



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JULY 29, 2024

ONE VISION, ONE VOICE, STRONGER TOGETHER

Dear AALA Members,

I remain convinced your dedication and leadership are integral to our collective success. I am confident we will continue striving for excellence and support the welfare of our leaders underpinning public education. As previously shared, transparency, communication systems, and fostering collaboration and partnerships are priority in establishing exemplary service and support to every AALA member. I look forward to our continued partnership and the achievements ahead. Let me dive into the updates and initiatives showing my advocacy for you.



Transparency is at the core of everything we do. It is the cornerstone of building trust with our stakeholders. I believe in keeping our members informed about operations, decisions, and outcomes. Here are some recent strides I have made:

- I have initiated and calendared monthly meetings with district leadership beginning with Superintendent Carvalho and Associate Superintendent, Talent and*

Labor Relations, Dr. Kristen Murphy to have on-going dialogue regarding achievements and challenges. This past week I had the pleasure of meeting with Frank Serrato, Chief Human Resources Officer. The focus continues being the adherence of transparently reassigning displaced assistant principals. I continue bringing individual cases of hardship to alleviate the hours of commuting that has resulted from the R2 Realignment and budget cuts. I will continue diligently advocating and seeking possible solutions for this critical challenge.

- I completed my “meet and greet” sessions with all board members this week to ensure as much transparency as possible and a two-way street to share information. The focus of my dialogue with Dr. Rocio Rivas was to bring attention to the decisions made by the district, voted on and approved by the Board of Education, and the immense direct impact it has on you. You are responsible for the implementation of instructional initiatives, operational effectiveness, and the overall safety and welfare of every school community. I found many board members to be concerned, understanding, and supportive of working in partnership with AALA. This is essential to improve working conditions at our school sites, regions, and central office and every location where our Unit J members work. The workload must shift from unattainable to attainable for all our members.*

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JULY 29, 2024

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AALA STAFF:

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Fall Reception
September 26, 2024
Cal State LA

Welcome
BACK

PRESIDENT’S MESSAGE FROM PAGE 1

Moving forward, standing monthly meetings are being scheduled with each board member to ensure developing relationships and trust, on-going and open dialogue regarding our current reality, and shared accountability of how decisions, policies, and practice work together to support our leaders.

- *Know I embrace and practice an Open Door Policy to serve and support you. My goal is to build trust and relationships with all AALA members and encourage open dialogue within our association to address any questions, concerns, or suggestions. I am reachable and available to support all members directly via e-mail, text, or phone calls.*



Effective communication is the heartbeat of our union. Here is how we are beginning to enhance our communication channels:

- *We are in the beginning stages of gathering e-mail information to launch the new private AALA Facebook. This private group for AALA members only will establish an inclusive and robust communication system of dissemination and information sharing. Thank you to the almost 400 members having already responded.*
- *Information through e-mail via a google survey for members to provide the email that they want to use to participate in our AALA Facebook private group will be ongoing. The goal is to ensure all members interested in participating have access. The goal is to achieve 100% participation.*
- *This modernization of communication will establish our online presence by utilizing social media platforms to share information, immediate and timely communication, organizational transparency, and a vehicle to receive feedback and suggestions from AALA members. I have already received positive feedback from members excited with the launching of the AALA Facebook by invitation only group.*

- *Currently, there is a public Facebook group named “Aala Leaders” open to anyone wanting to participate, including administrators. This Facebook group is not affiliated with the Associated Administrators of Los Angeles (AALA) organization. “Aala Leaders” has approximately 1,000 followers and has been and will continue to be supportive to advocacy for administrators. “Aala Leaders” will be re-branding their page as to avoid any confusion with AALA’s Facebook page once we launched. AALA’s official page will continue to be a vehicle for the sharing of communication and information in partnership with our circle of responsibility.*
- *For AALA members who do not have Facebook and wish not to open a Facebook account, communication systems will continue to include the weekly newsletter and posting of updated information on the AALA website.*



Collaboration fuels innovation and drives results. I am committed to expanding our collaborative efforts internally and externally. I will begin to schedule meet and greet sessions with each of our elected AALA Executive Board Members representing the six administrative departments to foster collaboration internally:

- *Adult*
- *Classified*
- *Early Education*
- *Elementary*
- *Secondary*
- *School Support Administrators*

The AALA Executive Board has an elected Vice President and two Director positions for each department. They are instrumental as collaborative partners. They represent

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

PRESIDENT'S MESSAGE FROM PAGE 4

*their respective units and are the “voice” that will support in creating a shared vision, shared decision making, and governing practices for the good of the association. I am excited and thrilled to have the opportunity to establish trusting relationships with the AALA Executive Board. I thank them in advance for their dedication, commitment, and partnership. We will navigate together in the effort to build transparency, increase systems of communication, and embrace collaborative structures to deliver exemplary service and support to the membership. Let me introduce our amazing Associated Administrators of Los Angeles 2024-25 Executive Board and help me welcome them to what is going to be an extraordinary year of **learning, growing, and collaborating**:*

- Adult Department: Vice President, Anna Elsa Madrid; Directors, Julio Melara, Rosana Kruszewski*
- Classified Department: Vice President, Lisa Marine; Directors, Lionel Barreda, Jennifer Clemente*
- Early Education Department: Vice President, Dr. Ayanna Davis; Directors, Scarlett Ramirez-Holguin, Viken Kazarian*
- Elementary Department: Vice President, Manuel “Manny” Nava; Directors, Marco Flores, Vacant*
- Secondary Department: Vice President, Vacant; Directors, Karen Fattal, Jorge Olmos*
- School Support Administrators Department: Vice President, Titus Campos; Directors, Brenda*

Pensamiento, Angela Sandoval

Another emerging collaborative structure is the relationship and partnership with the Presidents and/ or Co-Presidents of the sixteen organizations. My goal is to align our collective efforts and work in tandem with the AALA Executive Board Department officer and the Organization Presidents or Co-Presidents. The goal is to create a united front further supporting and strengthening our commitment to transparency, communication, and collaboration as we work in partnership.

With the promise of new beginnings and fresh opportunities on the horizon, we embark on this journey together – a journey filled with endless possibilities, growth and learning. Let's illuminate our path with transparency, vibrant communication, and passionate collaboration as we revitalize, restructure, and re-brand AALA. Together, we will build a future brimming with hope and excitement, where every challenge becomes an opportunity and every success is celebrated with joy and wellness!

In Solidarity with unwavering resolve,

Maria

One Vision, One Voice, Together Stronger.

ICYMI - “EVERY SCHOOL SAFE” MANDATORY SAFETY TRAINING MODULES

In case you missed it in the hustle and bustle of closing the school year, the Division of School Operations released an IOC dated June 17, 2024 with SY 2024-2025 due dates for each mandated module. Click [here](#) to download IOC.

Approximately one (1) month prior to each training module due date, materials for school site administrators will be available through the [Principal's Portal](#) so that administrators can provide training to their respective staff (certificated and classified), students, and parents, as applicable by the dates indicated in the table below. At the beginning of the school year, parents should also be provided the Every School Safe Modules - Parent Letter, which can be found on the [Principal's Portal](#).

At schools, administrators should deliver employee trainings during faculty meetings. Parent components can be included in any parent meeting during the relevant time period. Student components can be delivered through assembly-style forums or through classroom advisory periods by administrative staff. All Every School Safe Mandatory Training Modules will be available in the Principal's Portal.

AAALA LAUNCHES ENHANCED COMMUNICATIONS

AAALA launched a new private Facebook group for active AALA members to receive up-to-date communications and share concerns. On July 22nd active members received an email with a Google link requesting contact information. Once you share some information with AALA you will receive an invitation to join the group. Not a member? Use the QR code to join!



AAALA NEWS

HOLD ON TO YOUR CHILD ABUSE REPORTS EVEN WHEN YOU RETIRE!

The following anecdote is from a retired administrator related to the filing of a CAR and keeping a copy of what you filed!

The issue was that the police came out the first time and said there was no child abuse and nothing inappropriate by the teacher. We went ahead and followed through with everything . Child abuse [report], district report, conference memo to the teacher, saying stay away from the kids, don't touch them and don't give them candy and so forth. Two years later, I get another kid coming in saying that she is uncomfortable and they prosecuted him [the teacher]. He went to jail and the police basically said we didn't report the first time, except we had documentation because my assistant principal and I were obsessive about it and we reported all of it. They even told my assistant principal you know the principal wants to stick you and she's gonna let you hang out to dry. The only problem was I've known her for 12 years and she knew I wasn't gonna do that, we were up against [the] LAPD. The LAPD wants to protect themselves if they don't do their job where a child abuse might be recurring. That's why I'm saying that principals need to keep the records forever and document everything. Thank God we did because this was 20 years ago and they're just suing now and they're saying we didn't do our job; it's really the LAPD that didn't do their job.

I just would like to warn principals to keep and document any records having to do with child abuse reporting, especially more than once and especially if the LAPD says there is no child abuse. You should still keep your records, keep them forever .

HAVE YOU MOVED HOME OR WORK LOCATION?

Please email office@aala.us to keep accurate information and make sure you receive communications.

NEED ASSISTANCE FROM AALA?

Whether you need assistance with membership, have a question or need representation, AALA's staff is available to assist you! The office is open Monday to Friday 7:30 am to 4:00 pm (213/484-2226) or you can email office@aala.us 24/7.



ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AAALA membership](#) just got easier, Complete AALA's easy form by scanning this QR code. Remember, AALA is as strong as its membership!



I INADVERTENTLY UNSUBSCRIBED FROM THE UPDATE. WHO DO I CONTACT?

Email info@aala.us or office@aala.us for assistance.



LAUSD APPROVED HIGH-IMPACT TUTORING PROVIDER



WHO WE ARE

Cignition is a K-12 tutoring program, led by experienced educators who **produce proven, repeatable** results in student success.

WHAT WE DO

Our research-based approach focuses on data-informed instruction and collaborative learning, encouraging **student-to-student interaction** to build **deep conceptual understanding**.

WHERE TO FIND US

We're already in classrooms all over Los Angeles Unified School District and we'd love to add you to our ranks!



Transforming
Virtual
Tutoring



Giving
Students That
"I get it!"
Moment



Helping Educators
Get Students Back
**ON Track and ON
Grade Level**

CONTACT US NOW:



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2024-2025 LAUSD SENIOR STAFF ORGANIZATIONAL CHART

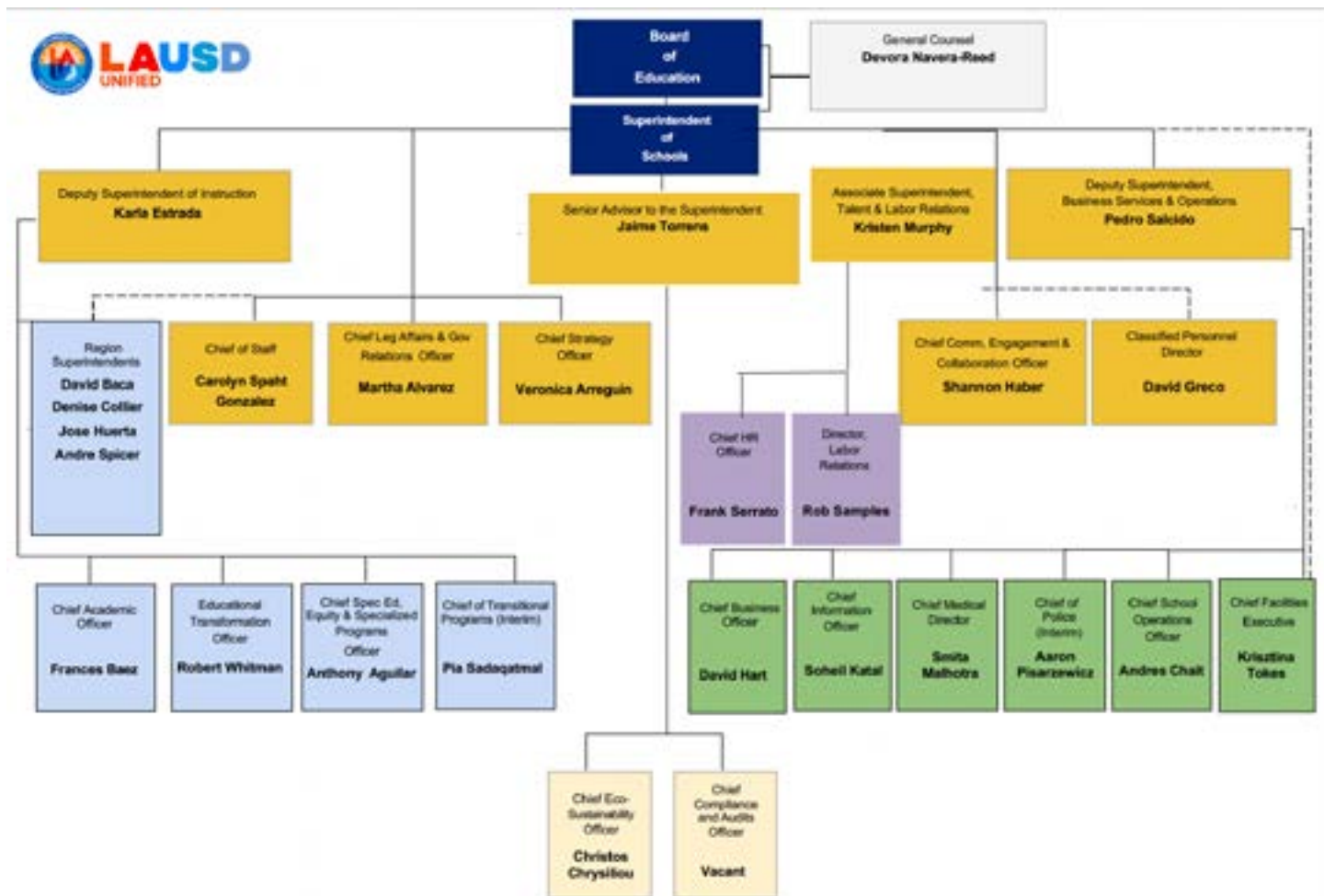
Attached is the district’s latest organization chart. It is important to know the clear reporting lines to better understand how decisions are made and by who.

The depiction is extremely helpful to understand the flow of communication and thereby enhancing the understanding of the organizational structure.

The challenge is knowing what lies beneath everyone of the boxes to better understand who is really doing the work and if communication and coherence is effective and streamlined.

Understanding who is in charge of what is an important first step underpinning communication, transparency, and relationships.

Working together, and having a better understanding of how decisions are made and policy is being implemented, should result in greater coherence and improved working conditions for our members.



2024-2025 Organization Chart
July 1, 2024



Have you thought about **Long-Term Care?**

Long-Term Care isn't just for the elderly. Accidents, injuries, and illnesses can happen to anyone, at any age, so it is very important to be prepared. Many people believe, incorrectly, that Medicare or their Health Insurance will cover most or all of the costs of long-term care services. However, nothing could be further from the truth. In fact, Medicare typically covers only about 12% of the cost of long-term care services nationally. Standard healthcare insurance plans for those under 65 are simply not designed to provide long-term services on an extended basis. Without a Long-Term Care Insurance plan in place, you could be stuck paying out-of-pocket for expenses that can exceed \$75,000 per year- or more depending on the area in which you live.

The good news is that you can protect yourself with a Long-Term Care Insurance plan now available to the **ASSOCIATED ADMINISTRATORS of LOS ANGELES (AALA)** members through **SPECIALISTS IN LONG TERM CARE INSURANCE SERVICES, INC, (AN AMBA Company (in CA dba: Association Member Benefits & Insurance Agency))**. These policies can provide benefits to help you pay for your long-term care expenses and protect your assets. They also allow for the choice to receive care in your home, an assisted living facility, or a nursing home. In addition to choosing how you receive care, you can also customize the amounts of your coverage, creating a plan that perfectly suits you and your budget, giving you peace of mind. Furthermore, AALA members are eligible for a group discount on the policy of their choice.

If you are interested in learning more about the plans available to AALA members, please call **TOLL FREE 1-800-764-6585** or send an email inquiry to info@siltc.com containing your name, association, and telephone number. **Please note that a telephone call is necessary to ask several qualifying questions before a customized quote can be mailed to you.**



UPDATES

2024-25 Aspiring Administrator Programs

The Aspiring Assistant Principal (AAPP) and Aspiring Principal (APP) Programs are the District's promotional pathway for educators to become school site administrators. These Aspiring Programs will be offered in the 2024-2025 school year. Interested candidates may find the application using the following links ([AAPP](#) or [APP](#)). Applications are due by Friday, August 25, 2024 at 3:00 p.m. Please see the attached

flyer regarding the upcoming Informational Sessions.

EDUCATOR DEVELOPMENT AND SUPPORT

Evaluation Plans and Rostering Staff for Evaluation in 2024-2025

Educator Development and Support evaluation plans for 2024-2025 have been loaded on MyPGS. View the [Rostering IOC](#) for more information on rostering certificated staff for evaluation and the [Frequency of Evaluation Policy](#) for guidance on whom should be evaluated.

EDST Summer Calibration 2024

Human Resources Division, Educator Development and Support (EDS) Unit invites you to participate July 22 through August 9 in the annual EDST online calibration event for administrators who have completed EDST Observer Certification. View the [Summer Calibration Flyer](#) for more information and the [Calibration Instructions](#) to get started. Please click [here](#) to register to receive calibration updates and reminders.

Educator Development and Support Certification Training (EDSSL and EDST)

EDSSL Observer Certification prepares and authorizes principals and principal supervisors to observe, support, and evaluate principals and assistant principals. If you will be evaluating a principal or assistant principal and have not participated in the 2-day Observer Certification, please register on [MyPLN](#) (Keyword: EDSSL Certification).

EDST Observer Certification prepares and authorizes principal supervisors, principals, and assistant principals to observe and evaluate teacher practice. If you will be evaluating teachers, non-classroom teachers or academic counselors and have not participated in the 2-day Observer Certification, please register on [MyPLN](#) (Keyword: Observer Certification). If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).



ASSOCIATED ADMINISTRATORS OF LOS ANGELES

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) non-profit corporation in January 2011 to fund our student scholarship program for deserving LAUSD students. This Spring AALA awarded 43 \$2,500 and 15 \$1,500 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.

Scan this QR code **and earn your wings!** All donations to FRIENDS OF AALA are tax deductible!



YOUR GENEROSITY FUNDS DREAMS



***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.

INTEREST GROUP CONTACT INFORMATION

You seek AAPA information?

<https://bit.ly/LAUSD-AAPA>

Looking for ACSA Region 16 news? Visit ACSA's Region 16 website for up-to-date information at <https://www.acsaregion16.com>

Looking to connect with AJE-LAUSD?

<https://www.ajelausd.org>

You seek COBA information?

<https://www.cobalausd.net>

Can't find CMAA?

<https://www.instagram.com/cmaa.lausd/>

DISTRICT ANNOUNCEMENTS



Aspiring Administrator Programs Informational Session

Monday, August 5, 2024 at 1:00 p.m.
Thursday, August 8, 2024 at 9:00 a.m.

Please register using the following link:
<https://bit.ly/24-25AspiringInfoSession>



The Aspiring Principals Program (APP) and the Aspiring Assistant Principals Program (AAPP) focus on developing transformational school leaders.

The purpose of this session is to:

- ✓ Provide an overview of the Aspiring Principals (APP) and Aspiring Assistant Principals (AAPP) Programs
- ✓ Share the process for applying to the Aspiring Programs
- ✓ Answer questions about the programs

For more information, please contact:

Rosie Elmore (APP)
rguerr9@lausd.net
Alex Wagner (AAPP)
amw0437@lausd.net

INTEREST GROUPS - NEWS YOU CAN USE



Alliance of Asian Pacific Administrators

LEADERSHIP LEAP!



August 17, 2024 (Saturday)
(9:00 am - 12:00 noon Breakfast @ 8:30 am



Fairfax High School
7850 Melrose Ave. L.A., CA. 90046



Registration Required - AAPA Website
*AAPA Members (\$10.00)
Non-AAPA members: you must join AAPA to attend workshop. Automatic payroll deductions of \$10/month.
*\$50 for your first workshop.

AAPA Website

<https://sites.google.com/lausd.net/alliance-of-asian-pacific-admi/home>



<https://forms.gle/tzcPevxiAEp5kZke6>

CONTACT US
leelee.chou@lausd.net

BRING (3) COPIES OF YOUR LETTER OF INTENT AND RESUME FOR PEER FEEDBACK.