

# **William Sheppard Middle School**

## **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)**

<b>School Contact Information</b>	
<b>School Name</b>	William Sheppard Middle School
<b>Street</b>	480 Rough and Ready Rd
<b>City, State, Zip</b>	San Jose CA, 95133
<b>Phone Number</b>	(408) 928-8800
<b>Principal</b>	Jacqueline Montejano
<b>E-mail Address</b>	jackie.montejano@arusd.org
<b>Web Site</b>	<a href="http://www.arusd.org/Domain/612">http://www.arusd.org/Domain/612</a>
<b>CDS Code</b>	43-69369-6046338

District Contact Information	
District Name	Alum Rock Union Elementary School District
Phone Number	(408) 928-6800
Superintendent	Hilaria Bauer, Ph.D.
E-mail Address	hilaria.bauer@arUSD.org
Web Site	www.arUSD.org

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

Sheppard Middle School is a College and Career Preparation Middle School. While maintaining its long standing traditions, Sheppard has transformed to meet the needs of community and proudly offers two smaller Academies: AVID and Atlas with-in Sheppard. Both Academies have distinct approaches to teaching and learning. The AVID approach focuses on the acceleration of student performance through practices of consistent application of learning tools and strategies that are research based and proven. The ATLAS approach focuses on student learning through thematic units and project based service learning. Both academies participate in content based field trips and host a variety of evening community events.

VISION: Sheppard Middle School (Atlas Academy, AVID Academy, Citizen Schools and Community) works collaboratively to ensure that all students aspire and achieve at optimal levels:empowering them for success in High School.

MISSION: 1. To engage students in 21st century, innovative learning experience, and meaningful work, through diverse approaches:Atlas and AVID Academies 2. To engage the entire community in collaboration to assure academic achievement of all students. 3. To empower, value, and respect all stakeholders in a professional learning environment that builds pride, self efficacy, and determination.

Please visit our school, explore our website, or call us at (408) 928-8800 to learn more about our school and the spirit and pride of the Sheppard Trojans!

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

Grade Level	Number of Students
Grade 6	187
Grade 7	246
Grade 8	244
Total Enrollment	677

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

Student Group	Percent of Total Enrollment
Black or African American	1.9
American Indian or Alaska Native	0.4
Asian	31.6
Filipino	12.1
Hispanic or Latino	50.4
Native Hawaiian or Pacific Islander	2.1
White	1.3
Two or More Races	0.1
Socioeconomically Disadvantaged	85.2
English Learners	24.5
Students with Disabilities	14.8
Foster Youth	0.4

## 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	27	35	27	496
Without Full Credential	2	0	5	43
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	2	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
<b>This School</b>	91.2	8.8
<b>All Schools in District</b>	86.3	13.7
<b>High-Poverty Schools in District</b>	86.3	13.7
<b>Low-Poverty Schools in District</b>	0.0	0.0

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:** January 2016

The following are the most recent adoptions for Alum Rock Union Elementary School District:

- Benchmark Advance (ELA and ELD) 2016-Elementary/Engage NY 2016- Middle Schools
- EnVision Mathematics 2015-Elementary / CPM 2015- Middle Schools
- Scott Foresman Science 2006- Elementary/Glencoe Science 2006-Middle Schools
- Scott Foresman Social Studies 2007- Elementary /TCI Curriculum 2007- Middle School

Subject	Textbooks and Instructional Materials/ Year of Adoption	From Most Recent Adoption?	Percent of Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	Benchmark Advance (ELA and ELD) 2016- Elementary/Engage NY 2016- Middle Schools	Yes	0
<b>Mathematics</b>	EnVision Mathematics 2015-Elementary / CPM 2015- Middle Schools	Yes	0
<b>Science</b>	Scott Foresman Science 2006- Elementary/Glencoe Science 2006-Middle Schools	Yes	0
<b>History-Social Science</b>	Scott Foresman Social Studies 2007- Elementary /TCI Curriculum 2007- Middle School	Yes	0

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

The district makes every effort to ensure all schools are clean, safe, and functional. To assist in this effort, the district uses a facility survey instrument developed by the State of California Office of Public School Construction. The results of this survey are available at the district office.

Sheppard School was built in 1962. School facilities are being renovated according to the Field Act requirements of the State Building Code with a focus on earthquake safety. In the event that asbestos and lead containing building materials are found, they are removed according to Environmental Protection Agency (EPA), State, and Local requirements. Deferred maintenance funds have been used to properly maintain and renovate the school's buildings. Needed repairs and maintenance projects are completed in a timely manner.

School facilities are upgraded to support and maintain a safe, clean and secure campus. Sufficient classroom, office, library, playground, staff space, and restroom facilities are allocated to support stakeholders' needs and the instructional program. The Alum Rock Union Elementary School District maintenance staff, in conjunction with day and night custodians, ensure the school buildings and grounds are safe, clean, and in good repair. Rigorous daily custodial schedules ensure that classrooms, lavatories, serving kitchens, eating areas, offices, and playgrounds are clean for both student and staff use. Regular oversight by district maintenance crews ensures that grass and landscaped areas are well maintained, and that the school's buildings, grounds and play areas are safe for use.

Although Sheppard's main school campus was constructed in 1962, portable buildings have been added to accommodate the growing school population and diverse program needs. During the 2007-2008 school year, local Measure G funds and state-matching funds were used to renovate existing facilities. Major projects for the past years included painting, heating, flooring, striping, roofing and renovation of boys and girls locker rooms and the boys and girls restrooms in the south end of the campus.

In June of 2012, through the collaborative work between the District and City of San Jose, Sheppard was the first school in the Alum Rock Union Elementary School District to have an all-weather track, football, and soccer field that the school and community have been actively using to promote health, exercise, and school and community events. Most recently, Nvidia's Project Inspire make-over event added life and inspiration to our campus. Quotes and images of books, flags and international landmarks are just a few ways our school reflects our students bright futures!

Our ELAC team is busy renovating our library and a proposal for our College and Career Research Center is underway!

#### 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: December 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	
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation		X		
<b>Electrical:</b> Electrical			X	
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			
<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		

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

Year and month of the most recent FIT report: December 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	28	39	34	39	44	48
Mathematics	19	28	25	30	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	6	187	184	98.4	41.3
	7	240	233	97.1	35.6
	8	245	242	98.8	41.7
Male	6	93	90	96.8	30.0
	7	121	120	99.2	27.5
	8	131	128	97.7	35.2
Female	6	94	94	100.0	52.1
	7	119	113	95.0	44.3
	8	114	114	100.0	49.1
Black or African American	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
American Indian or Alaska Native	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Asian	6	66	64	97.0	54.7
	7	69	67	97.1	50.8
	8	83	82	98.8	64.6

Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
Filipino	6	24	24	100.0	62.5
	7	23	21	91.3	66.7
	8	30	29	96.7	51.7
Hispanic or Latino	6	88	87	98.9	28.7
	7	132	131	99.2	22.1
	8	119	119	100.0	23.5
Native Hawaiian or Pacific Islander	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
White	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Two or More Races	7	--	--	--	--
Socioeconomically Disadvantaged	6	157	154	98.1	39.0
	7	204	199	97.5	31.2
	8	211	208	98.6	38.0
English Learners	6	48	47	97.9	4.3
	7	54	51	94.4	
	8	61	59	96.7	
Students with Disabilities	6	26	26	100.0	
	7	37	37	100.0	
	8	36	36	100.0	
Students Receiving Migrant Education Services	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Foster Youth	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--

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	6	186	186	100.0	33.0
	7	240	236	98.3	27.1
	8	245	242	98.8	25.7
Male	6	92	92	100.0	31.9
	7	121	121	100.0	23.1
	8	131	128	97.7	24.4
Female	6	94	94	100.0	34.0
	7	119	115	96.6	31.3
	8	114	114	100.0	27.2
Black or African American	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
American Indian or Alaska Native	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Asian	6	66	66	100.0	47.7
	7	69	69	100.0	56.5
	8	83	82	98.8	52.4
Filipino	6	24	24	100.0	37.5
	7	23	22	95.7	36.4
	8	30	29	96.7	24.1
Hispanic or Latino	6	87	87	100.0	21.8
	7	132	131	99.2	11.4
	8	119	119	100.0	7.6
Native Hawaiian or Pacific Islander	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
White	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Two or More Races	7	--	--	--	--
Socioeconomically Disadvantaged	6	157	157	100.0	28.2
	7	204	202	99.0	22.8
	8	211	208	98.6	21.7
English Learners	6	48	48	100.0	4.3



Student Group	Grade	Number of Students		Percent of Students	
		Enrolled	Tested	Tested	Standard Met or Exceeded
	7	54	54	100.0	5.6
	8	61	59	96.7	3.4
Students with Disabilities	6	26	26	100.0	
	7	37	37	100.0	
	8	36	35	97.2	
Students Receiving Migrant Education Services	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--
Foster Youth	6	--	--	--	--
	7	--	--	--	--
	8	--	--	--	--

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)	59	40	57	52	47	49	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	246	241	98.0	57.3
Male	131	129	98.5	55.8
Female	115	112	97.4	58.9
Asian	83	83	100.0	78.3
Filipino	30	29	96.7	58.6
Hispanic or Latino	119	118	99.2	39.8
Socioeconomically Disadvantaged	212	207	97.6	54.1
English Learners	61	59	96.7	22.0
Students with Disabilities	36	35	97.2	34.3

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
7	17.5	20.9	33.3

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)**

Sheppard Middle School celebrates our awesome parental involvement and we certainly have an opportunity for you! Beyond our reoccurring Parent Coffees, School Site Council, and ELAC meetings, we have fun in making our Middle School the most exciting and collaborative environment for all. From our community garden and campus clean-up efforts, to food sales at evening community events, like movie nights, health fairs and literacy and math nights, we unite around greatness. All participation is tracked and school goals target significant participation rates. Annually we recognize all parent volunteers and we ever look to strengthen our parent leadership capacity. We welcome the community monthly to our Open Door Days for a school tour by drop-in and weekly a team of parents get together to move our work forward.

Parents who wish to engage in our work at Sheppard Middle School are encouraged to contact our main office at 408-928-8800.

## 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	5.1	7.2	5.3	2.3	3.2	3.1	4.4	3.8	3.7
Expulsions	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1

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

Sheppard Middle School has a very detailed, comprehensive school safety plan that outlines protocols, systems, and procedures in the event of any/all emergencies. The plan also contains the yearly safety goals determined by the students, staff, and parents. The School Safety Plan and drill procedures are reviewed during the year with all staff. Safety alerts are shared with all staff as needed throughout the school year.

The Sheppard School Safety Committee updates the plan before it is presented to the Alum Rock Union Elementary School District Board of Trustees for annual approval. The revised plan was last approved in February 2014. The School Safety Plan has a comprehensive, enforceable, and continuous behavior policy, set of rules and regulations, dress code policy, set of protocols for safety/emergency drills, tardy policy, attendance policy, referral policy, non-discriminatory policy on student rights and responsibilities, campus security policy, harassment policy, conflict management policy, Internet safety policy, and an intervention policy.

The Safety Plan is revised and approved annually. In addition, there is before and after school supervision as well as coverage during brunch and lunch time. A school resource officer is on campus Monday through Friday. All visitors must report to the main office upon arrival in order to maintain the safety of our campus.

## 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
First Year of Program Improvement		2004-2005
Year in Program Improvement*		Year 3
Number of Schools Currently in Program Improvement	N/A	8
Percent of Schools Currently in Program Improvement	N/A	38.1

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

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

Subject	2013-14				2014-15				2015-16			
	Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms			Avg. Class Size	Number of Classrooms		
		1-22	23-32	33+		1-22	23-32	33+		1-22	23-32	33+
English	24	12	13	11	21	14	8	9				
Mathematics	23	7	8	5	22	9	4	8				
Science	27	3	9	5	26	5	3	10				
Social Science	27	4	7	6	27	4	4	9				

Note: Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

### 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	1	
Counselor (Social/Behavioral or Career Development)	1	N/A
Library Media Teacher (Librarian)		N/A
Library Media Services Staff (Paraprofessional)	.5	N/A
Psychologist	1	N/A
Social Worker		N/A
Nurse	.5	N/A
Speech/Language/Hearing Specialist	.3	N/A
Resource Specialist	1	N/A
Other		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	\$8,275	\$2,211	\$6,065	\$72,851
District	N/A	N/A	\$6,466	\$74,018
Percent Difference: School Site and District	N/A	N/A	-6.2	-1.6
State	N/A	N/A	\$5,677	\$75,137
Percent Difference: School Site and State	N/A	N/A	6.8	-3.0

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

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

Sheppard Middle School provides the following funded services to enable success for all students. Priorities include a smooth transition from elementary to middle school, academic success that positions all students to promote to high school, development of the whole child including mental health support and real world life experiences directly connected to learning and aspirations of the students. students to meet academic standards:

- Citizen Schools. Extended Learning is an instructional program that primary supports all sixth graders.
- Intervention classes are scheduled for at-risk students, and home work centers support student success
- Student learning is supported through our staff's professional development, data analysis of assessments, integration of technology, and off campus school experiences including field trips to Academy specific foci.

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

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$48,684	\$44,573
Mid-Range Teacher Salary	\$75,792	\$72,868
Highest Teacher Salary	\$88,464	\$92,972
Average Principal Salary (Elementary)	\$106,896	\$116,229
Average Principal Salary (Middle)	\$112,241	\$119,596
Average Principal Salary (High)		\$121,883
Superintendent Salary	\$185,000	\$201,784
Percent of Budget for Teacher Salaries	41%	39%
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)**

Staff Development goals are developed by the Leadership Team with whole staff input. Those goals begin with analysis of student achievement data and a comprehensive plan to increase student achievement. Both outside experts and internal resources are used to train teachers in targets areas. Areas targeted for 2015/2016 include: Rigorous, 21st Century academic program implementation for both AVID and Atlas Academies, Effective Instructional Strategies for English Learners, Parent Engagement, and Student Success and continuous progress. Our Instructional leadership Team is responsible for moving the work forward in all areas. We do this through our Results Oriented Cycle of Inquiry. Through goal setting and data analysis, we routinely update our Theory of Action and delineate our progress and work. This document is available in our front office.