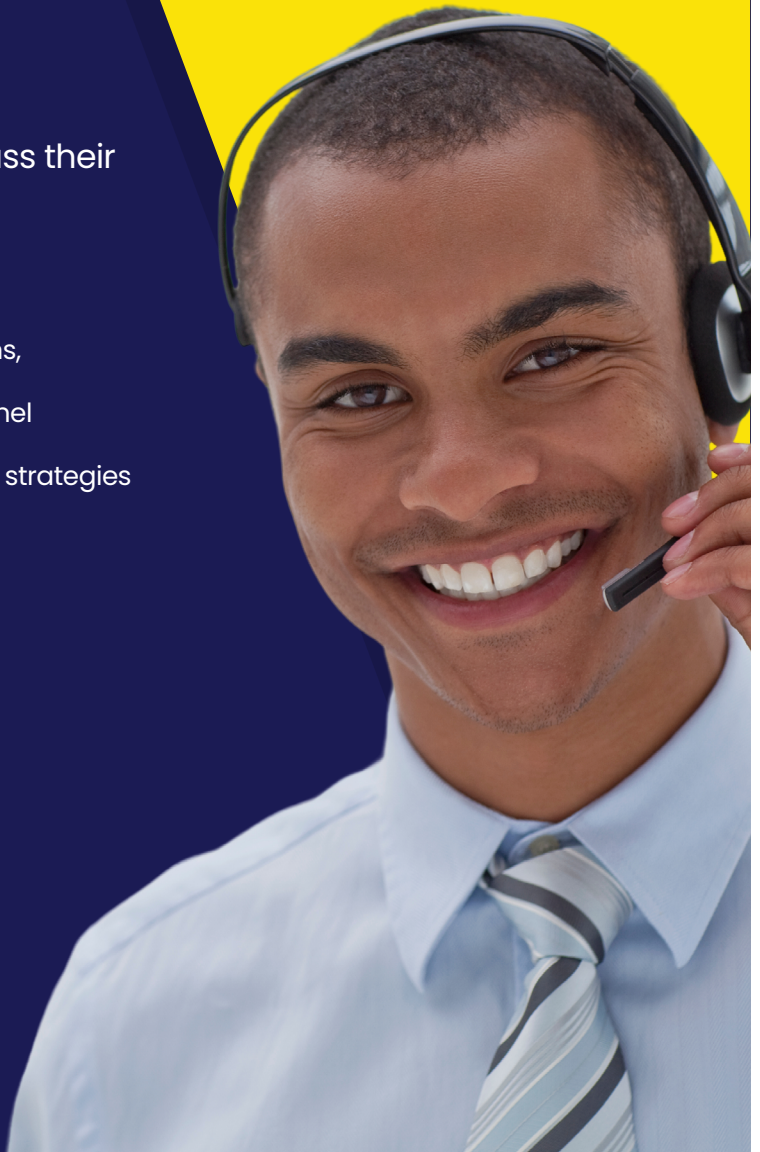
[Use This Link To
Pre-Register](#)

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

Did you know?

Expedited Classified School-Based Hiring

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 the link above to learn more.



Associated Administrators of Los Angeles

ADMINISTRATOR ASSIGNMENTS INFORMATION

SESSION - 3/27/23

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 15th notices, the Affirmative Decision process, potential re-assignments, and return rights.

When: March 27, 2023 (NEW DATE!)

Time: 4:30 PM to 5:30 PM

Zoom Link: [https://lausd.zoom.us/meeting/register/tZApd--rpzWuHtFeEz0NkBZpUeAo5Nrv0c8i](https://lausd.zoom.us/join/https://lausd.zoom.us/meeting/register/tZApd--rpzWuHtFeEz0NkBZpUeAo5Nrv0c8i)

Meeting ID: 844 0639 7445

EDUCATOR DEVELOPMENT AND SUPPORT (EDS) REMINDERS

Growth Plan Visit

The deadline for completing the Growth Plan Visit is this **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>

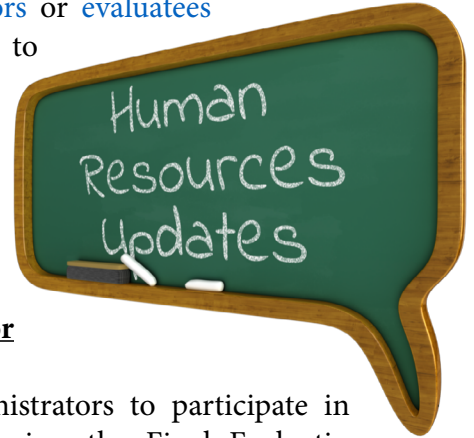
Stakeholder Feedback Survey

The 2022-2023 Stakeholder Feedback Survey is available through this **Friday, 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.

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.



EDST 203 Refresher Training for Administrators

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

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>.





IN
PARTNERSHIP
WITH



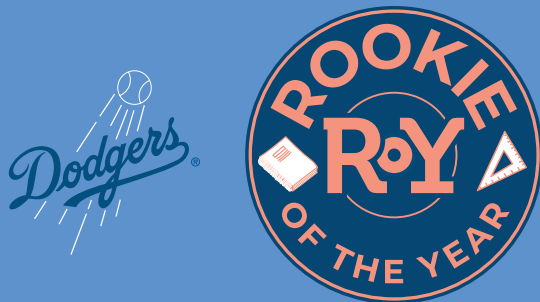
SEEKING NOMINATIONS FOR “ROOKIE OF THE YEAR”

The Rookie of the Year (ROY) Program Recognizes New Teachers Who...

- Exemplify effectiveness in preparing and delivering instruction
- Provide a positive classroom climate with strong routines and procedures
- Adopt a dynamic and engaging teaching style
- Show high levels of professionalism

A committee will select the Rookies of the Year based on the above characteristics.

Both the nominating principal and ROY are invited to a Dodger home game hosted by California Credit Union.



Know a New Teacher Who Hit it Out of The Park?

Who is Eligible?

- Probationary 1, Intern, or Provisional Status
- First-year teacher of record

Program Highlights

Each ROY receives a signed Certificate from The Office of the Superintendent, in addition to the recognition in front of their peers

Why Nominate?

- Recognize an outstanding first-year teacher
- Promote school pride
- Boost morale for site personnel
- Inspire and encourage teachers, students, and parents

How to Nominate?

Principals may nominate first-year teachers by Monday, March 27, 2023 at 5pm

[Click to Nominate](#)

For questions and more info, contact:

Human Resources

Peggy Taylor Presley
peggy.presley@lausd.net

North

Dr. Kathleen Reams
klr6454@lausd.net

South

Yvette Monteilh
ymm0118@lausd.net

East

Dr. Lucy Terarakelyan
lxt4539@lausd.net

West

Christina Wantz
cmw0447@lausd.net

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.

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 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

SPRING IS HERE

