



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF NOVEMBER 18, 2024

TREATING THE SYMPTOM, NOT THE ROOT CAUSE

Once again, administrators at school sites are tasked with implementing one more thing on their already overfilled plates. The passing of Board Resolution 035-23/24 (Supporting Student Mental Health and Learning Ensuring a Phone-Free School Day) in June 2024 prohibits student use of cell phones and social media platforms district wide during the entire school day. The policy also needs to align with California and Federal legal requirements. State Law and the Education Code is clear. Students shall not be prohibited from possessing or using a smartphone under the following circumstances:

- Must be accessible during an emergency when staff determine it is safe to do so
- If a student/parent requests the student be allowed to use their smartphone due to a “perceived threat of danger,” then the school will convene a threat assessment, develop a safety plan etc., before allowing the use of the phone
- Health based needs
- IEP
- 504 Plan
- Newcomers to assist with translation
- Local need



Governor Newsom approved Key Legislation - AB 3216 on September 23, 2024 to adopt a policy to limit or prohibit use of smartphones by July 1, 2026. It requires engagement with District stakeholders in policy development and includes the policy may include enforcement mechanisms limiting smartphone access. The current cell phone policy, Bulletin -5468.0 already prohibits the use of cell phone devices by students during normal school hours. It does exclude the students' nutrition and lunchtime breaks unless school site council has adopted a stricter policy.

There is no arguing research supports implementation to limit social media. Social media has increased teenage

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

ROOT CAUSE FROM PAGE 1

anxiety, cyberbullying, self harm and risky behaviors. Excessive access to social media demonstrates overstimulation on the brain's reward center is similar to an addiction. Students have become addicted to social media via their cell phones.

Not surprisingly, is the general concern amongst students, parents and staff when emergencies arise. What is the expectation for communication between a student and their parent? What remains unclear are the reasonable protocols for phone use during an emergency. Additionally, there are legitimate concerns as to whom will be responsible for implementing this new policy. While the presentation at the Committee of the Whole (click [HERE](#)) was thorough, it still leaves plenty of room for misconceptions. Labor partners also expressed concern over schools receiving one-time funding allocations for the purchase of products for implementation. Schools will be expected to use their already limited funding (given recent draconian cuts) after the one time allocation. This will place an added financial burden on sites already suffering from never ending budget cuts.

Why is central senior staff asking each site to develop a policy for their site in collaboration with their Local School Leadership Council (LSLC)? If this is such a critical issue, why is the District not focusing on providing ONE plan that will resonate with coherence and consistency across the entire District? It appears, while well intentioned, the implementation process is left to each site to tackle. Why can't central senior staff develop a unified policy and implementation plan for this new policy? The new policy will be implemented beginning the second semester in January 2025. The exemptions mentioned are going to increase the number of iSTARS and add to the workload of our already beleaguered administrators.

The implementation of this policy is underpinned by restorative practices to enforce and ensure compliance for infractions including: verbal reminders, referrals to counselors, designees, and parent contacts. At what point does it turn into defiance with repeaters and at what point is the phone taken away? Now this becomes another iSTAR. These are the critical protocols and

procedures the principal and LSLC will need to tackle. What is being taken off the principal's plate so they devote time to working with their LSLC in the months of November and December, and to not add to the unsustainable workload?

If this addiction is being classified as a mental health crisis, merely banning cell phones at schools during the day is putting a bandage on an already hemorrhaging wound. The root causes of addiction and dependency of social media and cell phones must be addressed. Every school site must be staffed with a full time Assistant Principal, PSW, PSA, School Psychologist to provide wrap around services. This will truly impact and begin to address and support the mental health needs of students. AALA administrators need help and support. Stop adding hours to their already 50 to 60 hour work weeks.

Is there any grace and understanding for principals impacted right now with the development and implementation of this policy? For example, are administrators still expected to fulfill the 5 classroom visits using the MyPGS which takes approximately 45 to 60 minutes for each observation if done with quality and integrity? When the quota of the expected 5 classroom visits is not achieved, members are receiving demeaning, demoralizing, and disrespectful emails. In addition, members have reported that in some regions, the MyPGS data observations are now being used during Tier 2 Data Digs. In my conversation with Senior Staff, Tier 2 Data Digs are expected to mirror Tier 3 Data Digs. Ironically, Tier 3 Data Digs do not use the MyPGS data. Members are reporting feeling publicly shamed and humiliated after their data is displayed for all to see, as if leading with fear will produce better results. What has not been made clear, after multiple attempts at trying to get a transparent response is: Who is coming up with this practice? Is it Central or Region leadership? Does leadership even take the time to consider why some schools have less observations than others? Does leadership understand the operational impacts that some schools must address? **THIS MUST STOP!**

In Solidarity and Unwavering Resolve,
Maria

AFTER HOURS HAPPY HOUR



THURSDAY
NOVEMBER 21

Your Union,
Your Power

Town Hall
for Activating
Positive Change

4:30 PM –
7:30 PM

CASA ITALIANA
1039 N. Broadway St.
Los Angeles, CA 90012

RSVP BY NOVEMBER 18
using QR code below



ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF NOVEMBER 18, 2024

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AALA STAFF:

Maria E. Nichols, President

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Juan A. Flecha, Chief-of-Staff
Irene Hyland
Steve Quon

Consultants

Maria Elena Rico-Aguilera

Field Representatives

Julie Gonzalez
Dr. Rosa Maria Hernandez
Dr. Windy Warren

Unit J Stewards

Ignacio Chavez
Oliver Hament
Cesar Mercado
Mauricio Pinto
Alfred Sixtos

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Gema Pivaral
Gloria Souquette
Marissa Tindel

Need to contact us?

Associated Administrators of Los Angeles
1910 Sunset Blvd., Suite 410
Los Angeles, CA 90026
Office 213/484-2226
Fax 213/484-0201
Web www.aala.us
Email office@aala.us
Update (assistance) info@aala.us

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.

in all
THINGS
give
THANKS

THIS WEEK’S FACEBOOK GROUP HOT TOPICS TO PONDER

What take aways do you have from this week’s Newsletter titled Treating the Symptom, Not the Root Cause?

What questions might you have regarding your Union rights to organize, mobilize and take united action?

What are the benefits and considerations as we ponder affiliating with another Union to amplify our voice and increase our strength in numbers and power?

Haven’t joined the AALA Facebook group? Members in good standing can provide their information [HERE](#). Not a member, use the QR code below or call the AALA office for assistance.

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 or office@aala.us for assistance.

HAVE YOU MOVED HOME OR WORK LOCATION?

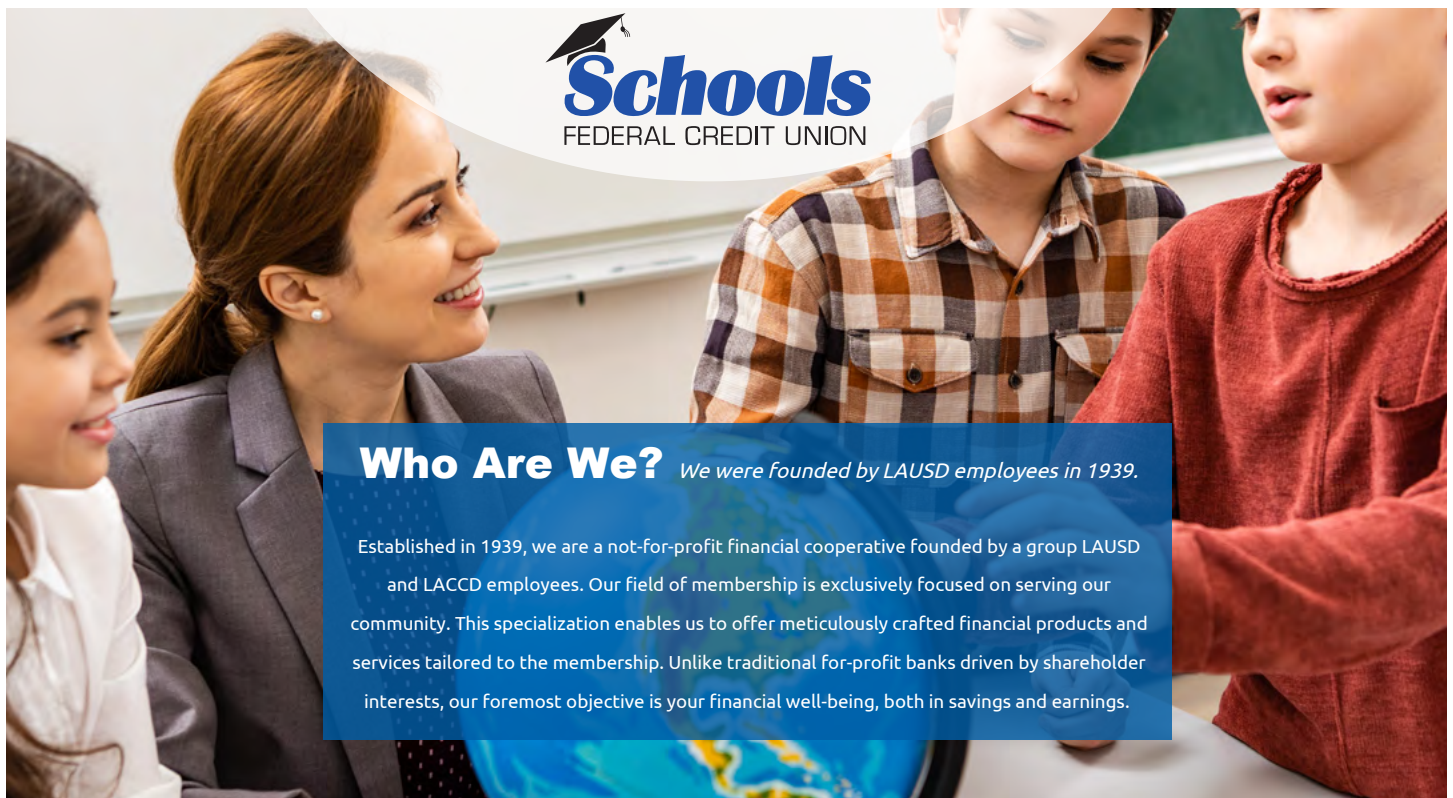
Please email office@aala.us to keep accurate information and make sure you receive communications.

HR UPDATES FROM PAGE 9

Mid-Year Formative 101	12/05/2024 12/12/2024 01/09/2025 01/24/2025	School site administrators and School Support Administrators being evaluated	Overview of the mid-year reflection and aligning evidence of practice	Mid-Year Formative 101
Mid-Year Formative for Evaluators	12/10/2024 12/19/2024 01/17/2025 01/29/2025	School site administrators and School Support Administrators who are evaluators	Overview of the mid-year formative conference, aligning evidence of practice, and rating performance	Mid-Year Formative for Evaluators
EDSSL Observer Certification	1/13/25 & 1/16/25	Principals and Principals Supervisors	Observe and evaluate leaders	EDSSL Certification

Zoom Office Hours

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



Who Are We? *We were founded by LAUSD employees in 1939.*

Established in 1939, we are a not-for-profit financial cooperative founded by a group LAUSD and LACCD employees. Our field of membership is exclusively focused on serving our community. This specialization enables us to offer meticulously crafted financial products and services tailored to the membership. Unlike traditional for-profit banks driven by shareholder interests, our foremost objective is your financial well-being, both in savings and earnings.

Current School Employees

- Rate Reduction Auto Loan ¹
(reduce your current or offered rate by 2%!)*
- Summer Safeguard Savings Account ^{2, 3}
(Prepare for the summer and get rewarded)
- Classroom Supply Loan ^{2, 4}
(Borrow up to \$1,000 @ 0% for 12 months)
- Utility Loan for Classified Employees ^{2, 4}
(Borrow up to \$1,000 @ 0% for 12 months)
- Technology Loan ²
(Borrow up to \$2,500 @ 1% for 24 months)
- Mortgage Programs ⁵

And so much more...

- Free Checking
- Free Savings / Holiday Account / U Name It!
- Individual Retirement Accounts
- Debt Consolidation Loan
- Non Variable - Visa Credit Card
- Personal Loan (Special Occassions)
- Credit Builder / Rebuilder Loan Programs
- Auto Buying Services

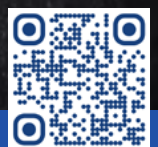
More Branch & ATM access than most!



Nationwide Branch and ATM Access

- +5,000 Nationwide Branches (Service Centers)
- +30,000 Surcharge Free ATMs

Join Today!



As of 4/1/2024, all applications are subject to approval. Rates are subject to change. The actual terms will vary based on the borrower's or borrowers' characteristics. ¹ Floor rate at 5.65% for 72 months. ² Direct deposit or payroll deduction from a qualified source is required. ³ Maximum monthly contribution of \$2,000. Total deposit will be transferred to Primary Share account on the first business day of July. This is a variable rate account. As of the date of this advertisement, 6.60% APY / 6.44% Rate. ⁴ Must be a current school employee (classified or certificated). ⁵ Visit our Home Loan Center at www.SchoolsFCU.org. + Access provided by COOP. Service restrictions may apply.

Federally insured by the NCUA | Supplementary coverage is provided by ASI.

www.SchoolsFCU.org
(866) 459-2345

HEALTHCARE

FAQS *Importance of Increasing Fiber in Your Diet*



Harvard Medical School's latest [HEALTHbeat](#) report focuses on maintaining a healthy colon. Sign up for their weekly reports delivered straight to your mailbox.

Diverticulosis is a very common colon condition in which small pouches form on the colon wall. Most people who have diverticulosis have no symptoms. However, sometimes one of the pouches gets inflamed, usually due to a bacterial infection.

To reduce your risk of getting diverticulosis and diverticulitis, add high-fiber foods to each meal. Aim for up to half your plate to contain some fiber-rich food.

Here are some tips that can help you make the transition to a higher-fiber diet:

- Eat a minimum of three servings of vegetables and two servings of fruit every day. This makes up the five-a-day recommended by the USDA's Dietary Guidelines for Americans. In general, one serving is a single piece of fruit or a half-cup of raw fruits or vegetables, or a cup of leafy greens.
- Include fruits, vegetables, or both with every meal. For instance, include fruit with breakfast and as a snack, and vegetables with lunch and dinner.
- Eat pulses (the seeds of plants in the legume family), such as beans, lentils, and peas, at least three times a week. You can include them either as a plant-based protein in meatless dishes, or as the starch side in place of grains. For example, you could have fish on a bed of lentils rather than rice.
- Rely on nuts, seeds, and fruit for snacks. Or add them to other items like yogurt, oatmeal, salads, and stir-fries.
- Replace refined grains like white rice with whole grains like brown rice, wild rice, or bulgur. For pasta, look for versions made from quinoa or pulses like chickpeas and lentils.
- Check nutrition fact labels for the amount of dietary fiber. Aim for at least 5 grams of fiber per serving.
- Be careful about eating a lot of fiber at once. Overdoing it can cause gas, bloating, diarrhea, and abdominal cramps as your gut bacteria try to process all the new fiber. These problems go away after a while as your digestive system gets used to the higher fiber levels, but you can avoid them by adding extra fiber gradually to your diet.

For example, try to add just one more serving of a high-fiber food to your daily diet for a week, then see how your body feels. Give yourself another week, if needed. If everything is okay, add another daily serving for a week. Continue this pattern until you reach your daily quota of fiber.

Also, make sure to drink plenty of fluids each day—about 16 ounces of water, four times a day. Increasing the water you drink can help fiber pass through your digestive system and avoid stomach distress.



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



www.cignition.com



UPDATES

CalSTRS Workshops for the 2024-2025 School Year

All CalSTRS members are encouraged to attend a pre-retirement workshop at least three times during their career to plan for retirement security: early in their career, just prior to age 50, and one year prior to retirement.

Below are the dates on which CalSTRS will offer workshops in our schools.

DATE AND LOCATION	ADDRESS
January 23, 2025 — Ramona Elementary School	1133 N Mariposa Ave, Los Angeles, CA 90029
March 27, 2025 — 153 rd Street Elementary School	1605 W 153rd St, Gardena, CA 90247

CalSTRS is asking that you register for the workshop by calling 800.228-5453 and select option 3, then ask the scheduler to register you for one of the workshops. All workshops are from 4:00pm to 5:30pm.

For assistance or further information, please contact Maria Voigt, Administrator, Certificated Administrative Services at maria.voigt@lausd.net or 213-241-6365.

Annual Stakeholder Feedback Survey

The 2024-2025 Stakeholder Feedback Survey window will be open from November 8 through December 6 at <https://survey.lausd.net>. Teachers may administer the online survey to students to receive feedback 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. You may also post or distribute the [Stakeholder Feedback Survey Flyer](#) at your site. School leaders may access a school-level report in spring when six or more teachers administer the survey.

EDUCATOR DEVELOPMENT AND SUPPORT

EDS Formal Observations

UTLA-represented employees being evaluated shall receive one formal observation during the academic year, no later than the last workday of the sixth (6th) week of the second semester (**February 14, 2025** this year for all calendar bases). The post-observation conference shall occur no later than ten (10) workdays after the formal observation.

Educator Development and Support Trainings (EDSSL and EDST)

Educator Development and Support offers various trainings highlighted below to support administrators in the growth and development process. If you would like to attend one of the trainings below, please register in MyPLN. If you have further questions, please contact [Heather Lower Lowe](#) or [Jeff White](#).

Training	Dates	Participants	Description	Keyword/MyPLN Link
EDST 202	01/13/2025	Administrators evaluating teachers	Review Formal Observation Cycle, Growth Plan Visit, Mid-Year Reflection, and evidence collection.	EDST 202

Are you sticking your head in the sand? The time to plan is NOW!!!



Unplanned long-term care costs can push you into serious financial distress. Get long-term care coverage before a health crisis prevents you from qualifying. You may email the completed form below to info@siltc.com. If you have any questions, please call the number below. Group Discounted rates available for AALA Members, Spouses, Family Members, and Retirees.

Offered by Specialists in Long Term Care Insurance Services, Inc. | **1-800-764-6585**

Member's Name: _____ Date of Birth: _____

Spouse's Name: _____ Date of Birth: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Best Time to Call: ___ AM/PM Email: _____

Please return questionnaire to:
Specialists in Long Term Care Insurance Services, Inc. (SILTC)
an AMBA Company (in CA dba: Association Member Benefits & Insurance Agency)
P.O. Box 6630
Auburn, CA 95604-9904

**Associated Administrators Los Angeles
(AALA) Approved Group Long Term Care
Insurance Plan**



DR. BARBARA LAKE — Dr. Lake served as Advisor for Staff Integration Unit, Personnel Division and as Specialist, Teacher Integration Unit. She then became an Assistant Principal at Evergreen Elementary School, promoted to Principal at Third Street and West Athens Elementary Schools. Dr. Lake retired as Principal of 122nd Street School after serving the district for more than 40 years.

Dr. Barbara Lake passed away on November 12, 2024.

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

Have you earned your AALA Angel wings yet? 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 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.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES DISTRICT ANNOUNCEMENTS



PROFESSIONAL LEARNING OPPORTUNITY FOR ADMINISTRATORS




Human Resources invites administrators to participate in a book study opportunity centered on best practices for enhancing professional development, fostering a culture of continuous improvement, and empowering staff engagement. Join us to explore transformative strategies, network with fellow leaders, and reflect on actionable next steps for your professional growth.


Participants will receive a copy of *The PD Book* by Elena Aguilar and Lori Cohen.

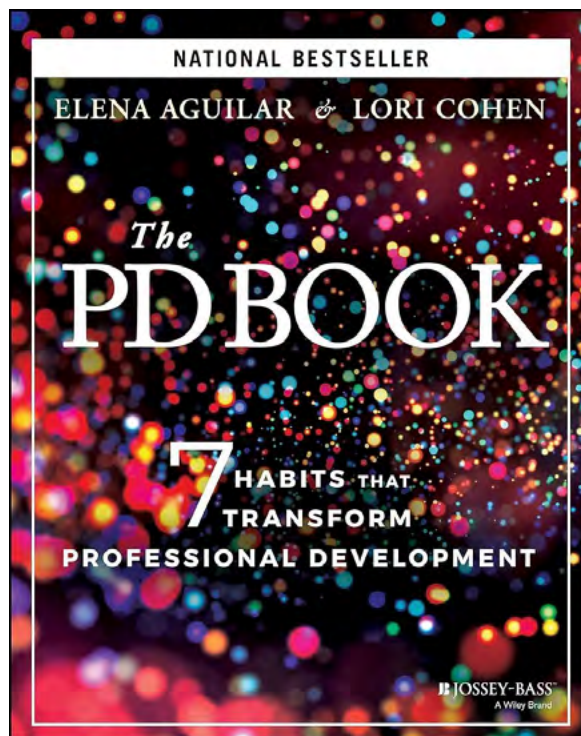
Sessions are held virtually for one hour per week over 6 weeks. Participants will be compensated at the training rate of \$50 per hour.

CURRENT TOPIC:

[Leading Transformational Professional Development - Book Club \(CLICK HERE\)](#)

 Jan 9, Jan 16, Jan 23, Jan 30, Feb 6, Feb 13

 5:00-6:00 PM



Registration is limited to 250 participants per session.
Register in MyPLN by searching for "PD Book."

**FOR MORE INFORMATION, CONTACT
MARCO A. NAVA, ED.D., AT MNAVA@LAUSD.NET**

LAASC

LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL



Who's ready to take the next step in their administrative career with the LAASC program? Apply now!

LAASC is a two-year, tuition-waived, competency-based program for LA Unified employees with a Preliminary Administrative Services Credential. The LAASC program supports new administrators in achieving a Clear Administrative Services Credential.

For more details, please visit www.lausd.org/LAASC.

COHORT 16
APPLICATION WINDOW
NOV 1 - DEC 2, 2024



APPLICATION AND ADDITIONAL
INFORMATION AVAILABLE AT
LAUSD.ORG/LAASC





AAPA 2024 LEADERSHIP SYMPOSIUM



DATE: November 20, 2024 (Wed.)

TIME: 5:00 pm (Social) and 5:30 pm (Dinner)

LOCATION: Huffington Center - 1324 Normandie Ave, Los Angeles
Delicious Korean cuisine (BBQ short rib, Terriyakki Chicken, Salmon, etc)

AAPA members pay \$25.00 if you RSVP by Nov. 15th

\$50 for non-AAPA members


Please RSVP by Nov. 15th and pay on-line. If you sign-up for AAPA membership, your dinner cost is \$25.00




R.S.V.P.

NOW


<https://bit.ly/3MHNfba>






Dr. David Baca 
Region North Superintendent




Dr. Denise Collier 
Region West Superintendent



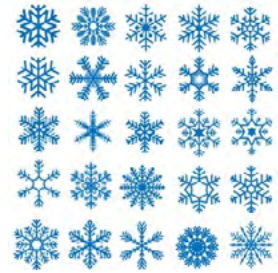
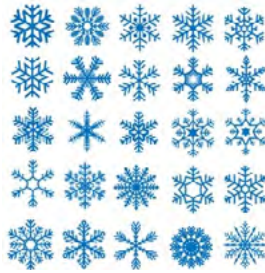
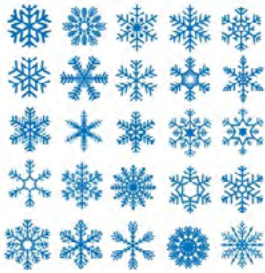
Jose Huerta 
Region East Superintendent



Andre Spicer 
Region South Superintendent

<https://sites.google.com/lausd.net/aapa>

INTEREST GROUPS - NEWS YOU CAN USE



ACSA-R 16 WINTER LUNCHEON

Learn What's New:

ALA President Maria Nichols

LAUSD Board Member Scott Schmerelson

ACSA-R State Retirement Council Carrie Schwartz

LAUSD Chief Academic Officer Frances Baez, Ethnic Studies

Thursday, December 5, 2024

11:30 A.M.

Whiskey Red's

13813 Fiji Way

Marina del Rey, CA 90292

Parking Pay at Pay Station; Place Receipt on Dashboard; Parking Lot is in front of
Restaurant

\$45.00/person

Guests #: _____ Meal(s) Grilled Chicken _____ Pan Seared Salmon _____

Name _____

Address _____

Phone _____ Email _____

Return check made out to ACSA-R

Send to Mike Perez C/O AALA

1910 W. Sunset Blvd., Suite 410

Los Angeles, CA 90026

RETURN BY Friday, November 22, 2024

Council of Mexican American Administrators

CMAA

WINTER SOCIAL



RSVP Required by December 2nd
Free for members - \$60 for non-members
Payment will be due at the door

FRIDAY, DECEMBER 6, 2024
AT 5:00 PM TO 9:00PM

TAMAYO'S RESTAURANT
5300 E. Olympic Blvd. Los Angeles, CA 90022
Contact Person: Adriana Cortez
axc7702@lausd.net



<https://bit.ly/CMAAWinterSocial2024>



APPLY NOW
50th Annual
Scholarship
Applications

For Application Details-
COBA Scholarship QR Code



Dr. Moore Scholarship QR Code



*Applications Due
Sunday, December 1, 2024*

For inquiries, please contact
Lester Powell at powell830@yahoo.com



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/>



ACSA REGION 16
2025

AWARD

Ceremony

MAY 13, 2025

To recognize and celebrate outstanding leadership and dedication, nominate an exceptional colleague for Administrator of the Year.

Deadline: January 16, 2025



For more information contact Nidia Castro
ncalles@lausd.net