

# Liberty Elementary

## School Accountability Report Card

### Reported Using Data from the 2015-16 School Year

### Published During 2016-17

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, see the California Department of Education (CDE) SARC Web page at <http://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at <http://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.

#### DataQuest

DataQuest is an online data tool located on the CDE DataQuest Web page at <http://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).

#### 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.

## About This School

#### Contact Information (School Year 2016-17)

School Contact Information	
School Name	Liberty Elementary
Street	9631 Hayes St.
City, State, Zip	Riverside, CA 92503-3660
Phone Number	951-352-8225
Principal	Esther Garcia
E-mail Address	<a href="mailto:emgarcia@rusd.k12.ca.us">emgarcia@rusd.k12.ca.us</a>
Web Site	<a href="http://www.rusdlink.org/Domain/25">www.rusdlink.org/Domain/25</a>
CDS Code	33-67215-6032684

District Contact Information	
District Name	Riverside Unified
Phone Number	(951) 788-7135
Superintendent	David C. Hansen, Ed.D.
E-mail Address	dchansen@rusd.k12.ca.us
Web Site	www.rusd.k12.ca.us

#### School Description and Mission Statement (School Year 2016-17)

Liberty exists to nurture and facilitate innovators' individual passion for learning. Through voice, choice, pace and path, learners will contribute to mankind's digitally connected world.

#### Student Enrollment by Grade Level (School Year 2015-16)

Grade Level	Number of Students
Kindergarten	118
Grade 1	91
Grade 2	118
Grade 3	122
Grade 4	140
Grade 5	107
Grade 6	109
Total Enrollment	805

#### Student Enrollment by Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	2.7
American Indian or Alaska Native	0.5
Asian	1.1
Filipino	0.2
Hispanic or Latino	83.2
Native Hawaiian or Pacific Islander	2.1
White	8
Two or More Races	0.9
Socioeconomically Disadvantaged	91.8
English Learners	43
Students with Disabilities	8.1
Foster Youth	0.1

## A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the Basic State Priority (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.

### Teacher Credentials

Teachers	School			District
	2014-15	2015-16	2016-17	2016-17
With Full Credential	31	36	34	1855
Without Full Credential	0	0	0	3
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

### Teacher Misassignments and Vacant Teacher Positions

Indicator	2014-15	2015-16	2016-17
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments *	0	0	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

\* Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

### Core Academic Classes Taught by Highly Qualified Teachers (School Year 2015-16)

Location of Classes	Percent of Classes In Core Academic Subjects	
	Taught by Highly Qualified Teachers	Not Taught by Highly Qualified Teachers
This School	96.7	3.3
All Schools in District	94.4	5.6
High-Poverty Schools in District	94.3	5.7
Low-Poverty Schools in District	94.7	5.3

Note: High-poverty schools are defined as those schools with student eligibility of approximately 40 percent or more in the free and reduced price meals program. Low-poverty schools are those with student eligibility of approximately 39 percent or less in the free and reduced price meals program.

### Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2016-17)

Year and month in which data were collected: 12/01/2016

Materials Sufficiency Board Meeting Date: 10/10/2016

The table displays information collected on 12/01/2016 about the quality, currency, and availability of the standards-aligned textbooks and other instructional materials used at the school. It was determined that each RUSD school had sufficient and good quality textbooks, instructional materials, or science lab equipment, where appropriate, pursuant to the settlement of Williams vs. the State of California. All students, including English learners, are given their own individual standards-aligned textbooks or instructional materials, or both, in core subjects for use in the classroom and to take home. Textbooks and supplementary materials are adopted according to a 6-year cycle developed by the California Department of Education, making the textbooks used in the school the most current available. Materials approved for use by the State are reviewed by all teachers and a recommendation is made to the School Board by a selection committee composed of teachers and administrators. All recommended materials are available for parent examination at the district office prior to adoption.

Riverside Unified School District adopts instructional materials on a regular schedule based on State adoptions. All students receive appropriate, up-to-date instructional materials for use in the classroom and at home. All materials currently in use have been selected by the staff with parent input, and approved by the Board of Education according to state adoption requirements. Teachers are provided training in the use of new materials.

Comprehensive curriculum (ELA, Math, Science, History-Social Science) Pearson: Opening the World of Learning (OWL) adopted in 2015.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	Macmillan McGraw-Hill: California Treasures, K-2 (adopted in 2013) Macmillan McGraw-Hill: Wonders, 3-6 (adopted in 2016) Scholastic: Read 180/System 44 (adopted in 2010)	Yes	0%
<b>Mathematics</b>	Pearson Education: enVision Math California Common Core 2015, K-6 (adopted in 2014)	Yes	0%
<b>Science</b>	McGraw Hill: California Science, K-6 (Adopted in 2007)	Yes	0%
<b>History-Social Science</b>	Harcourt: Reflections, K-6 (Adopted in 2006)	Yes	0%
<b>Foreign Language</b>	N/A		N/A
<b>Health</b>	N/A		N/A
<b>Visual and Performing Arts</b>	Standards-based visual art at grades 3-6.	Yes	0%
<b>Science Laboratory Equipment (grades 9-12)</b>	N/A		N/A

#### School Facility Conditions and Planned Improvements (Most Recent Year)

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Lot Size: 6.3 Acres

Last modernized: 2014

28 Permanent Classrooms

7 Portable Classrooms

Completely Air Conditioned

Library

Multi-Purpose Room

Indoor and outdoor cafeteria

"Riverside Unified School District maintains both 5 and 15 year major maintenance plans for all schools. These plans are located at the District's Maintenance and Operations Office and are available for review."

Riverside Unified School District has instituted a formal school facility inspection system based on State of California School Facility Condition Criteria. The State criteria consist of 13 building components typically found in school facilities. Liberty Elementary School completed their school site inspection on 11/29/2016.

During the 2014-15 school year, replacement of aging portables with a new split-level classroom wing was completed.

Liberty has a full time custodian who, along with other district personnel maintain the grounds and facilities.

Riverside Unified School District has allocated funds for the sole purpose of school maintenance pursuant to Education Code sections 17002(d), 17014, 17032.5, 17070.75(a), and 17089(b). The information below displays the number of individual maintenance work orders completed in the last 12 months and the assessed value of the work completed.

# of Work Orders = 388

Labor Hours = 1345.24

Assessed Value of Work = \$56986.41

#### School Facility Good Repair Status (Most Recent Year)

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: 11/29/2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			20: 4 - One stained ceiling tile, 9 - Leaking drinking fountain 23: 4 - One stained ceiling tile, 7 - One light out
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			Girls RR: 5 - Wads of paper on ceiling, 7 - One hand dryer does not work Girls RR: 5 - Wads of paper on ceiling, 7 - One light out, 9 - One faucet does not work

School Facility Good Repair Status (Most Recent Year)				
Year and month of the most recent FIT report: 11/29/2016				
System Inspected	Repair Status			Repair Needed and Action Taken or Planned
	Good	Fair	Poor	
<b>Electrical:</b> Electrical		X		Girls RR: 5 - Wads of paper on ceiling, 7 - One hand dryer does not work Girls RR: 5 - Wads of paper on ceiling, 7 - One light out, 9 - One faucet does not work Outside Library Boys RR: 7 - One light diffuser missing and two lights out
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			20: 4 - One stained ceiling tile, 9 - Leaking drinking fountain Girls RR: 5 - Wads of paper on ceiling, 7 - One light out, 9 - One faucet does not work
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			Playground: 14 - Small sections of rubber surface need patching

**Overall Facility Rating (Most Recent Year)**

Year and month of the most recent FIT report: 11/29/2016				
Overall Rating	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, which 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. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities); and
- 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

#### CAASPP Test Results in English Language Arts/Literacy (ELA) and Mathematics for All Students

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
English Language Arts/Literacy	27	30	44	48	44	48
Mathematics	21	21	33	35	34	36

Note: Percentages are not calculated 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.

#### CAASPP Test Results in ELA by Student Group

##### Grades Three through Eight and Grade Eleven (School Year 2015-16)

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	121	118	97.5	31.4
	4	136	135	99.3	26.1
	5	104	104	100.0	24.0
	6	111	110	99.1	37.3
Male	3	55	55	100.0	20.0
	4	60	59	98.3	22.0
	5	53	53	100.0	17.0
	6	51	50	98.0	28.0
Female	3	66	63	95.5	41.3
	4	76	76	100.0	29.3
	5	51	51	100.0	31.4
	6	60	60	100.0	45.0
Hispanic or Latino	3	105	103	98.1	31.1
	4	111	111	100.0	23.6
	5	87	87	100.0	24.1
	6	95	94	99.0	36.2
White	4	17	17	100.0	41.2
Socioeconomically Disadvantaged	3	116	114	98.3	30.7

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	4	127	126	99.2	24.0
	5	94	94	100.0	21.3
	6	103	102	99.0	37.3
English Learners	3	49	49	100.0	10.2
	4	57	57	100.0	1.8
	5	25	25	100.0	4.0
	6	24	23	95.8	8.7
Students with Disabilities	4	16	16	100.0	
	5	17	17	100.0	
	6	13	13	100.0	

Note: 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 on the CAAs divided by the total number of students who participated in both assessments.

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.

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 Test Results in Mathematics by Student Group**  
**Grades Three through Eight and Grade Eleven (School Year 2015-16)**

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
All Students	3	121	118	97.5	30.5
	4	136	135	99.3	19.4
	5	104	104	100.0	13.5
	6	111	110	99.1	18.2
Male	3	55	55	100.0	23.6
	4	60	59	98.3	18.6
	5	53	53	100.0	15.1
	6	51	50	98.0	18.0
Female	3	66	63	95.5	36.5
	4	76	76	100.0	20.0
	5	51	51	100.0	11.8
	6	60	60	100.0	18.3
Hispanic or Latino	3	105	103	98.1	29.1
	4	111	111	100.0	18.2
	5	87	87	100.0	14.9
	6	95	94	99.0	13.8
White	4	17	17	100.0	23.5



Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
<b>Socioeconomically Disadvantaged</b>	<b>3</b>	116	114	98.3	29.8
	<b>4</b>	127	126	99.2	18.4
	<b>5</b>	94	94	100.0	13.8
	<b>6</b>	103	102	99.0	18.6
<b>English Learners</b>	<b>3</b>	49	49	100.0	6.1
	<b>4</b>	57	57	100.0	3.6
	<b>5</b>	25	25	100.0	
	<b>6</b>	24	23	95.8	
<b>Students with Disabilities</b>	<b>4</b>	16	16	100.0	
	<b>5</b>	17	17	100.0	
	<b>6</b>	13	13	100.0	

Note: 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 on the CAAs divided by the total number of students who participated in both assessments.

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.

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 Test Results in Science for All Students

Subject	Percent of Students Scoring at Proficient or Advanced (meeting or exceeding the state standards)								
	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
<b>Science (grades 5, 8, and 10)</b>	33	34	16	60	58	54	60	56	54

Note: Science test results include California Standards Tests (CSTs), California Modified Assessment (CMA), and California Alternate Performance Assessment (CAPA) in grades five, eight, and ten.

Note: Scores are not shown 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.

**CAASPP Test Results in Science by Student Group**  
**Grades Five, Eight, and Ten (School Year 2015-16)**

Student Group	Total Enrollment	# of Students with Valid Scores	% of Students with Valid Scores	% of Students Proficient or Advanced
All Students	104	104	100.0	16.4
Male	53	53	100.0	20.8
Female	51	51	100.0	11.8
Hispanic or Latino	87	87	100.0	17.2
Socioeconomically Disadvantaged	94	94	100.0	16.0
English Learners	25	25	100.0	12.0
Students with Disabilities	17	17	100.0	17.7

Note: Science test results include CSTs, CMA, and CAPA in grades five, eight, and ten. The "Proficient or Advanced" is calculated by taking the total number of students who scored at Proficient or Advanced on the science assessment divided by the total number of students with valid scores.

Note: Scores are not shown 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.

**State Priority: Other Pupil Outcomes**

The SARC provides the following information relevant to the Other Pupil Outcomes State Priority (Priority 8):

- Pupil outcomes in the subject areas of physical education.

**California Physical Fitness Test Results (School Year 2015-16)**

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	17.3	19.2	10.6

Note: Percentages are not calculated 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.

## C. Engagement

**State Priority: Parental Involvement**

The SARC provides the following information relevant to the Parental Involvement State Priority (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each schoolsite.

**Opportunities for Parental Involvement (School Year 2016-17)**

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Parent Involvement Contact Person Name: Esther Garcia Contact Person Phone Number: 951-352-8225

Parents are encouraged to attend all parent meetings, parent workshops and to volunteer in their child's classroom. All parents are encouraged to take an active role in their child's education through ongoing communication with the school. The school communicates with parents through parent letters, flyers, autodial calls, school marquee, posters, and website, which includes a monthly calendar. Other forms of communication available to parents are Class Dojo and Remind.

Parents are encouraged to attend all School Site Council, English Learner Advisory Council, and Parent Teacher Association meetings throughout the school year. School Site Council and English Learner Advisory Council meetings are conducted every month. The meeting agendas included sharing achievement data, categorical budgets, and the Single Plan for Student Achievement. Trainings are also offered at these meetings.

Liberty engaged parents through multiple academies and trainings during the 2015-2016 school year. These trainings were focused on providing all parents with strategies to support their children in developing basic early literacy and reading comprehension skills. In 2015-2016, the GED program was provided for parents interested in attaining their High School Diploma. Six parents graduated and received their GED. We will again offer the GED program in 2016-2017.

## State Priority: School Climate

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

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

### Suspensions and Expulsions

Rate	School			District			State		
	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16
<b>Suspensions</b>	3.8	3.9	2.5	4.5	4.4	4.0	4.4	3.8	3.7
<b>Expulsions</b>	0.0	0.0	0.0	0.2	0.2	0.2	0.1	0.1	0.1

### School Safety Plan (School Year 2016-17)

The School Site Council or its delegate is responsible for the development and updating of the school's Comprehensive Safety Plan. A Site Comprehensive Safety Plan Checklist is provided by the Assistant Superintendent of Operations to give guidance on what should be included in the School's Safety Plan. The Safety Plan is discussed with staff, evaluated, amended/reviewed/updated by March 1 of each year. The school's safety committee makes monthly safety inspections. A school Disaster Preparedness Plan that deals with a wide variety of emergency situations is incorporated into the School Safety Plan. Earthquakes, fire, and lockdown drills are conducted as required.

The key elements of the Comprehensive School Safety Plan include an assessment of current status of school crime; provisions of any school-wide dress code including the definition of "gang related apparel"; safe movement of pupils, parents and school employees to and from school; strategies in maintaining a safe and orderly school environment; child abuse reporting procedures; disaster procedures, routine and emergency; policies related to suspensions, expulsion or mandatory expulsion and other school designated serious acts which would lead to suspension or expulsion, notification to teachers, anti-bullying policy and school discipline rules and procedures pursuant to EC 35291 and EC 35291.5. The school also has an assigned School Resource Officer (SRO).

## D. Other SARC Information

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

### Federal Intervention Program (School Year 2016-17)

Indicator	School	District
<b>Program Improvement Status</b>	In PI	In PI
<b>First Year of Program Improvement</b>	2009-2010	2007-2008
<b>Year in Program Improvement*</b>	Year 5	Year 3
<b>Number of Schools Currently in Program Improvement</b>	N/A	22
<b>Percent of Schools Currently in Program Improvement</b>	N/A	71.0

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

### Average Class Size and Class Size Distribution (Elementary)

Grade Level	2013-14				2014-15				2015-16			
	Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes			Avg. Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
K	26		5		22		5		24	0	5	0
1	28		4		27		4		23	1	3	0
2	26		5		30		4		20	2	4	0
3	29		3		30		4		20	2	4	0
4	24	1	4		25	1	3		28	1	0	4
5	33		1	1	31		4		27	1	1	2
6	28	1	3	1	28	1		3	22	2	0	3

Number of classes indicates how many classes fall into each size category (a range of total students per class).

### Academic Counselors and Other Support Staff (School Year 2015-16)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	0	0
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	0.8	N/A
Psychologist	0.4	N/A
Social Worker	0	N/A
Nurse	0.23	N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist	1	N/A
Other	0	N/A

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

\*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.

### Expenditures per Pupil and School Site Teacher Salaries (Fiscal Year 2014-15)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/Restricted	Basic/Unrestricted	
School Site	\$5,906	\$1,215	\$4,692	\$79,246
District	N/A	N/A	\$5,235	\$81,908
Percent Difference: School Site and District	N/A	N/A	-10.4	-3.2
State	N/A	N/A	\$5,677	\$75,837
Percent Difference: School Site and State	N/A	N/A	-17.4	4.5

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

### Types of Services Funded (Fiscal Year 2015-16)

Liberty Elementary School received the following Categorical Program/Supplemental funds which can be used to provide the following services:

\$151,556 Local Control Funding Formula (LCFF): for increased or improved services for Low Income Students, English Learners, or Foster Youth for site goals in alignment with the RUSD Local Control Accountability Plan

\$201,208 Title I: supplemental services and materials to assist students at risk of not meeting state academic standards

**Teacher and Administrative Salaries (Fiscal Year 2014-15)**

Category	District Amount	State Average for Districts In Same Category
<b>Beginning Teacher Salary</b>	\$51,907	\$45,092
<b>Mid-Range Teacher Salary</b>	\$76,557	\$71,627
<b>Highest Teacher Salary</b>	\$100,120	\$93,288
<b>Average Principal Salary (Elementary)</b>	\$119,891	\$115,631
<b>Average Principal Salary (Middle)</b>	\$127,709	\$120,915
<b>Average Principal Salary (High)</b>	\$139,500	\$132,029
<b>Superintendent Salary</b>	\$270,000	\$249,537
<b>Percent of Budget for Teacher Salaries</b>	42%	37%
<b>Percent of Budget for Administrative Salaries</b>	6%	5%

For detailed information on salaries, see the CDE Certificated Salaries & Benefits Web page at <http://www.cde.ca.gov/ds/fd/cs/>.

**Professional Development (Most Recent Three Years)**

Teachers participate in professional development sponsored by the school, district, or through special projects that were appropriate for their individual needs. The major topics covered during training are listed below:

During the 2014 - 2015 school year, certificated staff participated in professional development sponsored by the school, district, or through special projects that were appropriate for their individual needs. The major topics covered were:

1. Standards Based Planning with a focus on interventions
2. Data Analysis based on Formative Assessment Results
3. Personalized Learning
4. Systematic English Language Development
5. Technology - Effective Use of Instructional Technology Tools to Improve Student Learning
6. Increasing Student Engagement.

The data management systems used are: Illuminate, DIBELS and iReady.

During the 2015-2016 school year, major topics covered were:

1. California Common Core State Standards Based Planning with a focus on understanding the organization, language and expectations
2. Illuminate Data and Assessment System Analysis
3. Personalized Learning- Understanding the Five Elements (Learning Profile, Personalized Learning Plan, Flexible Learning, Competency Based, Socially Engaged Contributor)
4. Systematic English Language Development for Designated ELD
5. Difference between Integrated and Designated ELD

6. Technology-Effective Use of Instructional Technology Tools to Improve Student Learning

7. Increasing Student Engagement. The data management systems used are: Illuminate, DIBELS and iReady

In 2016-2017, teachers will participate in the following professional development:

1. California Wonders: training will be provided at district and site
2. Depth of Knowledge
3. Data Analysis
4. CCSS Mathematics
5. Interventions

Depending on the grade level, subject or school focus, teachers participated in 3 – 10 days of professional development.