

Scott Lane Elementary School

School Accountability Report Card

Reported Using Data from the 2017-18 School Year

Published During 2018-19

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 2018-19)

School Contact Information	
School Name	Scott Lane Elementary School
Street	1925 Scott Blvd.
City, State, Zip	Santa Clara CA, 95050
Phone Number	(408) 423-4100
Principal	Priscilla Reza
E-mail Address	preza@scusd.net
Web Site	www.scottlane.schoolloop.com
CDS Code	43-69674-6049019

District Contact Information	
District Name	Santa Clara Unified School District
Phone Number	(408) 423-2000
Superintendent	Stanley Rose III, Ed.D.
E-mail Address	communications@scusd.net
Web Site	www.santaclarausd.org

School Description and Mission Statement (School Year 2018-19)

Scott Lane Elementary School: Our Mission is to ensure the success of every scholar.

Scott Lane Elementary School has served its community since 1953. Scott Lane was built to provide school services to new families who moved to the Santa Clara Valley soon after World War II. Many new housing tracts were being built at that time, and the school was located in the center of these homes and close to the Santa Clara City Hall.

Scott Lane School is one of seventeen elementary schools in the Santa Clara Unified School District, serving 491 students. The children and families at Scott Lane School speak over 15 languages. 75% are English Learners. At Scott Lane over 90% of the students participate in the Free/Reduced Lunch program. The student mobility rate is over 25%. Most of the students come from single parent families or families where both parents work. The community is socially, ethnically, and racially diverse.

Scott Lane has been able to combine the efforts and talents from the students, staff, parents, and the community to produce an exemplary model of education. Scott Lane has an inclusion model for students with special needs in grades K-5.

Scott Lane also has a 40% PIP counselor. There is one full-time secretary and a part-time clerk. A day and night time custodian support Scott Lane School. Instructional assistants provide academic and language support for both students and parents. The classified staff are trained in instructional literacy techniques and GLAD/SDAIE techniques as well as new methods for working with the Special Education population. Scott Lane students will be successful readers, writers, listeners, speakers, thinkers and communicators. They will be individuals who are respectful, make good decisions and solve problems. Scott Lane students will be productive, resilient and responsible citizens who demonstrate an appreciation for their diverse community.

Scott Lane Elementary School continues to be a Program Improvement Year 4 School in 20115-16. Our school was placed in Program Improvement because it did not achieve AYP in 2012-2013. The AYP area(s) that caused the PI identification in 2012- 2013 are English Language Arts and Mathematics.

The school's Accountability Progress Report may be obtained from the school or on the California Department of Education (CDE) AYP Web page at <http://www.cde.ca.gov/ta/ac/ay/>.

All parents/guardians of students attending our school have the right to request a transfer of their child(ren) to a non-PI district school with district-paid transportation. For parents who select this option, the district will provide transportation to the non-PI school for as long as our school continues to be identified as a PI school. If the home school exits PI by making AYP for two consecutive years, the student can remain at the school; however, transportation will no longer be district-paid. If the demand for choice exceeds funds available, priority will be given to lowest achieving, low-income students.

Students from low-income families at our school, whose parents did not select a public school choice option, are eligible for free Supplemental Educational Services. These services are classes or tutoring which occur outside the regular school day with educational providers approved by the State Board of Education. If the number of eligible students who apply for the SES program exceeds the financial resources available, the lowest achieving students from low-income families will receive SES first.

There are many benefits to your child(ren) receiving free tutoring. Additional benefits are included below.

- He/she receives specific help in English Language Arts, mathematics, and or science.
- The tutoring is provided beyond the regular school day.
- The tutoring is delivered in a one-to-one setting or in small groups.
- A student learning plan will address his/her specific academic needs.
- You, as the parent/guardian, will be consulted in developing your child's learning plan. We will offer Supplemental Educational Services (SES) beginning in February or March.

Research shows that strong parental involvement leads to student success at school. Parents interested in partnering with our school are encouraged to contact the school for additional information regarding:

- Parental involvement policies
- School-parent compact
- Ongoing parent/community meetings
- Advisory committee/school site council meetings
- Parent volunteer opportunities

Student Enrollment by Grade Level (School Year 2017-18)

Grade Level	Number of Students
Kindergarten	87
Grade 1	60
Grade 2	62
Grade 3	56
Grade 4	56
Grade 5	74
Total Enrollment	395

Student Enrollment by Group (School Year 2017-18)

Student Group	Percent of Total Enrollment
Black or African American	2.8
American Indian or Alaska Native	0.3
Asian	13.2
Filipino	3.0
Hispanic or Latino	72.4
Native Hawaiian or Pacific Islander	1.3
White	6.1
Socioeconomically Disadvantaged	86.1
English Learners	70.9
Students with Disabilities	8.1
Foster Youth	0.0

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.

Teacher Credentials

Teachers	School			District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	27	25	25	934
Without Full Credential	1	1	0	7
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2016-17	2017-18	2018-19
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.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2018-19)

Year and month in which data were collected: May 2018

All textbooks and materials were adopted by the board of trustees in 2018 and are current, in good condition, and available to all students. A full list of core and supplemental textbooks and materials can be found on the District website at: <http://www.santaclarauisd.org/InstructionalResources>.

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
Reading/Language Arts	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Mathematics	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Science	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
History-Social Science	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Foreign Language	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Health	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Visual and Performing Arts	www.santaclarauisd.org/InstructionalResources Board adopted: May 2018	Yes	0
Science Laboratory Equipment (grades 9-12)	www.santaclarauisd.org/InstructionalResources Board adopted: February 2016	Yes	0

School Facility Conditions and Planned Improvements (Most Recent Year)

General

Santa Clara Unified School District (SCUSD) takes great efforts to ensure that all schools are clean, safe, and functional. To assist in this effort, SCUSD uses a facility survey instrument developed by the State of California OPSC. The results of this survey are available by request made to the SCUSD's Facilities department at (408) 423-2061.

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.

Maintenance and Repair

SCUSD 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 process is used to ensure efficient service and that emergency repairs are given the highest priority.

Cleaning Process and Schedule

The governing board has adopted cleaning standards for all schools in SCUSD, Board Policy 3514. The policy can be found online at www.santaclarausd.org/BoardPolicies. The principal works daily with the custodial staff to develop cleaning schedules to ensure a clean and safe school.

Deferred Maintenance

SCUSD participates in the State School Deferred Maintenance Program to assist school districts with expenditures for major repair or replacement of existing school building components. Typically, this includes roofing, plumbing, heating, air conditioning, electrical systems, interior or exterior painting, and floor systems.

Modernization Projects

SCUSD strives to be a model of financial responsibility, making every effort to spend taxpayer dollars wisely. At the same time, ongoing bond programs are necessary in a district this large, with so many students, teachers, and facilities needs. Bond funds allow the District to maintain safe, modern school facilities and bring in updated technology essential to student achievement. Measure B 1997 improvements included new elementary school play structures, new high school science classrooms and outdoor athletic facilities, the major renovation of eleven elementary schools, an ambitious roof replacement program, and two high school performing arts buildings. Measure J 2004 generated funds to modernize buildings and classrooms for middle schools, high schools, and the adult education campus. Measure H 2010 upgraded fire, safety and security systems, renovated and reopened a closed elementary school, installed solar panels to decrease energy costs, purchased the Agnews campus property, and expanded overcrowded schools. Measure H 2014 funds construction of three new schools on the Agnews campus, expands overcrowded schools, and addresses critical facility needs such as replacing roofs and adding air conditioning to elementary school classrooms. Measure BB 2018 funds the construction of three new schools, reconstructs fields, replaces aging play structures and playground paving, adds shade structures, and upgrades fencing and gates, among many other crucial projects. More: www.santaclarausd.org/bond

Age of School Buildings

The main campus of Scott Lane School was built in 1959. Additions were made in 1998 and portables added in 1997 for class size reduction. This school has 28 classrooms, a multipurpose room, a library/media center and an administration building.

School Facility Good Repair Status (Most Recent Year)

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The overall rating

School Facility Good Repair Status (Most Recent Year)		
Year and month of the most recent FIT report: April 2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.

School Facility Good Repair Status (Most Recent Year) Year and month of the most recent FIT report: April 2018		
System Inspected	Repair Status	Repair Needed and Action Taken or Planned
Interior: Interior Surfaces	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
Electrical: Electrical	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
Restrooms/Fountains: Restrooms, Sinks/Fountains	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
Safety: Fire Safety, Hazardous Materials	Fair	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
Structural: Structural Damage, Roofs	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	Any necessary remediation was minor and addressed immediately or during routine maintenance over the summer 2018 break.

Overall Facility Rating (Most Recent Year)

Year and month of the most recent FIT report: April 2018	
Overall Rating	Good

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. 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); 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 Grades Three through Eight and Grade Eleven

Subject	Percent of Students Meeting or Exceeding the State Standards (grades 3-8 and 11)					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
English Language Arts/Literacy (grades 3-8 and 11)	28.0	33.0	58.0	58.0	48.0	50.0
Mathematics (grades 3-8 and 11)	29.0	27.0	49.0	51.0	37.0	38.0

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.

Note: 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.

CAASPP Test Results in ELA by Student Group Grades Three through Eight and Grade Eleven (School Year 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	189	185	97.88	33.15
Male	91	89	97.80	28.41
Female	98	96	97.96	37.50
Black or African American	--	--	--	--
Asian	18	16	88.89	50.00
Filipino	--	--	--	--
Hispanic or Latino	149	147	98.66	28.08
Native Hawaiian or Pacific Islander	--	--	--	--
White	--	--	--	--
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	166	163	98.19	30.25
English Learners	152	150	98.68	32.89
Students with Disabilities	27	26	96.30	4.00
Students Receiving Migrant Education Services	12	12	100.00	16.67
Foster Youth	--	--	--	--

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 (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: 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 2017-18)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	189	186	98.41	26.88
Male	91	90	98.9	32.22
Female	98	96	97.96	21.88
Black or African American	--	--	--	--
Asian	18	17	94.44	47.06
Filipino	--	--	--	--
Hispanic or Latino	149	147	98.66	23.13
Native Hawaiian or Pacific Islander	--	--	--	--
White	--	--	--	--
Two or More Races	--	--	--	--
Socioeconomically Disadvantaged	166	164	98.8	25
English Learners	152	151	99.34	27.15
Students with Disabilities	27	26	96.3	7.69
Students Receiving Migrant Education Services	12	12	100	33.33
Foster Youth	--	--	--	--

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 (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: 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
Grades Five, Eight, and Ten**

Subject	Percentage of Students Meeting or Exceeding the State Standard					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Science (grades 5, 8, and 10)	N/A	N/A	N/A	N/A	N/A	N/A

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

Note: The 2016–17 and 2017–18 data are not available. The CDE is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The CAST was pilot-tested in spring 2017 and field-tested in spring 2018. The CAST will be administered operationally during the 2018–19 school year. The CAA for Science was pilot-tested for two years (i.e., 2016–17 and 2017–18) and the CAA for Science will be field-tested in 2018–19.

Note: 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 on both assessments.

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 areas of physical education.

California Physical Fitness Test Results (School Year 2017-18)

Grade Level	Percent of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	22.5	23.9	16.9

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 State priority: Parental Involvement (Priority 3):

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

Opportunities for Parental Involvement (School Year 2018-19)

Scott Lane Elementary School has a supportive parent community. We extend an invitation to all parents to become involved in activities and school affairs through our Parent Teacher Association (PTA), School Site Council (SSC) and English Learner Advisory Committee (ELAC). We also encourage parents to support classroom teachers in a variety of ways. Scott Lane is always working to increase parental involvement.

In the 2013-2014 school year, Scott Lane began a partnership with SEAL (Sobrato Early Academic Literacy) Model. A major component of SEAL is the Parent Involvement component. Scott Lane families are invited and encouraged to participate in the following way:

1. Attend end-of-unit celebrations in their child's classroom. During these celebrations, scholars teach their families about the content that they learned about, share the realia created during the unit (scholar work, lesson posters, songs or chants, etc.)
2. Attend parent workshops that focus on ways that families can support their children at home.
3. Complete projects (that pertains to the content being learned) with their children at home

In the 2014-15 school year, Scott Lane has added adult English Language classes (partnership with SCUSD Adult Ed.) and family engagement classes (partnership with Foothill College). Families have also been invited to be active participants in District LCAP and Strategic Planning.

More information: (408) 423-410

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

Rate	School			District			State		
	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18
Suspensions	0.6	1.5	0.9	4.0	4.1	2.9	3.7	3.7	3.5
Expulsions	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.1	0.1

School Safety Plan (School Year 2018-19)

All California public schools kindergarten and grades one through twelve must develop a comprehensive school safety plan, per California Education Code sections 32280-32289. School safety plans assess school climate and safety, identifying goals and actions to improve safety and climate. The safety plan is written and developed with collaboration from students, parents, community, and law enforcement. It is reviewed and updated annually with the School Site Council (SSC).

We are committed to providing a safe, responsible and respectful school environment for all students, staff, and community. We support and promote building a sense of community and belonging where every child feels included and valued, teaching children positive social skills and attitudes including resolving conflicts without violence, and preparing for and responding appropriately to emergencies and disasters to keep children safe.

The school safety plan is available for review in the school office and was approved by the School Site Council in 2018.

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.

Average Class Size and Class Size Distribution (Elementary)

Grade Level	2015-16				2016-17				2017-18			
	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	21	2	3		17	3	2		17	2	3	
1	21	1	2		22		3		20	1	1	
2	20	2	1		18	3			20	1	2	
3	27		3		20	2	1		19	3		
4	27		3		24		3		19	2	1	
5	24		3		27		3		25		3	
Other									22		1	

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

** "Other" category is for multi-grade level classes.

Academic Counselors and Other Support Staff (School Year 2017-18)

Title	Number of FTE Assigned to School	Average Number of Students per Academic Counselor
Academic Counselor	0	
Counselor (Social/Behavioral or Career Development)	0	N/A
Library Media Teacher (Librarian)	0	N/A
Library Media Services Staff (Paraprofessional)	0	N/A
Psychologist	0	N/A
Social Worker	0	N/A
Nurse	0	N/A
Speech/Language/Hearing Specialist	1	N/A
Resource Specialist (non-teaching)	0	N/A
Other	4	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 2016-17)

Level	Expenditures Per Pupil			Average Teacher Salary
	Total	Supplemental/ Restricted	Basic/ Unrestricted	
School Site	\$9,126	\$1,451	\$7,675	103771
District	N/A	N/A	7390	\$100,971
Percent Difference: School Site and District	N/A	N/A	3.8	2.7
State	N/A	N/A	\$7,125	\$79,665
Percent Difference: School Site and State	N/A	N/A	7.4	26.3

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

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2017-18)

Scott Lane School receives state and federal categorical funds which provide supplemental services to identified students and are approved and monitored through School Site Council. These programs include programs for migrant students, Title I schoolwide program, and other local grants. Scott Lane also received additional services for Special Education students as required.

Teacher and Administrative Salaries (Fiscal Year 2016-17)

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$66,873	\$49,512
Mid-Range Teacher Salary	\$101,093	\$77,880
Highest Teacher Salary	\$119,850	\$96,387
Average Principal Salary (Elementary)	\$149,931	\$123,139
Average Principal Salary (Middle)	\$168,390	\$129,919
Average Principal Salary (High)	\$167,917	\$140,111
Superintendent Salary	\$274,577	\$238,324
Percent of Budget for Teacher Salaries	38.0	36.0
Percent of Budget for Administrative Salaries	5.0	5.0

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)

Staff development activities and expenditures are tied to District and school goals including the SPSA, WASC, LCAP, and District Strategic Plan. Staff development time continues to support teachers in self-reflection, analysis of student achievement data, and collaboration activities designed to help reach achievement goals. We believe in modeling lifelong learning for our students by engaging in collaborative sessions and professional development opportunities that align with the school's Single Plan for Student Achievement (SPSA) goals and support student achievement in content standards and Expected Schoolwide Learning Results (ESLRs). District and school staff development programs support meeting the academic, social, and emotional needs of all students by providing opportunities for teachers to advance their skills, develop teaching strategies, and create curriculum. During staff in-service days, teachers share information about instructional practices, cognitive development and learning disabilities, and best practices for English Language Learners. These presentations and workshops help us understand who our students are so we can better support them with individual counseling, curriculum design, and instructional practices.

There are five days dedicated to professional development in the 2018-2019 school year. There were eight days of professional development in the 2017-2018 school year and there were eight days of professional development in the 2016-2017 school year. In addition, there is professional development happening on the school campus through professional learning communities, where teachers meet to discuss best practices while assessing student work.