

The J.O. Combs Unified School District
in San Tan Valley, Arizona is pleased to
present its

2021-22 ANNUAL REPORT

**LOOKING #FORWARD:
THE ROAD AHEAD**



2020 NATIONAL DISTRICT
OF DISTINCTION



FINANCIAL REPORTS

Stewards of fiscal
transparency and
responsibility



STUDENT SUCCESS

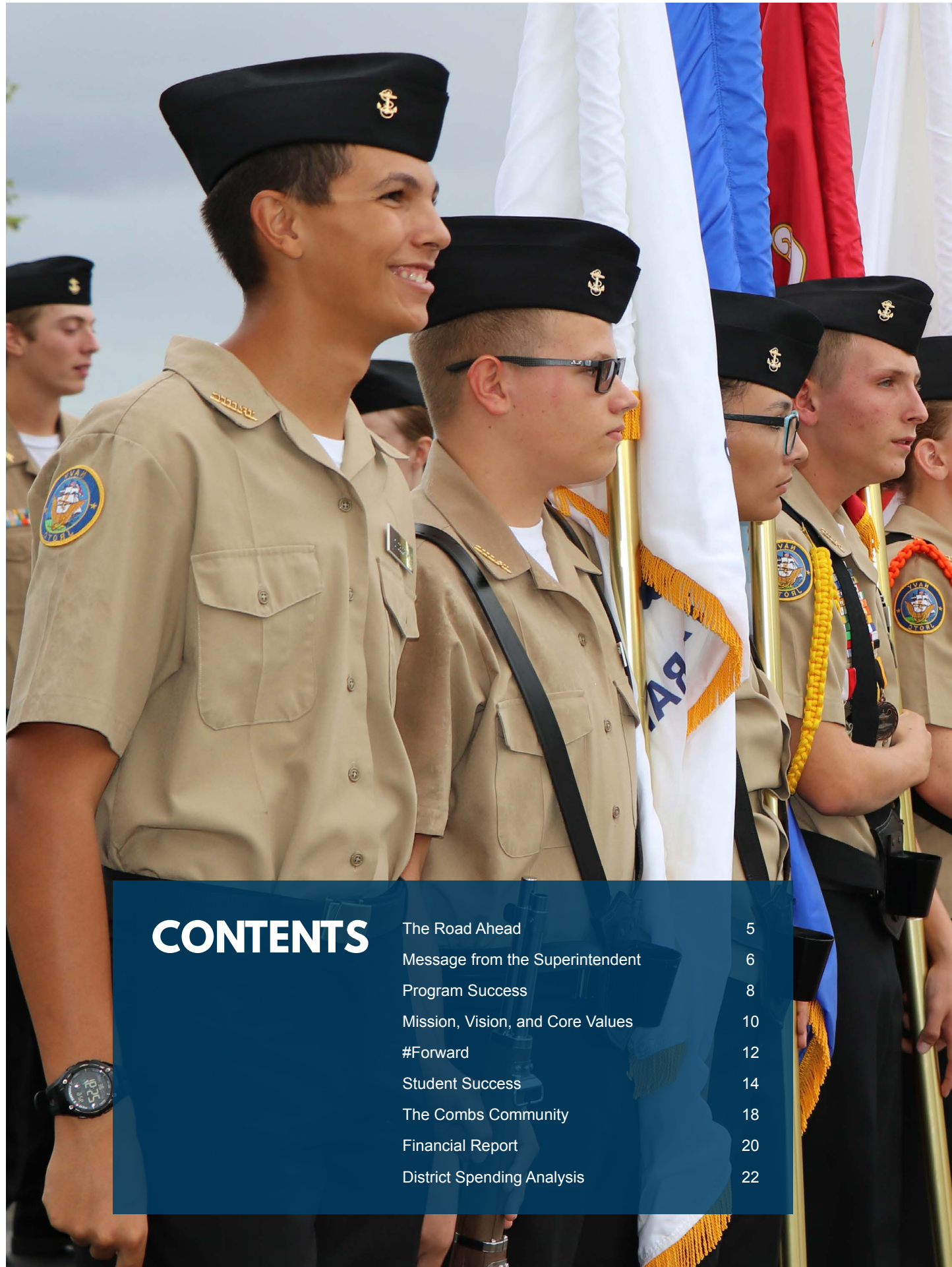
Emerging
leaders in the
classroom



DISTRICT HIGHLIGHTS

Organizational
success at every
level

**A YEAR IN REVIEW AND
A GLIMPSE AT THE ROAD AHEAD**



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A story of unprecedented growth: learn how Combs has transformed from a small rural community to a leader in modern learning.

ABOUT US

OUR HISTORY

In the mid 1900s, students that lived in the north east area of Pinal County did not have a school building located within their small, rural farming community. Students and families were considered part of the Apache Junction School District, located more than 15 miles to the North. In spite of the rural conditions, parents wanted to have their own schools in their own farming community.

It was in 1949 that area residents began the steps necessary to form a local school district. By 1954, the community children were able to attend school in their own rural community, but their school consisted of two army barracks that had been purchased from the Osborn School District located north of Phoenix. These two barracks were situated on 5.42 acres that were generously donated by J.O. and Mamie Combs, local farming residents.

During the early years, the school barracks were still part of the Apache Junction School District and the superintendent at the time would travel between these two remote locations—many times on horseback. The barracks and the 5.42 acres didn't become the J.O. Combs Elementary School District #44 until 1958. The name of the school district was chosen to honor Mr. Combs, the local farmer who donated the land for the original school site. The first Governing Board Members were Mr. J.O. Combs, Mr. Walter P. Gantzel, and Mr. Jack Schnepf.

Over the next four decades, the District continued to grow and evolve, in ways no one would have imagined. There was a great desire from the community to provide a high school experience and education for the children in the community instead of sending them to neighboring districts. In 2006 the community, through voter approval, passed a unification measure, allowing the J.O. Combs Unified School District #44 to serve students in preschool through 12th grade. As a part of this 2006 voter initiative, approval also permitted the building of the first high school, Combs High School, which opened in 2009.

The District is unique as it experienced hyper-growth in housing developments resulting in student enrollment from 300 students in 2001 (with one school site) to the current enrollment of over 4,600 students and eight school sites. This significant growth took place over a seven to nine year period.

In 2016, the District embarked on its journey to empower learners in today's modern learning environment. At this time, the District became a member of the Modern Teacher Network, joining 182 school districts in twenty-seven (27) states throughout the country in its ongoing pursuit to provide a personalized learning experience for all students.

MEET THE GOVERNING BOARD



SHELLY HARGIS
BOARD PRESIDENT



BOB D'ELENA
BOARD CLERK



CHAD MCLEOD
BOARD MEMBER



STEVEN RAY
BOARD MEMBER



LISA CARR
BOARD MEMBER

Designed to Succeed

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ARCHITECTURE PLANNING INTERIOR DESIGN

Proud to support J.O. Combs USD



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Navigating the journey to personalized learning is not always a simple task, but it is crucial and rewarding work to equip every student for success.

LOOKING #FORWARD THE ROAD AHEAD



The one constant in life is change; however, it is also the most difficult aspect for people and organizations to accept. Change means that people and organizations must move out of their comfort zones, do things differently, change a process or procedure, or do more with less (or more). The difficulty with the acceptance of change often results in initiatives starting with a great deal of enthusiasm, but ending with little accomplished over the long-term and no substantial change to the organization.

The purpose of developing "The Road Ahead" is to create an organizational development process that will establish and

implement a long range plan for the District, including a five-year strategic plan that will be a unifying focus for the J.O. Combs Unified School District. The Road Ahead will take the existing District Priority Map, key components of the #Forward initiative, and new vision and mission work to create alignment and a new focus for the District. This plan addresses where the District will go, but also will celebrate and embrace where we have been and what the District is currently doing. The Road Ahead will result in the need for two to three five-year strategic plans to be developed during the length of the organizational development plan.

OUR VISION

EMPOWERED LEARNERS DRIVING INNOVATION AND EXCELLENCE



OUR MISSION:

WE ARE DEDICATED TO DEVELOPING LEARNERS WHO LEVERAGE THE SKILLS, KNOWLEDGE, AND CHARACTERISTICS TO FLOURISH IN, AND CONTRIBUTE TO, AN EVERCHANGING GLOBAL COMMUNITY.

BECAUSE EVERY CHILD DESERVES THE BEST EDUCATION, EVERY DAY

LEARN MORE AT WWW.JOCOMBS.ORG

MESSAGE FROM THE SUPERINTENDENT DR. GREGORY WYMAN

The District is pleased to present its annual report, an opportunity to celebrate the many reasons our community continues to #ChooseCombs.



Dr. Wyman has served as the proud Superintendent of the J.O. Combs Unified School District in San Tan Valley since 2019.

Gregory A. Wyman, Ed.D
gwyman@jocombs.org

As the District emerges from the second full year of the COVID-19 pandemic, the focus of this year's annual report is a celebration of the 2021-22 school year, and also a look to the future. The celebration of the District is really a celebration of our students, staff, families and community. This report will help highlight a school district that is enjoying success in the classroom, on the stage, on the field and in departments at the local, state and national level.

At the same time, given the anticipated growth in our District over the next couple of decades, a secondary focus for this report is on the future. With this focus in mind the theme of this annual report is

"The Road Ahead." As a District preparing for the future, we need to evaluate all aspects of the District and continue to grow and make the necessary changes to ensure that every student receives the very best education, every day.

As you read this annual report, you will get a chance to celebrate what we have accomplished and also learn how we are positioning the District for the next decade. Our past successes and our future aspirations are a result of the amazing people in our District and our community. This report is our way to say thank you for making our District a special place and get ready for an exciting future.

"OUR PAST SUCCESSES AND OUR FUTURE ASPIRATIONS ARE A RESULT OF THE AMAZING PEOPLE IN OUR DISTRICT AND OUR COMMUNITY."

This report will help highlight a school district which is enjoying success in the classroom, on the stage, on the field and in departments at the local, state and national level.



WHY SHOULD YOU #CHOOSECOMBS?

The J.O. Combs Unified School District is proud to offer ten unique schooling options for children ages Pre K - 12 in San Tan Valley, Arizona. No matter where your child is in their educational journey, we are proud to offer student-centered learning experiences to meet them where they are and provide every student with the best education, every day.



FREE MEALS FOR CHILDREN

675,331 free breakfast, lunch and snack meals were served.



SUPPORTING FAMILIES

\$150,000 in childcare scholarships were given to families.



STUDENT SCHOLARSHIPS

Over \$2.4 million in scholarships was awarded.

As a National District of Distinction, the staff and students of the J.O. Combs Unified School District continue to excel at every level.

DISTINGUISHED PROGRAM SUCCESS

DISTRICT INVESTS IN ADDITIONAL RESOURCES FOR STUDENT SUCCESS

Ensuring that all families and students have access to learning anytime, anyplace



Every student has been issued a personal computer device to enhance their access to technology and personalized learning.

As part of the District's #Forward initiative, the District is committed to providing anytime access to learning for our students.

This past year, Combs developed two strategic partnerships to continue this innovative approach to learning in our District. These partnerships also addressed inequities in student access to private tutoring to help facilitate the acceleration of learning and closing the opportunity gap.

Paper provides an unlimited 24/7 online tutoring platform to all Combs students in grades 3-12 at no cost to our students and families. Working with Paper, this program will help achieve the mission of allowing every student to excel academically. The program provides additional academic resources to our students and families and is part of our belief that students can learn at any time and any place. This partnership en-

ures students and families get high-quality academic support at any time. Help from certified tutors ensures that our students can take advantage of all academic resources for help with their classwork, especially after school hours.

Footsteps2Brilliance is a J.O. Combs Unified School District initiative to bring early literacy to every child and family in the San Tan Valley and surrounding community. Our goal is to provide every child and their families an opportunity to have access to a free mobile literacy resource that greatly improves reading and vocabulary skills to our young children. The resource is specifically tailored to support early literacy in children ages Pre K to 3rd grade.



ACCESS THESE FREE LEARNING RESOURCES ANYTIME AT WWW.JOCOMBS.ORG.

"We applaud J.O. Combs Unified School District for being the first in Arizona to provide equitable access to academic support anytime, anywhere," said Philip Cutler, Founder and CEO of Paper.

A YEAR OF CELEBRATIONS: MAJOR MILESTONES FOR DISTRICT



HUMAN RESOURCES RECEIVES HEALTHY WORKSITE RECOGNITION

The District was pleased to receive the Platinum Award from the Healthy Arizona Wellness Program. The award is the highest award given to organizations by the Healthy Arizona Wellness Program. The award recognizes businesses that are making efforts to positively affect the health and well being of their employees, their families, and their community

through evidence-based worksite health initiatives and promising programs. The Human Resources Department and the Wellness Committee has been the driving factor in creating an environment for the program. The District has received an award for each of the past years and shown steady gains to achieve this prestigious award.



BUSINESS SERVICES AWARDED FOR OUTSTANDING FINANCIAL REPORTING

The District continued to earn global recognition for a financial reporting distinction from the Association of School Business Officials (ASBO) International.

For the eleventh year in a row, the District has been awarded the Certificate of Excellence in Financial Reporting (COE) from ASBO for the fiscal year ending 2021.

This award recognizes districts that

have met the program's high standards for financial reporting and transparency. Applicants submit their ACFR for review by a team of financial professionals who provide feedback to improve future documents. If the report meets the requirements of the program, it may receive the Certificate of Excellence. A district's participation in the COE program can facilitate bond rating and continuing bond disclosure processes.

A NEW DIGITAL PRESENCE

In order to improve user navigation and accessibility, the District embarked on an overhaul of its digital platforms in 2021-22. This process included adopting a new vendor for a text/email communication platform, mobile app, and website. These upgrades are all slated for launch in 2022-23 with the intention of providing enhanced communication and access to information for families.

EXPLORE THE NEW SITE AT WWW.JOCOMBS.ORG

COLLEGE & CAREER READINESS

After launching a career and college readiness software platform in Spring 2021, Combs has already received an official MajorClarity Platinum PowerUser certificate for the 2021-22 school year!

Thanks to the staff's ongoing dedication to student success, Combs received this impressive designation which indicates:

- At least 70-80% of all student accounts have been activated this school year
- At least 65-75% of students have returned to their account 2x or more this school year
- Student to staff adoption rate of 140:1 or less - measured through a ratio of number of active students per each active staff member

RANKED 5TH
OUT OF 425 DISTRICTS
NATIONALLY FOR STUDENT USAGE

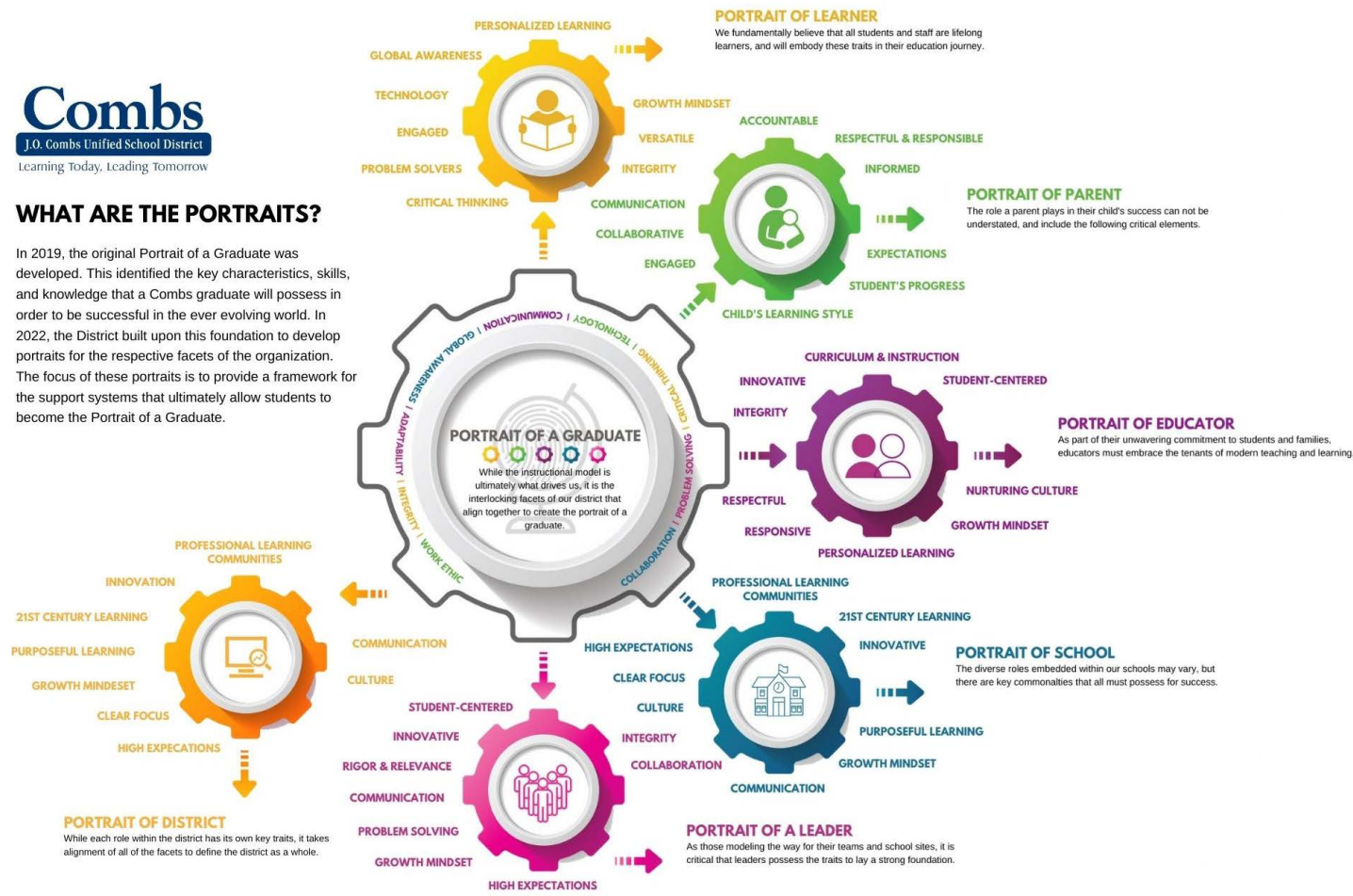
THE ROAD TO SUCCESS: ACCELERATING OUR DISTRICT #FORWARD

A major step in developing this report and the District's direction for the future was the creation of a new vision, mission, and core values for the organization. The final product of these key components was developed in a collaborative fashion with participation of employees, students, parents, and community members throughout the District, and will serve as the foundation and guiding philosophy for The Road Ahead.



WHAT ARE THE PORTRAITS?

In 2019, the original Portrait of a Graduate was developed. This identified the key characteristics, skills, and knowledge that a Combs graduate will possess in order to be successful in the ever evolving world. In 2022, the District built upon this foundation to develop portraits for the respective facets of the organization. The focus of these portraits is to provide a framework for the support systems that ultimately allow students to become the Portrait of a Graduate.



A NEW MISSION AND VISION
TO GUIDE OUR ROAD AHEAD

EMPOWERED LEARNERS DRIVING INNOVATION AND EXCELLENCE

WE ARE DEDICATED TO DEVELOPING
LEARNERS WHO LEVERAGE THE SKILLS,
KNOWLEDGE, AND CHARACTERISTICS TO
FLOURISH IN, AND CONTRIBUTE TO, AN
EVERCHANGING GLOBAL COMMUNITY.

WHAT IS OUR WHY? BECAUSE EVERY STUDENT DESERVES THE BEST EDUCATION, EVERY DAY

DEFINING WHO WE ARE

When embarking on the process of developing The Road Ahead, a guiding principle of the District was the core belief that every child deserved the best education, every day. Ensuring that this mission remained at the center of the District's future journey was paramount, and was used as a foundational non-negotiable to develop corresponding core values for the organization. These values, as developed and defined by several employee groups, embody the key characteristics that all members of the Combs team will embrace as they serve students and families within the District.

INTEGRITY



Modeling and demonstrating trust, honesty, follow-through and commitment by staff, parents, community, and students.

INNOVATION



Changing with the evolving world to meet educational needs through shared ownership and independent thinking to solve complex problems.

LEARNING



Actively collaborating to gather information in an ever evolving environment.

RESPECTFUL



Honoring each person's individuality while celebrating and supporting the community's diversity.

NURTURING



Providing timely support that fosters growth in all.



In 2016, the District embarked on its journey to empower learners in today's modern learning environment. Coined #Forward, this innovative philosophy became the guiding principle for Combs as it began its transition to a personalized, learner-centered culture.

12

THE BEST FOR EVERY STUDENT, EVERY DAY



COMBS SHARES INNOVATIVE LEARNING PRACTICES ON NATIONAL STAGE

Three teams from the J.O. Combs Unified School District had the honor of being selected to present to school districts from around the country at Modern Teacher's Annual National Digital Convergence conference. The presentations provided an opportunity to share the Combs story with other educators

as well as the successes of the #Forward initiative. The presentations included:

Ranch Elementary School: Creating a Campus-wide Culture of Student Learning (Ms. Sue Kruse, Ms. Nimisha Tejani, Ms. Diana Tabor, Ms. Lori Bevaqua and Ms. Joy Beffre)

Ellsworth Elementary School: Creating a Learner Centered Culture for ALL (Ms. Santa Dunker and Ms. Kelli Bond)

District Office: Using Innovative Marketing Strategies to Propel Digital Convergence #Forward (Ms. Kayla Fulmer and Dr. Greg Wyman)



NURTURING CULTURE



INNOVATION



ASSESSMENT



PURPOSEFUL LEARNING

GROWING LIST OF NATIONALLY RECOGNIZED COMBS EDUCATORS

This year, the District was proud to have two more members of its team join the ranks as nationally recognized educators from Modern Teacher at their Annual National Digital Convergence Conference.

Modern Teacher utilizes the Annual National Digital Convergence conference (NCDC) to highlight successful educators and school systems around the country. A group of 24 Combs employees attended this year to help celebrate their colleagues, offer presentations and learn from fellow school districts and educators from around the country. This year at the NCDC22 Conference, two Combs educators were recognized as award finalists for their work in developing personalized learning for their students.

These two educators join a growing list of talented individuals in our District who have been recognized for their efforts in implementing this work through our #Forward initiative.

This year's award finalists were:

- **Rebekah Smith** from Combs Traditional Academy, who was selected as a finalist for Personalized Learning Classroom of the year at Intermediate Level Elementary.
- **Lori Bevaqua** from Ranch Elementary School, a preschool Special Education teacher who was selected as a finalist for Change Agent Teacher of the Year.

Join us in congratulating both of these deserving educators for this well deserved national recognition.

NAMED A NATIONAL DISTRICT OF DISTINCTION BY MODERN TEACHER



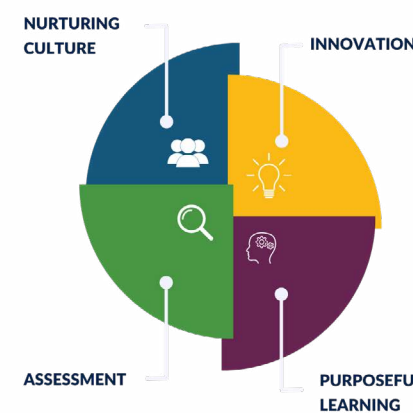
COMBS SUPERINTENDENT SELECTED TO SERVE ON NATIONAL COUNCIL ON DIGITAL CONVERGENCE

During the 2021-22 school year, Dr. Greg Wyman was selected to serve on the National Council for Digital Convergence Board.

The role of the council is to guide and support the Modern Teacher Network by developing best practices within the framework.

The council brings together our nation's top change-management leaders and practitioners versed in the district shift to a personalized, blended and student-centered learning environment. The council is composed of leaders from 14 states across the country.

OUR COMPASS: THE COMBS INSTRUCTIONAL MODEL



NURTURING CULTURE
Our culture promotes positive relationships and supports taking risks in order to achieve higher levels of learning.

INNOVATION
We encourage new approaches to learning in order for students to produce authentic work.

ASSESSMENT
We assess student progress by collecting a variety of actionable data responding to the ever changing needs of students, teachers and parents.

PURPOSEFUL LEARNING
We provide relevant, authentic, engaging learning experiences leading to transferable skills applicable to the world in which students live.

THE PORTRAIT OF STUDENT SUCCESS



FAMILY, CAREER AND COMMUNITY LEADERS

High accolades at FCCLA State Leadership Conference



FUTURE FARMERS OF AMERICA

Silver ranking for the national FFA chapter award



FUTURE BUSINESS LEADERS

FBLA students place and qualify for nationals in Chicago

87%

of CTE students receiving industry certification prior to graduation.

RESOUNDING SUCCESS FOR CTE PROGRAMS

Success knows no bounds when it comes to the CTE programs at Combs High School

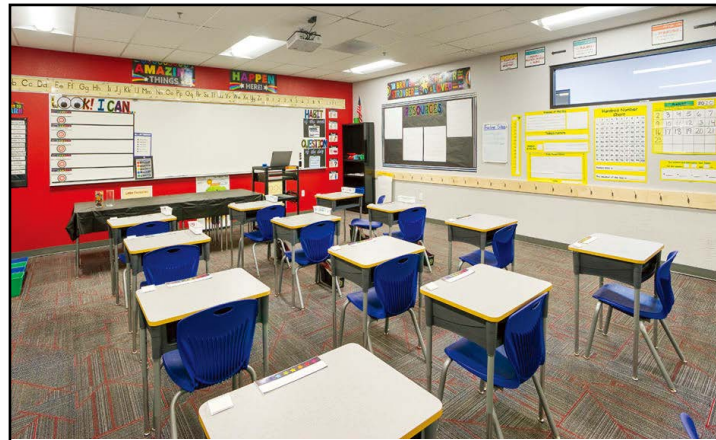
Each year, students enrolled in Career and Technical Education (CTE) programs receive hands-on academic and technical skills to prepare them for high-demand careers. These students continue to elevate to levels of state and national success, and 2021-22 was no different.

Two standout programs continue to be the

Digital Communications and Film and TV Programs, whose students had the opportunity to attend the JEA National High School Journalism Conference and well as the Arizona Interscholastic Press Association Conference.

Over ten Combs students earned "Excellent", "Superior", and "Honorable Mention"

rankings, in addition to Madison Lamb who became the first three-time national award winner in Combs history. She closed out her high school career as a high school journalist and six-time state and national award winner for sports action photography, sports feature photography, and photojournalism.



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NOW ENROLLING STUDENTS IN GRADES PRE-K THRU 12 AT WWW.JOCOMBS.ORG

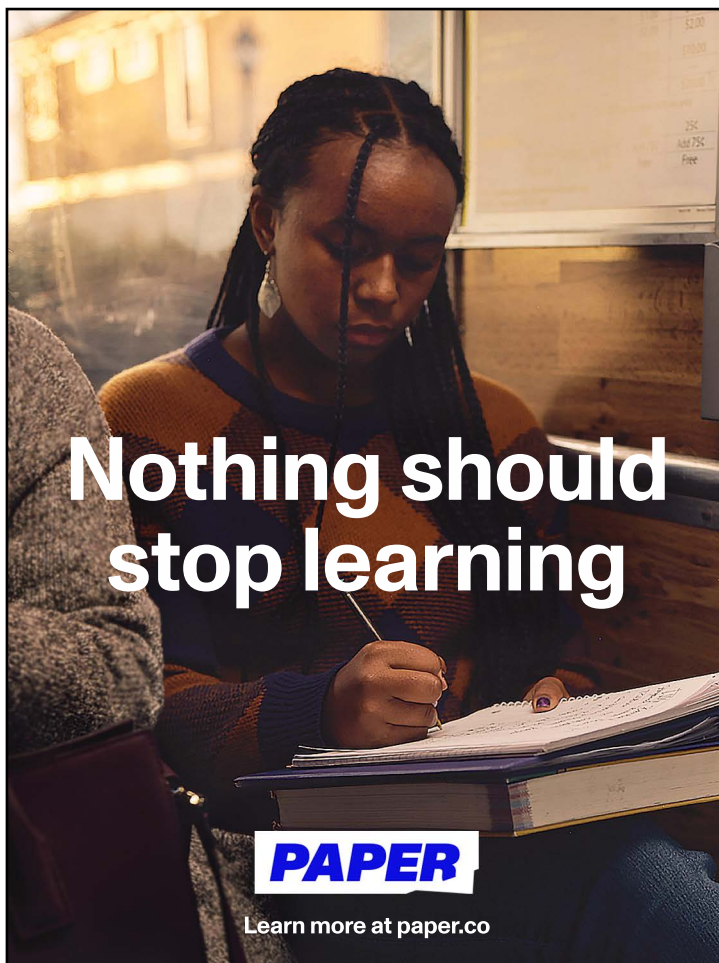


COMBS PERFORMING ARTS CENTER

A STATE OF THE ART PERFORMANCE VENUE

CHECK OUT OUR FULL CALENDAR OF EVENTS, SCHOOL PERFORMANCES, AND RENTALS FOR THE 2022-2023 SEASON!

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Combs Education Foundation

THANK YOU TO OUR SPONSORS

LEARN MORE AT WWW.JOCOMBS.ORG/CEF

Whether it's in the classroom, on the field, or through college and career readiness experiences, our students continue to excel #Forward.

EXCELLENCE AT EVERY LEVEL

01 FINE ARTS RECEIVE EXCELLENT RANKINGS AT STATE FESTIVAL

The Wind Ensemble, Symphonic Band, Big Band, and Jazz Combo all received an "Excellent" ranking at their State festivals.

02 NATIONAL SAFE SCHOOL AWARD FOR ATHLETIC PROGRAM

The Sports Medicine Program at Combs High School was recognized by the National Athletic Trainers Association as a Safe Sports School.

03 ALUMNI FINDS SUCCESS IN COLLEGIATE JOURNALISM

Alex Gould, a 2019 CHS alum, is now the photo editor of the State Press at ASU as well as an intern at the Arizona Republic.

04 STUDENT ATHLETES RECEIVE STATE LEVEL RECOGNITION

Student athletes participating in Football, Girls Volleyball, Wrestling and Girls Soccer received recognition within the Black Canyon Region.



CHS STUDENT COUNCIL EARNS TOP NATIONAL AWARD

Photo courtesy of Madison Lamb, Jasmine Gioni, and Christian Tillard from the student publication, Combs Courier

For its exemplary record of leadership, service, and activities that serve to improve the school and community, the Combs High School student council has been recognized as a 2022 National Gold Council of Excellence by the National of Student Council (NatStuCo). The NatStuCo program is supported by its parent organization, the National Association of Secondary School Principals (NASSP).

"Receiving a National Gold Council of Excellence Award shows the utmost dedication a school's students, leaders, and staff have made to making their community a better place," said NASSP CEO Ronn Nozoe. "Combs High School has gone above and beyond in elevating student voice to ensure they are establishing a positive climate and culture, as well as fostering academic and social growth for all."

To meet the requirements for this award, a student council must meet a variety of criteria. In addition to basic requirements such as a written constitution, regular meetings, a democratic election process, the councils must have demonstrated successful sponsorship and participation in activities such as leadership development and service to the school and community.



COMBS MIDDLE SCHOOL CONCERT AND JAZZ BAND RECEIVED SUPERIOR RATINGS AND QUALIFIED FOR STATE

Each year, the Combs team spends countless hours going above and beyond for families.

PUTTING FAMILIES FIRST: OUR COMBS COMMUNITY



ELEVATE 4 TOMORROW (E4T)

Over 200 students attended the annual E4T Conference hosted by the Queen Creek Chamber of Commerce where they were able to talk with local colleges and businesses about careers and post-secondary options.

Whether it's meal service, childcare, social and emotional wellness, or academics, the role that schools and educators play in a community can not be understated.

In the J.O. Combs Unified School District, we often share inspirational stories of how our schools, students, and staff demonstrate how much #CombsCares about those we serve. This past year was no different, with supporting students and families remaining the focal point for all that we do.



FINDING STRENGTH IN TRAGEDY

Young people are overdosing and dying at an alarming rate from counterfeit pills laced with fentanyl. This devastating issue is one that impacts a growing number of families, including a member of the Combs family, Dr. Shari Dukes. In the past year, Dr. Dukes has bravely shared her story as part of the "One Pill Can Kill" campaign, inspiring countless others to talk with their children.



PREPARING A COMMUNITY WORKFORCE

The Combs Technical Education Program, in partnership with Combs High School, was excited to provide an opportunity for nearly 300 students to gain first hand job interview experience. For the fifth year in a row, local business and industry partners volunteered to come in and provide this invaluable experience.



CMS RALLIES TO SAVE CHILD'S BIRTHDAY

When Combs Middle School Principal Laura Ridge heard about a local boy in her neighborhood who was mocked after kids tore up invites to his birthday party, she knew just what to do. With the support of her school community, she collected a car full of gifts to bring to Kamari to help celebrate his eighth birthday.



SEE MORE BY SEARCHING #COMBSCARES

THANK YOU, EDUCATORS!



Wishing the J.O. Combs Staff, Students, and Families a great '22 -'23 school year.

- Your friends at **CORE**

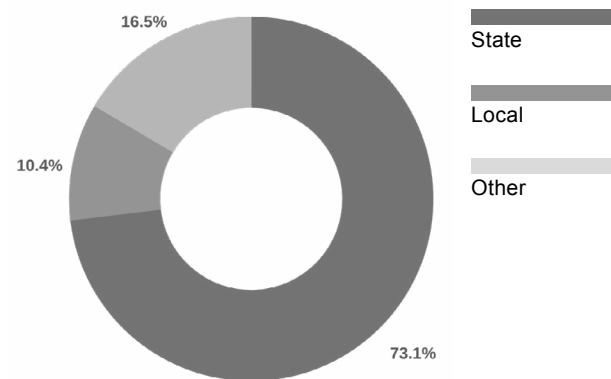
www.coreconstruction.com

As part of its ongoing commitment to fiscal responsibility and transparency, the District is pleased to share a summation of its annual financial overview, as well as its federal COVID relief funds.

FINANCIAL REPORT

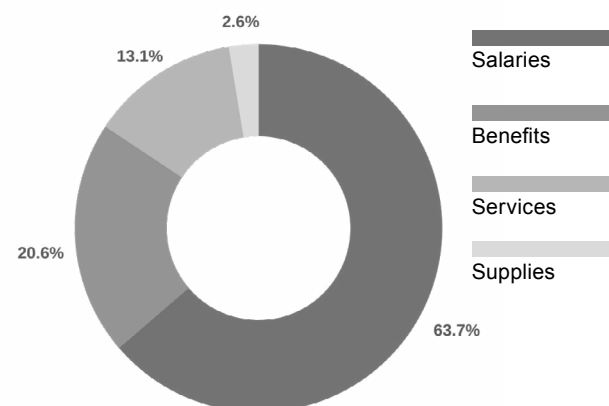


**FY21 REVENUES
BREAKDOWN BY SOURCE**



Local revenue consists of property taxes, state revenue consists of state and county equalization, and federal revenue includes grants.

**FY20 EXPENDITURES
BREAKDOWN BY CATEGORY**



A detailed breakdown of annual expenditures can be accessed via the Comprehensive Annual Financial Report, which is available at www.jocombs.org.

FEDERAL FUND EXPENDITURES | COVID RELIEF

FUNDING SOURCE	2019-2020	2020-2021	2021-2022	2022-2023
Stabilization Act	\$15,302	\$1,359,985	\$0.00	\$0.00
ESSER I	\$0.00	\$793,456	\$0.00	\$0.00
ESSER II*	\$0.00	\$1,911,960	\$395,783	\$552,340
ESSER III**	\$0.00	\$0.00	\$106,696	\$1,583,502
Totals	\$15,302	\$4,065,401	\$502,479	\$2,135,842

*Funds are required to be expended by September 2023.
**Funds are required to be expended by September 2024.

**LEADING THE WAY...
BUILDING BRIGHT FUTURES
SINCE 1991**



- County: Pinal
- Legislative District(s): 8 and 16
- Size: Medium-large

DISTRICT SPENDING ANALYSIS

Data provided annually to districts by the Arizona Auditor General.

Beginning in 2000, the state has required the Arizona Auditor General to complete a report on all traditional public schools in Arizona on how they spend their budgets. The report utilizes categories of spending as part of a national reporting system. The categories in the report include:

Classroom Spending

Instruction: salaries and benefits for teachers, teachers' aides, substitute teachers, graders and guest lecturers. Instructional supplies for paper, pencils, textbook workbooks, and instructional software. Funds used for field trips, athletics and co-curricular activities.

Student Support: Salaries and benefits for attendance clerks, social workers, counselors, nurses, audiologists, and speech pathologists; and other costs related to these support services to students.

Instructional Support: Salaries and benefits for curriculum directors, special education directors, teacher trainers, librarians, media specialists, and instruction-related IT staff; and other costs related to assisting instructional staff

in delivering instruction.

Non Classroom Spending

Administration: Salaries and benefits by superintendents, principals, business managers, and clerical and other staff who perform accounting, payroll, purchasing, warehousing, printing, human resource activities, and administrative technology services; and other costs related to these services and the governing board.

Plant Operations: Salaries, benefits, and other costs related to equipment repair, building maintenance, custodial services, groundskeeping, and security; and costs for heating, cooling, lighting, and property insurance.

Food Service: Salaries, benefits and food supplies, and other costs related to preparing, transporting, and serving meals and snacks.

Transportation: Salaries, benefits and other costs related to maintaining buses and transporting students to and from school and school activities.



TEACHER DATA POINTS STEADILY IMPROVING



STUDENTS PER TEACHER

Over the past five years, the average number of students per teacher has decreased from 20.9 students in 2017 to 19.3 students in 2021.



AVERAGE YEARS EXPERIENCE

There has been a significant increase in the average years of teacher experience, growing from 7.6 years in 2017 to 11.3 years in 2021.



% OF TEACHERS IN FIRST THREE YEARS

The percentage of teachers in their first three years in the profession has also drastically decreased, from 38% in 2017 and 16% in 2021.



86% GRADUATION RATE

WHY MONITOR A SCHOOL DISTRICT'S SPENDING?

The importance of a school district spending analysis

Most school district funding is based on the number of students attending, and districts can choose how to spend most funding, so every decision a school district makes to spend on one operational area directly impacts its ability to spend on another.

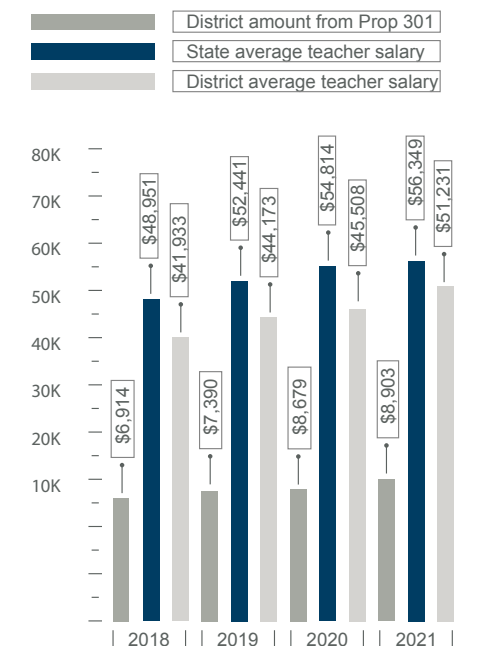
The data reflected on these pages illustrate how the J.O. Combs Unified School District's spending by area has changed from the prior year as well as five years ago.

To put the spending percentages in context, it also can be helpful to review a district's per pupil spending in dollars. For example, two districts may spend the same percentage of their resources on instruction, but may be drastically different on a per student basis.

AVERAGE TEACHER SALARY INCREASING

Combs continues to close the gap between the District's average teacher salary and the state average

As the average teacher salary continues to gradually increase statewide, the District is pleased to make significant progress closing the gap, with a notable increase projected for FY 2022.





BECAUSE EVERY CHILD DESERVES THE BEST EDUCATION, EVERY DAY

Your child's success is our success. As a proud National District of Distinction, we invite you learn why the J.O. Combs Unified School District is the premier district of choice for your family.

J.O. Combs Unified School District
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San Tan Valley, AZ
www.jocombs.org | info@jocombs.org



Combs
J.O. Combs Unified School District
Learning Today, Leading Tomorrow