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Monroe Elementary
School Accountability Report Card
Reported Using Data from the 2015-16 School Year
Published During 2016-17

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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	Monroe Elementary
Street	8535 Garfield Ave.
City, State, Zip	Riverside, CA 92504-2906
Phone Number	(951) 352-8241
Principal	Dr. Tasceaie Churchwell
E-mail Address	tchurchwell@rusd.k12.ca.us
Web Site	http://www.rusdlink.org/Domain/30
CDS Code	33-67215-6032726

District Contact Information	
District Name	Riverside Unified
Phone Number	(951) 788-7131
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)

Monroe Elementary School is responsible for educating approximately 700 students in the community in grades preschool through sixth grade.

The Monroe Elementary School community shares responsibility for the education of each and every student. Parents, teachers, and students work collaboratively to ensure that all students have the essential skills and knowledge needed to succeed and achieve in public education. Students are expected to reach or exceed current State Standards established for their grade levels. Additional focus is given to developing 21st Century skills including: critical thinking, effective communication, problem solving, and the ability to access information. Success is measured with both formative and summative assessments.

Monroe is a Cohort 2 Personalized Learning campus supporting the individualized learning needs of an identified group of 100 students. These 100 students are divided between a fourth grade class, a fifth grade class, and one sixth grade class. These three teachers also team teach with one other teacher from their grade level in an effort to build capacity. Making steps toward providing a personalized learning program for students is a high priority at Monroe that is widely supported by the community.

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

Grade Level	Number of Students
Kindergarten	104
Grade 1	100
Grade 2	90
Grade 3	93
Grade 4	93
Grade 5	95
Grade 6	94
Total Enrollment	669

Student Enrollment by Group (School Year 2015-16)

Student Group	Percent of Total Enrollment
Black or African American	3.9
American Indian or Alaska Native	0.6
Asian	1
Filipino	0.4
Hispanic or Latino	79.1
Native Hawaiian or Pacific Islander	0.3
White	12.6
Two or More Races	1.3
Socioeconomically Disadvantaged	87
English Learners	27.5
Students with Disabilities	10.8
Foster Youth	1.3

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	30	30	33	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	1	0
Total Teacher Misassignments *	0	1	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	100.0	0.0
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: 04/11/2016

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
Reading/Language Arts	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%
Mathematics	Pearson Education: enVision Math California Common Core 2015, K-6 (adopted in 2014)	Yes	0%
Science	McGraw Hill: California Science, K-6 (Adopted in 2007)	Yes	0%
History-Social Science	Harcourt: Reflections, K-6 (Adopted in 2006)	Yes	0%
Foreign Language	N/A		N/A
Health	N/A		N/A
Visual and Performing Arts	Standards-based visual art at grades 3-6.	Yes	0%

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Science Laboratory Equipment (grades 9-12)	N/A		N/A

School Facility Conditions and Planned Improvements (Most Recent Year)

Year Constructed: 1955

Last modernized: 1997

Lot Size: 10 Acres

4 Kindergarten, 1 Transitional Kindergarten classrooms

1 Special Education classroom (RSO), 3 SDC classrooms, 1 speech and language classroom

24 Permanent Classrooms

7 Portable Classrooms

Completely Air Conditioned

Indoor lunch area for students to eat

"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. Monroe Elementary School completed their school site inspection on 5/2/2017.

Monroe has a full time custodial staff 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 = 489

Labor Hours = 1,246.1

Assessed Value of Work = $55,593.01

School Facility Good Repair Status (Most Recent Year)

<table>
<tr><td colspan="5" align="center">School Facility Good Repair Status (Most Recent Year)
Year and month of the most recent FIT report: 5/2/2017</td></tr>
<tr><td rowspan="2">System Inspected</td><td colspan="3" align="center">Repair Status</td><td rowspan="2">Repair Needed and
Action Taken or Planned</td></tr>
<tr><td>Good</td><td>Fair</td><td>Poor</td></tr>
<tr><td>Systems: Gas Leaks, Mechanical/HVAC, Sewer</td><td>X</td><td></td><td></td><td>5: Need new sink faucet and adjust bubbler
Health Office: Low water pressure at sink/ no hot water
Lounge: Gas range with no exhaust</td></tr>
<tr><td>Interior: Interior Surfaces</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td>Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td>Electrical: Electrical</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td>Restrooms/Fountains: Restrooms, Sinks/ Fountains</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td>Safety: Fire Safety, Hazardous Materials</td><td>X</td><td></td><td></td><td></td></tr>
<tr><td>Structural: Structural Damage, Roofs</td><td>X</td><td></td><td></td><td>31: Evidence of roof leaks
32: Evidence of roof leaks
Covered Walkway: Minor dry rot</td></tr>
<tr><td>External: Playground/School Grounds, Windows/ Doors/Gates/Fences</td><td>X</td><td></td><td></td><td></td></tr>
</table>

Overall Facility Rating (Most Recent Year)

	Year and month of the most recent FIT report: 5/2/2017			
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	22	31	44	48	44	48
Mathematics	19	18	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	94	93	98.9	19.4
	4	102	102	100.0	30.4
	5	94	94	100.0	34.0
	6	94	93	98.9	41.9
Male	3	47	46	97.9	8.7
	4	52	52	100.0	21.1
	5	51	51	100.0	25.5
	6	51	51	100.0	35.3
Female	3	47	47	100.0	29.8
	4	50	50	100.0	40.0
	5	43	43	100.0	44.2
	6	43	42	97.7	50.0
Hispanic or Latino	3	75	74	98.7	16.2
	4	89	89	100.0	29.2
	5	68	68	100.0	30.9
	6	77	76	98.7	40.8
White	5	16	16	100.0	37.5
Socioeconomically Disadvantaged	3	75	74	98.7	16.2

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	4	90	90	100.0	30.0
	5	85	85	100.0	34.1
	6	89	88	98.9	40.9
English Learners	3	26	25	96.2	4.0
	4	34	34	100.0	2.9
	5	22	22	100.0	9.1
	6	19	19	100.0	
Students with Disabilities	4	20	20	100.0	10.0
	5	19	19	100.0	5.3
	6	19	18	94.7	

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	93	93	100.0	21.7
	4	102	102	100.0	15.8
	5	94	94	100.0	18.1
	6	94	93	98.9	15.1
Male	3	46	46	100.0	20.0
	4	52	52	100.0	13.7
	5	51	51	100.0	23.5
	6	51	51	100.0	15.7
Female	3	47	47	100.0	23.4
	4	50	50	100.0	18.0
	5	43	43	100.0	11.6
	6	43	42	97.7	14.3
Hispanic or Latino	3	74	74	100.0	20.6
	4	89	89	100.0	14.6
	5	68	68	100.0	13.2
	6	77	76	98.7	13.2
White	5	16	16	100.0	31.3

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
Socioeconomically Disadvantaged	3	74	74	100.0	17.8
	4	90	90	100.0	14.6
	5	85	85	100.0	17.6
	6	89	88	98.9	13.6
English Learners	3	25	25	100.0	8.0
	4	34	34	100.0	
	5	22	22	100.0	4.5
	6	19	19	100.0	
Students with Disabilities	4	20	20	100.0	5.0
	5	19	19	100.0	
	6	19	18	94.7	

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
Science (grades 5, 8, and 10)	50	39	29	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	94	94	100.0	28.7
Male	51	51	100.0	33.3
Female	43	43	100.0	23.3
Hispanic or Latino	68	68	100.0	19.1
White	16	16	100.0	50.0
Socioeconomically Disadvantaged	85	85	100.0	28.2
English Learners	22	22	100.0	
Students with Disabilities	19	19	100.0	10.5

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	15.4	25.3	23.1

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)

The parental involvement contact at this school is Tasceaie Churchwell, principal, and can be contacted at 951-352-8241.

Parents are encouraged to take an active role in their child's education through homework, class newsletters, attendance at parent meetings, parent workshops, and volunteering when able in their child's classroom. With a blossoming PTA, parents are encouraged to join as partners in their child's education. Opportunities for parents to participate in Open House, Parent Conferences, Parent Meetings including School Site Council, PTA, English Learner Advisory Committee, and Title I Parent Information Meetings occur throughout the school year. Parent training is specific to subject and grade level content and need. Training includes Kindergarten/First Grade Early Literacy, Language Arts and Math Standards, Meeting Guidelines for Reclassification, Importance of Homework and Attendance, Transition to Kindergarten, School Smarts, Transition to Middle School, Technology Tools for Learning, and English Language Development. Information regarding how to participate in Parent Involvement activities can be obtained in the Monroe Elementary School Main Office.

Additional parent involvement opportunities are available at neighboring schools within the Monroe Cluster that support additional topics.

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**
Suspensions	2.2	1.2	1.6	4.5	4.4	4.0	4.4	3.8	3.7
Expulsions	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 schoolwide 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
Program Improvement Status	In PI	In PI
First Year of Program Improvement	2009-2010	2007-2008
Year in Program Improvement*	Year 4	Year 3
Number of Schools Currently in Program Improvement	N/A	22
Percent of Schools Currently in Program Improvement	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		4		22	1	4		21	2	3	0
1	29		3		23		4		20	2	3	0
2	29		3		28		3		18	2	3	0
3	29		3		31		3		19	2	3	0
4	26	1	3		24	1	3		23	1	1	2
5	31		3		30		2		19	3	0	2
6	27	1	1	2	28	1	2	2	24	2	0	2

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	0.2	N/A
Social Worker	0	N/A
Nurse	0.23	N/A
Speech/Language/Hearing Specialist	0.8	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	$6,529	$1,410	$5,119	$81,323
District	N/A	N/A	$5,235	$81,908
Percent Difference: School Site and District	N/A	N/A	-2.2	-0.7
State	N/A	N/A	$5,677	$75,837
Percent Difference: School Site and State	N/A	N/A	-9.8	7.2

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

Types of Services Funded (Fiscal Year 2015-16)

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

$86,916   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

$156,617   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
Beginning Teacher Salary	$51,907	$45,092
Mid-Range Teacher Salary	$76,557	$71,627
Highest Teacher Salary	$100,120	$93,288
Average Principal Salary (Elementary)	$119,891	$115,631
Average Principal Salary (Middle)	$127,709	$120,915
Average Principal Salary (High)	$139,500	$132,029
Superintendent Salary	$270,000	$249,537
Percent of Budget for Teacher Salaries	42%	37%
Percent of Budget for Administrative Salaries	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)

2013 - 2014

Staff Development at Monroe Elementary School focuses on English Language Learners, Data Analysis, Standards Based Planning and grade level commitments, and quality strategies for integrating technology. All staff development is balanced with the shifts in Common Core. Teachers receive information specifically on Three Text Types in writing, Standards for Mathematical Practices, and all English Language Arts Common Core Standards in grades K - 2. All the staff received English Language Learner training which included strategies for improving achievement of all English Learners as they meet reclassification guidelines. Math training included implementation strategies as well as the Standards for Mathematical Practices. Grade level teams examine standards for Language Arts and how best to increase the rigor of instruction, the level of engagement for all students, and the process of checking for understanding during the lesson during team meetings and collaboration meetings.Instructional Services Specials provide additional support throughout the year.

2014-2015

All teachers receive training on the Habits of Mind philosophy and practices.On-going professional development and strategic planning will occur to support further implementation.Two full days were provided to all teachers at the beginning of the year, one focused on ELA and one focused on Math. An additional three days will be provided to all teachers over the course of the year for continued support in implementing the Common Core State Standards. All new teachers are included in the Beginning Teacher Support and Assessment program and are provided a mentor to support them throughout the year. Non-classroom teachers are included in all training opportunities. Special Education teachers participate in all above training as well as additional training focusing on students with special needs. Instructional aides were included in the two days of training prior to the beginning of the year. All support personnel are provided job-alike training by the district as well as on-going site based training. All staff is supported by on-going training and coaching provided by the principal.

2015 - 2016

All teachers will participate in two days of professional development facilitated by RUSD Instructional Services. During this time, teachers will receive training on:

*Assessments
*Planning High Quality Instruction using State Standards
*Rigorous Student Outcomes
*Instructional Strategies in the Math Classroom
*Instructional Strategies that support all areas of English Language Arts

Monroe Teachers also receive on site professional development supporting all of the above components as well as technology integration, practices that support The Habits of Mind, high yield strategies that support Academic English Learners, building a cohesive team, creating, administering, and analyzing assessments, and strategies that meet the needs of all learners. New teachers also are partnered with a veteran teacher and mentor through the BTSA program. The Beginning Teacher Support is vital to the success of a teacher new to the field. Teachers experiencing difficulty receive support from the principal, Title 1 teachers, and team leaders. They are offered on-going coaching, additional training, mentoring, and co-teaching opportunities.

2016-2017

All teachers and staff receive professional development. The PD training includes:

* Professional Development for all staff members the beginning of school, SDC training for grades 1-6, Personalized Learning (PL), COHORT training, MAPS, Wonders curriculum, K-2 Institute, Customer Service-"Get Curious, Not Furious", Campus Supervisor training's, Pro Act, and Leadership team training's, Management training, Principal Task force, BTSA training, and Co-admin training.

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