

Palma Ceia

2023-2024 School Accountability Report Card (Published During the 2024-2025 School Year)

General Information about the School Accountability Report Card (SARC)

SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

A hard copy of the School Accountability Report Card is available at your School Office, upon request.

DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

California School Dashboard



The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

Admission Requirements for the University of California (UC)	Admission requirements for the UC follow guidelines set forth in the Master Plan, which requires that the top one-eighth of the state’s high school graduates, as well as those transfer students who have successfully completed specified college course work, be eligible for admission to the UC. These requirements are designed to ensure that all eligible students are adequately prepared for University-level work. For general admissions requirements, please visit the UC Admissions Information website at https://admission.universityofcalifornia.edu/ .
Admission Requirements for the California State University (CSU)	Eligibility for admission to the CSU is determined by three factors: (1) Specific high school courses, (2) Grades in specified courses and test scores, and (3) Graduation from high school. Some campuses have higher standards for particular majors or students who live outside the local campus area. Because of the number of students who apply, a few campuses have higher standards (supplementary admission criteria) for all applicants. Most CSU campuses have local admission guarantee policies for students who graduate or transfer from high schools and colleges that are historically served by a CSU campus in that region. For admission, application, and fee information, see the CSU website at https://www2.calstate.edu/ .

2024-25 School Contact Information

School Name	Palma Ceia
Street	27679 Melbourne Ave.
City, State, Zip	Hayward, CA 94545
Phone Number	(510) 723-3870
Principal	Lora Colyer
Email Address	lcolyer@husd.k12.ca.us
School Website	https://palmaceia.husd.us/
Grade Span	K-6
County-District-School (CDS) Code	01611926001093

2024-25 District Contact Information

District Name	Hayward Unified School District
Phone Number	(510) 784-2600
Superintendent	Dr. Jason Reimann
Email Address	jreimann@husd.k12.ca.us
District Website	www.husd.k12.ca.us

2024-25 School Description and Mission Statement

The staff and parent community at Palma Ceia Elementary School have worked together to promote and support the academic, social, emotional, and physical development for all of our students. We strongly believe that all of our students can achieve. Students at Palma Ceia School receive instruction based on the Common Core State Standards for Language Arts, Mathematics, Science, Social Studies, and Physical Education. We foster the love of learning combined with high expectations for academic success. Staff collaborate weekly to discuss, and analyze student data to make informed decisions about our instructional practices and student learning. We participate in regular professional development on the latest teaching methodologies. Additionally, we encourage the involvement of our community in the endeavor of constant improvement in a

2024-25 School Description and Mission Statement

comprehensive, meaningful and respectful way.

Palma Ceia Elementary is working towards building a relationship-centered school to increase student access to social-emotional supports with a focus on equity. In addition, staff engaged in professional development focused on building a collective responsibility to recognize, interrupt, dismantle, and eliminate actions, decisions, and outcomes that result from and perpetuate racism.

Palma Ceia Mission Statement

Palma Ceia students thrive in a nurturing academic environment that encourages critical thinking, creativity, and a love of learning.

Palma Ceia Elementary Vision Statement

Students will be prepared, challenged, and motivated in a 21st Century environment that develops the physical, intellectual, and emotional SUCCESS of all learners.

About this School

2023-24 Student Enrollment by Grade Level

Grade Level	Number of Students
Kindergarten	55
Grade 1	64
Grade 2	75
Grade 3	71
Grade 4	73
Grade 5	74
Grade 6	61
Total Enrollment	473

2023-24 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
Female	47.4
Male	52.6
American Indian or Alaska Native	0.4
Asian	9.3
Black or African American	3
Filipino	11.2
Hispanic or Latino	66.4
Native Hawaiian or Pacific Islander	2.1
Two or More Races	3.6
White	3.2
English Learners	37.8
Homeless	3.2
Migrant	0.4
Socioeconomically Disadvantaged	81.8
Students with Disabilities	17.3

A. Conditions of Learning **State Priority: Basic**

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

2020-21 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	21.80	89.71	816.80	82.14	228366.10	83.12
Intern Credential Holders Properly Assigned	0.00	0.00	28.40	2.86	4205.90	1.53
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	1.00	4.12	81.30	8.18	11216.70	4.08
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	0.50	2.06	33.60	3.38	12115.80	4.41
Unknown/Incomplete/NA	1.00	4.12	34.00	3.43	18854.30	6.86
Total Teaching Positions	24.30	100.00	994.30	100.00	274759.10	100.00

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

2021-22 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	18.80	80.74	841.90	83.53	234405.20	84.00
Intern Credential Holders Properly Assigned	1.00	4.28	23.40	2.33	4853.00	1.74
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	0.50	2.14	62.20	6.18	12001.50	4.30
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	0.00	0.00	21.80	2.17	11953.10	4.28
Unknown/Incomplete/NA	3.00	12.84	58.30	5.79	15831.90	5.67
Total Teaching Positions	23.30	100.00	1007.90	100.00	279044.80	100.00

Note: The data in this table is based on Full-Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

2022-23 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	19.40	87.01	806.00	82.08	231142.40	83.24
Intern Credential Holders Properly Assigned	0.00	0.00	18.50	1.89	5566.40	2.00
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	0.90	4.03	71.20	7.26	14938.30	5.38
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	0.00	0.00	26.60	2.71	11746.90	4.23
Unknown/Incomplete/NA	2.00	8.96	59.50	6.06	14303.80	5.15
Total Teaching Positions	22.30	100.00	982.00	100.00	277698.00	100.00

Note: The data in this table is based on Full-Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2020-21	2021-22	2022-23
Permits and Waivers	1.00	0.00	0
Misassignments	0.00	0.50	0.9
Vacant Positions	0.00	0.00	0
Total Teachers Without Credentials and Misassignments	1.00	0.50	0.9

Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2020-21	2021-22	2022-23
Credentialed Teachers Authorized on a Permit or Waiver	0.50	0.00	0
Local Assignment Options	0.00	0.00	0
Total Out-of-Field Teachers	0.50	0.00	0

Class Assignments

Indicator	2020-21	2021-22	2022-23
Misassignments for English Learners (a percentage of all the classes with English learners taught by teachers that are misassigned)	0.00	4.3	4.5
No credential, permit or authorization to teach (a percentage of all the classes taught by teachers with no record of an authorization to teach)	3.70	0	0

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

2024-25 Quality, Currency, Availability of Textbooks and Other Instructional Materials

Year and month in which the data were collected: January 2024

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption ?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	TK: Benchmark Ready to Advance Transitional Kindergarten and Listos y Adelante Transitional Kindergarten, c2018 K-6th Grade: Benchmark Advance California Edition, Advance/Adelante, c2017 (English & Spanish); E.L. Achieve Creating Effective Systems for English Learners (English) c2018	Yes	0%
Mathematics	K- 5 Grade: Houghton Mifflin Harcourt, Math Expressions, c2015 (English & Spanish) 6th Grade: Glencoe/McGraw Hill, California Math Course 1, c2015	Yes	0%
Science	K-5th Grade: Pearson Scott Foresman, Pearson Scott Foresman California Science, c2008 (English & Spanish) 6th Grade: Pearson Scott Foresman, Pearson Scott Foresman California Science, Focus on Earth Science, c2008 (English & Spanish)	Yes	0%
History-Social Science	K-5: Pearson Scott Foresman, Scott Foresman History-Social Science for California, c2006 (English & Spanish) 6th Grade: Holt, Rinehart & Winston, Holt California Middle School Social Studies, Ancient Civilizations, c2006 (English & Spanish)	Yes	0%

Note: Cells with N/A values do not require data.

School Facility Conditions and Planned Improvements

General: The district places a strong emphasis on ensuring that all schools are safe, clean, environmentally friendly, mechanically functional and inviting for students, staff members, and the community. To assist in this effort, the district utilizes the Facility Inspection Tool (FIT) developed by the State of California OPSC and local operations department developed inspection survey methods to keep facilities in compliance with all federal and state health and safety regulations. The district regularly inspects and reviews the condition of the school facilities and surrounding grounds. The district places the highest priority on those safeguards that impact the fire, life and safety protection of the students, staff, and school buildings. Below is more specific information on the condition of the school and the efforts made to ensure that students are provided with a clean, safe, and functional learning environment.

Age of School Buildings: Palma Ceia was constructed in 1956. This school has twenty-four (24) permanent classrooms, a multipurpose room, a library, and an administration building. In addition to the main building, there are nine (9) portable classrooms that have been added to accommodate class size reduction and instructional programs.

Maintenance and Repair: District maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order system process is used to ensure efficient service and highest priority is given to emergency repairs. At the time of publication, 100% of the school's restrooms on campus were in good working order.

Cleaning Process and Schedule: The district has developed cleaning standards and schedules for all schools in the district. A summary of these standards and schedules is available at the school or the Maintenance & Operations office. The principal, with the guidance of the Facilities, Maintenance, Operations and Transportation (FMOT) Department works daily with the custodial team to ensure that the cleaning standards are met, and that classrooms, restrooms, and campus grounds are kept clean, safe, and well-maintained.

Modernization Projects: Since 2019, local bond funds (Measure H) are being used to complete various modernization and infrastructure projects throughout HUSD. At Palma Ceia Elementary these projects have included replacement of the Fire Alarm/PA System, re-paving/stripping of asphalted areas, replacing the roof system and exterior painting of the school. All work described was completed by the end of the 2023 summer period.

Year and month of the most recent FIT report

January 2024

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	X			
Interior: Interior Surfaces			X	
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation		X		
Electrical			X	
Restrooms/Fountains: Restrooms, Sinks/ Fountains		X		
Safety: Fire Safety, Hazardous Materials	X			
Structural: Structural Damage, Roofs	X			
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

Overall Facility Rate

Exemplary	Good	Fair	Poor
		X	

B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

College and Career Ready

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Subject	School 2022-23	School 2023-24	District 2022-23	District 2023-24	State 2022-23	State 2023-24
English Language Arts/Literacy (grades 3-8 and 11)	40	40	35	32	46	47
Mathematics (grades 3-8 and 11)	27	26	20	20	34	35

2023-24 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	297	280	94.28	5.72	40.36
Female	137	129	94.16	5.84	47.29
Male	160	151	94.38	5.62	34.44
American Indian or Alaska Native	--	--	--	--	--
Asian	23	23	100.00	0.00	52.17
Black or African American	--	--	--	--	--
Filipino	34	34	100.00	0.00	64.71
Hispanic or Latino	196	181	92.35	7.65	33.15
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	16	16	100.00	0.00	56.25
White	--	--	--	--	--
English Learners	110	96	87.27	12.73	14.58
Foster Youth	0	0	0	0	0
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	242	231	95.45	4.55	39.83
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	60	56	93.33	6.67	30.36

2023-24 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	297	292	98.32	1.68	26.03
Female	137	137	100.00	0.00	26.28
Male	160	155	96.88	3.12	25.81
American Indian or Alaska Native	--	--	--	--	--
Asian	23	23	100.00	0.00	39.13
Black or African American	--	--	--	--	--
Filipino	34	34	100.00	0.00	41.18
Hispanic or Latino	196	193	98.47	1.53	21.76
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	16	16	100.00	0.00	31.25
White	--	--	--	--	--
English Learners	110	108	98.18	1.82	8.33
Foster Youth	0	0	0	0	0
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	242	237	97.93	2.07	24.05
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	60	56	93.33	6.67	23.21

CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

Subject	School 2022-23	School 2023-24	District 2022-23	District 2023-24	State 2022-23	State 2023-24
Science (grades 5, 8 and high school)	21.31	18.42	16.99	18.04	30.29	30.73

2023-24 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	77	76	98.70	1.30	18.42
Female	35	35	100.00	0.00	14.29
Male	42	41	97.62	2.38	21.95
American Indian or Alaska Native	--	--	--	--	--
Asian	--	--	--	--	--
Black or African American	--	--	--	--	--
Filipino	12	12	100.00	0.00	33.33
Hispanic or Latino	45	44	97.78	2.22	11.36
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	--	--	--	--	--
White	--	--	--	--	--
English Learners	23	23	100.00	0.00	4.35
Foster Youth	0	0	0	0	0
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	64	63	98.44	1.56	15.87
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	14	14	100.00	0.00	7.14

B. Pupil Outcomes

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

2023-24 California Physical Fitness Test Results

This table displays the percentage of students participating in each of the five fitness components of the California Physical Fitness Test Results. The administration of the PFT requires only participation results for these five fitness areas. Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Grade Level	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor and Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
Grade 5	99%	99%	99%	99%	99%

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

2024-25 Opportunities for Parental Involvement

Palma Ceia Elementary School welcomes community involvement and recognizes it as an essential component to student's education. Therefore, we have established committees to produce, support, and implement the mission, vision, and goals of our learning community. We encourage and invite our parents to participate in our school committees. Our School Site Council (SSC) determines the focus of our academic instructional program and all related categorical funding. Our African American Student Achievement Initiative (AASAI) - has four priority goals of closing the achievement gap, culturally and linguistically responsive pedagogy, school climate, and family engagement. Our English Language Advisory Committee (ELAC) is responsible for advising the principal and staff on programs and services for English Learners and the School Site Council on the development of the Single Plan for Student Achievement (SPSA).

In addition, educational experiences are enhanced when we join together to expand our learning community to be inclusive of all willing volunteers. Volunteers are encouraged to actively participate in a variety of ways such as volunteering in classrooms, chaperoning field trips, participating on school improvement days and many more. Palma Ceia hosts community events that foster cohesion among our school community. Events have included but are not limited to the following:

- Back to School Night
- Parent Orientation Meetings
- Coffee with the Principal
- Art Night
- Literacy Night
- Kindergarten Informational Meeting

Communication with our families is more crucial than ever. Communication includes weekly newsletters, phone messages and reminders. Our school website is a centralized location for all up to date information for families to access. Teachers and families regularly use digital communication platforms to increase accessibility and provide families with class updates and student progress.

2023-24 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	527	519	130	25.0
Female	252	247	56	22.7
Male	275	272	74	27.2
Non-Binary	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	45	45	4	8.9
Black or African American	14	14	5	35.7
Filipino	56	56	7	12.5
Hispanic or Latino	357	349	94	26.9
Native Hawaiian or Pacific Islander	12	12	5	41.7
Two or More Races	17	17	1	5.9
White	20	20	13	65.0
English Learners	251	248	66	26.6
Foster Youth	--	--	--	--
Homeless	21	21	11	52.4
Socioeconomically Disadvantaged	436	432	117	27.1
Students Receiving Migrant Education Services	--	--	--	--
Students with Disabilities	103	103	35	34.0

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

C. Engagement

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

This table displays suspensions data.

Suspensions								
School 2021-22	School 2022-23	School 2023-24	District 2021-22	District 2022-23	District 2023-24	State 2021-22	State 2022-23	State 2023-24
0.75	1.35	1.71	3.78	4.9	5.4	3.17	3.6	3.28

This table displays expulsions data.

Expulsions								
School 2021-22	School 2022-23	School 2023-24	District 2021-22	District 2022-23	District 2023-24	State 2021-22	State 2022-23	State 2023-24
0	0	0	0.03	0.07	0.1	0.07	0.08	0.07

2023-24 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students	1.71	0.00
Female	0.40	0.00
Male	2.91	0.00
Non-Binary	0.00	0.00
American Indian or Alaska Native	0.00	0.00
Asian	0.00	0.00
Black or African American	0.00	0.00
Filipino	0.00	0.00
Hispanic or Latino	1.68	0.00
Native Hawaiian or Pacific Islander	0.00	0.00
Two or More Races	0.00	0.00
White	15.00	0.00
English Learners	1.20	0.00
Foster Youth	0.00	0.00
Homeless	9.52	0.00
Socioeconomically Disadvantaged	2.06	0.00
Students Receiving Migrant Education Services	0.00	0.00
Students with Disabilities	3.88	0.00

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2024-25 School Safety Plan

Palma Ceia School strives to provide a safe and healthy environment for our students and staff. The Comprehensive Site Safety Plan was reviewed and updated on September 23, 2024. It was shared with the site safety committee on October 21, 2024. It was approved at SSC on November 5, 2024.

2024-25 School Safety Plan

Our CSSP includes the following key components:

- All staff will be trained on and will perform the emergency procedures at least 10 times per school year, to include fire/earthquake drills, and 1 each Shelter-in-Place and Lockdown. This includes the Incident command system, emergency response teams and student release procedures.
- Site facilities are routinely inspected and maintained.
- Suspensions and expulsions are reviewed each year to help evaluate the cause and to ensure a healthy and safe school environment.

In addition, our daily procedures include student supervision throughout the day by teachers, support staff, administrators, and yard duty supervisors. To ensure students safety on a daily basis, explicit teaching of expected behaviors in each zone of the campus is practiced with students two times a year. Visitors must check in at the front office and receive a visitor's sticker. This allows them to visit a classroom with staff supervision. Any adult on campus who is interacting with students is required to be fingerprinted, TB tested, and cleared by the Hayward Unified School District and issued a district identification badge before interacting with students.

For emergency communication, Palma Ceia utilizes the Share 911 Program that alerts the local police department, district personnel, all staff members, and other community members.

D. Other SARC Information Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

2021-22 Elementary Average Class Size and Class Size Distribution

This table displays the 2021-22 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	17	3		
1	23		3	
2	18	1	3	
3	23		3	
4	20	1	1	
5	26		2	
6	18	2	3	
Other	17	2	1	

2022-23 Elementary Average Class Size and Class Size Distribution

This table displays the 2022-23 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	22		3	
1	21	2	1	
2	23		3	
3	17	1	3	
4	30		1	
5	29		1	
6	20	2		
Other	19	3	3	

2023-24 Elementary Average Class Size and Class Size Distribution

This table displays the 2023-24 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	17	2	1	
1	20	3		
2	23		3	
3	22		3	
4	15	1	1	
5	26		1	
6	27		1	
Other	21	3	4	

2023-24 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	0

2023-24 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. The "Other" category is for all other student support services staff positions not listed.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	
Other	7.1

Fiscal Year 2022-23 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2022-23 expenditures per pupil and average teacher salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$16,124	\$7,880	\$8,244	\$106,980
District	N/A	N/A	\$7,882	\$107,337
Percent Difference - School Site and District	N/A	N/A	4.5	-0.3
State	N/A	N/A	\$10,771	\$97,756
Percent Difference - School Site and State	N/A	N/A	-26.6	9.0

Fiscal Year 2023-24 Types of Services Funded

The Local Control Formula Funds are used to ensure all students graduate college and/or career ready. Our district ensures that all students have access to a broad curriculum and work to master the Common Core State Standards. We do this by expanding College and Career support programs, expanding Career Pathways as well as implementing reading intervention systems. Some of our services and programs include the following:

Special Education Paraprofessional + Bilingual Education Paraprofessional - Supports instruction with small group and push-in support in the areas of mathematics, language arts, behavior goals, and second language support.

English Language Learner (ELL) Specialist - Supports English Language Learners in and out of the classroom and assists families who are Second Language Learners. Monitors and maintains State and Federal compliance for the English Language Learner Program.

Family Engagement Specialist - Encourages and coordinates parent education and involvement, refers families to local agencies or services as appropriate; utilize and update designated District communication and outreach portals and protocols.

Fiscal Year 2023-24 Types of Services Funded

Coordination of Services Team (COST) Coordinator - Supports the school site with the Student Success Teams, Community Engagement and resources, and monitors and checks in with students in need of both academic and behavioral supports.

Reading Intervention - Palma Ceia offers struggling readers who qualify for a short term intervention that provides daily, intensive, small group instruction, that supplements classroom literacy teaching.

Raz-Kids - An online resource offered to primary readers. It provides comprehensive leveled resources for students in an online and mobile format. It allows students to listen to books, read at their own pace, record themselves, and answer comprehension questions for each book.

Fiscal Year 2022-23 Teacher and Administrative Salaries

This table displays the 2022-23 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
Beginning Teacher Salary	\$74,517	\$59,551
Mid-Range Teacher Salary	\$104,084	\$93,855
Highest Teacher Salary	\$124,131	\$120,219
Average Principal Salary (Elementary)	\$164,210	\$151,525
Average Principal Salary (Middle)	\$171,438	\$158,215
Average Principal Salary (High)	\$180,194	\$171,087
Superintendent Salary	\$314,081	\$300,043
Percent of Budget for Teacher Salaries	34.34	31
Percent of Budget for Administrative Salaries	5.9	4.91

Professional Development

As part of the growth process, opportunities for training and staff development are provided at both the district and individual school sites to administrators, teachers, and classified staff.

Palma Ceia Elementary continues working towards building a relationship-centered school to increase student access to social-emotional supports with a focus on inclusion and anti-bias/anti-racist practices and policies. During the 2023-24 school year, staff implemented social awareness practices and strategies to create an inclusive environment centered around hate speech language in education.

Professional Development is supported by administration, an instructional coach, and the Instructional Leadership Team (ILT). Together, they focus on practical strategies for engaging students and improving their learning. Teachers engage in Professional Learning Communities (PLC) that meet regularly, share expertise, and work collaboratively to improve teaching skills and the academic performance of students.

In addition the Hayward Unified School District also provides professional development to various committees on campus which include, but are not limited to the following: Instructional Leadership Teams (ILT), The Site Based Decision Making (SBDM) Committee, and School Site council (SSC).

This table displays the number of school days dedicated to staff development and continuous improvement.

Professional Development

Subject	2022-23	2023-24	2024-25
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3