



# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF AUGUST 5, 2024

## THE ART OF LEADERSHIP AND LEADING WITH HEART

*It is only the beginning of the year, but know I have an even better understanding of the issues facing you thanks to your calls, texts, and emails. The dramatic reduction in assistant principals has only raised the angst of principals knowing all they have to do with less help. The same holds true for School Support Administrators and Unit J. I am committed to organizing for greater effort and having the district streamline workflows and take onerous tasks off the plate especially if they are of no benefit to students. The reduction in force of assistant principals, or the District's euphemism of calling it an "R2 Realignment" has created burdensome commutes for some of our members. Once again, know I see you; I hear you; and You matter!*

*I am equally thankful to the organization presidents for sharing their thoughtful insights and the excellent approaches they are sharing to ensure cohesiveness and collaboration. The incredible feedback reaffirms my conviction to continuing escalating the most pressing issues negatively impacting our members professionally and personally. My insistence and advocacy are ongoing with the District's senior leaders as we learn to improve together. On a similar note, please accept my heartfelt gratitude for the hospitable, enthusiastic, and warm welcome I received on day 3 of the Principal's Leadership Institute (PLI). The affirmation convinces me I am where I am supposed to be. I am more committed than ever to take the "joy and wellness" by the helm and bring them to*

*genuine fruition for every member in our union.*



*As for the PLI, Dr. Karla Estrada, Deputy Superintendent of Instruction, shared the District's key instructional priorities with principals. They are:*

- 1. Focus on Depth and Quality**
- 2. Understanding Needs and Focus**
- 3. Teacher-Student Relationships**
- 4. Teacher Tasks - Content Observation**
- 5. Degree of Knowledge Levels - Rigor**
- 6. TLF Framework**



## LEADERSHIP FROM PAGE 3

No one can argue against these right drivers to guarantee equity and accelerate the closing of the achievement gap for every student we serve. What is arguable and at stake is the District's lack of commitment to protecting our members from mindless transactional tasks. Transformations can only happen if protected time is given to principals (and all of our members) to address and implement the instructional priorities they have been given. As importantly, principals need the right supports to do so. It is important assistant principals hear first hand what the priorities are and what their expected role is to be in support of their principals. Nothing can be more crucial than organizing for effort with cohesive messaging from the top.

Moreover, the role of the principal was also underscored given the importance of:

1. **Principal-Teacher Relationships**
2. **Setting the Tone**
3. **Modeling Behaviors**
4. **Adaptability**



Again, this is attainable and doable if every level of the system provides the right supports to school-based administrators. The strategies and ideas of how to effectively support our members and protect their time-on task is critical. The beauty is that our members know

what they need. Ask them without the fear of retaliation and retribution and they will tell you. The possibilities of transforming our schools even more is such an exciting possibility if the hierarchy stops to listen and learn from us for a change. This approach will further deepen our partnerships as we engage in genuine, collegial, and transformational dialogues to address the needs of the students we serve along with learner needs. Our students show so much promise and the Associated Administrators of Los Angeles is so ready to capitalize on their promise if only given the opportunity. Show your vulnerability LAUSD and trust us!

Pedro Salcido, Deputy Superintendent, Business Services and Operations, is on the right pathway by reminding us our students are innovators and change-makers. They are so because of your dedication and courage. The modest 2024 gains on SBAC and the 86% graduation rate is a testament to your dedication and commitment. Imagine the possibilities and how much more will be achieved if the singular focus is on providing the right and necessary supports to you, so teachers and students are able to thrive in every one of your classrooms.

Maslow's Hierarchy of Needs also needs to be at the center of every decision being made especially if it will bring greater harm than good. Just as students need a supportive environment to thrive, leaders also need to know their professional needs are being met. They need the right supports, recognition, well-being, and to be addressed with dignity and respect. Many if not all our members will tell you their needs are not acknowledged with the dignity and respect, they so deserve. It is crucial as we set the conditions for our students to succeed, we also ensure that we, as leaders, have our needs met. This includes finding balance, joy, and purpose in our professional roles and responsibilities.

Dr. Ghody Muhammad, PLI Keynote Speaker, emphasized joy is integral to the work we do as educators and leaders. She posed this powerful question: **"How is your heart today?"** The question challenged us to reflect on our own sense of joy and fulfillment in our roles. What if the goal of teaching and learning is to foster joy in addition to academic excellence? Dr. Muhammad suggests starting with humanity and love which prepares

## LEADERSHIP FROM PAGE 4

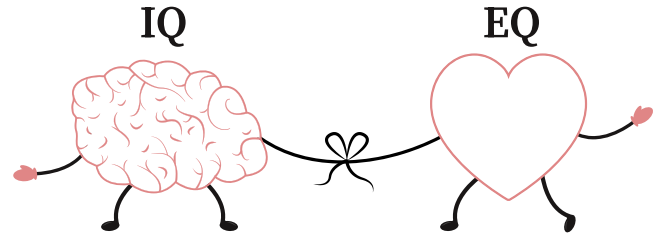
*us to teach and lead with greater effectiveness. Joy and justice are intertwined. One does not exist without the other. Teaching and leading with joy means maintaining a focus on both the well-being of our students and the art of leadership. Leadership is an art form that involves keeping sight of our goals and the deeper purpose behind the work we do.*

*As we continue to lead, let us:*

- *Stay true to our goals by not losing sight of our objectives and the meaning behind our efforts.*
- *Embrace humanity and love by beginning with empathy and understanding to create supportive environments for all to thrive.*
- *Lead with purpose by remembering why we embarked on this journey and letting the purpose guide our actions with honesty and conviction.*

*As we move forward, join me in thinking about: Who am I in this leadership journey? How does my sense of joy and fulfillment impact my effectiveness or lack thereof as a leader? I look forward to sharing my thinking with you and hearing what you have to say. In the meantime, let us continue to strive for a balance where joy and purpose*

*coexist. This will help us to ensure we are leading with both passion and compassion. In the spirit of renewal and growth, I want to emphasize yet again, a crucial aspect of effective leadership is self-care. Your well-being is vital not just for your own personal health. It also positively impacts those around you. By prioritizing self-care, you empower yourself to lead with resilience, clarity, compassion, and joy.*



*Let us embrace a balanced approach to leadership that nurtures both our professional and personal lives. By doing so, we enhance our ability to guide, inspire, and support others. Together, let us create a culture where self-care is integral to our success.*

*In solidarity with unwavering resolve and with **One Vision, One Voice, Together Stronger,***

*Maria*

## AALA LAUNCHES ENHANCED COMMUNICATIONS

AALA launched a new private Facebook group for active AALA members and retired associates to receive up-to-date communications and share concerns. On July 22nd active members and retired associates 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!



## ICYMI - UPCOMING DUE DATES, DON'T LET THEM SLIP BY!

As you ramp up to welcome students, be sure to put these items on your to-do list and circle the due date. Click on each title to easily access each document.

Send the *Every School Safe* [English/Spanish](#) letters home if it wasn't included in your registration packet.

[Middle](#) and [High](#) School Local Design Fall Enrichment (ELOP) - request due **August 17**

[Review of School Supervision Plan](#) - due **August 23**

[Elementary](#) and [Secondary](#) Textbook Sufficiency Certification- due **August 23** (teachers) **August 27** (Principals)

Emergency Drill Certification - August drill evaluation due **August 29**. Click [HERE](#) for annual calendar





# 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.



Transforming  
Virtual  
Tutoring

## 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**.



Giving  
Students That  
"I get it!"  
Moment

## 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!



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

## CONTACT US NOW:



(510) 946-7750 ext. 6



[dalcaraz@cignition.com](mailto:dalcaraz@cignition.com)



[www.cignition.com](http://www.cignition.com)

# ASSOCIATED ADMINISTRATORS OF LOS ANGELES

## HAVE YOU MOVED HOME OR WORK LOCATION?

Please email [office@aala.us](mailto: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](mailto:office@aala.us) 24/7.



## ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AALA 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](mailto:info@aala.us) or [office@aala.us](mailto:office@aala.us) for assistance.

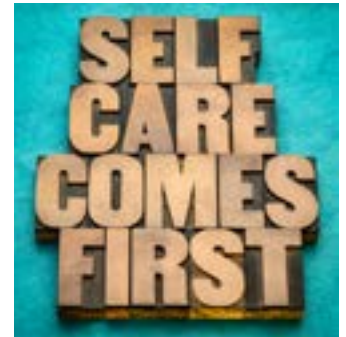
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## CARING FOR YOUR MENTAL HEALTH

According to the National Institute of Mental Health (NIMH), self-care refers to taking the time to do things that help you live well and improve both your physical health and mental health. Self-care helps you manage stress, can lower your risk of illness, and increases your energy. The smallest acts of self-care in your daily life can have a huge impact!

These are NIMH's self care tips:

- **Get regular exercise.** Just 30 minutes of walking every day can boost your mood and improve your health. Small amounts of exercise add up, so don't be discouraged if you can't do 30 minutes at one time.
- **Eat healthy, regular meals and stay hydrated.** A balanced diet and plenty of water can improve your energy and focus throughout the day. Pay attention to your intake of caffeine and alcohol and how they affect your mood and well-being—for some, decreasing caffeine and alcohol consumption can be helpful.
- **Make sleep a priority.** Stick to a schedule, and make sure you're getting enough sleep. Blue light from devices and screens can make it harder to fall asleep, so reduce blue light exposure from your phone or computer before bedtime.
- **Try a relaxing activity.** Explore relaxation or wellness programs or apps, which may incorporate meditation, muscle relaxation, or breathing exercises. Schedule regular times for these and other healthy activities you enjoy, such as listening to music, reading, spending time in nature, and engaging in low-stress hobbies.
- **Set goals and priorities.** Decide what must get done now and what can wait. Learn to say "no" to new tasks if you start to feel like you're taking on too much. Try to appreciate what you have accomplished at the end of the day.
- **Practice gratitude.** Remind yourself daily of things you are grateful for. Be specific. Write them down or replay them in your mind.
- **Focus on positivity.** Identify and challenge your negative and unhelpful thoughts.
- **Stay connected.** Reach out to friends or family members who can provide emotional support and practical help.



# HEALTHCARE

## FAQS *Tips for a Healthy Summer*

Summer is a great time to live your best life. With additional daylight lifestyles may shift towards unhealthy habits. These tips can help you thrive this summer.

**Sleep:** Skimping on sleep can result in increased hunger, higher blood sugar, poor concentration, frequent illness and impaired problem-solving. Keep in mind, your brain clears out metabolic waste during REM sleep. Make sure to give yourself at **least 7 hours** of sleep a night. According to the National Institutes of Health, poor/impaired sleep (6 hours or less) may be linked to an increased dementia or Alzheimer’s disease risk.



**Stay hydrated:** Water makes up 55-60% of an adult body. Hydration not only keeps your body working optimally, it keeps your appetite in check. Adding flavor with fruit juice or fresh cucumbers, lime slices or fruit provides variety. Keep in mind, coffee and alcohol **dehydrate** you. Try drinking at least 2 to 3 quarts of water every day.



**Add fiber:** Vegetables, fruits, nuts and grains are rich in fiber. Fiber helps you stay full, so you are less likely to eat mindlessly. Your goal should be to eat at least 25 grams of fiber a day.

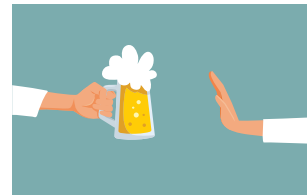


**Limit added sugars:** Try and eat less than six teaspoons of added sugar (this does not include natural sugars found in fruit and milk). When looking at labels, it is helpful to know that one teaspoon equals four grams of added sugar.



**Keep an eye on alcohol:** Drinking too much alcohol can lead to unintended outcomes, including dehydration

and empty calories. A serving of alcohol contains about 100 calories and mixed drinks have even more, including sugar. The goal is to limit alcohol to one drink a day for women, two drinks a day for men.



**Stay active:** Added heat even if it’s dry heat can make exercise uncomfortable in the summer months. Try getting some exercise in the morning hours before the sun is at its peak. Or break up your day and go for shorter walk breaks throughout your day. Make an exercise goal and stick to it.

PHYSICAL ACTIVITY PYRAMID



**Enjoy the weather:** Studies show that when people venture into outdoor settings, heart rate and blood pressure improve. Take a moment to appreciate being outdoors.



**Connect:** Plan something fun with family or friends. It doesn’t need to be expensive, but being social and around others will help keep any negative thoughts at bay. If crowded spaces aren’t your thing, try calling at least one person to stay connected.



**Gratitude:** Find a moment each day to reflect on a few things that brought you joy or good feelings. Being grateful and positive can help you thrive in a healthy life.



Creating a healthy environment around food, exercise and rest can ensure success with your health. One of the most important things to remember: **only you are in charge of respecting your body and providing you with what you need.**



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](mailto: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 23, 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](#).

### MyPGS Informal Observations

The Informal Observation Tool has been updated for mobile-friendly operation on iOS and Android phones and tablets. Improvements include mobile responsive layout and speech-to-text features using your device's microphone feature. For quick access to the Informal Observation Dashboard follow this [Job Aid to add a MyPGS dashboard icon to your mobile home screen](#).

### Zoom Office Hours

The Educator Development and Support (EDS) staff is available to assist you with all phases of the teacher evaluation cycle during virtual **Office Hours** on Fridays, from 3:00 pm to 4:00 pm, using this Zoom link: <https://lausd.zoom.us/j/81789342230>.

# 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) nonprofit 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>

**Can't find CMAA?**

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

**You seek COBA information?**  
<https://www.cobalausd.net>

<https://www.instagram.com/cobalausd/>

## 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.